

2020 Inclusion, Equity and Diversity Annual Report



Introduction

Welcome to Littler's Inclusion, Equity & Diversity (IE&D) Annual Report. 2020 was a year like no other. The combination of a global pandemic, the social justice movement and a heated political climate brought many challenges in both our workplaces and personal lives. But despite the many changes in 2020, Littler's commitment to IE&D remained unwavering.

The high-profile incidents of racial injustice that appropriately commanded our collective attention over this past year forced us to take a deeper look at ourselves. It compelled us to pause – to listen and to learn – so that we could continue to bring about necessary change and become stronger allies to our Black colleagues and to those who face ongoing marginalization, racism and oppression. In collaboration with our Bollo Affinity Group and other members of the firm, we introduced several new initiatives to do our part to help fight systemic racism and ensure the momentum for long-overdue change continues. Those efforts are outlined in this report.

In addition, as the coronavirus pandemic disrupted every aspect of our lives and transformed our routines and interactions, we quickly altered course to meet the challenges our clients and teams were facing. For instance, our Parenting Initiative, which is also detailed in this report, shifted focus to address the immediate and unique challenges stemming from the intersection of remote school learning and our remote work environment.

The diversity of our team remains a cornerstone of Littler, and in 2020 we continued to build on our record of commitment to the advancement, retention and recruitment of diverse talent. We launched a groundbreaking initiative, Breaking Through, which aims to double the diverse attorneys in the top quartile of the firm's compensation system within the next five years. Additionally, in 2021 the firm will be led by both a woman managing director and a majority female board of directors.

As Erin Webber takes the reins in 2021, she will continue our focus on opportunities for Littler to move the needle and show its strength as a diverse partner to our clients and communities. As the world's largest employment and labor law firm, the insights and talents of our inclusive and diverse workforce have proven to better serve our firm and our clients' interests. We see it as critical to our ongoing success that the firm continue to cultivate a culture where individuals with different backgrounds can succeed.

We invite you to learn more about Littler's comprehensive IE&D efforts outlined in the following pages.

Thank you,

Tom Bender and Jeremy Roth
Co-Managing Directors

Eddie Chyun and Mark Phillis
Diversity & Inclusion Council Co-Chairs

Meet the Diversity & Inclusion Council

Co-Chairs



Eddie Chyun
Shareholder
Cleveland, OH

Mark Phillis
Shareholder
Pittsburgh, PA

Members



Syeeda Amin
Shareholder
Dallas, TX

Nancy Delogu
Shareholder
Washington, D.C.

