OUR COMMITMENT TO DIVERSITY AND INCLUSION

2020

SIDLEY

TALENT. TEAMWORK. RESULTS.
# Our Commitment to Diversity and Inclusion

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OUR COMMITMENT TO DIVERSITY AND INCLUSION

Sidley has a long history of committed action to diversify its own ranks, to build an inclusive and welcoming culture and to build the diversity of the legal profession as a whole. We added our first woman to the partnership in 1956, at a time when leading law firms did not hire female lawyers. In 1974, Sidley was also one of Chicago’s first major law firms to add a racially and ethnically diverse partner. Today, 24 percent of our partners are women, as are 20 percent of our practice group heads, 26 percent of our practice area team leaders, 25 percent of our Executive Committee and 43 percent of our Management Committee. Of our women partners, 35 percent chair firm committees. Fifteen percent of our U.S. partners are diverse. Diverse partners also comprise seven percent of our practice group heads, 13 percent of our practice area team leaders, 16 percent of our Executive Committee and 17 percent of our Management Committee. Thirty-seven percent of diverse partners chair committees.*

Sidley’s business strategy and institutional culture require that we continue to increase the diversity and build the inclusivity of the firm across our global offices. We believe that creating a genuinely diverse and inclusive firm is integral to our long-term business health and to the quality of legal services we can provide. Diversity helps us to build exceptional teams by sparking intellectual curiosity, fostering collegial debate and providing complementary skill sets and points of view. Inclusivity encourages good communication, respect for colleagues and a culture of learning.

Our mission is to attract, retain and promote to partnership and leadership outstanding lawyers who reflect the global marketplace and communities that we serve. We work to accomplish our mission by:

- Creating and supporting pipeline programs, including the Sidley Prelaw Scholars Program, the Sidley Diversity & Inclusion Scholarship and the Sidley 1L Diversity Mentorship Program
- Providing comprehensive orientation, integration and skill-building programs for all our associates
- Building effective mentoring programs with special focus on diverse and female associates
- Monitoring work allocation to support skill development and access to challenging work
- Undertaking consistent education on issues such as implicit bias, inter-generational work teams and cross-cultural communication
- Supporting strategic business development initiatives for diverse partners, and
- Working with clients and potential clients to ensure the development of diverse and inclusive client-service teams

Since 1998, the Committee on Retention and Promotion of Women (CRPW or Women’s Committee), the Diversity and Inclusion Committee and their predecessor task forces have led our diversity and inclusion efforts on a firmwide basis. Each of our domestic offices, as well as our UK and Asia-Pacific offices, have office chairs and local subcommittees responsible for carrying out the objectives of these two committees. The firm’s chief diversity officer, and other diversity and inclusion staff, work in partnership with firm leadership, the Diversity and Inclusion Committee and the CRPW to advance Sidley’s diversity and inclusion initiatives.

PIPELINE PROGRAMS AND LEGAL EDUCATION SUPPORT

The Diversity and Inclusion Committee oversees and implements the firm’s commitment to diversity and inclusion. The committee develops, recommends and implements policies and programs to support the firm’s recruitment, retention and promotion of lawyers of color and of diverse ethnicities, sexual orientations, gender identities and

* Data as of 9/30/2019. Diverse data includes racial/ethnic minorities, LGBTQ-status and lawyers with disabilities.
expressions, nationalities, disabilities, religions and other diverse backgrounds. The committee also assists in the firm’s efforts to advance its diverse attorneys to leadership positions in serving clients, the firm and the profession.

One key goal of the Diversity and Inclusion Committee is to achieve greater diversity for the legal profession as a whole. We do this by sponsoring and developing pipeline programs from high school through college, into law school and the legal profession. We encourage all of our lawyers to participate in programs related to these pipeline efforts, as their schedules permit.

**High School Programs**

In Los Angeles, Sidley partners with Dorsey High School's Law Magnet Program. Dorsey High School is one of a handful of schools in the Los Angeles Unified School District with a Law and Public Service Magnet Program, which provides a school-within-a-school curriculum for students interested in careers in law and public service. Lawyers in Sidley’s Los Angeles office have presented seminars on campus, hosted students for field trips to the office and organized field trips to courts and a law school. Sidley has also awarded an annual scholarship to a college-bound graduating senior. Appellate Courts Experience (ACE) is another pipeline project aimed at increasing the interest of minority high school students in the legal profession. In conjunction with the Los Angeles County Bar Association’s Appellate Courts Experience, members of Sidley’s Diversity and Inclusion Committee teach the basics of state court appellate process to students in high schools located in underprivileged and minority neighborhoods.

