

Franczek Radelet

2016 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Chicago, IL

DIVERSITY LEADERSHIP

Head(s) of Firm: Ronald J. Hein, Jr.; Managing Partner

Diversity team leader(s): Michael J. Hernandez, Firm Diversity Officer

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2015
Firmwide	51	52
U.S. offices only	51	52

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2015)

	Men	Women
White/Caucasian	3	7
African-American/Black	2	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Individuals with disabilities	0	0
Total	7	9

SUMMER ASSOCIATES (2015)

	Men	Women
White/Caucasian	1	0
African-American/Black	1	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	2	1

EQUITY PARTNERS (2015)

	Men	Women
White/Caucasian	17	7
African-American/Black	0	0
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	19	7

NON-EQUITY PARTNERS (2015)

	Men	Women
White/Caucasian	2	4
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	3	5

OF COUNSEL (2015)

	Men	Women
White/Caucasian	0	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	2

NEW HIRES (2015)

	Men	Women
White/Caucasian	0	4
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Individuals with disabilities	0	0
Total	2	4

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

At least four times a year, the firm hosts internal diversity focused events for both attorneys and staff to further the firm's commitment to diversity. Recent examples include Martin Luther King/Black History Month Luncheon Celebration, South Asian Heritage Celebration, LGBT Celebration, Religious Diversity in the Work Place event all of which had keynote speakers. The Diversity Officer and/or the Committee sends diversity related e-mails to the firm providing insights on various cultures, religions, ethnicities, etc. Our twice monthly internal newsletter includes news and updates on any diversity related initiatives. Every other year if not more often, the Diversity Officer conducts an attorney meeting, and a meeting with administrative staff to reiterate the firm's Diversity Policy, provide an update on the diversity efforts, and lead a discussion on how the firm can maintain and improve its inclusion and diversity efforts. Additionally, the firm's website has a dedicated page discussing the firm's diversity initiatives and outreach with updates made frequently. The diversity information on the website is also sent around to the firm on a regular basis.

Who has primary responsibility for leading diversity initiatives at your firm?

Michael J. Hernandez, Firm Diversity Officer and Chair of the Diversity Committee

Does your law firm currently have a diversity committee?

Yes

If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?

No

If yes, how many attorneys are on the committee, and in 2015, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 4

Total hours spent on diversity: 150

Comments: 2015 Committee: Hernandez (Chair); Druck; Kriha; Greer; Shah, H.; Shah, T Moreno, Padilla, Sullivan

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

The Diversity Officer and Diversity Committee have an overall goal to foster diversity through both internal and external efforts. The central diversity goals can be outlined in five areas 1) Inclusion - Fostering an inclusive environment for attorneys and staff alike; 2) Recruitment - Actively recruiting from a diverse attorney and staff pool; 3) Retention - Maintaining an effective orientation program and mentoring practices for all new attorneys and staff; and flexible work arrangements programs; 4) Work Assignment - Ensuring that all attorneys and staff receive challenging work assignments and that all attorneys receive client exposure opportunities consistent with their demonstrated skill and ability; and 5) Firm Leadership - Seeking to involve a diverse group in firm leadership and management.

How often does the firm's management review the firm's diversity progress/results?

Twice a year

How is the firm's diversity committee and/or firm management held accountable for achieving results?

Semiannually, the Firm Diversity Officer and the Firm Diversity Committee produces a Firm Diversity statistical report (including gender statistics) that includes a breakdown of Firm diversity separately for attorneys and non-attorneys; a breakdown of Firm diversity data by associate and partner; a breakdown of Firm diversity by leadership positions; and a comparison of Firm attorney diversity data to recent national labor trends. This report is distributed to all partners and essentially is a way to make the entire partnership accountable for the retention and recruitment of a diverse workforce.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide diversity training for all attorneys and staff
	X		Focus on strengthening firm's mentoring program
	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
X			Increase the number of GLBT attorneys at the associate level
	X		Increase the number of GLBT attorneys at the partnership level
	X		Increase the number of GLBT attorneys in leadership positions
	X		Ensure that EEO and non-discrimination policies specifically address gender identity

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

In 2014, the firm "adopted" the Dewey School of Excellence, a CPS school and AUSL turn around school. We hosted a number of events and fundraisers in support of the school, its administrators, teachers and students. Attorneys and staff alike participated in a school supply drive to begin the school year, we organized and participated in a Career Day at the school, and also hosted a select group of students for a Job Shadow Day in our offices. We participate in the Loyola Education Practicum Student Program which is part of Loyola's education law curriculum and provides law students with practical experience at education law firms and organizations.



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League schools: Yes

Other private schools: Yes

Public state schools: Yes

Historically Black Colleges and Universities (HBCUs): Yes

Diversity job fairs: Cook County Bar Association Minority Law Student Job Fair

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

Do you have any programs specifically targeted at first-year students?

In 2011 the firm launched the LEADS (Legal Education for the Advancement of Diversity and Scholarship) Fellowship Program, a diversity pipeline initiative that is unprecedented in terms of its focus and structure, designed to increase the placement of diverse lawyers at our law firm and in private practice generally. LEADS is an intensive eight-week program designed for diverse first and second year law students who have an interest in pursuing a legal career in private practice representing employers in labor and employment matters. The program's goal is to provide concentrated labor and employment legal experience while developing a pipeline of highly qualified, diverse candidates for potential future employment in the legal profession.

Unlike most traditional law firm summer associate programs, this program includes specific learning and experience modules for the LEADS Fellows during their time with the firm. The curriculum combines substantive legal experience with practical training provided by Franczek Radelet attorneys, as well as an orientation to the business of practicing law with a focus on transitioning from the life as a law student to that of a private practice attorney.