Mark Flores
Associate
Dallas, TX

Yvette Gatling
Shareholder
Tysons Corner, VA

Emily Haigh
Associate
New York, NY

Danielle Herring
Shareholder
Houston, TX



Michelle Heverly
Shareholder
San Francisco, CA

Dionysia Johnson-Massie
Shareholder
Atlanta, GA

Nina Markey
Shareholder
Philadelphia, PA

LaToi Mayo
Shareholder
Lexington, KY

Emily McNee
Associate
Minneapolis, MN

Shawn Oller
Shareholder
Phoenix, AZ



Eunju Park
Associate
Washington, DC

Jean Schmidt
Shareholder
New York, NY

Mishell Parreno Taylor
Shareholder
San Diego, CA

Michael Wilder
Shareholder
Chicago, IL

Kimberli Williams
Associate
Los Angeles, CA

Corporate Members

Hannah Engelke
Recruiting and Diversity & Inclusion Coordinator
Kansas City, MO

Karen Herz
Senior Director - Attorney
Recruiting & Development
San Francisco, CA

Cheri Husney
Chief Marketing and Business Development Manager
Atlanta, GA

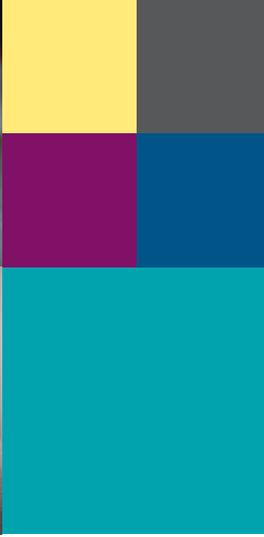
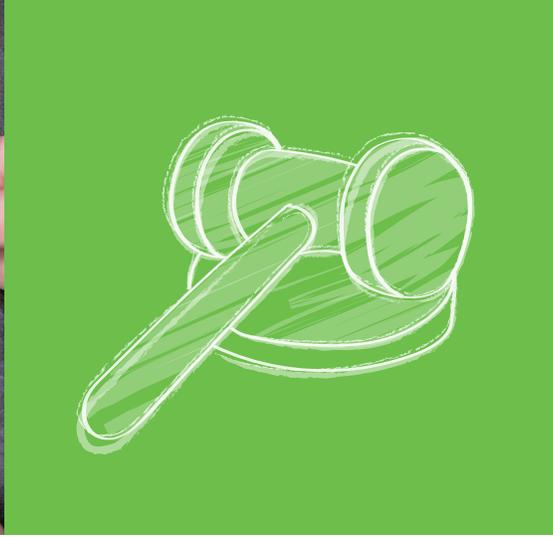
Jen Klein
Director - Marketing Communications
Los Angeles, CA

Diversity by the Numbers

At Littler, one of our biggest assets is our people. Over the past year, the firm maintained its focus on increasing the number and percentage of our attorneys who self-identify as of color, women and LGBTQ+. These numbers represent the firm's ongoing commitment to greater inclusion and diversity.*



*Key stats (as of 12/1/20)



Social Justice

Given the racial tragedies that occurred in 2020, Littler took direct action to stand up to the injustices of the deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery. We voiced our position on Littler’s social media channels to show support for our Black colleagues and communities. The firm also took additional measures to reinforce Littler’s commitment to social justice and began by outlining initial action steps. Those steps included the following:

- A donation of \$50,000, with one-half going to the NAACP Legal Defense and Educational Fund and one-half to the Equal Justice Initiative.
- The development of a pro bono partnership with an organization that focuses on social justice issues for the Black community.
- A process for assigning new cases that requires consideration of our attorneys of color and LGBTQ+ attorneys (similar to the NFL’s “Rooney Rule” and Diversity Lab’s “Mansfield Rule,” which the firm currently follows with regard to leadership opportunities).
- Completion of the firm’s ongoing Implicit Bias Training virtually for all attorneys and the rollout of this training virtually for corporate management.
- The rollout of a social justice volunteerism program for all employees focusing on organizations that promote racial justice and social equality.
- An all employee webinar series on the topic of allyship and the importance of supporting groups that continue to face ongoing racism and bigotry.

Additionally, the firm recognized Juneteenth as a firmwide holiday to honor the significance of the day. As part of the continued support for our Black colleagues and community members, Littler will continue to recognize Juneteenth as an annual holiday moving forward.

This year, Littler focused on allyship and the important role of Black allies during Pride and Hispanic Heritage Month. As a result, the firm produced three important videos (found [here](#), [here](#) and [here](#)) as part of its ongoing Littler Celebrates series, which recognizes various heritages/ethnicities, including Black History, Women's History, Asian Pacific Heritage, Pride and Hispanic Heritage. In addition, the firm created a [video](#) commemorating the 100th anniversary of women being granted the right to vote with the ratification of the 19th Amendment. This video also highlighted the continued struggle of African American women to secure the right to vote.

Littler also joined several initiatives focused on social justice and equality, including:

- The National Asian Pacific American Bar Association's [Stand Against Hate pledge](#) that denounces the rising tide of anti-Asian hate, violence, and racism related to the coronavirus.
- The [Law Firm Antiracism Alliance](#) whose goal is to address individual assaults on equality and social justice, as well as the structures in place that allow those inequalities to propagate.

We have witnessed a number of tragic, racially-motivated incidents recently – from the heartbreaking deaths of George Floyd, Breonna Taylor and Ahmaud Arbery to the confrontation in Central Park involving Christian Cooper – that serve as disturbing reminders of the racial injustices that occur with maddening regularity in our country.

