



EQUALITY
ILLINOIS

2017

RAISING THE BAR

RECOGNIZING BEST PRACTICES
IN RECRUITING, HIRING AND
RETAINING LGBTQ EMPLOYEES





Diversity Matters

Husch Blackwell is proud to be an Illinois law firm that strives to provide a culture of inclusivity and openness for all employees. We believe that diversity enhances our commitment to serve our clients, our profession and our community.

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WELCOME

Letter From The CEO

Dear Colleagues:

On behalf of Equality Illinois, I am honored to recognize law firms that are leading the way with regard to creating a welcoming and affirming workplace for lesbian, gay, bisexual, transgender, and queer (LGBTQ) employees.

The past few years have brought with them major advances in creating a more equal and accepting society for LGBTQ Americans, but there are nevertheless many new challenges. It is important that members of our community and our allies continue advocating on behalf of LGBTQ equality and actively resist any efforts to roll back progress.

The fight for LGBTQ equality is often fought judicially, administratively, and legislatively, which means that the efforts of attorneys and law firms are particularly important and impactful. To bring about equality requires that all sectors of society take affirmative steps to create an inclusive and supportive community – both within your workplace and in society at large. Law firms that act publicly to show their support of the LGBTQ community while fostering an internal environment that is supportive of diverse individuals reinforce a culture of inclusion and acceptance.

We want to honor the law firms that have taken the initiative to raise the bar by which other firms and companies can be measured towards LGBTQ inclusivity. If you would like more information, Equality Illinois is committed to supporting you. Please do not hesitate to reach out to us with any questions, suggestions or requests for materials and resources.

TOGETHER, WE CAN BUILD A BETTER ILLINOIS.

Sincerely yours,

Chief Executive Officer



Arnstein & Lehr LLP
considers the promotion
of **diversity** and
inclusion in the
workplace as one of its
fundamental missions.

We support
Equality Illinois in its
mission to secure, protect
and defend equal rights for
LGBT people and are
honored to be one of the
top firms in Illinois
“Raising the Bar!”

ARNSTEIN & LEHR LLP

161 North Clark Street | Suite 4200
Chicago, IL 60601
(312) 876-7100
www.arnstein.com/about/diversity



KEYNOTE SPEAKER

Greg Nevins



Greg Nevins is the Director of Lambda Legal's Employment Fairness Project and works out of its Southern Regional Office in Atlanta. Among other cases, he has successfully argued *Hively v. Ivy Tech Community College*, 853 F.3d 339 (7th Cir. 2017) (en banc) (the first federal appellate court ruling in the nation that Title VII covers sexual orientation discrimination) and *Glenn v. Brumby*, 663 F.3d 1312 (11th Cir. 2011) (transitioning employee held to have suffered sex discrimination) and was counsel in *Roe v. City of Atlanta*, 25 Am. Disabilities Cas. (BNA) 1313 (11th Cir. 2012) (reversing summary judgment for city in HIV discrimination case).

He is still licking his wounds after his unsuccessful argument in *Evans v. Georgia Regional Hospital*, 850 F.3d 1248 (11th Cir. 2017), but Lambda Legal has announced plans to appeal the decision to the Supreme Court, seeking Title VII coverage of sexual orientation discrimination. He and his Lambda Legal colleagues made "substantial contributions" to the successful rehearing en banc petition on the same issue in *Zarda v. Altitude Express* in the Second Circuit.

Since early 2014, he has achieved success in four separate amicus briefs he has filed in employment cases regarding Title VII's coverage, in the Fifth Circuit and in the federal district courts in Pennsylvania, Washington DC and Washington State. He was also counsel in successful marriage litigation in the Fourth and Eleventh Circuits. He spent ten years at Morrison & Foerster in San Francisco, and two years at the San Francisco City Attorney's office, where he was involved in the successful effort to allow a wrongful death claim in favor of the surviving member of the lesbian couple in the infamous dog mauling case. A Memphis native, he attended his hometown University of Memphis and also Harvard Law School.



Baker McKenzie
is proud to support **Equality Illinois.**

We are honored to be recognized as a
Top Illinois Law Firm for LGBTQ diversity
and inclusive practices.





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Corporate Responsibility Project

Equality Illinois is dedicated to ensuring that every law firm operating in the State of Illinois provides a safe and fair work environment for lesbian, gay, bisexual, transgender, and queer (LGBTQ) employees. This spring, we conducted our twelfth annual comprehensive survey of law firms doing business in Illinois to assess these firms' commitment to their LGBTQ attorneys and staff, as well as the firms' engagement with the LGBTQ community at large.

The Equality Illinois Law Firm Survey is unique in its exclusive focus on law firms. We believe that lawyers, as defenders of the law, need to be at the forefront of equal work environments for LGBTQ individuals. This focus also allows our survey to draw fair comparisons between respondents and tailor our survey to the unique needs and demands of law firms operating in the State of Illinois.

Although there are national surveys that measure many of the same indices as the Equality Illinois survey, ours necessarily sets a higher bar. Thanks to the hard work of Equality Illinois and many others, Illinois is one of eleven states in which sexual orientation and gender identity are protected classes in the workplace. In addition, other statewide administrative guidelines set a far higher bar in law than can be measured by a national index. This higher baseline puts Illinois employers ahead of the pack, but it also gives them a greater responsibility to push the envelope in securing truly LGBTQ-inclusive policies in the workplace. As such, the Equality Illinois survey measures workplace equality in three categories: employment benefits, workplace diversity initiatives, and community relations.

With the information gathered from the 2017 Equality Illinois Law Firm Survey, we have identified the law firms in Illinois that are leading the way to LGBTQ workplace equality. Equality Illinois recognizes the outstanding achievements of law firms across the state, and we hope that highlighting these luminaries and their best practices will spur the development of fair LGBTQ policies at every firm. Equality Illinois will provide the tools for firms in the state to strengthen their LGBTQ-friendly policies in order to retain top talent and remain competitive in an increasingly diverse market.

In this brochure, you will find a summary of the results from our 2017 survey, including statistics on law firms' non-discrimination policies, workplace practices, and outreach to the LGBTQ community. We have included preliminary recommendations for fostering an LGBTQ-friendly environment.

Thank you to all the law firms that participated in the 2017 Equality Illinois Law Firm Survey!

RAISING THE BAR



Butler Rubin is proud to support the vision of **Equality Illinois** for a fair and unified Illinois where everyone is treated equally with dignity and respect and where all people live freely regardless of sexual orientation, gender identity or expression.

BUTLER RUBIN SALTARELLI & BOYD LLP

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The Process

This spring, Equality Illinois issued the 2016-2017 Equality Illinois Law Firm Survey to over 200 firms, of all sizes, doing business in the state of Illinois. The survey included questions on law firm personnel policies, same-sex partner benefits, diversity trainings, and engagement with the LGBTQ community at large, among other practices. We collected samples of the best practices relating to non-discrimination policies and same-sex partner benefits, as well as any other materials related to LGBTQ community involvement and office culture.

Using the information provided by the responding law firms, Equality Illinois scored the firms based on how welcoming and equitable their policies are to LGBTQ employees. This year, Equality Illinois took special care to ensure that the survey was inclusive of small and mid-sized firms, which may not have the capacity to advocate for LGBTQ causes to the same extent as larger firms, but which nevertheless maintain an inclusive and equitable workplace. While the firms we highlight are leading the way, none were perfect: there is always more work to be done towards ensuring an LGBTQ-inclusive workplace.

We applaud the firms that are spearheading the movement towards LGBTQ workplace equality and honor the firms with a strengthening commitment to workplace equality. This year, the firms are being recognized before their colleagues at a celebratory breakfast reception and throughout the year at our various events.

Dentons is proud to support Equality Illinois and its fight for LGBT+ rights.

At Dentons, inclusion and dignity for all is one of our core values. We are honored to be recognized as one of the most LGBT-inclusive law firms in Illinois.

