TOP 10 THINGS YOU SHOULD KNOW ABOUT SIDLEY’S
LGBTQ Diversity and Inclusion Initiatives

1. Sidley filed an amicus brief on behalf of retired military officials and veterans’ groups in the marriage equality cases in the U.S. Supreme Court in Obergefell v. Hodges, 135 S. Ct. 2584 (2015) and represented amici in the successful challenge to DOMA before the U.S. Supreme Court in the 2012–2013 term. In 2006, Sidley performed all the legal work pro bono for the Gay Games.

2. Sidley was one of the first large law firms to grant parity in healthcare, parental leave and other employee benefits to partners and spouses of LGBTQ lawyers.

3. Our non-discrimination policy forbids discrimination on the basis of sexual orientation and explicitly names “gender identity and expression” as a protected category. Sidley also has in place firmwide gender transition policies which provide guidance for addressing circumstances that may arise concerning gender identity, gender expression and/or gender transition by lawyers and all employees of the firm.

4. Sidley was the first law firm in the United States to become a national sponsor of Lambda Legal. The firm also sponsors a number of LGBTQ bar associations and organizations, including the Human Rights Campaign, Equality Illinois, OUTFest Los Angeles LGBTQ Film Festival and the Hong Kong Gay and Lesbian Attorneys Network. Sidley provides financial support to lawyers who wish to join LGBTQ bar associations and other professional organizations.

5. Incoming first-year LGBTQ lawyers are paired with an informal network of LGBTQ mentors in their practices. LGBTQ lawyers also participate in the firm’s Diversity Mentoring Program, which pairs diverse associates with senior practitioners in their practice group to ensure that mentees receive challenging, skill-building work, regular feedback, career advice and access to client contact.

6. Sidley has received numerous honors and awards in recognition of our commitment to LGBTQ rights. We have earned a “perfect” score of 100 on the Human Rights Campaign’s Corporate Equality Index every year since 2008, and Equality Illinois has named Sidley as a top law firm for LGBTQ inclusiveness and equality eight times. Sidley lawyers have been included on the National LGBT Bar Association’s list of “Best LGBT Lawyers Under 40” in 2012–2017.

7. We conduct a summer 1L Diversity Mentorship Program in seven of our U.S. offices, in which LGBTQ students participate. The program provides rising 2L diverse students, who are employed elsewhere during the summer in Chicago, Dallas, Houston, Los Angeles, Palo Alto, San Francisco or Washington, D.C., with insight on the practice of law. The program offers students one-on-one mentoring by Sidley lawyers, workshops to help students prepare for on-campus interviewing, information about the local legal market and networking opportunities.

8. The firm sponsors social and networking events for LGBTQ associates and partners throughout the year. We also host welcome BBQs for LGBTQ lawyers and their families, dinners with LGBTQ partners and LGBTQ lawyer holiday parties. Quarterly teleconferences for all LGBTQ lawyers encourage cross-office networking and professional development.

9. Sidley sponsors and recruits at the Lavender Law Conference & Career Fair each year. To enhance the pipeline of LGBTQ law students into the legal profession, Sidley also supports Outlaws and other LGBTQ affinity groups at law schools across the country.

10. In 2016, the firm donated to the Equality Florida Orlando Victims Fund. The firm also maintains an active pro bono program, and our lawyers have secured victories for clients on matters including LGBTQ-related asylum or immigration issues, HIV-adoptions and custody issues and LGBTQ-identity-related discrimination.

Find out more about how we are fostering inclusiveness in our law firm’s culture at sidley.com/diversity.

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