



DIVERSITY & INCLUSION

It's who we are
It's how we do things

Making Bryan Cave Leighton Paisner a diverse and inclusive firm is the responsibility of every lawyer and member of our team. We know that diversity enriches the quality and fabric of our culture and makes us a stronger, better firm. Being an inclusive firm where every individual can be themselves and contribute meaningfully to the firm's success is at the heart of who we are and how we do things as a firm.



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Lisa Mayhew

Therese Pritchard

Every day, we strive to create a firm where every individual can feel able to be themselves and can thrive regardless of background or diversity characteristic. We are steadfast in our commitment to increase diversity, to improve retention at every level of the firm and to put in place initiatives that execute on our goal. We are proud of our successes, but we recognize more needs to be done to build on our progress and honor our commitment to provide an inclusive work environment for everyone.

Lisa Mayhew
Co-Chair, London

Therese Pritchard
Co-Chair, Washington

GENDER REPRESENTATION

BCLP is committed to promoting the success of women within the firm through a variety of initiatives and programming. Here are some highlights:

You can't change what you can't see

In the US, BCLP Women provides opportunities for our women lawyers to build strong networks inside and outside the firm, to develop leadership skills, and to grow their business and careers. BCLP Women hosted a reception for nearly 100 participants in New York featuring Michele Coleman Mayes, vice president, general counsel and secretary of the New York Public Library. Our guests learned about Mayes' trailblazing career path and highlights from the ABA's ground-breaking report, *You Can't Change What You Can't See: Interrupting Racial & Gender Bias in the Legal Profession*, including strategies for interrupting patterns of racial and gender bias in the workplace.



Left to right: Lisa Martin, Chief Diversity Officer; Michele Coleman Mayes, Vice President, General Counsel and Secretary of the New York Public Library; Erik Kahn, Partner

BCLP Women-DC marks International Women's Day

Bryan Cave Leighton Paisner Women in DC hosted its annual women's tea event on International Women's Day, March 8. This kicked off a series of events focused on leadership and featured guest speaker Vanita Gupta, CEO of the Leadership Conference on Civil and Human Rights.



BCLP women lawyers host Project Impact series in the Middle East

Our Abu Dhabi and Dubai offices hosted a Project Impact master class on public speaking for our clients' senior women lawyers and decision-makers. Our BCLP team partnered with motivational speaker Shereen Mitwalli. The class was attended by clients from some of the region's key industry players. Project Impact has become a quarterly event in the UAE.



30% Club's Cross-Firm Mentoring Scheme

We are proud to participate in the 30% Club Cross-Firm Mentoring Scheme. This UK-focused program provides high-potential women with mentoring from an external senior business leader. The program has the ultimate goal of broadening the pipeline of female talent in attaining leadership positions in their respective organizations.



BCLP is committed to providing an active network focused on race and ethnicity that offers opportunities for fellowship, mentoring, leadership and career growth. Highlights include:



BCLP participation at NAPABA Convention

The annual National Asian Pacific American Bar Association (NAPABA) Convention featured key BCLP participation. Held in Chicago, 1,900 Asian Pacific American lawyers and judges attended, including a strong BCLP presence from multiple offices. George Chen, a partner in the Phoenix office, presented on effective board governance for current and incoming presidents of NAPABA affiliates across the country. Linda Hsu, an associate in Santa Monica, was selected to participate in NAPABA's Prospective Promoted Partners program, where she interviewed with and gave informal pitches to numerous in-house counsel.



Race for Change

Race for Change is an annual BCLP event for African-Caribbean students interested in a career in law. In 2018, we were joined by more than 80 high-caliber students in our London office for talks from successful African-Caribbean legal professionals, application advice and networking opportunities. We are particularly proud that a number of these students already have gone on to secure summer internships with BCLP. As one participant said: "Without Race for Change, I may never have truly built the confidence needed to apply to a firm like BCLP."

US Lawyers of Color meeting

The biannual meeting of the US Lawyers of Color was held in Denver and boasted a robust agenda including a program on giving and receiving feedback, presented by outside expert Chris DeSantis; a Q&A session with firm management; and a panel on diversity in corporations and the courtroom with panelists including the general counsel of Viacom, associate general counsel of Molson Coors Brewing Company, chief legal officer of Summit Materials, and Justice Monica Marquez of the Colorado Supreme Court.