On behalf of our firm, we share in a deep sense of distress and anguish and will continue to unequivocally condemn any form of prejudice, bigotry or intolerance. To our employees and colleagues of color, we want to say: We're here for you; we're listening; and we stand in solidarity with you and all those who face ongoing systematic marginalization, racism and oppression.

In the words of former President Barack Obama,
*"This shouldn't be normal in 2020 America. It can't be normal.
If we want our children to grow up in a nation
that lives up to its highest ideals, we can and must be better."*

Littler

National Bar Association Commercial Law Section's Black Lawyers Matter Internship Program

The National Bar Association Commercial Law Section's (NBA-CLS) Black Lawyers Matter internship program was created in response to the recent racially motivated deaths and the effects of the global pandemic on the Black community. The goal of the NBA-CLS' initiative is to increase the diversity of outside counsel ranks and expand the pipeline of Black lawyers entering the legal profession. The NBA-CLS asked each participating firm to recruit one intern candidate; however, after interviewing candidates, Littler selected four students. Through this virtual program, interns participated in educational, mentoring and networking opportunities coordinated by Littler associate liaisons.

Pro Bono Efforts

The Law Firm Antiracism Alliance provides pro bono opportunities that support the advancement of civil rights causes in underrepresented communities. Toward that end, Littler lawyers partnered with other organizations in seeking to uphold the repeal of a New York state law that had barred the public, in most instances, from obtaining police disciplinary records. The effect of that secrecy on communities of color, and especially on the families of those killed by law enforcement, was severe.

Shortly after the New York Legislature repealed that law, five law enforcement unions sought and obtained a temporary restraining order in the Southern District of New York to keep the disciplinary records hidden. Littler appeared as counsel for the New York State Black, Puerto-Rican, Hispanic and Asian Legislative Caucus and explained in an amicus brief why the legislature's deliberations on repeal undermined the unions' arguments. In response to these efforts, and those of other amici, the court recently denied the law enforcement unions' motion for a preliminary injunction, opening the records for the public's inspection and review. Although the law enforcement unions have noted their appeal to the U.S. Court of Appeals for the Second Circuit, the victory Littler helped secure has received coverage in *The New York Times*, *The Washington Post* and other news outlets.

Fifteen Littler attorneys participated in the amicus efforts in support of the repeal. Others submitting briefs were former members of the New York City Civilian Complaint Review Board, the ACLU, NAACP, Girls for Gender Equity, the Transgender Law Center, and the Center for Constitutional Rights.





Key Initiatives

Breaking Through

Littler rolled out its groundbreaking “Breaking Through: Littler’s D&I Comp Initiative,” which aims to double the number of attorneys of color, women and LGBTQ+ shareholders in the top quartile of the firm’s compensation system within five years.

Led by a working group formed early in the year that consists of stakeholders across the firm – including members of the leadership team, Diversity & Inclusion Council and corporate management – Littler has identified several strategies to increase opportunities and propel diverse attorneys into the top quartile of the firm’s compensation system. These strategies include creating additional business development, leadership and other training programs that provide the skills and resources needed for career growth. An additional focus is to further expand access to client opportunities, such as ensuring that diverse attorneys are considered for lead roles on new client matters and in transition/succession plans for existing client relationships.

“Littler’s D&I Comp Initiative addresses one of the most important challenges that the legal profession as a whole should prioritize – equal access to compensation and diverse representation at the top ranks,” said Caren Ulrich Stacy, CEO of Diversity Lab. “Littler consistently impresses us with its innovative and dedicated approach to advancing D&I within the firm and in the industry. We’re looking forward to working with the firm even more closely in the future and following the outcome of this initiative.”

The announcement of the firm’s Breaking Through Initiative resulted in media coverage in *Law360*, *Reuters*, *Bloomberg*, and the *ABA Journal*, among others, and was a trending post on the firm’s social media channels.

