

Brinks Gilson & Lione

2018 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Chicago, IL; Ann Arbor, MI, Indianapolis, IN; Tampa, FL; Research Triangle Park, NC; Salt, Lake City, UT; Washington, D.C.; and Shenzhen, China

DIVERSITY LEADERSHIP

Head(s) of Firm: Gustavo Siller, Jr. President

Diversity team leader(s): Danielle Anne Phillip, Diversity Committee Co-Chair; Rashad Morgan, Diversity Committee Co-Chair

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2017
Firmwide	118	122
U.S. offices only	116	120

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2017)

	Men	Women
White/Caucasian	19	7
African-American/Black	1	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	6	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with disabilities	0	0
Total	26	14

SUMMER ASSOCIATES (2017)

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

EQUITY PARTNERS (2017)

	Men	Women
White/Caucasian	51	8
African-American/Black	2	1
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	4	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with disabilities	0	0
Total	59	9

NON-EQUITY PARTNERS (2017)

	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 LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

OF COUNSEL (2017)

	Men	Women
White/Caucasian	7	3
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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	8	3

NEW HIRES (2017)

	Men	Women
White/Caucasian	1	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with disabilities	0	0
Total	2	6

This data is for Counsel attorneys, Brinks does not have "Of Counsel" attorneys.

Strategic Plan and Diversity Leadership

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

The firm requires training for all attorneys, scientific advisors and staff. Diversity is frequently addressed in emails, meeting and firm-wide speeches by our president and shareholders.

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

Danielle Anne Phillip, Shareholder and Co-Chair of Diversity Committee; Rashad A. Morgan, Shareholder and Co-Chair of Diversity Committee; and Gustavo Siller, Jr., Firm President.

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)?

Yes

If yes, how many attorneys are on the committee, and in 2017, 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: 8

Total hours spent on diversity: 600

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?

Both

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

Quarterly

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

A direct pipeline to management ensures that the Diversity Committee's recommendations are fully vetted and acted upon. The Diversity Committee reports directly to the firm president, who is a member of the Committee, and provides its recommendations directly to the Board of Directors.

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	X		Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide diversity training for all attorneys and staff
X	X		Focus on strengthening firm's mentoring program
X	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
			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	X		Coordinate or work with clients on diversity issues
X	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	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	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 LGBTQ 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 LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ 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.

Please see narrative under "The Firm Says."



Recruitment - New Associates

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

Ivy League schools: No

Other private schools: Yes

Public state schools: Yes

Historically Black Colleges and Universities (HBCUs): Yes

Diversity job fairs: Yes

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?

Brinks is a Firm Life fellow of the IPLAC's Educational Foundation, a foundation that awards scholarships to youths who attend Chicago public school and will major in a science, engineering and pre-law program in college. Brinks is also a sponsor of the American Intellectual Property Law Associations' Education Foundation, a charitable organization whose mission is to increase the diversity of the IP bar and providing scholarships and mentoring to underrepresented minority law school students pursuing careers in IP law.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2017)

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

OFFERS MADE* (2017)

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

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

OFFERS ACCEPTED* (2017)

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

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

NEITHER ACCEPTED NOR DECLINED (2017)

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

	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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2017)

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

LATERAL OF COUNSEL HIRES (2017)

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

LATERAL PARTNER HIRES* (2017)

* 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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	0	0

NEW PARTNERS PROMOTED* (2017)

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

	Men	Women
White/Caucasian	3	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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	3	1

NEW EQUITY PARTNERS* (2017)

* 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 LGBTQ	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, LGBTQ 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?

Not applicable

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:

Not Applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2017

1ST-YEAR ASSOCIATES

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

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	1	0

3RD-YEAR ASSOCIATES

	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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	2	1

4TH-YEAR ASSOCIATES

	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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	1	0

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	1	0

6TH-YEAR ASSOCIATES

	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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	0	0

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2017

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	1	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	2	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	1	0
Openly LGBTQ	0	0
Individuals with disabilities	0	0
Total	3	0

OF COUNSEL

	Men	Women
White/Caucasian	2	0
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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	2	1

NON-EQUITY PARTNERS

	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 LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

This data is for Counsel attorneys. Currently, Brinks does not have "Of Counsel" attorneys.