KMMF Annual Picnic: 'Passport to Success'

BCLP in Miami co-sponsored the Kozyak Minority Mentoring Foundation's (KMMF) annual Minority Mentoring Picnic, held at Zoo Miami. KMMF's primary goal is to build an effective pathway to diversity in the legal profession by providing opportunities and support to minority and women law students through mentoring programs, networking and fellowships. The annual Minority Mentoring Picnic is the organization's premier event and is well-attended by the legal community and law students from every school in Florida.



Bryan Cave Leighton Paisner is committed to offering an inclusive and welcoming environment for those who identify as lesbian, gay, bisexual, transgender or queer. The firm's LGBTQ* networks provide a platform for advancing the success of their members and presenting open dialogue with the firm on issues important to LGBTQ* individuals. Highlights from 2018 include:



BCLP adopts UN Global LGBTQ* Business Standard

The firm has signed on to the United Nations' Global LGBTQ* Standards of Conduct for Business. As an international employer, we have long recognized that LGBTQ* inclusivity has a positive impact on our workforce, clients and our wider communities. Supporting the UN standards presents an opportunity to join other leading global institutions and blue-chip employers in making a strong public commitment to LGBTQ* equality.

LGBTQ* Global Allies Network

To bring our commitment to LGBTQ* inclusion to life, BCLP launched the firm's LGBTQ* Global Allies network, open to everyone, regardless of location, role or seniority. By joining the Global Allies Network members make a statement that they support LGBTQ* equality and are committed to creating an LGBTQ* friendly working environment. More than 500 firm colleagues joined the network immediately upon its inception.

Supporting #TeamHongKong at the Gay Games

The Gay Games will move to Asia for the first time in 2022, and BCLP was proud to support the Hong Kong organizing committee as it prepared to take on the baton. The firm's involvement in the games provided a great opportunity to showcase our global support of diversity and inclusivity, bringing together stakeholders in Hong Kong, Paris and London.

Firm joins Stonewall to launch Trans equality initiative in London

BCLP, recognized as one of the top 10 trans inclusive employers in the UK by UK LGBT* charity Stonewall, hosted the launch of an inaugural Trans Allies Program in our London office. This new program brings innovative training to trans allies to help them understand how they can tackle anti-trans discrimination and support trans people everywhere. Participants received a deeper understanding of the impact of transphobia and the eradication of it, along with the tools and language to better include trans people at work and in their everyday lives.

BCLP hosts firmwide Pride Week celebrations

The firm hosted numerous Pride-related receptions and events to mark Pride Month. In St. Louis, the LGBTQ* Lawyers Affinity Group hosted its third annual reception to kick off Pride Weekend and celebrate the firm's 11th consecutive year earning 100 percent on the Human Rights Campaign's Corporate Equality Index, as well as the city of St. Louis' perfect score on the HRC Municipal Equality Index. We were pleased to have as guest speaker Alejandro Avilés, HRC's director of outreach and engagement, who spoke about the importance of recognizing intersectionality in the fight for LGBTQ* equality. In our California offices, Santa Monica raised money for the Los Angeles LGBT Center, and San Francisco held its annual Pride celebration with rainbow decorations and food. In London, the Pride celebration was spread over two weeks and included the raising of a rainbow flag from the roof of Adelaide House, a poster campaign, the sale of rainbow pins to raise funds for GIRES (which works to improve the lives of transgender and gender non-conforming people of all ages), and the office's annual Pride Party.

BCLP 2018 Diversity Scholarship recipients

Bryan Cave Leighton Paisner announced four recipients of its diversity scholarship program. Each scholarship recipient will receive \$10,000 to help defray the cost of law school tuition and related expenses during the student's final year of law school.



Left to Right: Shehmin Awan, Washington University's School of Law, St. Louis office; Julie Dargus, University of California-Los Angeles School of Law, Los Angeles office; James Gilmore, Georgetown University Law Center, Washington office; Courtney Thompson, University of California-Irvine School of Law, San Francisco office.

Sponsorship Program for US Senior Diverse Associates

In 2018 we completed the second year of a sponsorship program for diverse US associates who are within three years of eligibility for partnership consideration. The associates, or protégés, are paired with partner sponsors, all of whom are senior firm leaders and rainmakers. Sponsorship is a two-way commitment between the sponsor and the protégé in which they identify mutual goals and undertake joint actions to achieve those goals. The sponsors create opportunities for associates' practice development, leadership development and business generation. In turn, the associates prepare and execute individual career development plans. The year-long program is highly structured with monthly opportunities for the group to participate in relevant programming and to share their experiences.

