Diversity — It Matters!
2013 Year In Review
As managing partner, I am ultimately responsible for meeting our diversity goals. It is a responsibility I embrace because maintaining a diverse and inclusive work environment is the right thing for us to do as a firm, both for ourselves and for the clients we serve.

For these reasons, diversity at Schiff Hardin is a vital strategic imperative. We are continually striving to improve our performance as a diverse and inclusive firm.

I am grateful to every member of our Diversity Committee, but especially to Patricia Brown Holmes, the Committee’s current chair, and to Marci Eisenstein, the past chair. Both have worked tirelessly to get our firm where we are today.

We are proud of our accomplishments thus far and our commitment to diversity remains unshakeable.

**Ron Safer**
Managing Partner and Diversity Committee Member

Our work is not finished. We have learned that diversity is not just about hiring diverse lawyers. It is about providing our diverse lawyers with a full range of opportunities to develop and advance. We are committed to meeting and exceeding that challenge.

**Bob Riley**
Chairman

Diversity at our firm is no longer just an aspiration. We are an increasingly diverse firm in every respect, and proudly so. We are a better firm because of it. Our clients get the benefit of superbly talented legal teams that bring disparate perspectives to solving their problems. Our offices are more dynamic and more interesting places to work. We better reflect the communities that we serve.

The reason diversity is important is at once simple and fundamental: quality of client service. A diverse client team is a superior client team. Diverse perspectives produce better solutions for our clients. For us, these propositions are beyond debate.
Sustained Commitment to Hiring, Retaining and Promoting Minority Lawyers

Leading Attorneys and Practice Groups Nationwide

2nd in Diversity for Women, 3rd for Best Summer Program, 5th for Overall Diversity

“Best Law Firm in the Midwest” and “Best National Mentoring Program” for Women in Business Law

“Top 50 Best Law Firms for Women”

Gold Standard Certification for Integration of Women into the Highest Firm Leadership Positions

100% Score Four Years Running on Corporate Equality Index for LGBT Equality

Why It All Matters

Diversity is a broad term, and it can mean different things to different people. But, no matter the vast array of elements that fall under its umbrella, at the heart of any diversity initiative is the “why.” Why does a strong and relentless commitment to diversity matter? It matters because everything we do to create a more diverse and inclusive workplace makes us a better firm, a better business partner with our clients, and a better influence on our communities.

As chairperson of Schiff Hardin’s Diversity Committee, I am proud to introduce the inaugural edition of our firm’s Diversity Report and 2013 Year In Review. Schiff Hardin’s commitment to diversity is at the heart of who we are as a firm. For many years, the leadership of Schiff Hardin has remained steadfastly committed to maintaining a diverse and inclusive work environment, and we have been fortunate to receive many awards and recognition for our diversity initiatives. It is an impressive, sincere and honest commitment.

That’s why the core values of inclusion and diversity are woven so deeply into the internal culture of Schiff Hardin. These core values express our focus on client service because they equip us to serve our clients most effectively, not only by providing a team of attorneys with top-notch legal skills, but a team of attorneys with diverse opinions, backgrounds and experiences, which leads to a better work product.

We truly believe that each and every attorney at Schiff Hardin is committed to creating a diverse and equal opportunity workplace, exemplified by the firm’s Diversity Committee, which tirelessly strives to foster our culture of diversity and challenges us to keep improving. The information that follows demonstrates our commitment to diversity, but it is merely a small snapshot of the time, energy and passion that goes into making Schiff Hardin’s diversity initiatives so successful.

We have made great progress and we are proud of our accomplishments. Please enjoy this review of some highlights from our 2013 year!

Patricia Brown Holmes
Diversity Committee Chairperson
Partner and Executive Committee Member
Whether we are African American, Cuban, Filipino, Indian, Chinese, Native American, Mexican...
We are all attorneys at Schiff Hardin.

Since creating our Diversity Committee in 2003, Schiff Hardin has built an infrastructure designed to develop and promote a diverse professional workforce and an inclusive culture that promotes success for all of our lawyers. At the beginning, the Diversity Committee’s focus was on improving the firm’s profile and culture in racial, ethnic and national origin diversity. The effort has included diversity training for every attorney in the firm, mentoring programs, re-designing the firm’s recruiting programs to provide for a more thoughtful and holistic assessment of a candidate’s capability and character, and training and skills development programs for all attorneys.