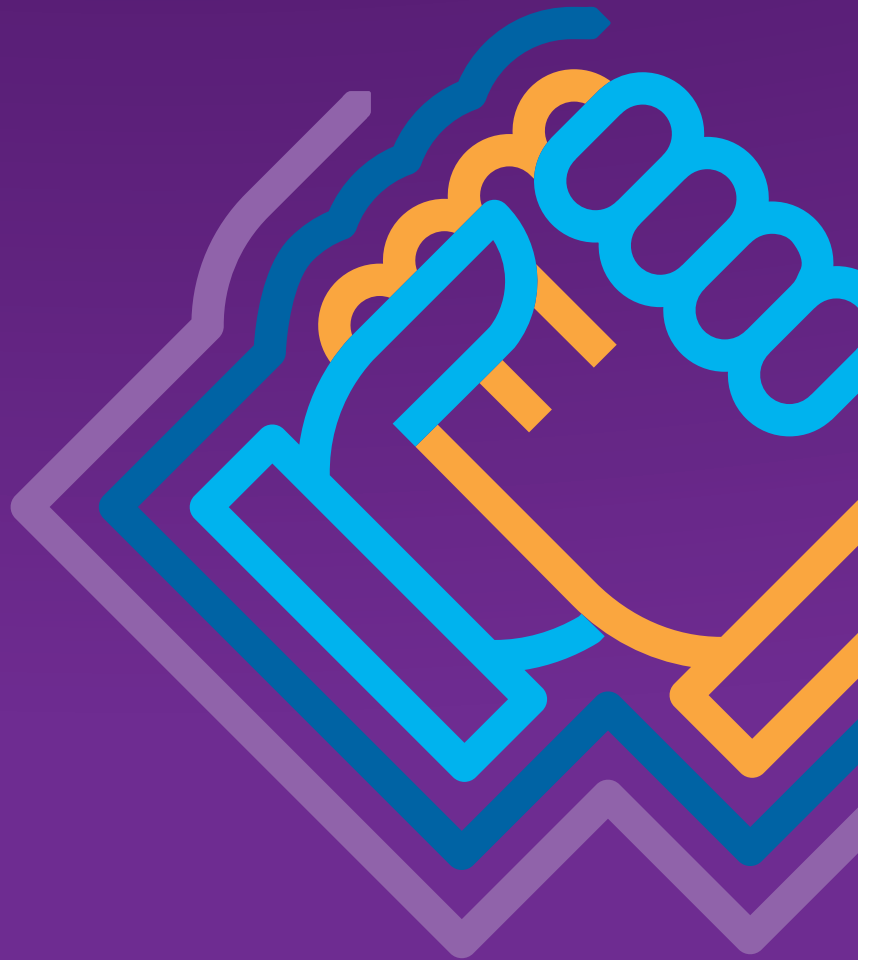
Dentons. The world's largest global elite law firm.*

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*Acritas Global Elite Law Firm Brand Index 2013-2016.



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Law Firms Leading The Way To LGBTQ Equality

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Butler Rubin Saltarelli & Boyd
Chapman and Cutler
Clark Hill
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Duane Morris
Foley & Lardner
Franczek Radelet
Goldberg Kohn
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Hinshaw & Culbertson
Holland & Knight
Howard and Howard Attorneys
Husch Blackwell

Jenner & Block
K & L Gates
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— COMMITTED TO DIVERSITY AND INCLUSION —

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We support its mission
of fostering inclusiveness
in the workplace.

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Law Firms Leading The Way To LGBTQ Equality



Akerman LLP is a leading transactions and trial law firm known for its core strengths in middle market M&A, within the financial services and real estate industries, and for a diverse Latin America practice. With over 650 lawyers and government affairs professionals, Akerman is ranked among the top 100 law firms in the U.S. and has been recognized among the “Best Places to Work for LGBTQ Equality” by the Corporate Equality Index.

ARNSTEIN & LEHR LLP

Arnstein & Lehr is one of the nation’s oldest and most respected law firms. Since our founding in 1893, Arnstein & Lehr has serviced clients throughout the world. More than a century later, we have established our reputation as a sophisticated, full-service law firm that addresses the diverse and complex needs of our clients with vision, expertise and a commitment to quality and service.

ARNOLD & PORTER KAYE SCHOLER

Arnold & Porter Kaye Scholer is a 1,000+ lawyer firm with sophisticated litigation and transactional capabilities, and renowned regulatory experience. Our lawyers practice across more than 30 practice areas to help clients anticipate opportunities and address issues that impact the very value of their businesses. Our global reach, experience, and deep knowledge allow us to work across geographic, cultural, technological, and ideological borders, to offer clients forward-looking, results-oriented solutions.

Baker McKenzie.

Baker McKenzie helps clients overcome the challenges of competing in the global economy. We solve complex legal problems across borders and practice areas. Our unique culture, developed over 65 years, enables our 13,000 people to understand local markets and navigate multiple jurisdictions, working together as trusted colleagues and friends to instill confidence in our clients. (www.bakermckenzie.com)



Framing the conversation.

As a law firm that embraces and strives for inclusion, Foley is proud to support Equality Illinois and its commitment to protect and defend the rights of the LGBTQ community.

We are honored to be recognized for the sixth year in a row as one of the top Illinois law firms for LGBTQ inclusiveness and equality, and we congratulate our fellow honorees.

For more information about Foley, please contact:
John L. Litchfield in our Chicago office at jlitchfield@foley.com.

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Since 1980, Butler Rubin's diverse partnership, professional and administrative staff have assisted clients nationally and internationally in our core practice areas of reinsurance and commercial litigation. Excellence in serving our clients means we have a strong commitment to a welcoming and affirming environment for all our people, especially lesbian, gay, bisexual and transgender persons. For more information about our firm and our commitment to law firm best practices, visit www.butlerrubin.com.

CLARK HILL

Legal and Professional Services

Clark Hill PLC provides distinctive solutions to a diverse range of businesses, public entities and individuals both nationally and internationally. Our talented attorneys and professionals use deep industry, policy and technical knowledge to provide innovative solutions to complex issues. Client's objectives always set the agenda and together we collaborate on strategies, put up defenses, cut through obstacles and connect to business opportunities to get the best results possible.

Chapman and Cutler LLP

Attorneys at Law • Focused on Finance®

Chapman and Cutler LLP is a national law firm with a practice that is focused on financial services transactions and clients. Founded in 1913, the firm has offices in Charlotte, Chicago, New York, Salt Lake City, San Francisco, and Washington, DC. We are steadfast in our commitment to be a law firm leader with respect to the recruitment, retention, and advancement of diverse professionals, a core value we share with our clients.

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Dentons is the world's largest law firm, delivering quality and value to clients around the globe. Dentons is a leader on the Acritas Global Elite Brand Index, a BTI Client Service 30 Award winner and recognized by prominent business and legal publications for its innovations in client service, including founding Nextlaw Labs and the Nextlaw Global Referral Network. Dentons' polycentric approach and world-class talent challenge the status quo to advance client interests in the communities in which we live and work. www.dentons.com

FRANCZEK RADELET

ATTORNEYS & COUNSELORS

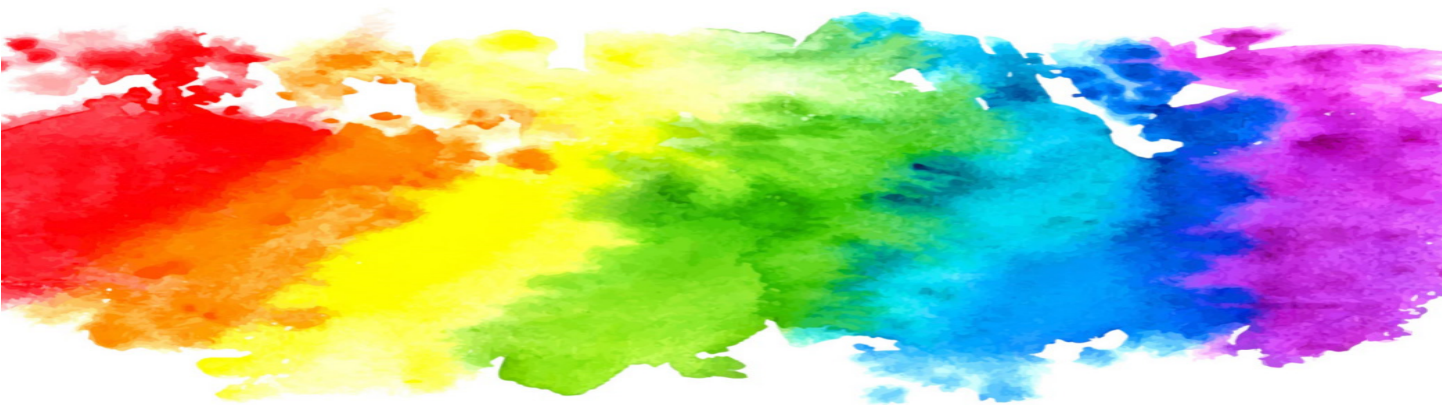
is honored to be selected by

Equality Illinois

as one of the top Illinois law firms for
LGBTQ inclusiveness and equality.

We are unconditionally committed to the goal of diversity and inclusion in the workplace. Our commitment includes fostering an environment where LGBTQ employees have the opportunity to thrive. We fully support those who wish to self-identify, as well as those who wish to uphold their right to privacy.

Franczek Radelet provides a personal approach and exceptional value by focusing on a select areas of law — labor, employment, education, and immigration — and doing them exceedingly well.



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DLA Piper is a global law firm with lawyers located in more than 40 countries throughout the Americas, Europe, the Middle East, Africa and Asia Pacific, positioning us to help clients with their legal needs around the world.

Drinker Biddle

Drinker Biddle & Reath LLP is a national, full-service law firm providing business, regulatory and dispute resolution solutions to public and private corporations, multinational Fortune 100 companies and start-ups. Building on a rich history, our more than 600 lawyers across 12 offices uphold our firm's reputation for delivering outstanding legal results in a broad range of industry sectors, such as health care, financial services, insurance, energy,



Foley & Lardner LLP looks beyond the law to focus on the constantly evolving demands facing our clients and their industries. With nearly 900 lawyers in 19 offices across the United States, Europe and Asia, Foley approaches client service by first understanding our clients' priorities, objectives and challenges. We work hard to understand our clients' issues and forge long-term relationships with them to help achieve successful outcomes and solve their legal issues through practical business advice and cutting-edge legal insight. Our clients view us as trusted business advisors because we understand that great legal service is only valuable if it is relevant, practical and beneficial to their businesses.

