



# DIVERSITY, EQUITY & INCLUSION

Annual Report 2022



## Our Collective Efforts *Advancing DEI*

“The sum of the parts makes up the whole” is a phrase we often use at Hinshaw to describe how our collective efforts work to proactively advance our diversity, equity, and inclusion goals. We believe no individual or organization can succeed in its mission when operating in isolation. Rather, progress is attained through a shared commitment to learn—and apply such learning—to tangible policies and practices that make a difference. We count on leadership both from a top-down and bottom-up perspective. The “change agents” are executive leadership and junior employees, lawyers and staff alike, working to cultivate the culture of inclusion we wish to see replicated throughout the firm. This is how we ensure that the social justice awakenings of years past do not just become historical references, but instead mark our progress as we continue to move forward.

On the pages of this report, we are proud to share many examples of those efforts from 2021.



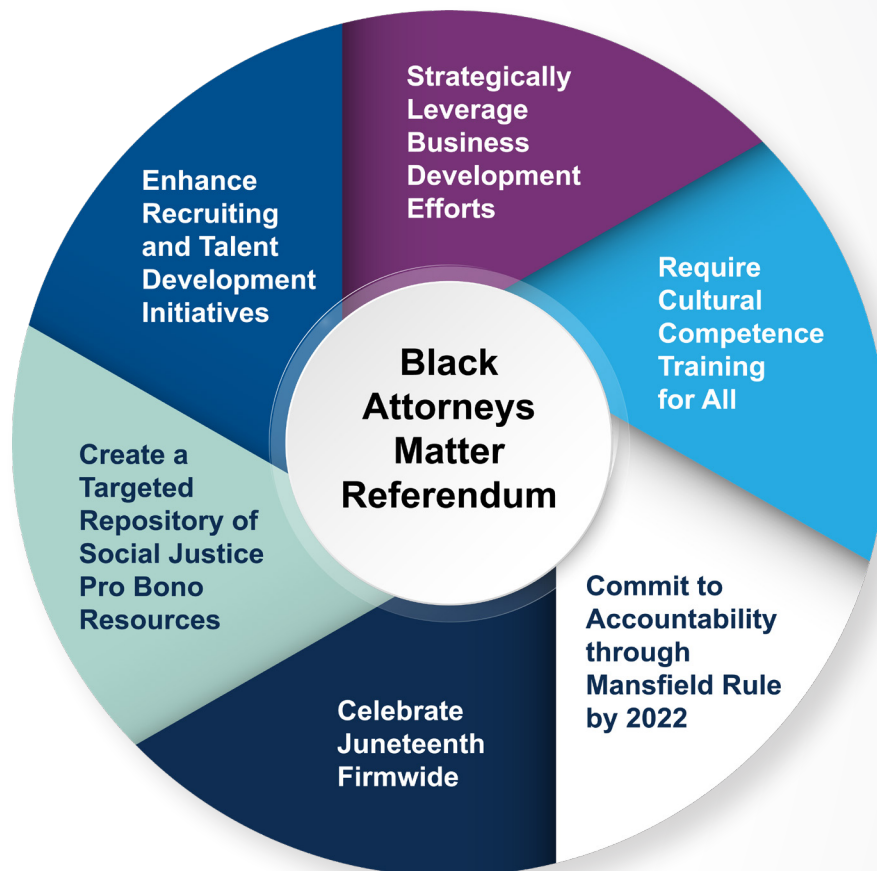
**D.L. Morriss**  
DEI Partner



**Alexandria “Lexy” Ray**  
DEI Lead

# Hinshaw's Black Attorneys Matter Referendum Continues...

In 2020, Hinshaw launched the Black Attorneys Matter Referendum in response to the deaths of George Floyd, Breonna Taylor, and several others. The referendum became Hinshaw's commitment to further the interests of racial justice by developing initiatives that focus on Black and other diverse attorneys with the following goals:



We are proud to announce that we have made great strides to achieve the goals of our Black Attorneys Matter Referendum. These accomplishments include:

- ◆ Multiple cultural competency trainings on implicit bias, microaggressions, and racial equity;
- ◆ Signatory to Mansfield Rule 5.0 to remain publicly accountable in diversity initiatives;
- ◆ Making diversity contributions a key component of attorney self-review and practice group goal setting;
- ◆ Enhancing marketing efforts to include a broader array of diverse talent to meet client needs; and
- ◆ Concentrated recruiting and retention initiatives to ensure pipeline growth of diverse talent.

We are thrilled to carry these continued efforts into the new year.