Career Advocacy Program

In 2020, Littler named new co-chairs to lead one of its cornerstone inclusion and diversity initiatives, the Career Advocacy Program (CAP). Emily Patajo (Los Angeles-Century City) and Ted Schroeder (Pittsburgh) each approached their new leadership roles from different perspectives. Emily joined CAP as an associate Protégé in 2012 and was elevated to shareholder in 2016. Meanwhile, Ted has been a shareholder Advocate since 2014, serves as Co-Chair of the Associates Committee, and has held a number of other leadership positions within the firm.

The highly-regarded, award-winning program matches diverse associates (Protégés) with shareholder Advocates and client Champions who encourage their career growth. CAP has helped participants achieve success in terms of elevation to shareholder. From 2015 to 2020, Protégés have represented on average 28% and up to 40% of the new shareholder class.

As a CAP participant, Emily views her new role from an “interesting vantage point” where she now manages and operates a program that helped her achieve leadership responsibilities. Ted has gained a deeper understanding and appreciation of the commitment at all levels of CAP – from Protégés to Advocates to Champions.

“I think I have learned as much from our Protégés as they have learned from me, and it makes me excited about the future of the firm,” said Ted.

Emily and Ted value the connections and friendships gained through their participation in CAP. They point to a network of colleagues who they can turn to for support and advice – a collegial atmosphere that exemplifies the Littler culture.

Investment for Success

Littler’s mentorship initiative, Investment for Success, matches recently hired diverse associates (Investments) with a shareholder (Investor). Based on the premise that the first 18 months of a new associate’s time with the firm is critically important to their success, the Investor speaks regularly with the Investment, serves as a mentor, shares career advice and experiences, and helps ensure that the Investment receives work and opportunities to succeed at the firm. As of year-end, there were 32 pairs participating in the program which continues to grow each year.



Highlights from Our Affinity Groups and Women's Leadership Initiative

Bollo – Provides an inclusive community of support for the firm's Black and African American attorneys.

In response to the racial injustices that occurred this summer, Bollo members collaborated with firm leadership to help shape Littler's social justice response and initiatives. Firm leadership met with members of Bollo in a Town Hall format to listen and learn about the challenges and issues facing our Black colleagues. Following the Town Hall session, and as a result of the efforts of Bollo members, firm leadership took the actions outlined in the Social Justice section of this report.

Additionally, as a part of these efforts, Bollo developed ideas and strategies for succeeding at Littler, including skill enhancement, business development, and mentoring opportunities. The group's initiatives encompass associate talent development, increasing diversity recruiting efforts and developing career advancement strategies.

To further support its members, Bollo implemented a formal mentorship program and created an intranet page as a way for the firm's Black attorneys to share collaboration opportunities and celebrate individual achievements. With the firm's leadership approval, Bollo also developed an "exchange" program where non-shareholder attorneys will work out of a shareholder's office several days each year on assigned cases to cultivate professional development and working relationships.

The Bollo non-shareholder attorneys also demonstrated talent and leadership throughout the year. Members identified specific challenges and issues facing this particular group, developed practical solutions and steps to help resolve these challenges, and eloquently presented their ideas to the firm's leadership. For example, they created an out of office message for the Juneteenth firm holiday, noting the history of this special day for Blacks and African Americans. The message was well received both internally and externally, with one client being so impressed that the general counsel shared our message with their entire company.

Bollo Affinity Group Chairs



Michael Gregg
Shareholder | Irvine, CA



LaToi Mayo
Shareholder | Lexington, KY

'Ohana – Provides an inclusive community of support for the firm's Asian, South Asian, Pacific-Islander, Middle Eastern and North African attorneys.

'Ohana, the firm's largest affinity group, actively maintained connections with members in the virtual work environment in a number of ways, including through the group's mentorship "families," as well as large and small group virtual gatherings that focused on business development, advancement, mentoring, and networking. 'Ohana also utilized virtual platforms to host social events as a way to foster the camaraderie and friendships that exist among members.