Sidley’s New York office has participated in the Justice Resource Center since 2001, offering collaboration between the legal profession and the school-age population. Sidley has partnered with the High School for Leadership and Public Service in Manhattan, where our lawyers work to expose its largely minority student body to the practice and study of law. Sidley lawyers have served as mentors and coaches to minority students participating in annual New York Moot Court and Mock Trial state competitions. We also take these students to a federal court twice a year, where they observe a court proceeding, participate in Q&A with the judge and tour the courtroom and judge’s chambers. Our New York office also participates in Legal Outreach, a program dedicated to encouraging the interest of inner-city high school youth in the legal profession. Each summer since 2009, Sidley has hosted four Legal Outreach students for a one week internship that includes a mock oral argument presentation to firm lawyers, court visits with District and Appellate judges and other educational activities.

**College Programs**

In 2006, Sidley launched the Sidley Prelaw Scholars Program, the first program of its kind in the country. Designed to address the decline in minority enrollment in U.S. law schools, this program annually provides financial support and guidance to a select number of racially and/or ethnically minority college juniors and seniors who have an interest in attending law school, demonstrate academic promise and have financial needs that inhibit their legal career aspirations. Over the years, we have recruited these students from approximately 100 colleges and universities of all kinds, working in collaboration with deans, career services departments, pre-law student groups and faculty members.

A “first of its kind” among law firms, Sidley Scholars subsidizes LSAT preparatory courses and application expenses for diverse, high-performing college students who want to attend law school but lack the necessary funds, in addition to providing a stipend, mentoring and substantive preparation for the first year of law school.

During the summer before law school matriculation, Sidley Scholars from the prior year’s application cycle are invited to Sidley’s Chicago office for an intensive two-day orientation on traditional first-year law school courses and law school life. This orientation is taught by Sidley partners and associates, joined by judges, academics and in-house counsel from some of Sidley’s clients.

Sidley Scholars have graduated from a range of law schools across the country and embarked on successful legal careers with private law firms, government agencies, Fortune 500 companies and educational institutions.
Law School Programs
Sidley supports diversity in the profession through the Sidley Diversity & Inclusion Scholarship. This US$25,000 scholarship is awarded to select law students who accept a summer associate position at the firm and who demonstrate an ongoing commitment to diversity and inclusion in the profession.

In 2010, our Washington, D.C. office launched a 1L mentorship program for a number of rising second-year diverse law students who had secured summer internships in the D.C. area. This program continues in D.C., Boston, Chicago, Dallas, Houston, Los Angeles, New York, Palo Alto and San Francisco. The program provides students with career development strategies, information about the on-campus interviewing process, an understanding of the local legal market, and an opportunity to network with Sidley lawyers, judges and others in the legal community.

The firm’s Washington, D.C. office also recently launched a 1L Fellowship in conjunction with the Hispanic Bar Association of the District of Columbia. Through the program, Sidley will offer a paid summer associate position to a Latinx 1L student who is attending a law school in the Washington metropolitan area.

In 2011, our New York office became a Diversity Trailblazer-level sponsor of Practicing Attorneys for Law Students (PALS). A Sidley lawyer sits on the board of this organization and several of our lawyers act as mentors to law students in the program. In addition, Sidley works with other organizations, such as the Leadership Council for Legal Diversity, and schools at every level of our educational system to support local and national pipeline efforts.

We also support the Ronald Kennedy Fellowship program at the Northwestern University School of Law, which provides scholarships and employment opportunities for diverse law students. At a firm-sponsored commemoration of the 50th anniversary of Brown v. Board of Education, Sidley awarded scholarships to a number of outstanding diverse students from Illinois law schools.
OUR COMMITMENT TO DIVERSITY AND INCLUSION

DIVERSITY AND INCLUSION AT SIDLEY

DIVERSITY AND INCLUSION COMMITTEE
Among other efforts to expand its own diversity, Sidley participates in law school diversity recruitment conferences and regional job fairs, as well as recruiting at schools with diverse student bodies. We are active at the local, regional and national levels of various law school affinity groups. Sidley lawyers assist student leaders with organizing events and present at seminars on résumé building, interview skills, different types of legal practice and pro bono work. Our lawyers and firm leadership are active in and support a wide range of diversity bar organizations and community groups engaged in diversity and inclusion programs where we work and live.

