



At Locke Lord, we take pride in our commitment to diversity and inclusion. We strive to cultivate a diverse and inclusive work environment and partner with organizations that positively impact communities in which we do business. As we reflect on 2017, we want to share highlights of our efforts and commitment to making a meaningful change in the legal industry. For more information on our diversity and inclusion efforts at Locke Lord, visit [www.lockelord.com/thefirm/diversity](http://www.lockelord.com/thefirm/diversity).

Diverse Members - 2017 Executive Committee



**Jerry Clements**  
Chair of the Firm  
(2006 - 2017)



**Janis Loegering**  
Member



**Michelle Earley**  
Member and Liaison  
with the Diversity  
Committee

Diverse 2017 Office Managing Partners



**Wing Cheung**  
Hong Kong



**Jennifer Kenedy**  
Chicago  
2018 Vice Chair of Locke Lord  
Executive Committee



**Vicky Gunning**  
Dallas



**Regina McClendon**  
San Francisco



**Denise Hanna**  
Washington, D.C.



**Matt McTygue**  
Boston



**Nina Huerta**  
Los Angeles

Diverse Members - 2017 Board of Directors



**Art Anthony**  
Co-Chair



**Stephanie Massey**  
Member



**Cynthia Bast**  
Co-Chair



**Hanna Norvell**  
Member



**Victoria de Lisle**  
Member



**Allison O'Neil**  
Member



**Laura Edrington**  
Member



**Tai Tran**  
Member



**Elizabeth Mack**  
Member



**Kimberly Williams**  
Member

**Denise Hanna, Jennifer Kenedy and Matt McTygue** served as both Office Managing Partners and as Members of the Board of Directors.

HRC CEI Perfect Score

Locke Lord achieved a 100 percent rating in the Human Rights Campaign (HRC) Foundation's 2018 Corporate Equality Index (CEI) for the second consecutive year. A perfect score in this annual report evaluating LGBTQ-related policies and practices earns the Firm the distinction of a "Best Place to Work for LGBTQ Equality."



# Leadership Council on Legal Diversity (LCLD)

On August 23, 2017, Locke Lord hosted the Leadership Luncheon for LCLD Fellows in our Dallas office. Guest speakers included **Jerry Clements**, Chair (2006-2017) of Locke Lord, and Julia A. Simon, Chief Legal Officer and Corporate Secretary of Mary Kay, Inc. and Locke Lord alumna.

Locke Lord and its predecessor firms have been members of LCLD since 2010. **Bilal Zaheer** (Chicago) is our 2017 Fellow. Previous Fellows include Locke Lord Partners **Michelle Earley** (Austin), **Art Anthony** (Dallas), and **Ernesto Palomo** (Chicago).



"LCLD is a powerful and dynamic organization, whose goal is to bring together and develop the next generation of leaders in the legal profession and provide networking and business development opportunities for law firm attorneys and in-house counsel. The ultimate goal is to help develop leaders who value and seek to advance diversity and inclusion in the legal profession. In my experience so far, I've learned a great deal about client service and how that goes hand in hand with what law firms can do to improve diversity efforts internally. I've also enjoyed getting to know an incredible, engaging group of attorneys in my co-Fellows, and I look forward to continuing to build those relationships." – *Bilal Zaheer*

Locke Lord participates in the LCLD Scholars Program and proactively seeks diverse 1L summer associates in its Chicago office. While participating in our Summer Associate Program, LCLD 1L Scholars have access to numerous networking and mentoring opportunities organized by the LCLD.

## Our Diversity in Numbers

Locke Lord U.S. Attorneys\*

**36% Diverse**

Locke Lord Executive Committee and Board of Directors\*\*

**33% Women**      **15% Diverse**

Locke Lord 2017 Attorney Hires\*\*

**44% Women**      **18% Diverse**

Locke Lord 2017 Partner Elevations\*\*

**44% Women**      **12% Diverse**

\* For our overall firm assessment, we have defined "diverse" in accordance with the ABA Goal III categories to include "minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities."

\*\* For these specific analyses, we have broken overall diversity into women and all other categories of diverse attorneys.

### ABA Resolution 113

Locke Lord New York and New Jersey Partner and Past President of the ABA Paulette Brown was influential in the creation, passage and implementation of the ABA's Resolution 113, which aims to promote diversity within law firms and urges clients to expand opportunities for diverse lawyers. In November 2016, Locke Lord announced its support of Resolution 113, and we continue our commitment by completing the ABA's Model Diversity Survey each year.