# By the Numbers

Reflecting on our DEI metrics at the close of 2021, our continued focus on growth paid off, and we grew in areas where it matters most:

**We increased our total number of Diverse Attorneys by 6.41%**

2020

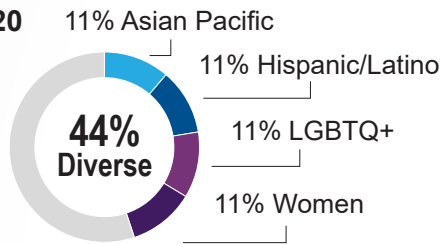


2021

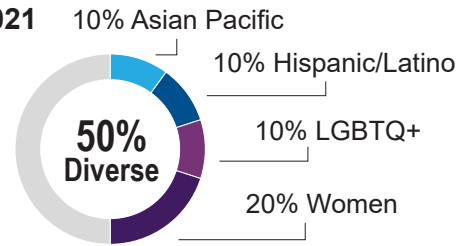


**Management Committee – our highest governing body – increased diversity to 50%**

2020



2021

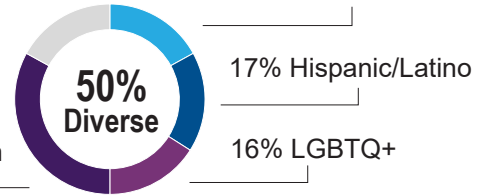


**Equity Promotions – our attorneys of color continue to gain in representation**

2020

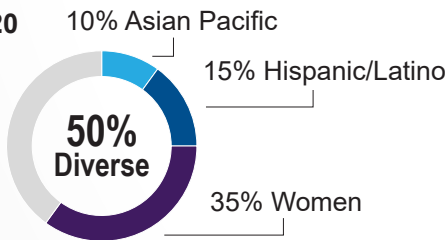


2021

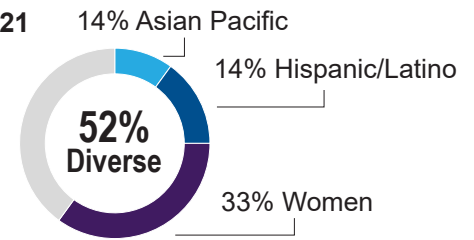


**Office Leadership – partners in charge of firm offices grew in attorney of color representation**

2020

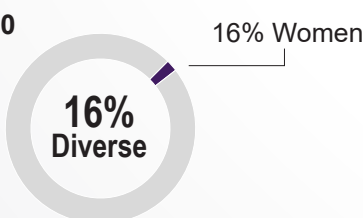


2021

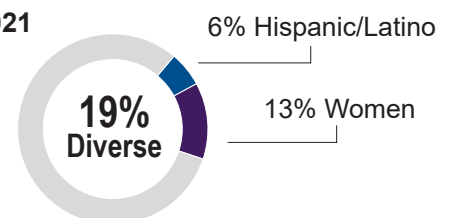


**Practice Group Leadership – diversity in PG leadership enhances growth of our diverse attorneys**

2020



2021



For more data, please see our submission in response to the 2022 ABA Model Diversity Survey.

# Striving Towards Mansfield Rule 5.0 Certification

As a part of our Black Attorneys Matter Referendum, the firm committed to becoming one of 49 new signatories to Mansfield Rule 5.0 facilitated by DiversityLab for the reporting period of July 15, 2021, through June 15, 2022. The Mansfield Rule 5.0 Certification process is designed to boost the representation of diverse lawyers in law firm leadership by broadening the pool of candidates considered for these opportunities. Law firms that sign onto the Mansfield Rule agree to consider at least 30 percent women lawyers, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. Participation in Mansfield Rule 5.0 adds accountability and expands on the firm's existing initiatives developed over the past several years.

Hinshaw would not be able to successfully complete the certification process without the **Hinshaw Mansfield Rule Task Force** which includes key leaders across the firm.



## Hinshaw Mansfield Rule Task Force



**Carrie Ephgrave**  
Senior Business  
Development Manager



**Tracy Elmlad**  
Chief Operating Officer



**Barbara Fernandez**  
Partner



**Suzanne Jakstavich**  
Chief Human  
Resources Officer



**D.L. Morriss**  
DEI Partner



**Lexy Ray**  
DEI Lead



**Robert Shannon**  
Managing Partner



**Matthew Walsh**  
Partner

# Our Three-fold Objectives

Hinshaw has a longstanding commitment to ensure that our firm reflects the diversity of the world in which we live and work. We strongly believe that encouraging and supporting all of our attorneys, and celebrating their unique contributions, will foster positive business, economic, and social growth for our firm and the communities we serve.

