

LOCKE LORD DIVERSITY AWARENESS

June 2017: **LGBT Pride Month**

Lesbian, Gay, Bisexual and Transgender (LGBT) Pride Month is celebrated during the month of June to commemorate the Stonewall riots, which occurred in June of 1969. The riots took place in response to police raids on the Stonewall Inn, which served as a gathering place for the LGBT community. Stonewall was first memorialized in gay pride marches in New York, Los Angeles, San Francisco and Chicago on the one-year anniversary of the riots. It is regarded as one of the most important events in the development of the LGBT civil rights movement.

Locke Lord has a long history of championing LGBT civil rights in the workplace, on pro bono matters, and in the communities we serve. The Firm received a 100 percent rating in the 2017 Corporate Equality Index (CEI) administered by the Human Rights Campaign Foundation (HRC), which also designated Locke Lord as a "Best Place to Work for LGBT Equality."



Record numbers of companies have expanded their non-discrimination policies, including many important Firm clients, whose perspectives are shared below.

WILLIAM KAPFER, HEAD OF GLOBAL SUPPLIER DIVERSITY – JPMORGAN CHASE

"I've found that our company has done a fantastic job of supporting its LGBT employees, and the JPMorgan Chase corporate policies have kept pace with the changing national outlook on LGBT inclusivity. True inclusion goes beyond being an equal opportunity employer — it requires everyday actions to encourage and foster authenticity, building a culture that includes all people. Employees cannot deliver exceptional client services, or realize their full, personal potential if they feel obliged to leave part of themselves at home when they come to work."

Excerpt taken from "Pride is Paving the Way for Others," part of JPMorgan Chase & Co.'s "Executive Insights"

WELLS FARGO BANK

"Wells Fargo fosters a culture in which all people and their individual differences are not only accepted, but also celebrated. We're committed to offering fair and equal policies and benefits for all team members as part of our overall commitment to diversity and inclusion.

Our PRIDE Team Member Network has offered LGBT team members professional and career development, mentoring and leadership engagement, and opportunities to plan and participate in LGBT community outreach and events.

We have achieved a 100% score on the Human Rights Campaign Corporate Equality Index for 13 consecutive years. And, in 2012, 2013, and 2015, we were named the top company for LGBT employees by DiversityInc."

Excerpt taken from Wells Fargo's LGBT Resource Center

MARK BERTOLINI, CHAIRMAN & CEO – AETNA LIFE INSURANCE COMPANY

"Here at Aetna, we are keenly aware of the value of diversity, and how an inclusive environment strengthens our business and creates new opportunities for us in the marketplace.

We are proud of our accomplishments in diversity and inclusion. For example, we have been recognized by the Human Rights Campaign (HRC) Foundation with the highest possible score on the Corporate Equality Index (CEI). The CEI is a nationally recognized annual benchmark that provides an in-depth analysis of lesbian, gay, bisexual and transgender (LGBT) workplace policies, benefits, and practices in America's top corporations. Since the CEI's inception in 2002, Aetna is one of only 9 companies to achieve a perfect score every year, and the only health insurance company to have done so."

Excerpt taken from Chairman & CEO's vision statement

The heart of Locke Lord lies within our people and the many different experiences and perspectives we share. We recognize, embrace and celebrate our differences and believe we can only provide our clients with the best possible representation if we reflect the diversity of the clients and communities we serve.

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Lord^{LLP}

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