The Diversity and Inclusion Committee focuses on helping diverse associates thrive at the firm. The committee has built an Diversity Mentoring Program that pairs minority and LGBTQ associates with senior partners in their practice areas for work assignment, feedback, coaching, skill building and client relationship development purposes. A recent survey of program participants found that a very high percentage felt they were benefiting from the program and were receiving skill-building work that will advance their careers. To monitor the progress and support the retention of diverse associates, the chairs of the Diversity and Inclusion Committee confidentially track their monthly hours and semi-annual review reports. These chairs also meet with representatives of our Assignment and Compensation Committee to discuss ways to further the progress of specific diverse associates.

Tips for Success programs, annual diversity and inclusion town halls, attention to work allocation, the Partner Up! initiative, leadership opportunities and other social and educational events also support the progress of diverse associates at the firm. In some offices, Sidley has formed Associates Diversity Councils that provide additional programming, opportunities for networking and social support.

The Diversity and Inclusion Committee also supports the practice development efforts of our diverse partners. We have developed a practice development mentoring program for diverse partners who wish to participate, in which senior partners help diverse partners develop business plans, meet clients and potential clients, identify speaking or writing opportunities and otherwise develop their practices. Bi-monthly videoconferences allow diverse partners to cross-market their practices and to support each other’s efforts to develop new business leads. The firm has launched multiple other practice development initiatives for and with our diverse partners in the last year.

Sidley embraces the specific concerns of the lesbian, gay, bisexual, transgender and queer (LGBTQ) communities. Sidley was one of the first large law firms to grant parity in healthcare, leave and other employee benefits for same-sex domestic partners. Our non-discrimination policy forbids discrimination on the basis of sexual orientation and, in 2007, was amended to explicitly name “gender identity and expression” as a protected category. More recently, we have adopted gender transition guidelines for lawyers and staff. Openly LGBTQ lawyers practice in all of our domestic offices, as well as in non-U.S. offices, serve on the firm’s leadership and administrative committees, and are leading and contributing members of such legal organizations as the National Lesbian and Gay Law Association, Lambda Legal and Equality Illinois. Sidley performed all the legal work pro bono for the Gay Games VII, held in Chicago in 2006. Sidley’s commitment to LGBTQ equality has been recognized by the Human Rights Campaign, which has given the firm a “perfect” (100) score on its Corporate Equality Index (CEI) report every year since 2008. Sidley is also proud to function as “principal outside counsel” for the Human Rights Commission on a national basis.

Our efforts extend to diversity in religion and to promoting an inclusive and supportive workplace for lawyers with disabilities. The firm recently launched an internal Disability Diversity Alliance, a support network for lawyers with disabilities and lawyers interested in workplace disability issues. We have also retrofitted old office space and designed new offices for physical accessibility. In addition, Sidley is conducting an internal education program on understanding non-visible disabilities. Sidley continues to work to ensure that religious differences are respected.
COMMITTEE ON RETENTION AND PROMOTION OF WOMEN

Sidley has created and sustained a comprehensive and successful gender diversity initiative for more than 20 years. The goals of this initiative are threefold: to increase the firm’s success in recruiting and retaining women associates; to promote a greater number of women associates to partnership; and to promote a greater number of women partners to positions of power within the firm. Sidley’s CRPW and a predecessor task force have worked since 1998 to advance the visibility and success of women lawyers at our firm.

Sidley and the CRPW have approached the recruitment, retention and advancement of women lawyers using a unique “head to toe” approach. Key components of the firm’s gender diversity initiative include:

Building the Pipeline of Women into the Profession
- The CRPW works with women’s law student organizations at law schools to help them network, to build skills and to meet successful women role models in business and law.
- The CRPW tailors specific programs for female summer associates, as well as supporting and sponsoring local bar association events for female law students. We are one of the initial and ongoing supporters of Ms. JD.
- Sidley is one of the first law firms to participate in the OnRamp Fellowship, a pilot program designed to facilitate the re-entry of experienced female lawyers into the legal profession after time out of the workplace. Since 2014, ten fellows have become ongoing full-time Sidley associates.