That work has paid off. Several business and legal media organizations have recognized Schiff Hardin as a leader in promoting an inclusive workplace for attorneys of color. In 2012, the firm garnered the Minority Corporate Counsel Association’s (MCCA) prestigious Thomas L. Sager Award for the Midwest Region, in recognition of our exemplary diversity achievements.

Our initiatives have produced tangible results. Our partnership is decidedly more diverse than at any time in our history. What’s more, our diverse partners are leaders in their fields and in our firm. Diverse partners lead practice groups and client service teams, chair committees and serve on the firm’s Executive Committee.

We continue to drive our diversity initiative forward. While we have achieved much in the past few years, significant work remains to be done. In 2014, we will continue to focus on our core goals: retention of diverse associates and young partners; improving the profiles and promotion of diverse partners; and enhancing our culture of inclusion.

It Matters!

“Embracing the firm’s diversity of race, ethnicity and national origin is important because it enhances our ability to understand and respond to the needs of an ever-more diverse world. It also makes for a stronger organization that acknowledges and respects the differences among its lawyers.”

— Gabriel Rodriguez
Chair of the RENO Subcommittee

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Race, Ethnicity and National Origin
(RENO)

Lesbian, Gay, Bisexual & Transgender
(LGBT)

We Train.

Sustained Commitment to Hiring, Retaining and Promoting Minority Lawyers

We Support.

2013 Diversity Year In Review
Everyone at Schiff Hardin knows that the practice of law is demanding. We all seek to serve our clients at the highest level, to fully own our clients’ problems, and to mentor and sponsor the next generation of our firm. Our business model doesn’t just acknowledge the importance of diversity, it emphasizes diversity as a way to serve clients, solve problems and improve our talent.

Our clients demand diverse teams because they know that diverse teams get better results. But as a firm, we are the true beneficiaries of exceeding our clients’ expectations. By blending our individual knowledge, experiences and perspectives, we are a stronger firm, a firm built on trust, respect and collaboration.

When comparing Schiff Hardin’s data to that of the 200 largest U.S. law firms—as reported by the National Association of Women Lawyers (NAWL) Eighth Annual Survey on Retention and Promotion of Women in Law Firms—we are proud of our progress.

A strong focus on the impact of diversity and inclusion as it relates to gender issues helps improve recruiting, retention, professional development and opportunity for our women attorneys at all stages of their careers. We offer practical training. We mentor and sponsor one another. We identify ways we can improve our programming to meet the ever-changing legal landscape. We collaborate to bring new ideas to our clients and to our firm.

Every woman attorney at our firm is a member of Schiff Hardin’s Women’s Networking Group. Membership ranges from the newest associates to our most senior women partners, and includes women clients and friends of our firm. The women attorneys at Schiff Hardin plan and host events that help us support each other’s business and professional development. Our 2013 events exemplify the wide spectrum of our effort:

- “Bringing in the Rain” with Sara Holtz – Educational Event
- “Lessons Learned” – A Roundtable Discussion with Our Women Partners
- “May Soiree” – San Francisco Client Event
- Two Stress-Free Golf Outings with Lessons for Our Women Clients
- Parenting Group Mother’s Day Networking Event
- “Mix It Up” – Mentoring Cocktail Party
- US Open Tennis – New York Client Event
- Biography Writing Luncheon
- “An Evening with Lyn Paolo, Costume Designer for Scandal” – Atlanta Client Event
- “One of a Kind Show” – Chicago Client Event

Schiff Hardin Women
- 57% of our associates
- 36% of our non-equity partners
- 20% of our equity partners

AmLaw200 Women
- 47% of law firm associates
- 29% of non-equity partners
- 17% of equity partners

Schiff Hardin 2013:
- 30% of our female equity partners are diverse
- 2 of the 7 members of our highest level management committee are women; one is African American

Gold Standard Certification for Integration of Women into the Highest Firm Leadership Positions