Duane Morris®

Duane Morris proudly supports LGBT inclusion, from the workplace to the broader community. We sponsor LGBT groups and causes throughout the country and offer pro bono services to LGBT individuals, businesses and organizations. Our attorneys are also active in LGBT networking groups and law associations, including the National LGBT Bar Association and others. Each year, Duane Morris goes purple in honor of GLAAD's Annual Spirit Day to show support for LGBT youth.

GOLDBERG KOHN

is honored to be recognized by Equality Illinois
as one of the top Illinois law firms
leading the way to LGBTQ equality.



*Goldberg Kohn believes that to succeed in the long term,
the principal motivation behind a diversity initiative must be a focus
on creating a vibrant culture in which all employees can thrive.*

*The firm is committed to building an environment that contributes in important
ways to all facets of community life and reflects the diversity of Chicago.*



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Law Firms Leading The Way To LGBTQ Equality

FRANCZEK RADELET

ATTORNEYS & COUNSELORS

Diversity at Franczek Radelet means inclusion of employees of different race, sex, sexual orientation, gender identity/expression, religion, cultural and ethnic background, ability, nationality and other unique attributes. We are proud that this commitment includes fostering an environment in which lesbian, gay, bisexual, and transgender (LGBT) employees have the opportunity to thrive, and we fully support those who wish to self-identify.



Greenberg Traurig is an international law firm with approximately 2000 attorneys and governmental affairs professionals in more than 38 locations in the United States, Latin America, Europe, the Middle East, and Asia. GT provides integrated, business-focused legal services for clients ranging from Fortune 500 corporations to innovative start-ups. We are a uniquely empowering and diverse firm built on a foundation of fairness, equality, and authenticity.

GOLDBERG KOHN

Goldberg Kohn is a mid-sized Chicago law firm where talented, energetic and committed attorneys enjoy the rewards of a sophisticated, commercial law practice without falling victim to the internal competition that often characterizes large firm life. Established in 1976, the firm's practice has increased on a national and international scope and the firm is proud to rank among the finest firms in the Chicago legal community. Please visit www.goldbergkohn.com for more information.

HINSHAW

& CULBERTSON LLP

Hinshaw & Culbertson LLP is a U.S. law firm with approximately 500 attorneys located in 11 states and London. Founded in 1934, the firm has a national reputation for its insurance industry work, its representation of professionals and law firms, and its closely coordinated business advisory, transactional and litigation services. We serve clients ranging from emerging and middle-market businesses to Fortune 500 companies, as well as governmental and public sector clients.

Diversity: it's how inclusion takes shape

Greenberg Traurig is honored to support Equality Illinois and its mission to secure, protect and defend the basic civil rights of lesbian, gay, bisexual and transgender persons in Illinois.

We are proud to be ranked as one of the top LGBT-friendly law firms doing business in Illinois.

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Holland & Knight

Holland & Knight is a global law firm with more than 1,250 lawyers in 27 offices throughout the world. Among the nation's largest law firms, we provide representation in litigation, business, real estate and governmental law. Interdisciplinary practice groups and industry-based teams provide clients with access to attorneys throughout the firm, regardless of location. We believe that diversity is not only intrinsically important, but is imperative to serving our clients successfully in a global economy.

HUSCH BLACKWELL

Husch Blackwell is an industry-focused litigation and business law firm with offices in 18 cities across the United States. The firm represents clients around the world in major industries including energy and natural resources; financial services and capital markets; food and agribusiness; healthcare, life sciences and education; real estate, development and construction; and technology, manufacturing and transportation. For more information, visit huschblackwell.com.

Howard & Howard

law for business®

Law For Business®. Founded in 1869, Howard & Howard is a full-service law firm with a national and international practice that provides legal services to businesses and business owners. The firm has over 150 attorneys, serving clients from offices in Michigan (Ann Arbor and Royal Oak); Illinois (Chicago and Peoria); Las Vegas, Nevada; and Los Angeles, California.



"We remain steadfast in our commitment to diversity and inclusion and are proud to be recognized again by Equality Illinois as one of the top LGBT-friendly law firms in Illinois," said Terrence J. Truax, Jenner & Block's managing partner. "We recognize that while there has been much progress on LGBT rights in the workplace and the community-at-large, there is still much work to be done. Our firm is committed to continuing to lead in this area."

Diverse. Inclusive. Supportive.

Kirkland & Ellis is proud to be recognized among top law firms leading the way to LGBTQ Equality and congratulates fellow award recipients.

Learn about Kirkland diversity initiatives at www.kirkland.com/diversity



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K&L GATES

K&L Gates comprises more than 2,000 lawyers globally who practice in fully integrated offices located on five continents. The firm represents leading multinational corporations, growth and middle-market companies, capital markets participants and entrepreneurs in every major industry group as well as public sector entities, educational institutions, philanthropic organizations and individuals. For more information about K&L Gates or its locations, practices and registrations, visit www.klgates.com.

Katten

KattenMuchinRosenman LLP

Katten is a firm of first choice for clients seeking sophisticated, high-value legal services globally. Our more than 600 attorneys located across the US, London, and Shanghai serve public and private companies, including a third of the Fortune 100, as well as a number of government and non-profit organizations and individuals. The firm's core areas of practice are corporate, financial services, insolvency and restructuring, litigation, real estate, environmental, commercial finance, intellectual property, and trusts and estates.

KIRKLAND & ELLIS

Kirkland & Ellis is a 1,900-attorney law firm representing global clients in private equity, M&A and other complex corporate transactions, litigation and dispute resolution/arbitration, restructuring, and intellectual property matters. The Firm has 13 offices around the world: Chicago, Beijing, Boston, Hong Kong, Houston, London, Los Angeles, Munich, New York, Palo Alto, San Francisco, Shanghai and Washington, D.C.

LATHAM LATHAM & WATKINS

Latham & Watkins' lawyers, paralegals and professional staff worldwide comprise a rich mixture of different races, ethnic backgrounds, religions, sexual orientations, cultures and primary languages. Our commitment to diversity enables us to draw from a remarkable wealth of talent to recruit and retain the best lawyers in the world and to provide innovative legal solutions for our clients' most complicated business challenges.



Thank you.

Thank you, Equality Illinois. We salute your efforts to secure, protect and defend the rights of lesbian, gay, bisexual and transgender people in Illinois.

Congratulations to our fellow honorees.

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Littler[®]

Littler is the largest global employment and labor law practice, with more than 1,300 attorneys in over 75 offices worldwide. Littler represents management in all aspects of employment and labor law and serves as a single-source solution provider to the global employer community. Consistently recognized in the industry as a leading and innovative law practice, Littler has been litigating, mediating and negotiating some of the most influential employment law cases and labor contracts on record for 75 years.

McDermott Will & Emery

McDermott is committed to a culture that values and nurtures diversity and inclusion. Our culture enhances our ability to attract and retain exceptional talent to best serve our clients. It also helps us bring the best, broadest and most innovative ideas and approaches to client service. Our many innovative programs and practices have helped us become a recognized leader in workplace diversity.

MAYER • BROWN

Mayer Brown is a leading global law firm advising clients across the Americas, Europe, Asia and the Middle East known for its client-focused approach to providing creative solutions to complex problems on behalf of businesses, governments and individuals. Mayer Brown is particularly renowned for its Supreme Court & Appellate, Litigation, Corporate & Securities, Finance, Real Estate and Tax Practices. We serve many of the world's largest companies and more than half of the world's largest banks.

McGUIREWOODS

McGuireWoods is a leading international law firm with more than 1,000 lawyers in 23 offices committed to serving clients with diverse and inclusive teams of lawyers. Over our 180-year history, we have earned our clients' loyalty with deep and broad legal experience, a passion for understanding their businesses and markets, and award-winning client service. Through a collaboration of bright minds and different viewpoints, we devise the innovative solutions our clients need in today's challenging business environment.



Making All The Difference

Michael Best & Friedrich LLP is honored to be recognized by Equality Illinois as a top firm for LGBTQ diversity and inclusive practices. We are committed to leading the way in engaging and providing a welcoming and fair work environment for the LGBTQ community. Our Diversity & Inclusion Committee guides us in making decisions to better serve our clients, while providing a positive impact on our firm culture.

Jorge M. Leon

Partner • Diversity & Inclusion Committee Chair
312.596.5831 • jmleon@michaelbest.com

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Law Firms Leading The Way To LGBTQ Equality



Michael Best is a leading law firm providing a full range of legal services to clients on a local, regional, national, and global basis. The firm has more than 230 attorneys in Milwaukee, Madison, Waukesha, and Manitowoc, Wisconsin; Denver, Colorado; Chicago, Illinois; Missoula, Montana; Midvale and Salt Lake City, Utah; Washington, D.C.; Austin, Texas; and Raleigh, North Carolina. Michael Best's core practice areas include: Banking & Financial Services; Corporate & Transactional; Energy Law; Environmental & Natural Resources; Government Relations & Public Policy; Intellectual Property; Labor & Employment Relations; Litigation; Privacy & Data Security; Real Estate; and Tax. For more information, visit michaelbest.com.