'Ohana led the efforts in Littler joining the National Asian Pacific American Bar Association's (NAPABA) Stand Against Hate Pledge denouncing the rising tide of Anti-Asian hate, violence, and racism related to the coronavirus. In addition, Littler received the 2020 Law Firm Diversity Award from NAPABA. The award, which was presented during NAPABA's virtual annual conference, is annually bestowed upon one law firm. Littler was selected based on the firm's commitment and efforts to actively and consistently recruit, retain and promote Asian Pacific American lawyers to equity partnership and firm leadership. While recognizing that there is still much to be done in the area of inclusion, equity, and diversity, 'Ohana is proud to have received the award, as it highlights the achievements of its members – including the eight 'Ohana members elevated to shareholder effective 2021.

'Ohana Affinity Group Chairs



Eddie Chyun
Shareholder | Cleveland, OH



Danielle Herring
Shareholder | Houston, TX



Judy Iriye
Shareholder | Los Angeles, CA

Pride – Provides an inclusive community of support for the firm’s lesbian, gay, bisexual and transgender attorneys.

In recognition of Pride month this year, the firm’s Pride affinity group co-chairs highlighted the importance of allyship, not only for the LGBTQ+ community, but also for Black members of our communities who continue to face systemic racism. They celebrated the contributions of Black members of the LGBTQ+ community who have consistently and bravely fought for civil rights, often risking their own safety to pursue justice and equality for others. The message recognized the power of allyship and how real change can be affected by standing together to fight injustice.

As part of the Littler Celebrates video series, Shareholder Eva Madison (Fayetteville) reflected on her own experience as an ally. When same-sex marriage was legalized in Washington County, Arkansas, Eva, who is an elected justice of the peace, volunteered to perform marriages on the very first day. She signed the first same-sex marriage license issued in Fayetteville and performed around 100 ceremonies that week – and she has continued to perform marriage ceremonies ever since.

Reunión – Provides an inclusive community of support for the firm’s Hispanic and Latinx attorneys.

In an effort to move forward in a stifling pandemic, the Reunión affinity group’s virtual summit in 2020 was titled Pa’lante, which roughly translates as “onward.” The summit included dynamic presentations from members on the following topics: advancement within the firm, business development strategies, and Imposter Syndrome and how it can be an advantage with a perspective shift.

The summit introduced incoming Reunión Co-Chairs Mel Cole (San Francisco) and Daniel Gomez-Sanchez (Long Island). The new co-chairs expressed the importance of Reunión’s role in supporting the Hispanic and Latinx communities at Littler, as well as providing each member with direct access to individuals with significant clout and experience – who can support them with their professional development.

Pride Affinity Group Chairs



Darren Gibson
Shareholder | Austin, TX



Lauren Schwartzreich
Shareholder | New York, NY

Reunión Affinity Group Chairs



Mel Cole
Shareholder | San Francisco, CA



Daniel Gomez-Sanchez
Shareholder | Long Island, NY



Women’s Leadership Initiative

Under the direction of the Women’s Leadership Initiative (WLI), the first-ever mentorship program for women shareholders kicked off in 2020 at Littler’s shareholder retreat in January. A significant number of senior level women and men shareholders volunteered to guide junior-level women shareholders on topics relevant to shareholder success, such as business development, leadership opportunities and office dynamics. The WLI mentoring subcommittee connected quarterly with the mentors and mentees to help reinforce and support women’s advancement throughout the shareholder ranks.

The WLI also hosted a presentation by the “spectacular six,” a group of the firm’s most successful women shareholders, during the shareholder retreat. The women described their career path and the steps they took in achieving their status among the firm’s most highly compensated attorneys. The clear message during the 90-minute session was that success at Littler can follow many different avenues for succeeding and thriving at Littler.