We continue to focus on these three-fold objectives:



## Attorney Development

to help our diverse attorneys become the best legal practitioners in their respective fields of concentration.



## Relationship Building

to establish and foster bonds of trust that make our client, practice, and industry teams stronger and more inclusive.



## Civic Engagement

to enable our firm, attorneys, and professional staff to become leaders and agents of change in our respective communities and to partner with current and prospective clients in unique ways.

# Firmwide Initiatives

## Top Performer Award from Leadership Council on Legal Diversity (LCLD)

Hinshaw is proud to be recognized by the Leadership Council on Legal Diversity (LCLD) as a 2021 Top Performer. This recognition is due to Hinshaw's continued commitment and involvement in LCLD's important programming and mission-driven work to advance diversity in the legal profession.

Our firm has been a founding sponsor of the Leadership Council of Legal Diversity (LCLD) Fellows program since 2011, and recently expanded its partnership through selection of two associate participants in the LCLD Pathfinders program. Hinshaw further developed an internal LCLD Committee comprised of past fellows, which is led by Diane Webster (Chicago, 2011 Fellow) and Brian McGrath (New York, 2018 Fellow).

*Hinshaw's 2021 LCLD representatives were: Fellow, Ofonedu-lme Goodwyn; and Pathfinders, Thaddeus Harrell and Samantha Millar.*



**Thaddeus Harrell**  
Chicago



**Ofonedu-lme Goodwyn**  
Miami



**Samantha Millar**  
New York

## Associate Life Committee Highlight

The Attorney Life Committee Associate Sub-Committee is a selected group of Hinshaw mid-senior level associates who represent a cross-section of offices and practice groups throughout the firm. The Committee works with the DEI Office and firm management to communicate and further the goals, initiatives, and perspectives of the firm's associates. Key developments over the year included further implementation of virtual support groups called "Quaranteams," as well as an internal proposal to firm management to implement new retirement, development, and mentoring initiatives for associates that has already been commenced. We are confident that increased communication and collaboration between senior attorneys and associates will strengthen the relational bonds necessary in a multi-generational workplace to service client needs.

## Perfect Rating on the Corporate Equality Index 13 Years in a Row



For the thirteenth consecutive year, the firm was awarded a perfect score of 100 on the 2021 Corporate Equality Index (CEI) and was also named one of the "Best Places to Work for LGBTQ Equality." The CEI is administered by the Human Rights Campaign Foundation.

# Something to Shout About



**Barbara Fernandez**  
Miami

## **Barbara Fernandez Recognized as 2021 Influential Business Woman by *South Florida Business Journal* and Businesswoman of the Year by Coral Gables Chamber of Commerce**

On April 9, 2021, Barbara Fernandez was among the honorees recognized by the *South Florida Business Journal* for their strong record of leadership, performance, and innovation in their industry, plus meaningful community involvement. In November, Barbara also received the 2021 Businesswomen of the Year Award in the Outstanding Corporate Leader category by the Coral Gables Chamber of Commerce.



**Aimee Delaney**  
Chicago

## **Aimee Delaney Selected for the Second Annual Salute! Women in Law by *Chicago Daily Law Bulletin* and *Chicago Lawyer***

Aimee Delaney was among 50 honorees selected for the award on July 9, 2021, recognizing women lawyers “who are making an incredible impact on the legal profession, have achieved success while mentoring and promoting other women, and have been shining examples of leadership.” Aimee began her career among a small group of female attorneys practicing in the male-dominated area of traditional labor law.



**André Sesler**  
Tampa

## **André Sesler Appointed to Executive Leadership Team of the Hillsborough County Bar Association Board of Directors**

In September 2021, André Sesler was appointed to serve as the Secretary of the Hillsborough County Bar Association (HCBA) Board of Directors. Established in 1896, the HCBA is one of the largest voluntary bar associations in Florida, with a membership of close to 4,000 attorneys, judges, and legal professionals.



**Tracy Elmlad**  
Chicago

## **Tracy Elmlad Selected by Society of Information Management Chicago Chapter as 2021 CIO+ of the Year**

Hinshaw’s Chief Information and Operations Officer, Tracy Elmlad, was recognized on October 15, 2021, as a CIO who has successfully expanded their current role into other business areas like Operations, Marketing, and Sales, thus, broadening their impact on driving success for the overall business entity. Tracy has nearly 30 years of experience working as a technologist and innovator in the law firm space.