### LGBTQ Efforts

Locke Lord is a founding member of, and pro bono counsel to, Pride in Our Workplace, an LGBTQ networking and educational organization in Boston.

In 2016, Sara Schnorr (Boston Of Counsel) became the first transgender woman appointed by Governor Charlie Baker to serve on the Massachusetts Commission on the Status of Women and was recently appointed to the Working Group on Gender Equity in Disability Policies. In February 2017, she was featured in Law360's article "Transgender Attorneys Blaze Trail to Equality."

# Recap of Events Supported in 2017

In 2017, we sponsored more than 20 diversity and inclusion events, including:

- **31st Annual Night of a Thousand Gowns** – March in New York, NY – Locke Lord’s New York office sponsored this black tie dinner, dance and coronation ball which celebrates the LGBT community. **Nick DiCeglie** (New York) says, “Night of a Thousand Gowns provided us an opportunity to bring attorneys together from three different Locke Lord offices at an event to raise money and awareness for the legal issues facing transgender individuals during their transition. Our sponsorship of the event also allowed us to increase the exposure and brand recognition of the Firm within the LGBTQ community in a memorable, if somewhat over-the-top, way.”

- **The Center for Women in Law: Women’s Power Summit** – April in Austin, TX – The fifth biennial Women’s Power Summit is an invite-only event and one of the most significant gatherings of women lawyers in the country. Among the speakers and attendees are chief legal officers and general counsel, law firms managing partners, judges, public officials, bar presidents, as well as academics and business leaders who are positioned to make significant and lasting change in the legal profession. The Firm has sponsored this event since its inception in 2009. Partner **Janis Loegering** (Dallas) is one of the Founding Members of the Center, which was established in 2008 by a group of women, many of whom were alumnae of The University of Texas School of Law, to serve the premier educational institution devoted to the success of the entire spectrum of women in law.

- **Mexican American Bar Foundation 26th Annual Scholarship & Awards Gala** – June in Los Angeles, CA – Locke Lord has attended and sponsored the Gala for the past four years. MABF’s mission is to enhance the diversity of the legal profession through education. The organization carries out this mission by supporting young women and men of Latino heritage who are pursuing careers in the law. In March 2017, Locke Lord’s **Nina Huerta** (Los Angeles Office Managing Partner) was unanimously elected President of the MABF. “The young women and men the MABF supports have overcome many obstacles to pursue their law degree and are typically the first members of their families to attend law school,” said Huerta. “I am honored to lead the MABF, and I look forward to continue working with our members to contribute to the success of the next generation of Latino leaders through the organization’s robust scholarship and bar stipend programs.”

- **7th Annual African American Managing Partner and General Counsel Dinner** - August in Toronto, Canada – **Michelle Earley** (Austin), **Paulette Brown** (New York/New Jersey) and **Denise Hanna** (Washington, D.C. Office Managing Partner) attended the **National Bar Association Annual Meeting** and the **7th Annual African American Managing Partner and General Counsel Dinner**, which was held in conjunction with the Annual Meeting. Locke Lord was a second-year sponsor of the dinner. [Event photos below]



- **Hispanic National Bar Association 42nd Annual Convention** – September in Kansas City, MO – The Annual Convention attracts hundreds of attorneys, judges, and law students from across the country, including public officials, business leaders, and General Counsels from many Fortune 100 and other corporations and include actions and programs designed to create measurable progress and change the outcomes of Latino/as in the legal profession. **Paulette Brown** (New York/New Jersey) and **Gina Gamal** (Chicago) attended from Locke Lord.
- **National Asian Pacific American Bar Association (NAPABA) Annual Convention** – November in Washington, D.C. – Over 2,100 Asian Pacific American (APA) attorneys, judges, law students, legal scholars, and elected officials from around the country convened in Washington, D.C., the largest gathering of APA attorneys in the country. The 2017 Convention was the largest in NAPABA history. **Bilal Zaheer** (Chicago) notes, “The programming at the Annual NAPABA convention is first-rate. The speakers are among the most accomplished in their fields, include high-ranking judges, General Counsels and Managing Partners at law firms.”