WORKING MOTHER FLEX-TIME LAWYERS

“Top 50 Best Law Firms for Women”

— Felice Rose Warner
Chair of the Gender SubCommittee

PARENTING GROUP
Schiff Hardin’s Parenting Group offers convenient education for busy parents, grandparents, aunts, uncles and other family members of children, and offers unique business development opportunities that allow our attorneys to develop and sustain client relationships while also enjoying our families. For example, our in-house educational sessions, which are open to all Schiff Hardin staff as well as clients, have included discussions on Internet safety, college admissions, estate planning and communicating with children. Our Parenting Group’s less traditional business development sessions have included kids’ concerts as well as a spa evening for moms. Schiff Hardin’s support for parents and unique business development opportunities has made the Parenting Group a critical and well-supported initiative.

— Kelly Martin Warner
Co-Chair of the Parenting Group

SUPPORTING. NETWORKING. COLLABORATING.

Gender

We Mentor.

We Collaborate.
In order to get great results, we need to create the best environment. Our approach is simple: where there is a problem we find the best solution!

At Schiff Hardin, we do not accept that “disability” should be interpreted as “inability.” Those clients who live with disability challenges have proven this point and we expect no less from ourselves in the course of serving all of our clients.

Our Diversity Committee this year established a subcommittee for Attorneys Living with Disabilities, which will assist the firm to better meet the needs of attorneys who are living with disabilities, resulting in an enhanced culture of inclusiveness throughout the firm. The formation of the Attorneys Living with Disabilities subcommittee reinforces Schiff Hardin’s already stellar reputation as a professional institution that embraces diversity and seeks to allow all attorneys, as well as clients, to benefit from the advantages of a diverse working team.

The specific goals for the subcommittee are, among other things, to determine the appropriate manner in which to allow attorneys to voluntarily elect to disclose disabilities and to enhance our understanding of the various types of disabilities that are commonly encountered and the challenges caused by those disabilities. This includes studying the goals and implementation strategies employed successfully within other law firms and organizations, and developing tactical programs to achieve the subcommittee’s goals.

“The formation of the Attorneys Living with Disabilities Subcommittee will further establish Schiff Hardin’s already stellar reputation as a professional institution that embraces diversity and seeks to allow all attorneys, as well as clients, to benefit from the advantages of a diverse working team.”

— Randolph Perkins
Co-Chair of the Attorneys Living with Disabilities Subcommittee

“Catalyst Award: We Value Contributions to Promoting Diversity

None of what we’ve presented thus far would be possible without the impetus, passion and commitment of attorneys at our firm who lead by example and foster a culture where diversity is not only accepted, but embraced.

In an effort to honor those attorneys who not only have demonstrated a commitment to promoting diversity and inclusion, but who have acted as a catalyst for others to make efforts in those endeavors, Schiff Hardin’s Diversity Committee in 2013 established the Catalyst Award.

The recipient of the inaugural Catalyst Award was an obvious choice, and it was with extreme gratitude that we presented it to our partner, Marci Eisenstein. When looking back at the evolution of Schiff Hardin’s strides in diversity and inclusion, Marci is consistently at the forefront. She is the founding chairperson of the firm’s Diversity Committee and she dedicated herself to that role for 11 years. She handed the reins over to Patricia Brown Holmes in 2013 only to take on additional leadership responsibilities within our firm.

Under Marci’s leadership, diversity became a strategic imperative of firm management. Specially focused subcommittees and affinity groups were formed, recognizing that “diversity” is a broad term and that specialized programming by respected leaders of our firm was necessary to meet the needs of our diverse constituents. Thoughtful modifications were made to our processes for recruiting, mentoring, retaining and promoting diverse attorneys. We expanded collaboration with community and bar associations, minority bar and civic associations, and pipeline and cultural initiatives. And, as a result of all of these efforts and more, the firm has enjoyed increased recognition, awards and honors for our commitment to diversity.

This is all just the tip of the iceberg in terms of Marci’s innovative and thoughtful contributions to diversity and inclusion at our firm. Her tireless efforts are exemplary and we thank her for making our firm a better place.

— Marci Eisenstein
Executive Committee Member