**Marissa Delinks**  
Boston

## **Marissa Delinks Named to *Massachusetts Lawyers Weekly* 2021 Top Women of Law**

Each year, *Massachusetts Lawyers Weekly* recognizes the achievements of 50 exceptional women lawyers who are pioneers, educators, trailblazers, and role models. On November 18, 2021, Marissa Delinks’ impressive appellate track record over the last 16 years—160 appeals, winning 155 of them (97 percent success rate)—earned her a spot on the list. In addition to several leadership positions in the firm and an active practice, she personally handles two or three pro bono cases each year.



## Three Hinshaw Attorneys Recognized in *Crain's Chicago 2021 Notable Lists*



**Vincent Rizzo**  
Chicago

Vincent Rizzo was recognized on the list of Notable LGBTQ Executives as a tireless advocate for LGBTQ+ equality on August 9, 2021. Vincent is secretary of LAGBAC, Chicago's LGBTQ+ bar association, leading the organization's work to unite and strengthen the LGBTQ+ legal community through mentorship, networking events, scholarships, and evaluations of candidates for judicial office. In addition to other board and chair roles, he organizes and hosts an annual World AIDS Day event and hosts an annual vigil for Transgender Day of Remembrance.



**Gretchen Harris**  
Chicago

On November 22, 2021, Gretchen Harris Sperry was recognized on the Notable Gen X Leaders in Accounting, Consulting & Law list. As chair of our nationally-recognized Appellate Practice Group, Gretchen has been instrumental in integrating cutting-edge technology—including the integration of technology and artificial intelligence into litigation at Hinshaw. In addition to several board member roles, she serves as a mentor with the Diversity Scholarship Foundation and The Appellate Project, and is a presenter for the ABA Judicial Division Youth Outreach Diversity Program.



**D.L. Morriss**  
Chicago  
New York

D.L. Morriss was recognized on December 13, 2021, on the list of Notable Black Leaders and Executives, for his instrumental development of Hinshaw's diversity, equity, and inclusion efforts over the past six years. Outside of the many firmwide DEI initiatives he has pioneered, he devotes significant time and talent to various legal and Chicago-area civic organizations in both member and board roles.

## Two Diverse Hinshaw Partners Recognized In the 2021 edition of *Chambers USA: America's Leading Lawyers for Business*



**Lauren E. Campisi**  
New Orleans

Partner Lauren E. Campisi was ranked nationally for Financial Services Regulation: Consumer Finance (Compliance), and additionally in her home jurisdiction of Louisiana for Banking & Finance. In ranking Lauren, *Chambers USA* notes she is an "excellent lawyer" who is "especially knowledgeable about consumer financial law," and "recognized for her extensive knowledge of state and federal laws, including CFPB and FCC regulations."



**Spencer Y. Kook**  
Los Angeles

Partner Spencer Y. Kook was ranked in California for Insurance: Insurer representation, where sources described him as an "outstanding attorney" that is "solutions-oriented, analytical, organized, and efficient."

*Chambers USA* is a widely respected annual publication tracked by the Mansfield Rule initiative. It highlights leading law firms and lawyers representing clients in the United States and internationally.

# Commitment to Proactive Inclusion

We believe that our people perform best when they can bring their whole selves to the workplace, whether that means working from home or the office. 2021 DEI programming focused on racial inclusion, community engagement and pipeline efforts. Here are a few examples that our attorneys and staff participated in:

## ▶ **Martin Luther King Jr. Day of Service Partnership with CityYear Chicago, Ronald McDonald House Charities of Miami, and L.A. Works**

On January 21, 2021, over 52 members of our firm participated in activities, volunteered over 200 hours, and donated to nonprofit organizations across the country. We kept our office-to-office participation competitive, and the Chicago Office, led by Partner in Charge, Diane Webster, won the 2021 Hinshaw MLK Day of Service Award!

## ▶ **Bias-Reducing and Diversity-Promoting Decision-Making and Leadership for Law Firm Leaders**

In February 2021, Hinshaw was honored to have Dr. Destiny Peery, a social psychologist and legal scholar, conduct training for our firm leadership and attorneys on cultural competence. Dr. Peery taught how cognitive shortcuts can influence decision-making that affects how we think and process information, including those specific to legal organizations and lawyers. Understanding bias, including the distinction between explicit and implicit bias, and how this is broader than and distinguished from prejudice is key to developing best practices for DEI.

## ▶ **Reflecting On Floyd: A Discussion On Microaggressions and the Ways They Impact Social Interactions in the Legal Industry**

In February and May 2021, the firm participated in a two-part discussion, “Reflecting on Floyd.” First, members of the firm’s Minneapolis office discussed the lived experience of those witnessing the spark of a new social justice movement that took flame across the world following the death of George Floyd. Second, Ted Talk Speaker and Author LeRon Barton came to our firm to help us identify the ways we each contribute to the social environment around us, in our workplace and personal networks, and how we combat negative social ills like microaggressions to create positive change.

