

LOCKE LORD DIVERSITY AWARENESS

November 2017: Veterans Day

On Veterans Day, Locke Lord proudly recognized its 20 employees, made up of both attorneys and staff, who are self-identified as veterans of the U.S. Military.

Veterans Day is an official public holiday and day of remembrance observed on November 11 and first established by Congress in 1938 as Armistice Day. It coincides with similar holidays in other countries marking the anniversary of the end of major hostilities and Armistice with Germany to end World War I, which occurred on the 11th hour of the 11th day of the 11th month of 1918. The U.S. holiday was renamed Veterans Day in 1954 to honor American veterans of all wars, and just recently, November was declared National Veterans and Military Families month.

According to a 2015 study from the Pew Research Center, the U.S. military has become more racially and ethnically diverse over the past 30 years. Racial and ethnic minority groups made up 40 percent of active-duty military in 2015, which is up significantly from 25 percent in 1990. In addition, women have taken on larger roles, including larger leadership roles, in the military. At the time of the study, they made up 15 percent of active-duty military personnel — up from 11 percent in 1990 — and 17 percent of active-duty officers — up from 12 percent in 1990. And, with the repeal of the “Don’t Ask, Don’t Tell” policy in 2010, followed by a July 6, 2011, ruling from a federal appeals court barring further enforcement of the policy, the U.S. military’s ban on openly gay service members officially ended.

Lawyers and staff from around the Firm support veterans organizations in a number of ways. To name just a few:

- On November 2, 2017, a lawyer and senior paralegal from our Hartford office performed as part of the “Rocke Lords” band in the Law Rocks 2017 Annual Tour in New York. The Rocke Lords competed to raise money to benefit veterans, lawyers and staff at the Connecticut Veterans Legal Center (CVLC) in New Haven, CT. We partner with the CVLC as a referral source for veteran pro bono clients who we assist with various legal issues, including housing and correcting military records.
- Our Firm Chair once again served as co-chair of the Texas Access to Justice Commission Champions of Justice Gala, which raised money to support civil legal services to low-income Texas veterans. Locke Lord also served as a Champions of Justice sponsor of the event.
- The Firm’s Los Angeles office is a regular contributor and sponsor of Public Counsel, the largest public interest law firm in the nation, and its annual William O. Douglas Dinner. For over four decades, Public Counsel has been fighting for



justice for abused and abandoned children, families living in poverty, homeless veterans, victims of domestic violence, defrauded consumers, the neglected elderly and weary refugees fleeing death threats and torture.

- Attendees at this year’s Partner Retreat prepared care packages to support Packages From Home, a charitable organization started in 2004 whose mission is to send care and comfort packages to deployed American military members stationed in active duty theaters around the world.
- Every November, the Chicago office holds a jeans day to collect money to benefit Hines Veterans Hospital. The office also held a donation drive earlier this year to benefit the Manteno Veterans Home.
- A Houston office jeans day earlier this summer benefited Operation Interdependence, which provides care packages to support as many troops serving overseas as possible during their deployment, along with veterans here at home.

We encourage you to visit the following organizations’ websites to learn how you can advocate for veteran equality, support military families, help veterans improve their mental health and find employment opportunities:

- U.S. Department of Veterans Affairs (<https://www.va.gov/>)
- U.S. Department of Veterans Affairs, Office of Diversity and Inclusion (<https://www.diversity.va.gov/programs/lgbt.aspx>)
- Military Order of the Purple Heart (<http://www.purpleheart.org/>)
- Iraq and Afghanistan Veterans of America (<http://iava.org/>)
- Veterans of Foreign Wars (<http://www.vfw.org/>)
- American Legion (<http://www.legion.org/>)
- Disabled American Veterans (<https://www.dav.org/>)

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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