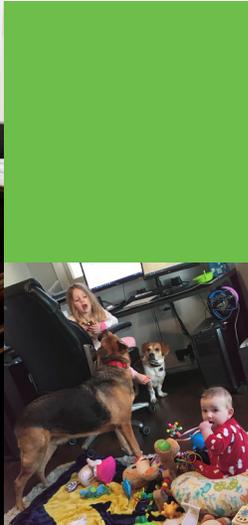
Women’s Leadership Initiative Chairs



Margaret Parnell Hogan
Shareholder | Denver, CO



Jennifer Youpa
Shareholder | Dallas, TX



Parenting Initiative

As a part of Littler’s commitment to supporting attorneys who are also parents, the firm launched its formal Littler Parenting Initiative. The firm offers a comprehensive set of programs to address the needs and everyday issues of working parents while continuing to foster a positive culture around working families. Resources offered include one-on-one coaching, facilitated discussion groups, a mentoring program pairing new attorney parents with a parent mentor at Littler, and additional childcare and education support benefits.

In light of the COVID-19 pandemic, navigating remote work with children at home became an immediate focus. Littler partnered with Talking Talent, an award-winning consultancy and leadership development firm, to offer webinars, career-life coaching, and other resources. Littler also expanded its relationship with Bright Horizons to offer additional childcare benefits. It also offered a range of support for remote learners, such as live, online classes and camps through Outschool.

The firm also created an internal Parenting Resources App, which houses all of the information on parenting at Littler, including firm policies and benefits, and a list of resources recommended by Littler parents that is continually updated. By going beyond traditional benefits, Littler’s program creates a supportive, collaborative community of working parents.

The Parenting Initiative has helped foster and promote continued success for Littler’s many working parents during the pandemic. Over a dozen of the firm’s attorneys – many in important positions such as office managing shareholder and members of key firm committees – serve on the initiative. This structure helps ensure that the initiative keeps a finger on the pulse of the changing needs of Littler parents, and that firm leadership continues to keep the strong culture of supporting families.

Based on our various initiatives to maintain a collaborative culture and support employees in a virtual work environment, including the comprehensive Parenting Initiative, Littler was shortlisted in the “Rethinking the Workplace” category in the Financial Times 2020 North America Innovative Lawyers report.



Veterans Initiative

In 2020, Littler formed its Veterans Initiative, spearheaded by Philadelphia-based veterans Matt Hank and Wendy Buckingham. This initiative aims to provide support, development and networking opportunities for veterans, as well as highlight the unique diversity and skill sets that they bring to our firm. Members include active military, former service members and military spouses.

In honor of Veterans Day, Littler created a [video](#) to recognize our veterans and their many contributions to our country and firm. To further celebrate the firm's veterans and all who have served, Littler made a charitable contribution to the [Veterans Community Project](#).

Recognition

The American Lawyer – AmLaw 200

- Named to Diversity Scorecard, 2016-2020
- Ranked #4 – Female Equity Partnership, 2020

California Minority Counsel Program – Drucilla Stender Ramey Majority-Owned Law Firm Award

- Winner, 2016, 2020

Contra Costa County Bar Association – Diversity Award

- Gold Level Winner, 2020

Diversity Lab

- Certified as a Mansfield Plus Law Firm, 2018-2020

Employment Law360

- Ranked #1 – Best Law Firms for Women, 2017-2020
- Ranked #2 – Ceiling Smasher, 2020

Human Rights Campaign – Best Places to Work for LGBTQ Equality

- Earned 100% Corporate Equality Index rating, 2009-2020

Leadership Council on Legal Diversity

- Named, Top Performer, 2014-2020
- Winner, Compass Award, 2018-2020

National Asian Pacific American Bar Association – Law Firm Diversity Award

- Winner, 2020

National Law Journal 500

- Ranked #4 – Women’s Scorecard, 2020

Vault Law 100

- Ranked #6 – Diversity for Women, 2021
- Ranked #8 – Diversity for Racial & Ethnic Minorities, 2021
- Ranked #8 – Diversity for LGBTQ+, 2021
- Ranked #9 – Best Law Firms for Diversity Overall, 20
- Ranked #11 – Diversity for Individuals with Disabilities, 2021

Women in Law Empowerment Forum

- Certified as a “Gold Standard Firm,” 2011-2020

Working Mother Magazine

- Named, 60 Best Law Firms for Women, 2011-2014, 2016-2020
- Inaugural Hall of Fame Inductee, 2019