# Our Lawyers in the Community

## Leadership and Key Memberships in Diversity-Related Organizations



**Carolyn Blessing** (Chicago Partner) was elected to the position of Vice President for the **Coalition of Women's Initiatives in Law** for the 2017–2018 term. She has served on the Executive Committee of the Coalition for the past several years, previously as Treasurer (2016-2017).



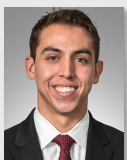
**Nina Huerta** (Los Angeles Office Managing Partner) was unanimously elected President of the **Mexican American Bar Foundation**.



**Ernesto Palomo** (Chicago Partner) is a Board member of both **The Chicago Committee** and **Just the Beginning**, a pipeline organization that offers programs directly aimed at inspiring young students and increasing diversity in the legal profession and judiciary.



**Meredith Renner** (Providence Staff Counsel) is Past President of the **Rhode Island Women's Bar Association**.



**Walter Rodriguez** (Boston Associate) was selected to serve on the **Massachusetts Association of Hispanic Attorneys' (MAHA) 2017 Board of Directors**.



**Sara Schnorr** (Boston Of Counsel) serves on the **Massachusetts Commission on the Status of Women** and was appointed to the **Working Group on Gender Equity in Disability Policies**.



**Krystle Tadesse** (Providence Associate) is current President of the **Rhode Island Women's Bar Association** for the 2017-2018 membership year. She also serves on the Board of Directors of Reach Out and Read Rhode Island, a nonprofit organization focused on improving low-income children's early access and exposure to books.



**Bilal Zaheer** (Chicago Partner) is Co-Chair of the Litigation Committee and Co-Chair of the Diversity & Inclusion Committee of the **National Asian Pacific American Bar Association (NAPABA)**. Bilal also serves as an At-Large Board Member of the **National Association of Muslim Lawyers**.

## Awards & Recognitions:



Dallas Partner and Board of Directors Co-Chair **Art Anthony** was selected by the National Diversity Council as one of the **2017 Top 50 Multicultural Lawyers in Dallas**. The list recognizes those who have shown leadership excellence in the legal field and noteworthy commitment to fairness, equality and justice in professional collaborations.



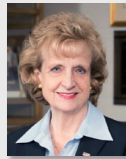
New York and New Jersey Partner **Paulette Brown** received the **Beacon Award for Diversity and Inclusion** from the Boston Bar Association. The Award recognizes exceptional leadership on diversity strategies that will have a lasting impact on the Greater Boston legal profession. Paulette was also honored with a **Good Scout Award** on behalf of the Northern New Jersey Council and Boy Scouts of America.



London Partner **Joanne Davis** was recognized in **The Leasing Life Power 50**, an annual list of the most influential people in asset finance.



Chicago Office Managing Partner **Jennifer Kenedy** was honored with a **2017 Women of Influence Award** and featured in the Best Lawyers "Women in the Law" spring business edition.



Dallas Partner **Harriet Miers** was chosen as the recipient of the **Texas Applesseed 2017 J. Chrys Dougherty Good Apple Award**. Texas Applesseed, a public interest justice center, presents its highest recognition to leading legal minds and trailblazers who have helped shape the Texas legal field for the better.



Boston Partner **Allison O'Neil** was named a **2017 Top Women of Law Honoree** by Massachusetts Lawyers Weekly. The award honors those who have made tremendous professional strides and demonstrated great accomplishments in the legal field, including pro bono, social justice, advocacy and business.



Boston Associate **Walter Rodriguez** was presented with a **Pro Bono Recognition Award** by the Lawyers' Committee for Civil Rights and Economic Justice for his leadership and public service, including his efforts to promote diversity in the legal profession through his involvement with the Massachusetts Association of Hispanic Attorneys (MAHA).



Houston Partners **Lauren Doughty, Sara Longtain** and **Tammi Niven** were named to the **2017 Houston Top 50 Women Lawyers** list by the National Diversity Council.

# Our Pipeline Initiatives

**Just the Beginning** – A Pipeline Organization (JTB) (Chicago) – In July, the Chicago office hosted a group of 10-13-year-old students from JTB summer Middle School Law Camp for diverse students in the Chicago area. Through the Camp program, JTB strives to introduce the students to simple legal concepts, plant the seed that the legal profession is attainable, and encourage interaction with potential mentors in the pipeline. Seventh Circuit Judge Ann Williams, the founder of JTB, delivered the keynote address. In June, Los Angeles Partner Nina Huerta, alongside Honorable Judge Terry Hatter, gave a presentation during the JTB-APO Summer Legal Institute in Los Angeles providing a legal summary of the *Westminster v. Mendez* case, a desegregation case decided by the California Supreme Court that preceded *Brown v. Board of Education*.