Mentoring and Career Development
- The CRPW plays a key role at formal firmwide events including our annual New Associates Orientation and a Mid-Level Associates Conference for all fifth-year associates. Periodic seminars for women lawyers provide career coaching and leadership training. The committee also hosts a panel discussion on the role of mentoring and sponsorship.
- The Partner Up! program encourages all associates to invite partners or senior counsel to lunch, tea or coffee for the chance to network both in and outside of their practice group. Associates receive a quarterly subsidy for this program.
- Our successful Women in Leadership series includes events that feature accomplished women from many walks of life addressing topics such as mentoring, successful negotiating, strategies for corporate governance and career development. These events provide critical networking opportunities with influential clients for Sidley women lawyers at all levels.
- Many of our offices offer supplemental mentoring programs for women lawyers. In Chicago, the CRPW supports mentoring circles organized around themes and interests such as civic affairs and community service; arts and culture; fitness; business development; and work-life balance. Other offices achieve the same mentoring and networking objectives via women’s committee events, including monthly Cocktails and Conversations for women associates and partners. In addition, as needed, the CRPW pairs women lawyers in smaller offices with senior women partners from their practice groups in other offices, for mentoring, networking and practice development purposes.

Support of Lawyers with Families
- Any Sidley lawyer may work a reduced schedule for proportional compensation. There is no cap or limit on the time a lawyer may work a reduced schedule. Some women lawyers at Sidley have successfully worked reduced schedules for more than 20 years.
- Associates and counsel working reduced hours remain on the partnership track and are treated equally with full-time lawyers in evaluations, access to work and in promotions.
– Inclusive, gender-neutral leave for all parents following the birth or adoption of a child, along with subsidized emergency and backup childcare in the home or at a center.

– Fully equipped, private workrooms are available for nursing mothers. These rooms also house a library of parenting books and an infants and children’s clothing exchange.

– Subsidized access to Milk Stork service, a breast milk delivery service for new lawyer mothers traveling for work or offsite for a trail.

– Our Working Parent Career Coaching (WPCC) program offers lawyer parents up to eight confidential, one-hour sessions annually with a career coach. These trained professional coaches assist working parents on a variety of issues, including preparing for and returning from parental leave, work-life balance, boundary setting and stress management.

**Promotion of Women into Partnership**

– The CRPW tracks the pipeline of women associates at the firm and works with associates, firm management and practice groups to ensure the promotion of women associates into partnership at an equitable rate.

– Twenty-five percent of those in our one-tier partnership are women, well above the national average. *(as of 9/30/2019)*

**Promotion of Women to Positions of Power within the Firm**

– The CRPW works with the firm’s Management Committee to ensure that women are moving into leadership of the firm.

– Women comprise 25 percent of our Executive Committee members and 36 percent of U.S. office managing partners *(as of 9/30/2019)*

– The Women Partners’ Business Development Fund supports women’s business development activities that fall outside of “traditional” professional networking activities.

– The CRPW holds an annual Women Partners Retreat that focuses on leadership topics. The Committee also sponsors many office-specific programs providing leadership training for our women lawyers.

**Formal Accountability Mechanisms**

– The CRPW measures, monitors and educates about the progress of women at Sidley, acting a powerful tool for accountability of firm management. Representatives of the CRPW also consult with members of the Assignment and Compensation Committee in connection with the progress and partnership paths of women associates.

– In annual reviews with the Management Committee, partners and practice group heads detail their personal efforts to strengthen the firm’s diversity and inclusion. These assessments are a component of compensation decisions and may affect bonus pay.
DIVERSITY AND INCLUSION IN THE LEGAL COMMUNITY

Our efforts extend far beyond the firm’s doorway. Sidley has been at the forefront in raising the opportunities for women and men of all backgrounds, orientations and communities in the legal profession, often leading the way as an author of local initiatives.