EQUITY PARTNERS

	Men	Women
White/Caucasian	2	0
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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	2	1

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, LGBTQ 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 minority 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 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?

The firm has a written policy that permits attorneys working on alternative work schedules to be promoted to and continue working as partners.

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

None



Retention and Professional Development

PART-TIME ATTORNEYS (2017)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	3	3	6	41
Of counsel	1	1	2	12
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	0	0	0	69



Management Demographic Profile

FIRMWIDE COMMITTEES 2017

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	6	0
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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	7	0

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	14	2
African-American/Black	0	1
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with disabilities	0	0
Total	14	4

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	0
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 LGBTQ	0	0
Individuals with disabilities	0	0
Total	7	0

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	9	2
African-American/Black	1	1
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with disabilities	0	0
Total	11	3

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2017)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	7	26	13
Number of such positions held by:			
Minorities	1	6	2
Women	0	0	1
LGBTQ attorneys	0	0	0
Individuals with disabilities	0	0	0

Comments or explanations regarding the data provided above: Some of practice group/department and committee leaders groups include co-chairs. The practice group/department leaders also include task force leaders.

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? 7

Minorities heading offices: Alejandro Fernandez, Tampa, FL (4)

Women heading offices: None

LGBTQ attorneys heading offices: None

Individuals with disabilities heading offices: None

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Gustavo Siller, Jr., China Task Force (12); Yuezhong Feng, China Task Force (12); Tadashi Horie, Japan Task Force (5); L.G. Almeda, Nanotechnology (22), Brazil Task Force (2); Rashad Morgan, Chemical, Energy & Agriculture (41)

Women heading practices: Laura Lydigsen, Appellate (32); Heidi Dare, Patent Prosecution (90), Biotechnology & Pharmaceutical (45); Jennifer Fox, Biotechnology & Pharmaceutical (45); Linda Nattler, Germany Task Force (14);

LGBTQ attorneys heading practices: None

Individuals with disabilities heading practices: None

COMMITTEE LEADERS

Minorities heading committees: Rashad Morgan, Diversity Committee Co-Chair (8) and Recruiting Committee Co-Chair (20); Danielle Anne Phillip, Diversity Committee Co-Chair (8)

Women heading committees: Danielle Anne Phillip, Diversity Committee Co-Chair (8)

LGBTQ attorneys heading committees: None

Individuals with disabilities heading committees: None



The Firm Says

We are proud of the recognition that we have received with respect to our diversity efforts. As a firm, we have been recognized by our clients and peers for our diversity efforts and success. Most recently our firm receive a diversity award from The Chicago Committee's for Most Partners of Color in Firm Management. One of our greatest honors was our past win of the MCCA Thomas L. Sager Award for the Midwest Region.

Individually, our attorneys have demonstrated commitment to promoting diversity and inclusion in the legal profession as well as within our firm. Gus Siller, began a four-year term as firm president. Gus is the first minority and Hispanic attorney to lead Brinks. Danielle Anne Phillip, shareholder, serves on the advisory board of the Institute for Inclusion in the Legal Profession. Shareholder Laura Beth Miller is a previous president of the IPLAC Educational Foundation. Rashad Morgan is chair of the North Carolina Bar's Minorities in the Profession and Legal LINK. Additionally, Cynthia A. Homan was co-chair of Lambda Legal's National Board of Directors and serves on Lambda Legal's National Leadership council. Danielle Gillen, associate, is a previous winner of the "Best Team Pitch" of the Chicago Committee's "Rate my Pitch" program. Peter Lee, associate, serves on the board of directors of the Koran American Bar Association of Chicago, and Emily Kappers, associate, is a member of and chair of the Social Events & Networking Programs Committee of Chicago Women in IP, a networking and mentoring group of professional women involved in all facets of IP law. Finally, Jafon Fearson is a member of Legal Prep Charter Academy's 2017-18 Associate Board.

More experienced Brinks attorneys mentor junior attorneys, both informally and through the firms' formalized mentorship program. Many of our attorneys, including shareholders Gus Siller, and Danielle Anne Phillip, formally mentor attorneys outside of the firm, through programs run by organizations, such as the Chicago Committee. Danielle is a member of the Mentoring Committee of the Black Women Lawyers' Association.