Neal Gerber Eisenberg is a leading law firm dedicated to handling sophisticated matters for entrepreneurs, public companies, private businesses and their owners. We have built over thirty years of trusted partnerships with clients that span the globe, and we meet each unique client need with the same personalized service and collaboration that provide them with the most practical solutions for every matter. We foster a collaborative, inclusive and industrious culture that builds relationships within the firm and with our clients.

Morgan Lewis

A commitment to diversity and inclusion (D&I) is a core value at Morgan Lewis. We are committed to D&I not only because it is the right thing to do, but also because it is integral to how we do business. It influences how we service clients, collaborate with colleagues, recruit prospective Morgan Lewis attorneys and administrative professionals, and how we engage the communities in which we live and practice.



Diversity enlivens our workplace. It jostles traditional thinking and brings rich experiences to our clients and communities. At Nixon Peabody, our priority is to attract, retain and promote talented individuals with exceptional ability from a broad range of racial, ethnic, social, economic, religious and personal backgrounds. But diversity alone isn't enough. We're creating an open and inclusive environment where we all benefit from our mosaic of differences. While we're proud of our legacy, we know our actions going forward are the more important story. Through continuous attention to recruitment, training, mentoring and our business practices, we will achieve even greater diversity and inclusion in the future.

Morgan Lewis

A large, vibrant rainbow flag is the background for the central graphic. The flag's stripes are diagonal, running from the top-left towards the bottom-right. The colors are red, orange, yellow, green, blue, and purple. The text is overlaid on the left side of the flag.

EQUALITY ILLINOIS

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We are proud to be identified as one of the top Illinois law firms for LGBTQ diversity and inclusive practices.

www.morganlewis.com

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SETTING THE BAR

Law Firms Leading The Way To LGBTQ Equality



Polsinelli is an Am Law 100 firm with approximately 800 attorneys in 20 offices, serving corporations, institutions, and entrepreneurs nationally. Ranked No. 17* for Client Service Excellence among 650 U.S. law firms, Polsinelli has risen more than 50 spots over the past five years in the Am Law 100 annual law firm ranking. Polsinelli attorneys provide practical legal counsel infused with business insight, and focus on health care, financial services, real estate, intellectual property, mid-market corporate, labor and employment, and business litigation. Polsinelli attorneys have depth of experience in 100 service areas and 70 industries.



Quarles & Brady is a full-service AmLaw 200 firm with more than 475 attorneys offering an array of complex litigation and transactional legal services to corporate and individual clients that range from small entrepreneurial businesses to Fortune 100 companies. The firm has offices in Chicago; Indianapolis; Madison; Milwaukee; Naples, Florida; Phoenix; Scottsdale; Tampa; Tucson; and Washington, D.C. Additional information can be found online at quarles.com, as well as on Twitter, LinkedIn, and Facebook.



Proskauer is an international law firm with 725+ lawyers serving clients from 13 offices located in major financial and business centers in North and South America, Europe and Asia. The world's leading organizations choose Proskauer to represent them in their most critical situations. Proskauer works with asset managers, major sports leagues, entertainment industry legends, Fortune 500 companies, and other organizations who are changing their industries today and the way business will be conducted tomorrow.



Reed Smith LLP is a global law firm focused on client service and relationships. With more than 1700 lawyers, and 27 offices spanning the United States, Europe, Asia and the Middle East, we are a firm as diverse as the continents across which we practice and the clients we serve. Though we work from multiple locations, our lawyers and staff are linked by much more than technology. We are united by a culture that is defined by a firm wide commitment to professional development, teamwork, diversity and inclusion, and pro bono and community service. These foster a workplace in which diversity and inclusion, pro bono service and community support are manifest.

Neal Gerber Eisenberg is proud to be recognized once again as one of the top Illinois law firms for LGBTQ diversity and inclusiveness.

We continue our commitment to raising the bar cultivating a diverse, collaborative and inclusive workplace.



NEAL GERBER EISENBERG

SETTING THE BAR

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ROPES & GRAY

Ropes & Gray is a global law firm with more than 1,200 lawyers and legal professionals serving clients in major centers of business, finance, technology and government. The firm has offices in Chicago, New York, Boston, Washington, D.C., San Francisco, Silicon Valley, London, Hong Kong, Shanghai, Tokyo and Seoul, and has consistently been recognized as being among the nation's leading law firms in the area of overall diversity. The Vault guide has named Ropes & Gray a top firm for diversity for the last eight years, including two consecutive number one rankings. The firm has also been named to The American Lawyer A-List for six consecutive years.

Sedgwick^{LLP}

Sedgwick LLP provides trial, appellate, litigation management, counseling, risk management and transactional legal services to the world's leading companies. With offices in Chicago, Dallas, Kansas City, London, Los Angeles, Miami, New York, New Jersey, Orange County (Calif.), San Francisco, Seattle and Washington, D.C., and an affiliated office in Bermuda, Sedgwick's collective experience spans the globe and virtually every industry. For more information about Sedgwick, its lawyers and the services it provides, visit www.sedgwicklaw.com.

Schiff Hardin

At Schiff Hardin, we have long understood that diverse and well-managed teams produce superior work. Varying perspectives and experience are essential tools in today's business climate. For us, it doesn't stop there. Our inclusive workplace sharpens our approach and makes our client service more dynamic.

SEYFARTH SHAW

Seyfarth Shaw LLP provides thoughtful, strategic, practical legal counsel to client companies and legal teams of all sizes. With more than 900 attorneys, we offer a national platform and an international gateway to serve your changing business and legal needs in litigation, employment, corporate, real estate and employee benefits. Here at Seyfarth, we believe that diversity—in terms of people, perspectives and experiences—creates more innovative solutions and leads to greater contributions from everyone.

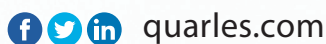


Through Diversity, Our Differences Bring Us Together And Make Us Stronger.

Quarles & Brady is proud to stand with Equality Illinois.

**We are a stronger organization, thanks to our inclusive environment,
so we will always remain deeply committed to programs and policies that
address the needs of our LGBT colleagues.**

For more information on our commitment to diversity, visit us at quarles.com/diversity/ or contact George J. Marek, Diversity & Inclusion Committee Co-Chair, at 414.277.5537 or george.marek@quarles.com.



SETTING THE BAR

Law Firms Leading The Way To LGBTQ Equality

SIDLEY

Sidley is a premier law firm with a practice highly attuned to the ever-changing international landscape. The firm advises clients around the globe, with more than 1,900 lawyers in 20 offices worldwide. Sidley maintains a commitment to providing quality legal services and to offering advice in litigation, transactional and regulatory matters spanning virtually every area of law. The firm's lawyers have wide-reaching legal backgrounds and are dedicated to teamwork, collaboration and superior client service.

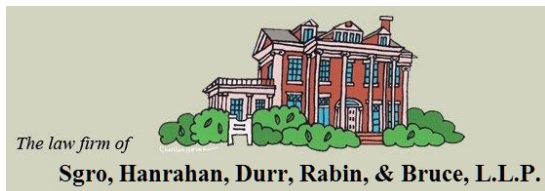
The logo for Skadden, featuring the word "Skadden" in white serif font on a red rectangular background.

Skadden, Arps, Slate, Meagher & Flom LLP

With more than 1,700 attorneys in 22 offices on four continents, Skadden, Arps, Slate, Meagher & Flom LLP serves clients in every major financial center. Our clients include approximately 50 percent of the Fortune 250 industrial and service corporations, as well as financial and governmental entities, small, entrepreneurial companies and nonprofits. Skadden is committed to providing our clients with the highest-quality and most cost-effective legal services in an atmosphere emphasizing teamwork, creativity, responsiveness and diversity.

The logo for Shook Hardy & Bacon, featuring the word "SHOOK" in large, bold, brown capital letters, with "HARDY & BACON" in smaller, brown capital letters below it. The text is flanked by two vertical orange bars.

Founded in 1889, Shook, Hardy & Bacon L.L.P. has 12 offices in the United States and Europe, focused on serving clients in areas ranging from product liability defense and commercial litigation to intellectual property prosecution and litigation. Diversity and inclusion are essential components of our strategic plan and vision statement. We are committed to an inclusive workplace where everyone is valued because of their differences, and strive to create an environment where everyone can belong and thrive.



A full-service Springfield based law firm that is focused on determining and fulfilling your objectives.



Ropes & Gray

is honored to be recognized by

EQUALITY ILLINOIS

as a top law firm that is committed to
“Raising the Bar” for LGBTQ diversity
and an inclusive firm culture.

Our longstanding commitment to
diversity and inclusion is one of our
proudest hallmarks as a firm.

ROPES & GRAY

ropesgray.com

SETTING THE BAR

Law Firms Leading The Way To LGBTQ Equality



SmithAmundsen is comprised of more than 170 attorneys practicing in communities across the Midwest handling the transactional, labor and employment, and litigation needs of companies throughout the U.S. SmithAmundsen embraces the diverse perspectives and experiences that exist within the legal profession. To that end, the firm is dedicated to nurturing a culturally rich, collaborative and inclusive working environment.