In 2015 we welcomed our 10th LEADS Fellow, and are proud to say that two members of our first class of Fellows from 2012 are now associates at the firm.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2015)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

OFFERS MADE* (2015)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

OFFERS ACCEPTED* (2015)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

NEITHER ACCEPTED NOR DECLINED (2015)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2015)

	Men	Women
White/Caucasian	0	3
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Individuals with disabilities	0	0
Total	2	3

LATERAL OF COUNSEL HIRES (2015)

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	1

LATERAL PARTNER HIRES* (2015)

* Both equity and non-equity

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	0

NEW PARTNERS PROMOTED* (2015)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	2

NEW EQUITY PARTNERS* (2015)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, gay/lesbian or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Unknown

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

[No response]



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2015

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	1
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

David Weldon

Ellen Wetmore

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2015

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	1	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

Doug Hass

OF COUNSEL

	Men	Women
White/Caucasian	n/a	1
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

Andrea Waintroob

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	1
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	1	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

Abizer Zanzi and Amy Zdravecky

EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	1
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

Lisa McGarrity

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly non-white attorneys (i.e., minority attorneys, for whom research indicates a greater inclusion problem), are not being excluded:
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

Our firm policies dealing with promotion and partnership differ between equity and non-equity partnership. An applicant for equity partner must work full-time but a candidate for non-equity partnership can work part-time. It is important to note, that a few of our current equity partners may maintain flexible hours without any effect on their partnership status.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

[No response]

Retention and Professional Development

PART-TIME ATTORNEYS (2015)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	1	1	16
Of counsel	0	0	1	1
Non-equity partner	0	1	1	8
Equity partner	0	0	0	26



Management Demographic Profile

FIRMWIDE COMMITTEES 2015

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	2	1

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	1	1

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	3	2
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	4	2

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	5	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	5	1

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	1	2
African-American/Black	1	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
Total	4	2

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2015)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	n/a	9	11
Number of such positions held by:			
Minorities	n/a	1	1
Women	n/a	2	5
GLBT attorneys	n/a	0	0
Individuals with disabilities	n/a	0	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 1

Minorities heading offices: [No response]

Women heading offices: [No response]

GLBT attorneys heading offices: [No response]

Individuals with disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Respicio F. Vazquez and Tejas Shah

Women heading practices: Ellen M. Babbitt & Dana Fattore Crumley

GLBT attorneys heading practices: [No response]

Individuals with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Michael J. Hernandez and Jacqueline Gharapour Wernz

Women heading committees: Sally J. Scott; Amy Moor Gaylord; Jennifer A. Smith; Laura E. Knittle and Jacqueline Gharapour Wernz

GLBT attorneys heading committees: [No response]

Individuals with disabilities heading committees: [No response]



The Firm Says

The firm's diversity policy and practice mandates:

- Retention through the maintenance of an effective orientation program and mentoring practices.
- As part of new employee orientation, new employees are trained on the subject of the Firm's Diversity Initiative.
- Additionally, the Policy and Firm practice ensures that all attorneys and staff receive challenging work assignments and client exposure.
- Also, the Policy and Firm practice mandates that Firm leadership and management positions be available to a diverse pool of candidates.

The firm has had a dedicated Diversity Officer, Michael J. Hernandez (equity partner to lead the firm's diversity efforts for nearly 10 years. The Firm Diversity Officer, consistent with the Firm Diversity Policy and in conjunction with the Firm Diversity Committee, is charged with:

- Reviewing and monitoring of the Firm's Diversity efforts;
- Reviewing and addressing workplace Diversity matters;
- Fostering knowledge and understanding of the Firm's Diversity Initiative; and
- Undertaking research to ensure that the Firm's Diversity commitment reflects best practices.

The firm's Diversity Committee composed of both attorneys and staff is charged with:

- Reviewing and monitoring of the Firm's Diversity efforts;
- Planning Diversity Commemorative events;
- Planning Diversity training sessions;
- Fostering knowledge and understanding of the Firm's Diversity Initiative; and
- Undertaking research to ensure that the Firm's Diversity commitment reflects best practices.

Externally, the firm is very active in a number of minority focused and diversity driven organizations. Our participation in the following groups, programs and events vary but our commitment remains steadfast: Black Women Lawyer's Association of Greater Chicago, Hispanic Lawyer's Association of Illinois, South Asian Bar Association of Chicago (IABA), South Asian Bar Association (SABA) of North America, Iranian American Bar Association, American Bar Association's Equal Opportunities in the Legal Profession Committee, Institute for Inclusion in the Legal Profession, Illinois Hispanic Chamber of Commerce, Chicago Center for Cultural Connections, National Latino Education Institute, Superintendent's Committee for the Study of Demographics and Diversity, among others.

As a Firm and led by the Diversity Officer and Committee, the Firm and its members have engaged the following actions to expand our Diversity profile both within the firm and outside the firm.

- Commemorative Firm Diversity events such as: Martin Luther King/Black History Month Luncheon Celebration with Urban League Executive Director as Keynote Speaker; St. Patrick's Day Luncheon with Irish American Heritage Center Keynote Speaker; Religious Diversity in the Work Place Luncheon with Chicago Center for Cultural Connections Keynote Speakers;
- Identify certified MBE/WBE vendors and engage their services for court reporting, construction work and food service;
- Participate in Minority Chamber of Commerce Events;
- Financially and legally support Civil Rights Organizations such as MALDEF and the Urban League;
- Serve on the Board of Directors for Leadership Greater Chicagoland Fellowship Program;
- Serve on the Board of Directors for a local job training institute.