## ▶ **Juneteenth Celebration: Becoming a Racial Equity Broker**

In recognition of Juneteenth Day and our commitment to cultural education, on June 17, 2021, we facilitated a conversation on the history of racism embedded in our justice system, housing administration, and financial markets. Dr. Rashawn Ray—Author and Professor of Sociology and Executive Director of the Lab for Applied Social Science Research at the University of Maryland, College Park—led the discussion, and attendees were encouraged to become racial equity learners, racial equity advocates, and racial equity brokers to interrupt systemic racism and contribute to racial equity.



## ▶ **Taking a Stand Against Anti-Asian Hate**

On May 11, 2021, Hinshaw hosted Congressman Ted W. Lieu and Commissioner Janani Ramachandran for an important and timely panel discussion on the impact of the rise in hate crimes and violence against the Asian American and Pacific Islander (AAPI) community in the U.S. The presentation promoted awareness and shined a spotlight on efforts to combat those issues in California and across the nation. We concluded the presentation with a moment of silence to honor those courageous individuals who have experienced violence and tragedy due to their Asian Pacific American identity.

## ▶ **SAGE's Regional Roundtable Series: A Dialogue on Chicago's Elder Housing Network**

Hinshaw co-hosted along with SAGE—a national advocacy and services organization for LGBTQ+ elders—two 90-minute forums on Chicago's LGBT Elder Housing on May 11 and 13, 2021. The forums brought a deeper understanding and reverence for our LGBTQ+ aging communities centered around on Chicago's robust network of LGBTQ+ advocates and elders. Focussing on Chicago's local strategies to develop affirming housing, medical care, and aging services, the discussions were followed by an opportunity to network with Chicago advocates and elders in the field through informal conversational sessions.

## ▶ **Hinshaw's Diverse Law Student Interview Strategies Workshop**

Hinshaw was pleased to team up with in-house counsel from Freddie Mac, JPMorgan Chase & Co., and Target to provide a workshop on diverse law student interview strategies. Hinshaw's Pedro E. Hernandez, Diane Webster, D.L. Morriss, and Alexandria Ray, along with in-house counsel Katherine E. Graf, Matthew Kinst, and Khardeen Shillingford discussed best practices and tips for law students on how to stand out when applying for internship opportunities.

## ▶ **National Coming Out Day**

For National Coming Out Day, we partnered with the Illinois LGBTQ+ Chamber of Commerce on October 6, 2021, to hold a candid and insightful conversation for those in the LGBTQ+ community and their allies to discuss unique career hurdles and how they overcame them. In addition, we celebrated Hinshaw's inclusion on the "Best Places to Work for LGBT Equality" by the Human Rights Campaign (HRC) and our 13th year with a 100 percent rating on HRC's Corporate Equality Index (CEI). During the event we had an open mic where we invited speakers to share their coming out story and what it meant for them to be an OUT leader in the workplace.

# Reflections on Diversity, Equity & Inclusion

Hinshaw is very excited and committed to achieving Mansfield certification as the next step in our ongoing diversity, equity, and inclusion efforts, which are part of the firm's core culture and values.



– Peter D. Sullivan, Chairman

As co-chair of the Jewish Cultural Heritage ERG, it has been uplifting to see the firm support education on growing trends of antisemitism among other culturally relevant ways to share and celebrate Jewish ancient and modern history as a widely diverse community.



– David H. Levitt

Seeing is believing. Having the most diverse partner class in 2021 is evidence of Hinshaw's dedication to be better and to be a leader in diversity.



– Mellissa A. Schafer

Hinshaw's commitment to its diversity Initiatives was reflected in my appointment as a diverse leader within the Associate Life Committee, where we presented programs, activities, and initiatives that were integral to creating an atmosphere of inclusivity. I believe we've built a platform upon which we can all stand and have our voices heard.



– Andre D. Sesler

Not only is DEI now built into our recruiting philosophy, but the commitment to DEI—and the tangible results we have achieved—has been a critical component to getting lateral candidates to accept offers in a very competitive market.



– Brian S. McGrath

Diversity in our workforce provides us with a more global perspective, so we were excited to expand our affinity groups to represent the broader Mediterranean community.



– Sandra Benyamin

We held a mock interview event for law students, which they told us was informative, insightful, and extremely helpful. And according to our clients who took time out of their busy schedules to help these incredibly talented law students, it was extremely rewarding. Truly a win-win for all!