Vedder Price is a business-focused law firm with a global reach and a proud tradition of maintaining long-term client relationships. With 300 lawyers and growing, we serve sophisticated clients of all sizes and in virtually all industries from our offices in Chicago, New York, Washington, DC, London, San Francisco, Los Angeles and Singapore.



Thompson Coburn is a full-service law firm with 380 attorneys across the country, practicing in more than 40 areas of law. Its clients range from high net worth individuals and venture-backed startups to Fortune 100 companies. In 2016, the firm was selected as one of the top 30 firms in the nation for providing exceptional client service, as ranked by BTI Consulting, the nation's leading provider of strategic research to law firms and general counsel.



At Winston & Strawn, diversity and inclusion are critically important. Our practice is global, and we believe our firm should reflect the diverse world we serve. Diverse and inclusive teams create a stronger organization and produce the best results for our clients.

Our vision is to cultivate a culture where all talented contributors – regardless of race, gender, gender identity, sexual orientation, disability, religion, or national origin – can have and can see a path to long-term success.

Honoring Your Success



Schiff Hardin is proud to stand with

Equality Illinois

In building a better Illinois for all

Schiff Hardin LLP | schiffhardin.com

Schiff
Hardin



EVIDENCE

WHERE LAW FIRMS STAND TODAY

A SNAPSHOT OF FIRMS WITH 50 OR MORE ATTORNEYS

Workforce and Workplace practices

- For the fifth year in a row, **more than 98%** of responding firms have an EEO policy or non-discrimination policy that expressly included sexual orientation.
- **89%** of all responding firms have an EEO policy or non discrimination policy that includes gender identity and/or gender expression.
- **59%** of responding firms have written gender transition guidelines, documenting supportive firm policy on issues such as name changes, restroom accommodations, dress codes, and harassment.
- In a growing trend, **52%** of responding firms require their vendors or contractors to have a nondiscrimination policy that includes both sexual orientation and gender identity and/or expression in order to provide staff or engage in business with the firm.
- **86%** of responding firms include transition-related care in all company-sponsored insurance plans.

Diversity

- **100%** of responding firms have a diversity council or workgroup with a mission that includes LGBTQ issues.
- **84%** of responding firms have an officially recognized LGBTQ affinity group that focuses on LGBTQ legal issues and clients.
- **88%** of responding firms provide diversity awareness or employee training addressing sexual orientation or gender expression.
- **69%** of responding firms require diversity awareness or employee training addressing sexual orientation or gender identity and expression on a mandatory basis.
- **93%** of responding firms actively recruit/hire LGBTQ lawyers.
- **100%** of responding firms support professional development of LGBTQ attorneys and staff.
- **84%** of responding firms support professional development of LGBTQ law students.

Community Outreach

- **95%** of responding firms provided financial support and/or resources to educational, political, and/or health-related LGBT organizations during the past year.
- **82%** of firms specifically market to the LGBTQ community or highlight their LGBTQ diversity in marketing and/or promotional materials.

SEDGWICK IS HONORED
TO BE RECOGNIZED BY

EQUALITY ILLINOIS

FOR THE SIXTH CONSECUTIVE YEAR
AS A TOP LAW FIRM COMMITTED TO
LGBTQ INCLUSIVENESS AND EQUALITY

— BECAUSE —

EVERYONE DESERVES

JUSTICE, RESPECT AND OPPORTUNITY.



Sedgwick^{LLP}

WWW.SEDGWICKLAW.COM

BERMUDA* | CHICAGO | DALLAS | KANSAS CITY | LONDON | LOS ANGELES | MIAMI | NEW YORK |
NEWARK | ORANGE COUNTY | SAN FRANCISCO | SEATTLE | WASHINGTON, D.C. | (*ASSOCIATED OFFICE)



DUE DILIGENCE

Ten Habits of Highly-Scoring Firms

AND EASY STEPS EVERY FIRM CAN TAKE NOW TO BE LGBTQ-FRIENDLY...

- 1.** Implement a non-discrimination policy that includes sexual orientation and gender identity and expression
- 2.** Publicize your non-discrimination policy to law students, prospective and current employees, clients, and the public
- 3.** Recruit LGBTQ employees by attending LGBTQ conferences and diversity fairs and by reaching out to LGBTQ organizations, such as the Lesbian and Gay Bar Association of Chicago (LAGBAC)
- 4.** Promote an LGBTQ-friendly office culture by using appropriate language (for example, including “partners” along with “spouses” on firm event invitations) and supporting an LGBTQ affinity group
- 5.** Include LGBTQ issues in your mandatory diversity trainings
- 6.** Respect transgender and gender-transitioning employees by using appropriate names and personal pronouns and having a gender-neutral dress code
- 7.** Collaborate with LGBTQ organizations on community events
- 8.** Encourage professional development by paying membership fees for LGBTQ legal associations and providing LGBTQ-friendly mentors
- 9.** Support and incentivize your attorneys to complete pro bono work that impacts the LGBTQ community, such as gender-transition related name changes, immigration cases for individuals persecuted for their LGBTQ identity, or LGBTQ adoption/custody issues.
- 10.** Require your vendors or contractors to have a nondiscrimination policy that includes both sexual orientation and gender identity and/or expression in order to provide staff or engage in business with the firm.



OUT AND PROUD

Sidley takes pride in setting the standard and continuing to raise the bar for LGBTQ inclusiveness in the legal profession.

We are honored to once again be recognized as a top law firm for LGBTQ equality.

Find out more about our firm's LGBTQ and diversity initiatives at:
[sidley.com/diversity](https://www.sidley.com/diversity)

SIDLEY

Sally Olson
Chief Diversity Officer

One South Dearborn
Chicago, IL 60603



WHY ALL FIRMS

Should Pursue Workplace Equality

**Adapting best practices decreases the risk of legal liability and litigation.
And the benefits do not stop there:**

BETTER PERFORMANCE & INDUSTRY COMPETITIVENESS.

Exceeding minimum legal requirements and creating an affirmatively welcoming workplace that respects diversity leads to increased business performance.

DiversityInc selects the 50 employers with best diversity practices each year and tracks their stock performance. The DiversityInc Top 50 list consistently outperforms the Dow Jones Industrial Average and S&P 500 on a one-, three-, and five-year basis.

MORE IDEAS LEAD TO IMPROVED PRODUCTIVITY.

Having a strong stance of inclusion and incorporating it into your practices demonstrates to your employees that you are serious about retaining top talent.

Embracing the value in diverse backgrounds brings different approaches to leadership and problem solving and increases the span of ideas brought forth to the table. When employees feel comfortable and supported, employee productivity increases.

CONSUMER LOYALTY.

An overwhelming number of LGBTQ consumers tend to be loyal to organizations that they know are friendly to the LGBTQ community, even if less friendly organizations are cheaper or more convenient. Eighty-one percent of LGBT Americans are likely to consider brands that support non-profits or causes important to them, while 88 percent of lesbian and gay adults and 70 percent of heterosexuals are likely to consider a brand that is known to provide equal workplace benefits for all of their employees, including lesbians and gays. According to Community Marketing, Inc., 3 out of 4 LGBTQ individuals have changed brands when a company has exhibited pro-LGBTQ support.

CONSUMER DEMAND.

As more and more high profile companies begin demanding diversity in their outside counsel, providing opportunities for LGBTQ individuals to succeed in the legal professional is becoming an important part of client development and retention.

Skadden is proud to be recognized as one of the top law firms for LGBTQ diversity and inclusive practices by Equality Illinois.

Diversity and excellence are inextricably intertwined.

1,700 attorneys
22 offices
50+ practices



Beijing Boston Brussels **Chicago** Frankfurt Hong Kong
Houston London Los Angeles Moscow Munich New York
Palo Alto Paris São Paulo Seoul Shanghai Singapore
Tokyo Toronto Washington, D.C. Wilmington



TESTIMONIALS

Law Firms Leading The Way To LGBTQ Equality

"At Akerman, we believe that our ability to solve our client's most complex business challenges is enhanced by the different experiences and perspectives of our lawyers. We are proud to be recognized by Equality Illinois for our commitment to advancing an inclusive workplace where our people are valued for their diversity."

Scott Meyers, Office Managing Partner, Chicago office

"Equality Illinois is a standard-bearer for advancing LGBTQ rights in Illinois. I am very proud that my firm, Arnold & Porter Kaye Scholer LLP, has been recognized by Equality Illinois. The respect for and appreciation of diversity and inclusion are values that Arnold & Porter Kaye Scholer shares with Equality Illinois."

Thomas A. Magnani, Partner, San Francisco, CA - Chair of Pride

"We are honored to be recognized with the other outstanding firms, and congratulate them on their commitments to diversity and inclusion. At Arnstein, our diverse team of attorneys and staff engenders unique and varied perspectives that best serve our clientele and the community at large. Like Equality Illinois, we stand firmly for the principles of equality and justice for all, and are proud to serve and be a part of the LGBTQ community."

William T. "Toby" Eveland, Litigation Partner and Chair of Arnstein's Diversity & Inclusion Committee

"Baker McKenzie is honored to be among the top companies recognized by Equality Illinois again this year. This recognition speaks to our Firm's continued commitment to advancing a diverse and inclusive workplace for all, and we are proud to share this honor with so many of our peers in the legal industry."