OUR LEADERSHIP IS ACTIVELY INVOLVED IN MANY DIVERSITY AND INCLUSION INITIATIVES ON A LOCAL AND NATIONAL LEVEL.

- The firm’s managing partner is a founding member of the Leadership Council on Legal Diversity (LCLD), an organization of general counsel and managing partners collaborating to advance diversity in the legal profession. Thomas A. Cole, former chair of the firm’s Executive Committee, attended the inaugural "Call to Action Summit" hosted by LCLD in 2008.


- Firm partners and leaders sit on the boards of many diverse bar associations and organizations including Women in Law Empowerment Forum, Latino Justice/PRLDEF, the Asian American Legal Defense and Education Fund, Lambda Legal and many other national and local diversity-related bar organizations.

SIDLEY PARTICIPATES IN STANDARD-SETTING INITIATIVES.

- The firm participated in drafting the Chicago Bar Association’s “Call to Action on Women’s Leadership in the Legal Profession” that sets specific goals and timetables for firms and legal departments to show statistical improvement in the retention of women and their advancement to firm leadership positions.

- We participated in the drafting of, and as one of the original signatories to, the Statement of Diversity Principles adopted by the Association of the Bar of the City of New York in 2003.

- We are signatories to a similar Statement on Diversity Goals and Principles issued by the Los Angeles County Bar Association, whereby we commit to certain hiring and retention goals relating to women and diverse associates.

- We are active in the Diversity & Flexibility Alliance and participated in the development of its best practices.

- Sidley was one of the first large firms invited to participate in the Minority Counsel Demonstration Project established by the American Bar Association’s Commission on Opportunities for Minorities in the Profession.

- Sidley signed the CEO Pledge for Diversity and Inclusion in 2018.
DIVERSITY AND INCLUSION OUTSIDE THE LEGAL COMMUNITY

Sidley’s work on diversity and inclusion does not stop at the edges of the legal community and is not limited to legal profession pipeline efforts. The firm was a founding sponsor of The Coalition to Promote Minority Health (CPMH), a national, non-profit collaborative network comprising community organizations, corporations, government agencies and public health advocates who are committed to eliminating racial and ethnic health disparities through obesity prevention.

For more than 30 years, the firm’s Chicago office has “adopted” the Kanoon Elementary Magnet School, the student body of which is 99 percent Hispanic and predominantly economically disadvantaged. Sidley’s long-standing corporate partnership is the oldest of any Chicago public school. The firm organizes clothing, school supply, literacy and holiday food drives to support the children of this community. In 2014, Chicago Mayor Rahm Emanuel, students, parents, teachers and school administration gathered to honor Sidley’s contributions. Many of our lawyers are also similarly involved in additional diversity and community-building work.

NOTABLE ACHIEVEMENTS

External companies, clients and organizations have long recognized Sidley as a leader in diversity and inclusion. The firm has received the following honors and accolades, among others:

2019
- Best Law Firms for Diversity (2020), Vault
- “Perfect” 100 score, Human Rights Campaign’s Corporate Equality Index (CEI) report
- Best Law Firms for Women and Hall of Fame Inductee, Working Mother
- U.S. Gold Certification, Women in Law Empowerment Forum
- Law Firm Diversity Champion Finalist, Facebook
- Champions for Disability Inclusion in the Legal Profession Award, ABA Commission on Disability Rights

2018
- “Perfect” 100 score, Human Rights Campaign’s Corporate Equality Index (CEI) report
- Ranked #14 on Vault’s list of the “Best Law Firms for Diversity” for the second year in a row
- Named in the Yale Law Women’s 2018 Top Ten Family Friendly Firms Report for category honors in “Leadership & Promotions: At Least 50% of Attorneys Promoted to Equity Partner in 2017 Were Women”
- “Outstanding Firm in Advancing Gender Diversity and Inclusion,” Chambers Women in Law Awards: USA
- Diversity Award, MetLife
- Gold Certification, Women in Law Empowerment Forum
- Best Law Firms for Women, Working Mother
- Excellence in Diversity Award, Discover Financial Law Department
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2017
- Law Firm Award of Excellence, Freddie Mac Legal Division
- “Perfect” 100 score, Human Rights Campaign’s Corporate Equality Index (CEI) report
- Ranked #14 on Vault’s list of the “Best Law Firms for Diversity”
- Gold Certification, Women in Law Empowerment Forum
- 50 Best Law Firms for Women, Working Mother magazine
- A Top Law Firm for LGBTQ Equality, Equality Illinois

