Setting the Tone from the Top for a Diverse and Inclusive Workplace

We understand diversity encompasses a variety of characteristics, lifestyles and perspectives, including race, ethnicity, national origin, religion, gender, sexual orientation, gender identity, age, education and family marital status. To successfully drive such an inclusive workplace, the commitment must begin at the top. That’s why our Diversity, Equity & Inclusion (DE&I) Committee reports to the Executive Board, the firm’s highest governing body.

Inclusion is a vital part of our future. As we’re more inclusive, we’ll think differently and create even more innovative solutions, which, in turn, result in better outcomes for our clients, attorneys and staff.

One of the many ways we are working to increase diversity in the firm is our involvement in Diversity Lab’s Mansfield certification program, which says we’ll consider at least 30% women, attorneys of color or LGBTQ+ attorneys for 70% or more of the firm’s leadership roles, committees and activities. Husch Blackwell achieved Mansfield Certification Plus designation in 2019. We’re also encouraging affinity groups, launching a supplier diversity initiative, actively pursuing a pipeline of diverse recruits and focusing on an open work environment. These progressive moves succeed only because of strong leadership support.

Diversity and inclusion are important to Husch Blackwell. The firm strives to facilitate a culture in which attorneys and staff feel welcomed, respected, supported and valued.

— Diane Carter, Equity Partner and Chair of the Executive Board’s Diversity, Equity & Inclusion Committee

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Committed to Driving a Diverse and Inclusive Culture

HUSCH BLACKWELL
Our Partners Attain Meaningful Results

The DE&I Committee’s subcommittees/initiatives are led by partners in the firm who devote considerable time and effort ensuring we achieve meaningful results for diversity and inclusion.

Advancement and Retention Subcommittee
With a focus on facilitating the retention and advancement of attorneys of color and LGBTQ attorneys, efforts are underway to enhance our affinity group offerings and create tools to monitor diversity across the firm. The committee launched the inaugural Diversity Champion award to recognize an attorney for significant contributions to the advancement of diversity, equity and inclusion within Husch Blackwell.

Pipeline Subcommittee
Our attorney-led simulations provide high school students the opportunity to experience typical activities in the legal field, such as defending clients in mock cases and negotiating contracts. The committee also offers a highly successful “Coffee Talk” program for law students, which provides one-on-one interactions with diverse attorneys.

Recruiting
Efforts to recruit diverse attorneys include hosting diversity receptions to provide law students the opportunity to network with the firm’s attorneys and ensuring our diverse summer associates have the support needed for future success.

Sponsorship Initiative
This initiative matches select senior-level diverse associates and fixed-income partners with sponsors. Sponsors and protégés meet to develop career plans and track progress. The primary function of the sponsor is to take significant action on behalf of the protégé, which can include assisting in securing high-visibility assignments and including them in business development.

Women’s Initiative
Female attorneys are provided resources for professional development, client development and networking events. True North, a program within the Women’s Initiative, offers events such as museum tours, inspirational breakfasts, garden parties and dinner theaters. The events offer a casual atmosphere where attorneys can share stories about work and personal lives, as well as forge connections and foster relationships that benefit female attorneys at all experience levels.

Committed to Driving a Diverse and Inclusive Culture
Our Achievements

60% of the 2020 partner class are women.

65% of our diverse attorneys attended the inaugural diverse retreat.

100% score in the Human Rights Campaign Foundation’s 2020 Corporate Equality Index.

• The firm received the 2018 Outstanding Corporate Achievement award from the Colorado Hispanic Bar Association.

• Husch Blackwell earned an “A” for law firm diversity for the seventh consecutive year by the Austin Law Firm Diversity Report Card.

• Through a peer nomination process, Husch Blackwell’s Chris Miller and Singleton McAllister received Diversity Champion Awards.

Our Memberships and Sponsorships

We are committed to offering additional opportunities for our diverse attorneys to participate in programs conducted by organizations dedicated to diversifying the legal profession and our communities. A sample of memberships and sponsorships include:

• Center for Legal Inclusiveness
• Diversity & Flexibility Alliance
• Leadership Council on Legal Diversity (LCLD Fellows, LCLD Pathfinders, LCLD 1L Scholars)
• Minority Corporate Counsel Association (MCCA)
• UMKC Pride
• ACC Global Women in Law
• Association of Law Firm Diversity Professionals
• Asian American Bar Association
• Austin Hispanic Bar Association
• Corporate Counsel for Women of Color
• Jackson County Bar Association
• Lyceum Leadership Conference
• Mound City Bar Association
• Midwest LGBTQ Rights Conference
• St. Louis HRC Gala
• Law Firm Antiracism Alliance (LFAA)

For more information on Husch Blackwell’s Diversity and Inclusion initiatives, please contact:

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