**Cristo Rey Students** – The Chicago, Dallas and Houston offices of Locke Lord actively support Cristo Rey Jesuit High School through its work study program called the Corporate Internship Program (CIP). Cristo Rey offers a college preparatory education for students in economically challenged section of each city. The Cristo Rey students assigned to Locke Lord rotate through various departments within our Firm so that they can learn about office environments and learn new skills.

Locke Lord is also a proud partner of the Corporate Work Study Program at **Verbum Dei High School** in Los Angeles, a member of the Cristo Rey Network.

In Houston, we partner with **Genesys Works** ([www.genesysworks.org](http://www.genesysworks.org)) and **Hire Houston Youth** ([www.houstontx.gov/hirehoustonyouth](http://www.houstontx.gov/hirehoustonyouth)), an initiative by Mayor Sylvester Turner in Houston to engage and prepare Houston youth for the job force.

We partner with the **Boston Bar Association's Summer Jobs Program**. Wousthanya Dumornay, a former Boston high school intern and Suffolk University graduate, is an employee in the Firm's Recruiting Department.

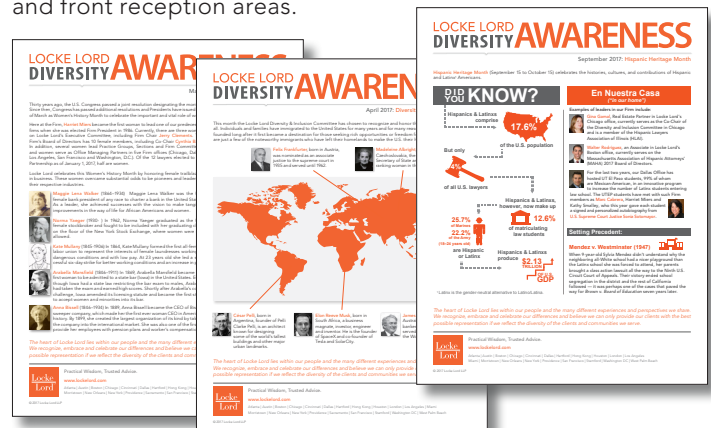
## Recruiting Efforts

Locke Lord is committed to diversity and is continually striving to create opportunities for diverse candidates. The Firm utilizes the services of diverse search firms in recruiting lawyers for lateral hiring. Use of firms which are more connected with diverse lawyer populations increases our likelihood of successfully recruiting women, diverse and LGBT lawyers. We participate in diversity-focused job fairs across the country, including the **Cook County Bar Association Minority Fair**, the **Lavender Law Job Fair** and the **Southwest Region Black Law Student Association Job Fair**. We also hire diverse summer associates through the LCLD, Austin Bar Association and Houston Bar Association.



## Diversity Awareness

Increasing diversity awareness is an important objective at Locke Lord, and one of the programs we established across the entire Firm is our Diversity Awareness Initiative. Through this initiative, we highlight important historic events and celebrations that carry tremendous meaning in our combined heritage throughout the year, to bring greater awareness of diversity and inclusion in the legal profession and in our communities. Our Diversity Awareness Posters are distributed to all Firm employees, and posted in our office breakrooms and front reception areas.



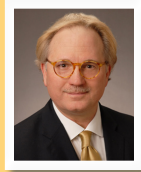
At Locke Lord, diversity and inclusion are integral parts of our strategic plan for success. In order to have a healthy, successful workplace and provide clients with the highest quality representation, our lawyers and staff must be free to be themselves. To that end, the environment must not only be free of all forms of discrimination, but also celebrate the broadest possible spectrum of viewpoints, perspectives and backgrounds.

For more information about Locke Lord Diversity & Inclusion efforts, contact a member of our Firmwide Diversity Committee.