2016
- “Perfect” 100 score, Human Rights Campaign’s CEI report
- “25 Best Law Firms for Overall Diversity,” Vault
- Gold Certification, Women in Law Empowerment Forum
- “Most Pioneering Firm for Female Lawyers,” Chambers Diversity USA Awards
- 50 Best Law Firms for Women, Working Mother magazine and Flex-Time Lawyers
- A Top Law Firm for LGBTQ Equality, Equality Illinois
- Law Firm Honoree, Dominican Bar Association 13th Annual Scholarship Gala
- Allstate General Counsel’s “Excellence in Diversity Award”

2015
- “Perfect” 100 score, Human Rights Campaign’s CEI report
- Gold Certification, Women in Law Empowerment Forum
- “Most Pioneering Gender Diversity Initiative,” Chambers Diversity
- 50 Best Law Firms for Women, Working Mother magazine and Flex-Time Lawyers
- A Top Law Firm for LGBTQ Equality, Equality Illinois
- “Joan Guggenheimer Diversity Champion Award,” JPMorgan Chase
- State Bar Diversity Award, The State Bar of California
- IDEA (Innovation, Development, Engagement, Advancement) Award, Association of Legal Administrators
- Diversity Firm of the Year, Benchmark Litigation US Awards
- “Diversity Award,” MetLife. This award recognizes law firms for having a high percentage of minority partners on its executive and management committees, as well as having diverse and minority billing credits.
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2014
- “Perfect” 100 score, Human Rights Campaign’s CEI report
- Gold Certification, Women in Law Empowerment Forum
- 50 Best Law Firms for Women, *Working Mother* magazine and Flex-Time Lawyers
- A Top Law Firm for LGBTQ Equality, Equality Illinois
- Leadership and Excellence in Inclusion and Diversity (LEID) Award, Morgan Stanley
- Corporate Diversity Award, Association of Black Women Attorneys (ABWA)
- Best International Firm for Diversity, *Euromoney* LMG Americas

2013
- “Perfect” 100 score, Human Rights Campaign’s CEI report
- 50 Best Law Firms for Women, *Working Mother* magazine and Flex-Time Lawyers
- A Top Law Firm for LGBTQ Equality, Equality Illinois
- Top Ten Family Friendly Firms, Yale Law Women
- “Pro Bono Publico Award,” LatinoJustice/Puerto Rican Legal Defense and Education Fund. Sidley won this award for the firm’s work on an amicus brief filed in the U.S. Supreme Court in Shelby County, *Alabama v. Eric H. Holder* (2013) on behalf of LatinoJustice/PRLDEF, the Mexican Legal Defense and Education Fund, and 20 other Latino national organizations in support of the constitutionality of Section 5 of the Voting Rights Act.

2012
- “Perfect” 100 score, Human Rights Campaign’s CEI report
- Gold Certification, Women in Law Empowerment Forum
- A Top Law Firm for LGBTQ Equality, Equality Illinois
- “Most Innovative Gender Diversity Initiative Award,” *Chambers* Diversity Women in Law Awards
- Diversity Award, AT&T Legal Department

2011
- “Perfect” 100 score, Human Rights Campaign's CEI report
- Gold Certification, Women in Law Empowerment Forum
- 50 Best Law Firms for Women, *Working Mother* magazine and Flex-Time Lawyers
- A Top Law Firm for LGBTQ Equality, Equality Illinois
- Top Ten Family Friendly Firms, Yale Law Women
“Diversity Legal Award,” Black Solicitors Network (BSN) UK Diversity Legal Awards. These national industry awards recognize the work of organizations and individuals who are making significant contributions in the area of promoting diversity within, and equality of access into, the legal profession in the UK.

2010

- “Perfect” 100 score, Human Rights Campaign's CEI report
- 50 Best Law Firms for Women, Working Mother magazine and Flex-Time Lawyers
- A Top Law Firm for LGBTQ Equality, Equality Illinois
- Top Ten Family Friendly Firms, Yale Law Women

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