Yale Law Women

- Named, Top Firm for Flexible Work Options, 2020



Leadership and Industry Engagement

Littler and its attorneys are active members of and/or participants in numerous national diverse organizations, including:

- California Minority Counsel Program
- Chart Your Own Course
- Corporate Counsel Women of Color
- DirectWomen
- Diversity Lab
- Hispanic National Bar Association
- Leadership Council on Legal Diversity
- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association
- National Association of Muslim Lawyers
- National Association of Women Lawyers
- National Bar Association
- National Employment Law Council
- National LGBT Bar Association
- Out Leadership
- South Asian Bar Association of North America
- Women, Influence & Power in Law

Littler attorneys also are involved in local and regional organizations that promote inclusion, equity, and diversity.

Throughout the year, Littler attorneys participated in and hosted a number of webinars focused on inclusion, equity and diversity, including the following:

Building Allyship Among Attorney of Color

California Minority Counsel Program

Panelists:

- Brandon Mita, Associate
- Michael Wilder, Shareholder

Defeating Bias and Achieving Inclusion at Work

Panelists:

- Ashley Thomas, Associate
- Charles Wilson, Shareholder

Equal Justice and the Law: Diversity & Inclusion and Equal Pay Initiatives in the Workplace

Panelists:

- Alyesha A. Dotson, Associate
- Breanne Sheetz Martell, Shareholder

Fortifying a Commitment to Inclusive Leadership During – and Beyond – Crisis

Panelist:

- Cindy-Ann Thomas, Principal

A Labor of Love: Your Future in Labor and Employment Law

National Bar Association Young Lawyers Division, National Bar Association Law Students Division, and National Black Law Students Association

Panelists:

- Melissa Ackie, Associate
- Kwabena Appenteng, Shareholder
- Jeanine Conley Daves, Shareholder
- Rich Harris, Shareholder
- Ivie Serieux, Associate
- Adama Wiltshire, Associate

LGBTQIA+ in Big Law: A How-To Guide for Law Students

Lavender Law Conference and Career Fair

Panelist

- Michael Hui, Associate

Leveraging Data to Lawfully Improve Diversity and Inclusion

Panelists:

- Aaron Crews, Shareholder
- Britney Torres, Shareholder

Maximizing the Impact of Diversity and Inclusion Initiatives and Disclosures

Panelists:

- Britney Torres, Shareholder
- Denise Visconti, Shareholder

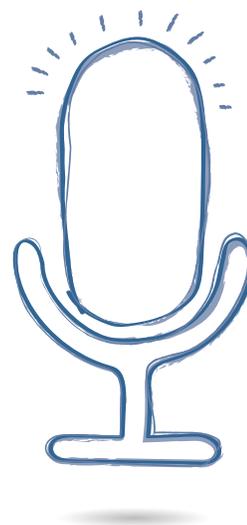
Moving Diversity, Equity, & Inclusion Programs Forward *Little Regional Employer Conferences*

Panelists:

- Paul Bateman, Shareholder
- Alison Davis, Shareholder
- Alyesha Dotson, Associate
- David Goldstein, Shareholder
- Andrea Lovell, Shareholder
- Brandon Mita, Associate
- Sarah O’Keefe, Associate
- Asha Santos, Shareholder
- Michael Wilder, Shareholder
- Kate Mrkonich Wilson, Shareholder
- Jennifer Chierek Znosko, Shareholder

Additionally, Littler’s Diversity & Inclusion Consulting practice group hosted several podcasts in 2020. The podcast topics covered a variety of inclusion, equity and diversity matters, including:

- [The Other Ugly Virus of 2020: Anti-Asian Bias](#)
- [The New Call to Action in a COVID-19 Era: The D&I Challenge Ahead for the Legal Industry](#)
- [Demystifying President Trump’s Executive Order on Diversity Training](#)
- [Courageous Conversations: An Equity Building Tool for Your Workplace](#)
- [Diversity, Equity & Inclusion Programming in 2020 and Beyond](#)



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