Colin Murray, Baker McKenzie's Managing Partner in North America

"We are a boutique law firm that appreciates diverse backgrounds, perspectives and life experiences. Butler Rubin has not only been a great place to work, but also incredibly kind and welcoming to my husband and our family."

Jerry Capell, Chief Operating Officer.

The Tapella & Eberspacher Law Firm



The Tapella & Eberspacher Law Firm is honored to be recognized by Equality Illinois as a “Small Firm with Distinction” based upon our LGBTQ diversity and inclusive practices.

The firm believes that it is not enough to simply be tolerant or even supportive of our LGBTQ community. Instead, we are committed to the inclusion of members of the LGBTQ community on our team and we actively seek to assist LGBTQ individuals with their legal questions.

=

At the Tapella & Eberspacher Law Firm, we treat you like family because you are family.

6009 Park Drive
Charleston, IL 61920
217.639.7800

7800 Forsyth Blvd., Suite 610
Clayton, MO 63105
314.588.8500

www.tapellalaw.com



TESTIMONIALS

Law Firms Leading The Way To LGBTQ Equality

“Workplace equality has long been an everyday standard at Chapman. Chapman’s open and inclusive environment not only supports our attorneys in their work, but also improves the quality of our legal services and client relationships, aligning with the corporate values of the institutions we serve.”

Bill Libit, Chief Operating Partner, Chapman and Cutler LLP

“We recognize that utilizing the talents of people with a wide range of characteristics, backgrounds and experiences positively impacts every aspect of our firm - first and foremost, our ability to deliver quality legal and professional services to our clients. We emphasize diversity and inclusion in our strategic plan because we understand that a diverse workplace is critical to the firm’s ongoing success.”

Ray J. Koenig III, Clark Hill

“Dentons is a global firm, the world’s largest, and we know firsthand the value of diverse teams with strong input and real opportunities for contributions participation, and leadership from an inclusive team of talented minds. And we know the research that confirms that diversity and inclusion is good not just for each of us, but for all of us and our work-product and the clients we serve. So Dentons is proud to stand for diversity and inclusion, and to keep trying to do better across our polycentric firm.”

Evan Wolfson, Senior Counsel

“At DLA Piper, we are committed to developing a culture that is inclusive of all, where individual diversity is valued and everyone has the opportunity to succeed. Our firm leaders along with Iris, our LGBTQ resource group, work collaboratively to ensure we achieve these goals for our LGBTQ colleagues. This commitment to diversity and inclusion is key to our success as a firm and it defines who we are.”

***Raja Gaddipati, Partner & Chair of the
Chicago Diversity & Inclusion Committee***

“Respect for and the promotion of diversity and inclusion is a fundamental, core value at Drinker Biddle. We remain deeply committed to reflecting the rich diversity of our clients and communities. We are very grateful to Equality Illinois for again recognizing our efforts.”

Ed Getz, Regional Partner in Charge, Chicago Office

A close-up, slightly angled view of a rainbow flag, showing the vibrant colors of purple, blue, green, yellow, orange, and red. The fabric has a visible texture and is draped, creating soft folds and highlights.

Total Commitment to Our Community

Thompson Coburn LLP
Proudly Supports
EQUALITY ILLINOIS

Thank you for recognizing
our firm as one of the top Illinois law firms
for LGBT inclusiveness and equality.



thompsoncoburn.com

The choice of a lawyer is an important decision and should not be based solely upon advertisements.



TESTIMONIALS

Law Firms Leading The Way To LGBTQ Equality

“Duane Morris is honored to be recognized by Equality Illinois, but is even more proud of the work the organization does to advance equality and the protection of the rights of the LGBTQ community. We stand with Equality Illinois in support of the values of fairness, respect and dignity for all, regardless of sexual orientation, gender identity or expression. Internally, we strive to make our firm an employer of choice for LGBTQ employees at all levels. Externally, we seek to raise our collective voices and to utilize our influence to support this worthy cause.”

***Joseph K. West, Trial Partner, and Chief Diversity
and Inclusion Officer – Duane Morris LLP***

“Foley and Lardner LLP values the unique backgrounds and perspectives of all of our attorneys and staff. With strong leadership support, we strive to continue to reach further and higher on behalf of our many talented diverse firm members and make deep contributions within the communities in which we work. I am proud to be part of an organization that recognizes and actively promotes the importance of diversity and inclusion.”

Eileen Ridley, Chief Diversity & Inclusion Partner

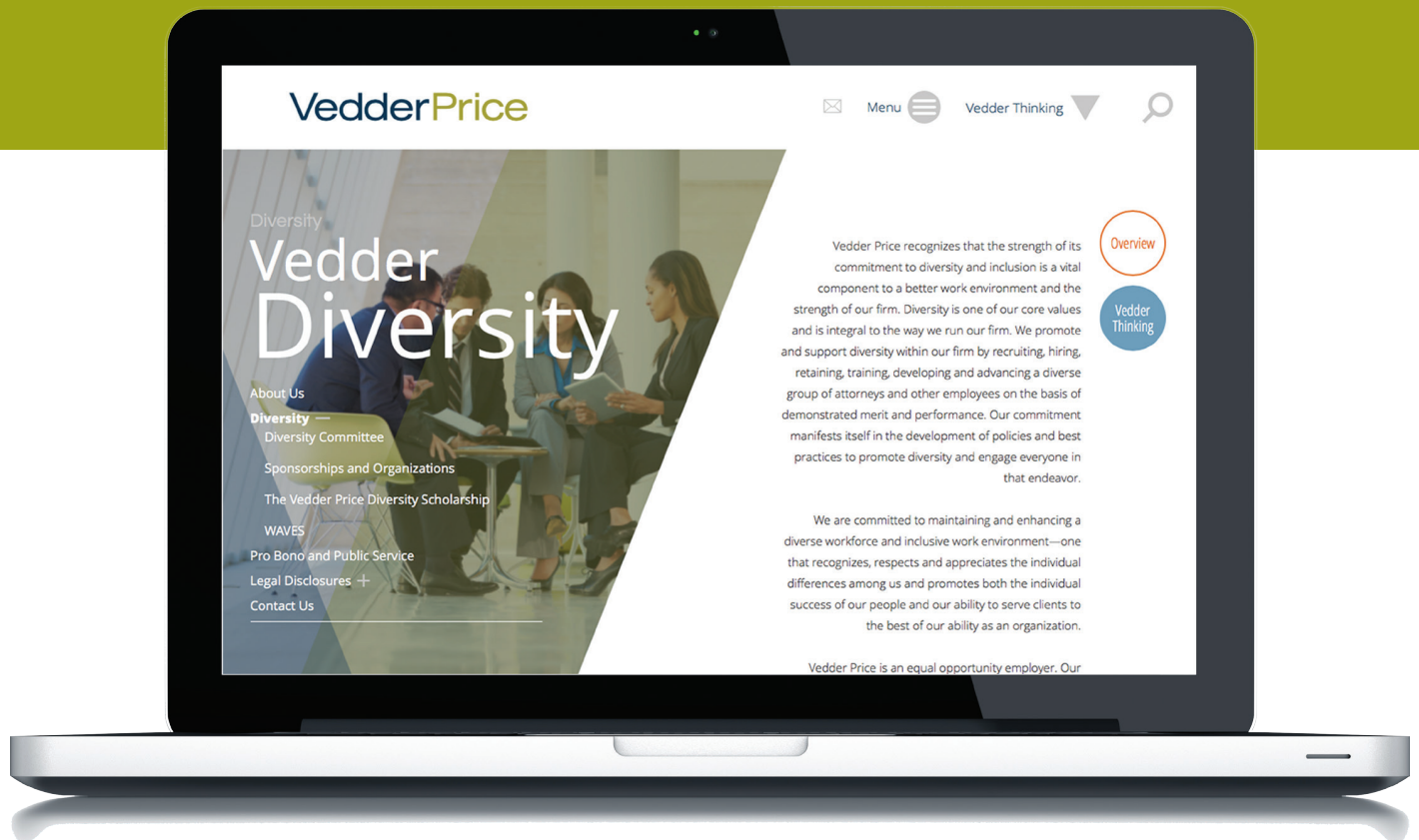
“Franczek Radelet is honored to join Equality Illinois in celebrating Diversity and inclusion for all.”

Michael J. Hernandez, Franczek Radelet’s Diversity Officer

“Goldberg Kohn believes that to succeed in the long term, the principal motivation behind a diversity initiative must be a focus on creating a vibrant culture in which all attorneys can thrive. The firm is committed to building an environment that contributes in important ways to all facets of community life and reflects the diversity of Chicago.”

***Kristen Jones, Principal in Litigation Group and
Chair of the Goldberg Kohn Diversity Committee***

At Vedder Price, Diversity is Strength.



VedderPrice

Chicago New York Washington, DC London San Francisco Los Angeles Singapore vedderprice.com



TESTIMONIALS

Law Firms Leading The Way To LGBTQ Equality

“Greenberg Traurig is honored to once again be recognized by Equality Illinois for our LGBT diversity and inclusion efforts. Our commitment to harboring and embracing an environment of equality for all individuals has always been our mission. We are proud of the diverse environment we have built as we continuously strive to advance our LGBT community.”