ConnectAbility

Our London office hosted the launch of ConnectAbility, a cross-organization disability network that aims to connect individuals affected by disability, to share experiences, hints and tips about working with a disability or caring responsibilities. We were delighted to be joined at the launch by Kate Nash OBE, CEO and founder of PurpleSpace, the world's leading professional development hub for disability network leaders.



Partner Tim Smith welcomes guests to ground-breaking research launch

Ground-breaking research report on Social Mobility

BCLP initiated a first-of-its-kind research report focusing on the impact of socio-economic background on the retention and progression of junior solicitors in the UK. The research, led by The Bridge Group, brought together eight law firms with a strong commitment to Social Mobility. BCLP is committed to using the report as a springboard for progress in this space. The report highlights opportunities for us to do even more to ensure that we provide a meritocratic, supportive and inclusive environment for everyone and particularly those from lower socio-economic backgrounds.

2018 Social Mobility Employer Index

Bryan Cave Leighton Paisner was the top-ranked law firm (fourth overall) in the second annual UK Social Mobility Employer Index, in association with The Times newspaper. The ranking assesses organizations on their social mobility efforts across a range of areas. BCLP's Social Inclusion & Ethnicity Group is led by London Partners Tim Smith and Sunita Chawla and supported by a number of active volunteers and the Diversity & Inclusivity Team. We're working hard to improve the social mobility of those whom we recruit. Examples are our use of a contextual recruitment system and our Career Kick Start work experience program that provides a pathway for talented students from non-advantaged backgrounds.

BCLP earns 2018 Mansfield Certified Plus recognition

We were proud to be named a Mansfield Certified Plus firm for 2018. The firm helped pilot the program in 2017 by pledging to follow the "Mansfield Rule," which requires that women lawyers and lawyers of color represent at least 30 percent of the candidate pool for significant law firm leadership roles, including all senior leadership and governance positions, equity partner promotions and lateral hiring. The Plus status indicates that, in addition to meeting or exceeding the pipeline consideration requirements for certification, we successfully reached at least 30 percent women and minority lawyer representation in a notable number of our leadership roles and committees. BCLP is participating in Mansfield in 2019 as well, when it expands the 30 percent requirement to include openly LGBTQ* candidates and also applies the diversity requirements to marketing pitches.

Firm named top performer and Compass award winner by LCLD

Bryan Cave Leighton Paisner was named both a 2018 Top Performer and a 2018 Compass Award winner by the Leadership Council on Legal Diversity (LCLD). LCLD is dedicated to creating a more diverse legal profession through programs that attract, inspire and nurture talent, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. Both the Top Performer and Compass Award designations represent the firm's involvement in LCLD's programs and the promotion of LCLD's mission. Earning both recognitions signals a deep commitment to building more diverse organizations and a more inclusive legal profession. The firm has been a member of LCLD since its inception and participates in the organization's Fellows and Pathfinder programs, as well as the 1L LCLD Scholars Program and the LCLD Success in Law School Mentoring Program.



Firm named on Yale Women's Top Ten list

Bryan Cave Leighton Paisner was named on the Yale Law Women's 2018 Top Ten Female and Family Friendly Firms Lists. BCLP also was recognized with a category-specific award for gender equity, with at least 50 percent of associates being women. Now in its 13th year, the Yale Law Women's Top Ten Family Friendly Firms Report is an annual benchmark of trends in family friendliness among law firms ranked in the Vault 100.



BCLP ranks 2nd most LGBTQ* friendly employer in the UK

Bryan Cave Leighton Paisner placed 2nd overall in Stonewall's Workplace Equality Index (WEI), an annual audit of workplace culture for lesbian, gay, bi and trans staff entered by more than 400 employers. The firm's year-on-year advancement in the annual index demonstrates our determination to address inequalities facing the LGBTQ* community.