– Pedro E. Hernandez

# Affinity Networks

**Asian Pacific American Affinity Network (APAAN)** advances, promotes, and creates networking opportunities for Asian Pacific American attorneys in our firm. Leaders: Randy Aoyama (Phoenix) and Anju Suresh (Minneapolis).

**Black Attorney Affinity Network (BAAN)** promotes the inclusion and development of attorneys of color by creating a forum of communication and identifying and developing strategies for mentoring and professional development. Leaders: Thaddeus Harrell (Chicago) and Trevor Mosby (New Orleans).

**Hispanic Latino Attorney Network (HLAN)** provides a collaboration of experience, focused on the professional development of its members, and advises on issues of interest to the Hispanic and Latino communities on both a local and national level. Leader: Maria Quintero (San Francisco).

**LGBTQ Affinity Network** focuses on attorney development, relationship building, and civic engagement to develop leaders and agents of change in our respective communities. Leaders: David Alfini (Chicago) and Todd Young (Chicago).

**Women Attorneys Network (WAN)** is committed to creating and fostering an environment which contributes to the development and success of its women attorneys and enhances the visibility and recognition of women in leadership roles within the firm and in the legal profession. Leaders: Annie Couyoumjian (Chicago), Ibi Davis-Ossueta (Los Angeles), and Heather Alexis (New Orleans).

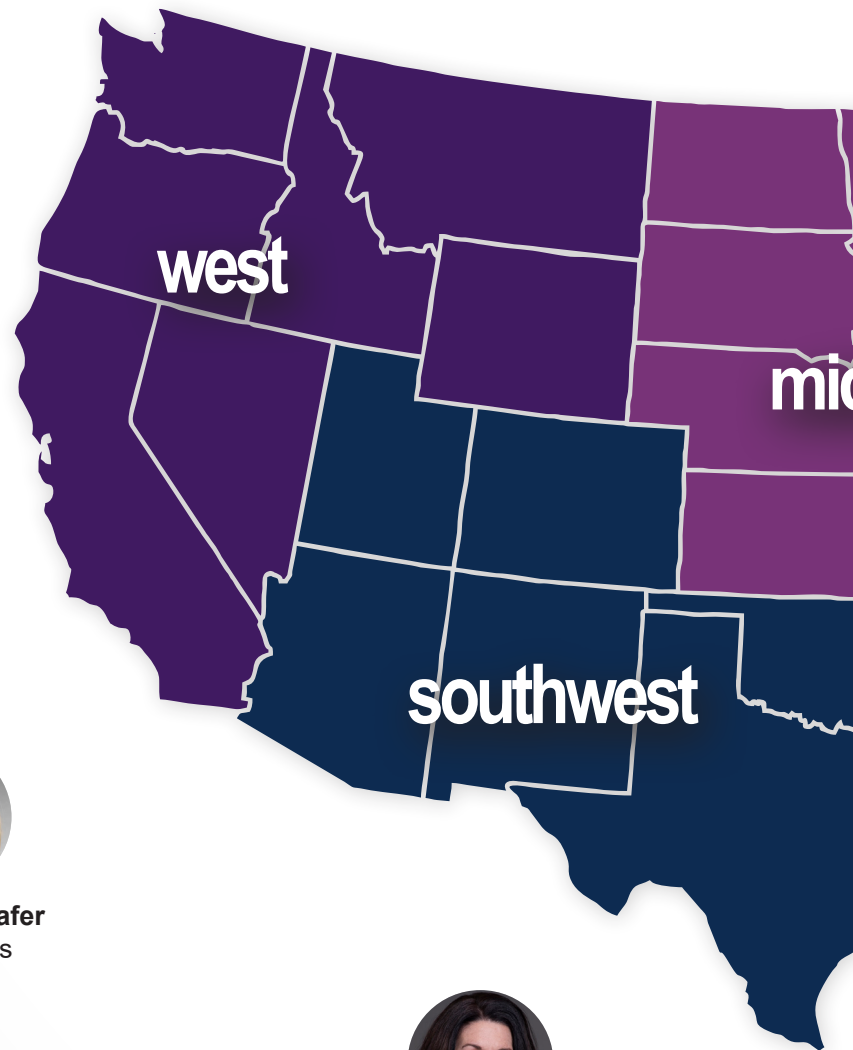
**Mediterranean+ Affinity Network (MED+AN)** is to create a space to share experiences, build professional networks, foster personal connections, and enhance professional development. Furthermore, we strive to educate Hinshaw and the broader legal community about the cultures that surround MED+AN and current events. Leader: Sandra Benyamin (Houston).