SCIENTIFIC ADVISORS

We are assisted in the technical and scientific aspects of your work by a corps of scientific advisors, each highly-educated and skilled in his or her respective field. Scientific advisors are represented on our Associates Committee, evaluated by our Associates Evaluation Committee, and are included in all events to which associates are invited. We are pleased with the diversity of scientific advisors: 30% minority and 22% women.

AFFINITY GROUPS

We recognize and understand the value of the affinity groups in law firms. However, given our relatively small size, we have not felt the need to establish affinity groups. Nevertheless, the firm would be supportive of such groups if members of the firm requested them.

Policies

1. We offer an inclusive and generous parental leave policy that allows primary caregivers to take 16 weeks of paid time off to care for a newborn on newly adopted child, as well as an additional two-week ramp-up period to return to pre-leave work levels when their leave ends. Non-primary caregivers are eligible for two paid consecutive weeks of and corresponding reduced annual billable goal.
2. The firm continues to offer domestic partner benefits, including a "gross-up" policy that reimburses LGBT attorneys for the income taxes they pay to carry a partner on the firm's health insurance policy.

NAMES OF MINORITY BAR ASSOCIATIONS AND OTHER LEGAL ASSOCIATIONS WITH WHICH WE HAVE RELATIONSHIPS

- Chicago Committee on Minorities in Large Law Firms (CCOM)
- Coalition of Women's Initiatives in Law Firms
- Institute for Inclusion in the Legal Profession (IILP)
- National Asian Pacific American Bar Association (NAPABA) – Lawrence Almeda
- Asian American Bar Association of the Greater Chicago Area (AABA Chicago)
- Asian Pacific American Affairs Commission of Michigan – Lawrence Almeda
- Indian-American Bar Association of Chicago (IABA)
- Lambda Legal – Cindy Homan
- Lesbian and Gay Bar Association of Chicago (LAGBAC) – Cynthia Homan
- Black Women Lawyers Association (BWLA) – Danielle Anne Phillip
- Chicago Council of Black Law Student Associations (CCBLSA)
- Korean Bar Associate of Chicago (KABA)- Peter Lee
- Minorities in the Profession Committee of the North Carolina Bar Association – Rashad Morgan
- Chicago Women in IP (ChiWIP) – Emily Kappers
- Korean Bar Association of Chicago (KABA)
- National Bar Association (NBA) – Rashad Morgan



Question 4.2 PLEASE DISCUSS ANY ADDITIONAL EFFORTS TO REACH OUT TO DIVERSE UNDERGRADUATES, HIGH SCHOOL, MIDDLE SCHOOL OR GRADE SCHOOL STUDENTS.

Brinks was one of the first law firms, and the only intellectual property law firm, to commit to annual sponsorship of Legal Prep Academy, a charter public high school located in West Garfield Park, an underresourced neighborhood on Chicago's west side. Legal Prep offers students a free, legal-themed college-preparatory education. Brinks supports Legal Prep financially and a number of our attorneys, including shareholder members of our Board of Directors, mentor students throughout the school year.

Brinks also supports Just The Beginning Foundation's (JTB) Summer Judicial Internship Diversity Project (formerly the Summer Legal Institute), a program designed to introduce careers in law to minority high school students who are traditionally underrepresented in the field of law.

Brinks also is a long-time partner of the Cristo Rey Network of Schools. Cristo Rey provides college preparatory education to low-income, racially and ethnically diverse students. As a partner of the school, Brinks hosts 3-4 interns each year and contributes toward each student's tuition.

Brinks sponsors and attorneys have been involved with the North Carolina Bar Association's Legal LINK program, which is an American Bar Association award-winning program aimed at increasing diversity in the legal pipeline. This program works with members of the legal community (judges, attorneys, law school admissions directors and law students), who speak to the students about their experiences.

Brinks attorneys are also involved in the Minorities in the Profession Committee (MIP) of the North Carolina Bar Association dedicated to promoting an increased presence of minorities in the legal profession; the ongoing education of minorities in the legal profession; the betterment of life for those minorities in the legal profession; providing the public with quality information regarding issues of concern to minority lawyers; and educating the public about the contributions of North Carolina's minority lawyers. To this end, the MIP has developed two subcommittees that provide programs and events to promote these purposes: Preparing to Practice Subcommittee, focusing on law students; and Promoting the Practice Subcommittee, focusing on practicing attorneys.