Representative diversity sponsorships and memberships from offices firmwide in 2018:

Aspiring Solicitors
Boys & Girls Clubs of America Inc.
The Business Disability Forum
Corporate Counsel Women of Color
Elton John AIDS Foundation Inc.
The Equal Justice Initiative
Human Rights Campaign
Leadership Council on Legal Diversity
Migrant and Immigrant Community Action Project
National Asian Pacific American Bar
National Association of Women Lawyers
National Bar Association

National Center for Transgender Equality
National Conference for Community & Justice
Partnership Against Domestic Violence
Purple Space
Rare Recruitment
Real Estate Balance
The Social Mobility Business Partnership
Stonewall
The 30% Club
Urban Lawyers
Women on Boards

GLOBAL DIVERSITY & INCLUSIVITY ADVISORY BOARD

BCLP's Global Diversity & Inclusivity Advisory Board (GDIAB) comprises of partners and leaders across the firm worldwide. The GDIAB is responsible for driving the strategic direction of diversity across the firm.



Steve Baumer
Partner, St. Louis



Elizabeth Bradley
Partner, London



Marcus Dearle
Partner, Hong Kong



Jason DeJonker
Partner, Chicago



Connie Hoffman
Chief Information Officer,
St. Louis



Lee Marshall
Partner, San Francisco



Segun Osuntokun
Partner, London



Hazel Shakur Quinn
Partner, Abu Dhabi



Daisy Reeves
Partner, London



Katie Schwarting
Partner, Charlotte



Boris Strauch
Partner, Frankfurt



Justine Thompson
Head of Diversity and
Inclusivity, UK



Lisa Demet Martin
Chief Diversity Officer, US

**NEW DIVERSE PARTNERS
PROMOTED IN 2018:**



Megan Gajewski Barnhill
Washington



Desmonne Bennett
Denver



Jessica Edwards
St. Louis



Kamao Shaw
Irvine



Amy Simpson
Dallas



Amy Taylor Wilson
Atlanta



Kate Ison
London



Emma Le Wita
London



Rashpal Soomal
London

New York team secures asylum for Mexican transgender woman

Concluding more than four years of work, a team of associates in our New York office successfully represented a Mexican woman seeking asylum in the United States from persecution due to her transgender identity. Our client fled her home in Mexico after suffering years of abuse and violence at the hands of her domestic partner and facing discrimination from the authorities who refused to protect her when she filed charges against him. The firm handled this case as a referral from Immigration Equality, the leading national LGBTQ immigrant rights organization, which provides free legal services and policy advocacy on behalf of LGBTQ and HIV-positive immigrants.

Firm works with FEC in support of same-sex foster families

On behalf of our longtime pro bono partner Family Equality Council (FEC), a BCLP team filed an amicus brief in the Third Circuit Court of Appeals in support of the city of Philadelphia, which suspended referrals of children to Catholic Social Services in Philadelphia because that agency refused to certify same-sex couples seeking to become foster parents, in violation of Philadelphia's non-discrimination law. The BCLP team included lawyers in the New York and Irvine offices, who worked in coordination with the American Civil Liberties Union (ACLU).