### COMMITTEE CO-CHAIRS:



**Paulette Brown**  
New York / New Jersey  
973-520-2365  
[paulette.brown@lockelord.com](mailto:paulette.brown@lockelord.com)



**Don Glendenning**  
Dallas  
214-740-8623  
[dglendenning@lockelord.com](mailto:dglendenning@lockelord.com)



**Ernesto Palomo**  
Chicago  
312-443-0477  
[epalomo@lockelord.com](mailto:epalomo@lockelord.com)

### COMMITTEE MEMBERS:

**Mark-David Adams**

West Palm Beach  
561-820-0281  
[mark.adams@lockelord.com](mailto:mark.adams@lockelord.com)

**Art Anthony**

Dallas  
214-740-8407  
[aanthony@lockelord.com](mailto:aanthony@lockelord.com)

**John Arnold**

Houston  
713-226-1383  
[john.arnold@lockelord.com](mailto:john.arnold@lockelord.com)

**Lori Basilico**

Providence  
401-276-6475  
[lori.basilico@lockelord.com](mailto:lori.basilico@lockelord.com)

**David Bogan**

Hartford  
860-541-7711  
[david.bogan@lockelord.com](mailto:david.bogan@lockelord.com)

**Elizabeth Campbell**

Atlanta  
404-870-4679  
[ecampbell@lockelord.com](mailto:ecampbell@lockelord.com)

**Victoria de Lisle**

New Orleans  
504-558-5146  
[vdelisle@lockelord.com](mailto:vdelisle@lockelord.com)

**Nicholas DiCeglie**

New York  
212-912-2907  
[nicholas.diceglie@lockelord.com](mailto:nicholas.diceglie@lockelord.com)

**Michelle Earley**

Austin  
512-305-4818  
[mearley@lockelord.com](mailto:mearley@lockelord.com)

**William Foley**

New York  
212-812-8344  
[wfoley@lockelord.com](mailto:wfoley@lockelord.com)

**Gina Gamal**

Chicago  
312-443-0430  
[ggamal@lockelord.com](mailto:ggamal@lockelord.com)

**Denise Hanna**

Washington, D.C.  
202-220-6992  
[dhanna@lockelord.com](mailto:dhanna@lockelord.com)

**Nina Huerta**

Los Angeles  
213-687-6707  
[nhuerta@lockelord.com](mailto:nhuerta@lockelord.com)

**Sara Longtain**

Houston  
713-226-1346  
[slongtain@lockelord.com](mailto:slongtain@lockelord.com)

**Matt McTygue**

Boston  
617-239-0494  
[matt.mctygue@lockelord.com](mailto:matt.mctygue@lockelord.com)

**Bob Mecrate-Butcher**

London  
+44 (0) 20 7861 9061  
[bob.mecrate-butcher@lockelord.com](mailto:bob.mecrate-butcher@lockelord.com)

**Mario Nguyen**

Dallas  
214-740-8515  
[mario.nguyen@lockelord.com](mailto:mario.nguyen@lockelord.com)

**Glenn Pudelka**

Boston  
617-239-0371  
[glenn.pudelka@lockelord.com](mailto:glenn.pudelka@lockelord.com)

**Lisa Ann Ruggiero**

New York  
973-520-2390  
[lisa.ruggiero@lockelord.com](mailto:lisa.ruggiero@lockelord.com)

**David Silvia**

Stamford  
203-353-6839  
[david.silvia@lockelord.com](mailto:david.silvia@lockelord.com)

**Karin Torgerson**

Dallas  
214-740-8725  
[ktorgerson@lockelord.com](mailto:ktorgerson@lockelord.com)

**Elizabeth Tosaris**

San Francisco  
415-318-8817  
[etosaris@lockelord.com](mailto:etosaris@lockelord.com)

**Julie Webb**

Chicago  
312-443-0404  
[jwebb@lockelord.com](mailto:jwebb@lockelord.com)

**Matthew Wong**

Hong Kong  
+852 3465 0622  
[mwong@lockelord.com](mailto:mwong@lockelord.com)



Practical Wisdom, Trusted Advice.

[www.lockelord.com](http://www.lockelord.com)

Atlanta | Austin | Boston | Chicago | Cincinnati | Dallas | Hartford | Hong Kong | Houston | London | Los Angeles  
Miami | Morristown | New Orleans | New York | Providence | San Francisco | Stamford | Washington DC | West Palm Beach

Locke Lord LLP disclaims all liability whatsoever in relation to any materials or information provided. This brochure is provided solely for educational and informational purposes. It is not intended to constitute legal advice or to create an attorney-client relationship. If you wish to secure legal advice specific to your enterprise and circumstances in connection with any of the topics addressed, we encourage you to engage counsel of your choice. (022618)

Attorney Advertising © 2018 Locke Lord LLP