***Rita M. Alliss Powers, Chicago Co-Managing
Shareholder, Greenberg Traurig, LLP***

“We support the efforts of Equality Illinois to promote workplace rights for the LGBT community, and we appreciate this recognition. We are proud of our diverse and inclusive firm culture, and we look forward to a continued partnership with Equality Illinois as we seek to build on advances and alliances already made.”

Diversity and Inclusion Partner D.L. Morriss, Hinshaw & Culbertson

“Holland & Knight is proud of its long-standing commitment to diversity and inclusion. It is a fundamental firm belief that diversity enhances our firm, our ability to serve our clients and the communities we live in.”

Grant McCorkhill, Partner, Holland & Knight

“Howard & Howard is honored to be recognized by Equality Illinois as a top Illinois firm for diversity and LGBTQ inclusiveness. At Howard & Howard, inclusion is an essential part of our firm’s Strongly Held Beliefs, “we encourage diversity in our team and from it we prosper.” We are proudly committed to building and maintaining a culture of inclusion and equality to support our attorneys, staff, and clients and we will continue to look for opportunities for growth and improvement.”

Mark Davis, Chief Executive Officer, Howard & Howard

“Diversity and inclusion are core values of the firm. We will continue to pursue a leadership role within the legal community on these issues because it’s the right thing to do, and we look forward to partnering with clients and others to build a more inclusive profession.”

Maurice Watson, Chairman, Husch Blackwell LLP

Winston & Strawn is honored to be selected by

Equality Illinois
as one of the top Illinois law firms for
LGBTQ inclusiveness and equality

Winston & Strawn is an industry leader in embracing and promoting diversity and inclusion, both within our firm and in our broader communities. We look forward to many more years of working together with EQIL on its mission to advance equal treatment and social justice in the LGBTQ community.



winston.com

WINSTON
& STRAWN
LLP



TESTIMONIALS

Law Firms Leading The Way To LGBTQ Equality

"Jenner & Block is a law firm with global reach, with more than 500 lawyers and offices in Chicago, London, Los Angeles, New York and Washington, DC. Recognized every year since the inception of EQIL's Law Firm Survey, the firm has a longstanding history of supporting LGBT civil rights and serving as counsel in landmark LGBT civil liberties cases, including *Lawrence v. Texas*, the watershed Supreme Court decision that paved the way for marriage equality."

Jenner & Block

"K&L Gates is proud to be recognized once again by Equality Illinois as a top law firm for equality and inclusion in the workplace. This is the culmination of efforts at all levels to ensure that each member of our firm team feels included and knows they are valued. This recognition is a victory for all of us."

*Valerie Jackson, Senior Advisor to the Management
Committee and Firmwide Director of Diversity and Inclusion, K&L Gates*

"Katten has a long history of offering inclusive policies and benefits that create a workplace of equality. Our LGBT employees play a key role in the success and vitality of our firm and I'd like to thank Equality Illinois for recognizing our leadership for the fifth consecutive year."

Leslie D. Minier, Katten Chief Diversity Officer

"At Kirkland, we not only aim to create a diverse and inclusive workplace for our attorneys, we endeavor to be an engaged member of the Chicago and Illinois LGBT communities. We look forward to continued partnership with Equality Illinois in creating affirming and equal treatment for lawyers and all employees across our state."

Jordan Heinz, Partner

"Our firm believes strongly in fostering a culture of diversity and inclusion throughout our offices, as well as in the communities where we live and work around the world. We are tremendously strengthened by welcoming and working with individuals from an array of backgrounds and life experiences."

Cathy Birkeland, Managing Partner of Latham Chicago



Diversity is the Engine of Innovation

A diverse mix of perspectives and experience leads to better solutions for our future. Akerman proudly supports Equality Illinois and their work on behalf of the LGBTQ community.



Scott A. Meyers
Office Managing Partner
Chicago, IL
312.634.5701
scott.meyers@akerman.com

Akerman LLP | 650+ lawyers | 24 locations | akerman.com


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ARNOLD & PORTER
KAYE SCHOLER



Arnold & Porter Kaye Scholer LLP is honored to be recognized by Equality Illinois as a top law firm for LGBTQ inclusiveness.

apks.com



Chapman is proud to support Equality Illinois

in its mission of advancing equal treatment and social justice for the LGBTQ community.

We are honored to be recognized as one of the top law firms leading the way to equality in Illinois.

Chapman and Cutler LLP

Attorneys at Law • Focused on Finance®

Attorney advertising material.

Charlotte
Chicago
New York
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San Francisco
Washington, DC

Clark Hill proudly supports **Equality Illinois** and its efforts toward LGBT workplace equality.

We are proud to be recognized as one of the top Illinois law firms for LGBT inclusiveness and equality!

Clark Hill's full-service model offers an unmatched depth of integrated resources and talented attorneys and professionals who can anticipate and respond to your ever-changing business needs and challenges.

CLARK HILL

ARIZONA | CALIFORNIA | DELAWARE | ILLINOIS
MICHIGAN | NEVADA | NEW JERSEY | PENNSYLVANIA
WASHINGTON, DC | WEST VIRGINIA



TESTIMONIALS

Law Firms Leading The Way To LGBTQ Equality

“We are proud to be recognized by Equality Illinois for our commitment to diversity and inclusion. We believe that people who bring their whole and authentic selves to work will thrive in their careers. Individuals with different life experiences and backgrounds offer distinct and unique points of view, enhancing our communication with and understanding of each other, our clients, their respective business operations, and our shared communities.”

Tom Bender and Jeremy Roth, co-presidents of Littler

“Despite significant progress, we are keenly aware that there is much yet to do to eradicate discrimination against LGBT people. As a proud Equality Illinois honoree, McDermott is staunchly committed to promoting LGBT diversity and inclusion in our Firm, in our communities, and across the world through wide-ranging pro bono advocacy, outreach and leadership, and philanthropic activities.”

Michael W. Weaver, Partner-in- Charge for LGBT Diversity and Inclusion

“McGuireWoods’ commitment to diversity and inclusion is essential to our mission of delivering the best service to our clients. That core value also serves the legal profession and our communities. Our work is strengthened by different points of view and experiences — a 360-degree perspective that can be achieved only through teams of diverse people. That’s why McGuireWoods proudly supports initiatives like our LGBT Lawyers Network that promote a culture of inclusiveness and equality. We’re honored that Equality Illinois has once again recognized those efforts.”

Christina Egan, Chicago Office Managing Partner, McGuireWoods LLP

“Michael Best is dedicated to cultivating an open and accepting environment that welcomes diversity and advocates for equality. Our firm continues to recruit, retain, and develop diverse talent, to provide our attorneys with the perspective and tools they need to succeed and deliver outstanding results for the firm, our clients, and the broader community.”

Jorge Leon, chair of Michael Best’s Diversity & Inclusion Committee



dlapiperdiversity.com

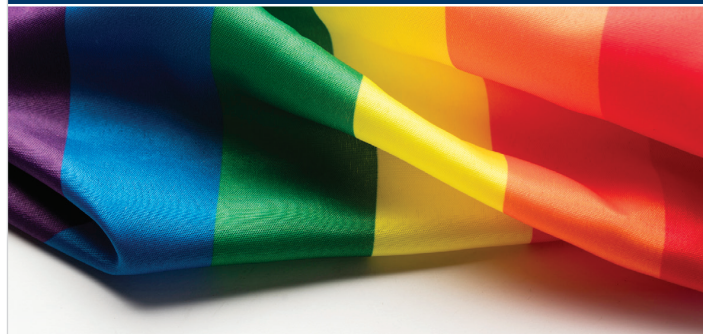
PAINTING A BRIGHTER FUTURE.

DLA Piper believes that a more diverse and inclusive legal profession means a better future for us all. Through our retention and advancement programs and with a flexible approach to work-life integration, we strive to provide our lawyers with opportunities to excel.



Raja Gaddipati and Ferillia V. Roberson, 444 West Lake Street, Suite 900, Chicago, IL 60606 | DLA Piper LLP (US) is part of DLA Piper, a global law firm, operating through various separate and distinct legal entities. Further details of these entities can be found at www.dlapiper.com. | Attorney Advertising | MR5000086685

DuaneMorris®



Duane Morris LLP proudly supports Equality Illinois and its mission to advance equal treatment and social justice through education, advocacy and protection of the rights of the LGBTQ community.

Duane Morris manages its diversity and inclusion program with the objective of utilizing the best talent worldwide in solving legal problems.

For more information, please contact:

JOSEPH K. WEST

Partner and Chief Diversity and Inclusion Officer

505 9th Street, N.W., Suite 1000 | Washington, DC 20004-2166

P: 202.776.7806 | jkwest@duanemorris.com | www.duanemorris.com

Duane Morris LLP - A Delaware limited liability partnership

Fairness and Inclusion

Embracing fairness and inclusion is the right thing to do. At Hinshaw & Culbertson LLP, it is central to our culture. That culture is reflected in our Diversity Committee initiatives and our recruiting, hiring and promotion efforts. We are proud to be recognized as a leader among the nation's law firms for our diversity achievements.