**Veterans Employee Resource Group** was established in 2020. The mission of the Veterans Employee Resource Group (Veterans ERG) is to embrace our proud community of employee veterans who support and encourage each other through shared experiences, veteran recruitment, career development, outward engagement, professional growth, and retention. Bringing together our unique background of military service, we seek to harness these strengths to better serve our firm, community, and clients. Leader: Conrad Nowak (Chicago).

**Jewish Cultural Heritage Employee Group (JCH ERG)** was created in 2021 to provide a space for communication among our Jewish colleagues – and others who are interested – on issues affecting the Jewish community such as antisemitism. The goals of JCH ERG is to network, to share stories among members, and to create a platform where shared cultural experiences can be discussed, recognized, respected, and blended with those of other groups within the Firm and society. Leaders: David Levitt (Chicago) and Schuyler Kraus (New York).

# Diversity, Equity & Inclusion Committee

Our Diversity, Equity & Inclusion Committee (DEI Committee) is comprised of key stakeholders across the firm—Management and Executive Committee Members, Attorney Hiring Chairs, Affinity Group Leaders, Practice Group Leaders, and Partners in Charge. DEI Committee members collaborate on a regular basis to review and ensure the advancement of our three-fold DEI objectives at Hinshaw. In 2021, we organized our DEI Committee into four sub-committees that are focused on retention, business development, recruitment, and professional development.