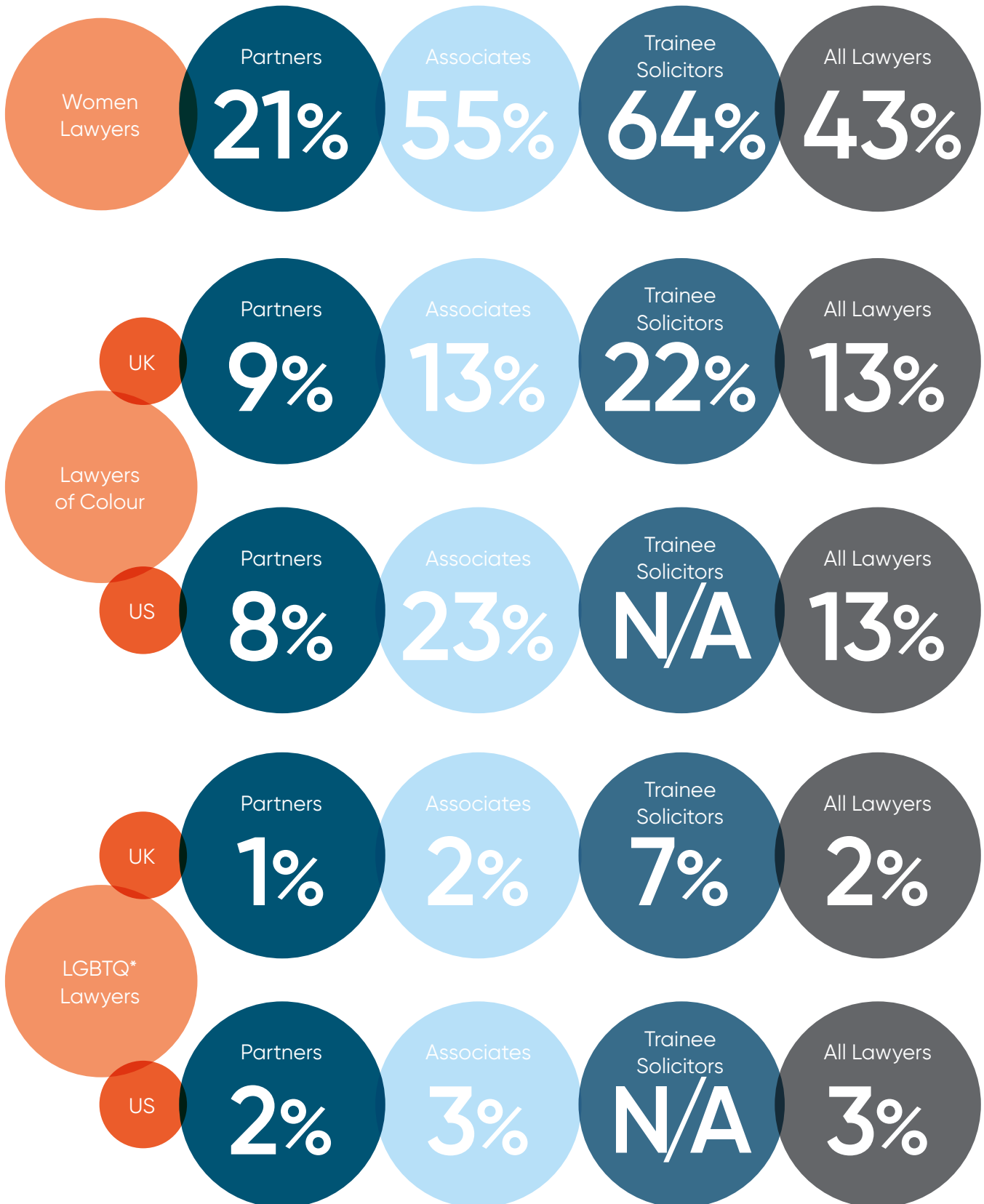
Firm helps secure win against discriminatory anti-transgender policy in Kansas

The firm, working as pro bono counsel alongside client Lambda Legal, succeeded in arguing that transgender people in Kansas should have the ability to obtain birth certificates that accurately reflect their gender identity. BCLP and Lambda Legal argued in *Foster v. Andersen* that denying transgender people in Kansas the ability to obtain accurate birth certificates violates the Equal Protection and Due Process clauses of the U.S. Constitution. The lawsuit also said that forcing transgender individuals through their birth certificates to identify with a sex that is not who they are violates their free speech rights under the First Amendment. In addition, the lawsuit argued that this policy stands in contrast with Kansas's own policy permitting correction of the gender marker on drivers' licenses and state identification cards. A team of attorneys from BCLP's Kansas City and San Francisco offices coordinated this representation.



(left to right) Lambda Legal Attorney Omar Gonzalez-Pagan, plaintiff Luc Bensimon, BCLP Partner Jim Lawrence, plaintiff Nyla Foster, BCLP Associate Sarah Holdmeyer and Summer Associate TJ Blake

2018 FIRM FEE-EARNER DEMOGRAPHICS



ABOUT BRYAN CAVE LEIGHTON PAISNER LLP

With over 1,400 lawyers in 31 offices across North America, Europe, the Middle East and Asia, Bryan Cave Leighton Paisner LLP is a fully integrated global law firm that provides clients with connected legal advice, wherever and whenever they need it. The firm is known for its relationship-driven, collaborative culture, diverse legal experience and industry-shaping innovation and offers clients one of the most active M&A, real estate, financial services, litigation and corporate risk practices in the world.

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KEY CONTACTS

If you have any queries about the contents of this report, please do not hesitate to contact us.



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GETTING IN TOUCH

When you need a practical legal solution for your next business opportunity or challenge, please get in touch.

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