HINSHAW

& CULBERTSON LLP

is proud to be recognized by

Equality Illinois

for our commitment to

**LGBT Workplace
Equality**



Hinshaw & Culbertson LLP

222 North LaSalle Street, Suite 300

Chicago, Illinois 60601

312-704-3777

diversity@hinshawlaw.com | www.hinshawlaw.com

Arizona | California | Florida | Illinois | Indiana | Massachusetts
Minnesota | Missouri | New York | Rhode Island | Wisconsin | London

**LG
BT**



Holland & Knight is proud to support Equality Illinois and participate in its 2017 Raising the Bar Breakfast.

Our firm fully supports the organization's mission to secure, protect and defend equal rights of the LGBTQ community.

For more information about our commitment to diversity, visit us online at www.hklaw.com/Diversity.

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TESTIMONIALS

Law Firms Leading The Way To LGBTQ Equality

“At Morgan Lewis, inclusion and equal treatment of everyone, including our LGBTQ colleagues, is a core value. We know that our firm and our clients benefit from a population that offers a wide variety of perspectives and experience, and we are a stronger organization because of our diversity. From the amicus brief we filed on behalf of same-sex marriage at the Supreme Court to ensuring our own internal policies and structures align with our values, we are proud to be a part of efforts that support LGBTQ individuals at our firm and in our communities.”

Jami Wintz McKeon, Chair

“Neal Gerber Eisenberg is proud to once again be recognized by Equality Illinois as a top law firm for LGBTQ diversity and inclusive practices. We are committed to attracting, supporting and retaining exceptional talent by advancing and fostering an inclusive, collaborative and industrious culture. We appreciate that the diverse experiences and perspectives of our people enhance how we best serve our clients and the community.”

Scott Fisher, Managing Partner, Neal Gerber Eisenberg

“At Nixon Peabody, we tap the collective intelligence of our diverse workforce to deliver the best thinking and create value for our clients throughout the world. We’re actively pursuing ideas that challenge the status quo to create and maintain a firm where the best professionals from a broad range of backgrounds feel welcome. Our goal is to lead with actions that inspire other law firms and businesses to embrace and nurture their own inclusive work environments, making the business community more successful for all”

Andrew Glincher, Managing Partner & CEO

“It is a great honor to again be recognized by Equality Illinois for the firm’s commitment to advancing LGBTQ equality. We view diversity as one of our core values at Perkins Coie. This can be seen not only in our workplace, but also in the firm’s extensive pro bono activities advocating for the rights of LGBTQ people across the U.S. We are proud to be an industry leader in advancing these rights and are grateful for this prestigious accolade”

David Larsen, Partner and LGBT Affinity Group Co-Chair, Perkins Coie LLP

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Jenner & Block salutes **Equality Illinois** for its continuing efforts in securing equal protections under the law, educating the community and working for equal rights for lesbian, gay, bisexual and transgender people in Illinois.



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Law Firms Leading The Way To LGBTQ Equality

“Valuing diversity is a key principle for us,” said Polsinelli’s Chicago Office Managing Partner Mary Clare Bonaccorsi. “We’re committed to building a law firm that is inclusive and empowering for all of our talented professionals. We value the richness that those from different ethnicities, religions, genders, and sexual orientations bring to our day to day interactions and firm culture.”

Mary Clare Bonaccorsi, Office Managing Partner

“We are honored to be recognized by Equality Illinois. Proskauer has had a commitment to diversity throughout its existence, and we believe in fostering a work environment and culture that embraces our core values of teamwork, respect, professional integrity and inclusion”

Peter Wilson, Jr., Diversity and Inclusion Officer

“At Reed Smith, we take great pride in our diverse and inclusive culture, from providing all employees with the necessary benefits to nurture a family to our pro-bono work on the Name Change Clinic for transgendered individuals. Our actions speak louder than words in our effort to drive progress through diversity.”

Thao Ngo

“Ropes & Gray has a longstanding commitment to diversity and inclusion, and a long history of advocating for LGBTQ rights that includes arguing the landmark marriage equality case, Obergefell v. Hodges, before the U.S. Supreme Court in 2015. It truly is an honor to be recognized as a top Illinois law firm that is ‘Raising the Bar’ for LGBTQ diversity and inclusive practices.”

Peter Erichsen, co-chair of Ropes & Gray’s LGBTQ Forum and firmwide hiring partner

“The continued assault by some state legislatures on our hard-won rights at the federal level and a newly hostile administration remind us that there is still much work to be done. I am proud that Schiff Hardin does not shrink from this challenge, but instead maintains its steadfast focus on creating an inclusive, supportive, and diverse workplace for LGBT lawyers and staff.”

Clay Tillack, Chair of the LGBT Diversity Subcommittee at Schiff Hardin



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VALUING DIVERSE PERSPECTIVES

Nixon Peabody is proud to be named one of the top Illinois law firms for LGBTQ diversity and inclusive practices. We congratulate **Equality Illinois** for its steadfast commitment to the LGBTQ community.



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Law Firms Leading The Way To LGBTQ Equality

“Sedgwick is honored to be recognized for the sixth consecutive year by Equality Illinois as a law firm leading the way for LGBTQ equality and inclusion. Through varied and targeted efforts within the firm, led by our LGBT Action Committee, our Inclusion and Diversity Committee and many individual achievements throughout Sedgwick, we strive to make not only our firm, but our communities where we live and work, places where all people can thrive, contribute and truly be themselves.”

Mike Healy, Chair of Sedgwick LLP

“At Seyfarth, commitment to diversity and inclusion is a core value. We strive every day to make the firm inclusive and welcoming for employees and clients, to develop LGBT-inclusive employment and employee-benefit best practices, and to contribute to the LGBT community both through pro-bono work and through our deep commitment to local and national LGBT organizations.”

Sam Schwartz-Fenwick, Partner and National Chair of Seyfarth’s LGBT Affinity Group

“Sidley is pleased to be recognized once again by Equality Illinois for our strong support of LGBTQ rights and our own LGBTQ lawyers. We take pride in continually improving our programs, policies and practices to ensure that Sidley is a firm where LGBTQ lawyers can thrive and advance their careers.”

Pran Jha, Sidley Partner and Chair of Sidley’s Chicago Diversity Committee

“At Skadden, our commitment to fostering a diverse and inclusive environment for our attorneys and staff is inextricably intertwined with our commitment to excellence as a global law firm. Our support for LGBT communities is an important facet of that deep commitment, and social responsibility is a core firm value. We recognize that diverse perspectives and experiences allow us to reach the best result for our clients and best serve our communities in Illinois and beyond.”

Brian Duwe, Partner and Chicago Office Leader, Skadden



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PERKINS COIE is honored to be recognized as one of the top Illinois law firms for LGBT inclusiveness and equality. We strongly support the continuing efforts of Equality Illinois to achieve equality through impact litigation, education and public policy initiatives.

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TESTIMONIALS

Law Firms Leading The Way To LGBTQ Equality

"SmithAmundsen's success and significant growth to more than 170 attorneys over the last 20 years is owed to the commitment we've made to recruiting, mentoring and empowering individuals who bring differing perspectives and experiences to our firm. We are honored to receive this distinction from Equality Illinois for the fourth consecutive year and wholeheartedly plan to continue in our efforts to promote diversity in the legal profession."

Larry Schechtman, Managing Partner

"The firm believes that it is not enough to simply be tolerant or even supportive of our LGBTQ community. Instead, we are committed to the inclusion of members of the LGBTQ community on our team and we actively seek to assist LGBTQ individuals with their legal questions."

Lindsay Rakers, Partner, Tapella & Eberspacher

"Thompson Coburn remains dedicated to ensuring that all members of the lesbian, gay, bisexual and transgender community have the ability to fully participate in the workplace. For many years we have had in place protections for our LGBT employees, and have vocally supported laws that extend those protections to all workplaces. Our commitment is strong and will continue until the goal of workplace equality is achieved."

Tom Minogue, Chairman, Thompson Coburn

"Vedder Price's commitment to diversity and inclusion, including its LGBTQ lawyers and staff, is a vital component of the strength of our firm. We work hard to maintain our diverse workforce and inclusive work environment, which enhances the firm's service to its clients."

Margo Wolf O'Donnell

"We are honored to be selected by Equality Illinois as one of the leading law firms for LGBT inclusiveness and equality. We thank our attorneys, clients, and friends in the business community who always inspire, encourage, and motivate us to continue the hard work in finding solutions to challenging diversity issues."

Tom Lane & David Sakowitz, partners and Winston Pride Affinity Group Co-Chairs



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We believe that diversity strengthens our ability to represent our clients well. We strive to recruit and retain professionals who reflect the rich diversity of our world.

Seyfarth actively supports many local and national minority bar associations and organizations, providing both financial assistance and the active involvement of our attorneys.

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SmithAmundsen embraces the diverse perspectives and experiences that exist within the legal profession and is dedicated to nurturing a culturally rich, collaborative and inclusive working environment.

Our goal is to enhance recruiting and mentoring efforts, and to empower members of the firm to become active and engaged in their communities. We aim to provide the resources necessary to remain competitive and relevant in an evolving global marketplace.



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