**Jason Kim**  
Los Angeles



**Spencer Kook**  
Los Angeles



**Lexy Ray**  
San Francisco



**Robert Romero**  
San Francisco



**Mellissa Schafer**  
Los Angeles



**Stephanie Laird Tolson**  
Houston



**Albert Angelo**  
Chicago



**Mary Hess**  
Chicago



**Ambrose McCall**  
Peoria



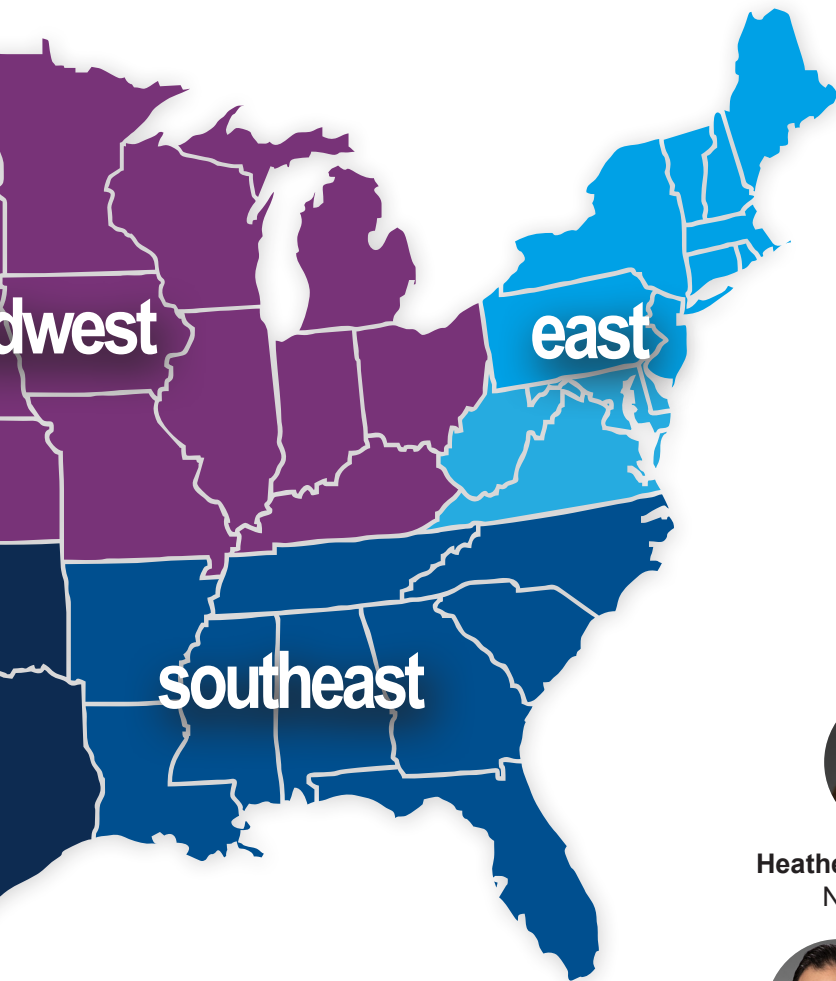
**D.L. Morriss**  
Chicago



**Vaishali Rao**  
Chicago



**Kate Schnake**  
Chicago



**Hale Yazicioglu Lake**  
Boston



**Connie Montoya**  
New York



**Ellen Silverman**  
New York



**Heather LaSalle Alexis**  
New Orleans



**Barbara Fernandez**  
Miami



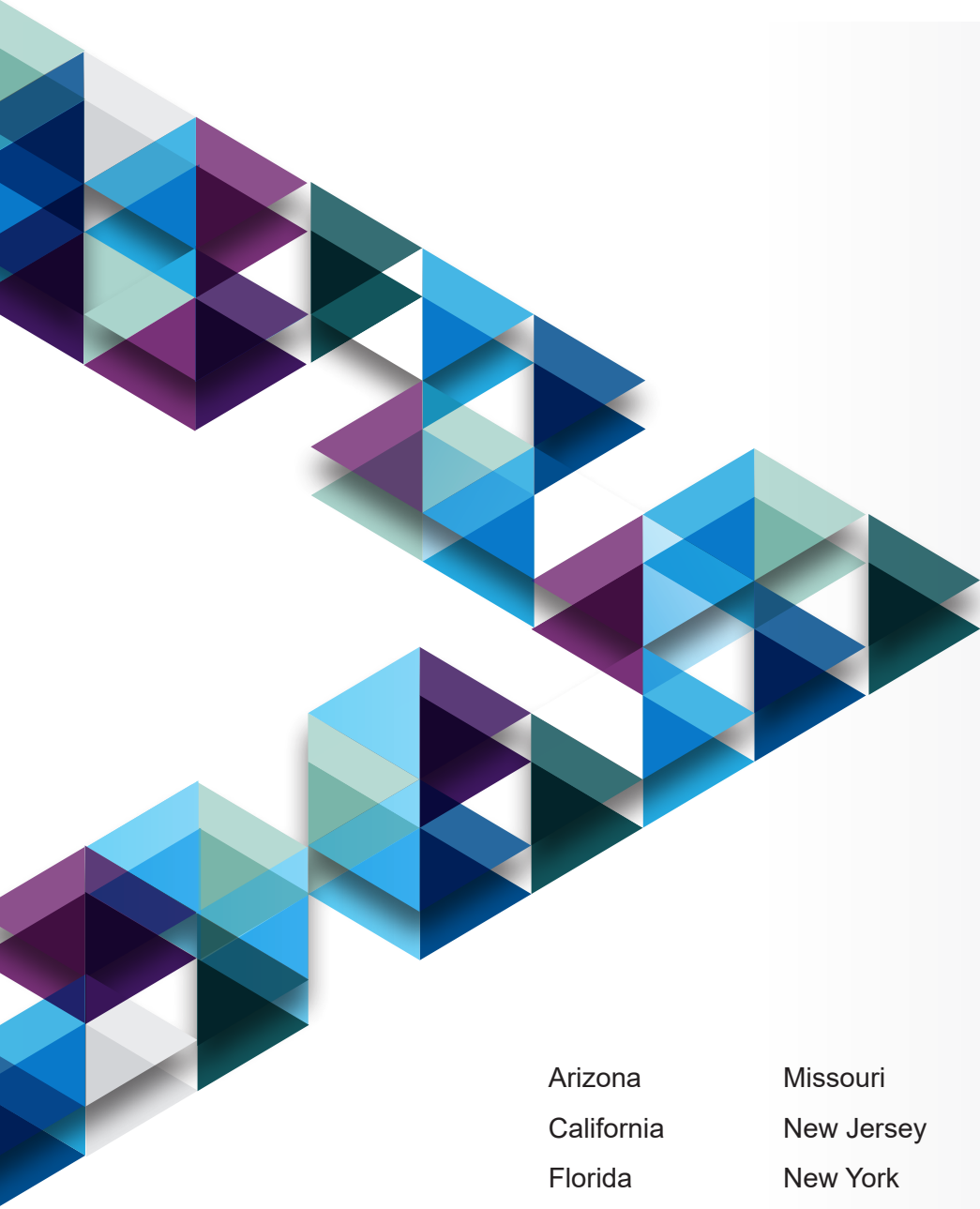
**Ira Gonzalez**  
Miami



**Pedro Hernandez**  
Miami



**Burke Lopez**  
Tampa



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California	New Jersey
Florida	New York
Illinois	Rhode Island
Indiana	Texas
Louisiana	Washington, D.C.
Massachusetts	Wisconsin
Minnesota	London



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