

Diversity at Baker Hostetler

Baker Hostetler has made a long-term commitment to incorporate diversity within our workforce. We devote substantial time and resources to the recruitment, retention and development of minority and women lawyers, not only because it is “the right thing to do,” but also because it is a business imperative.

We recognize that in order to serve the needs of our diverse client base, our lawyer population needs to be equally diverse. It is because of these differences that we can bring a variety of perspectives and experiences together and provide creative solutions for the challenges our clients face.

Diversity Committees

One of our most successful strategies in retaining minority attorneys has been our commitment to listen, learn and act upon their suggestions. Our Diversity Task Force, established in 1994, evolved into a standing committee in the firm and currently includes members of the Policy Committee, Office Managing Partners, Partners and Associates. Diversity subcommittees focus on five key topics: Lateral Recruiting, Law School Recruiting/Paul White Scholarship, Minority Attorney Conference, Marketing and Retention. Exemplifying the goal of true diversity, the Committee includes minorities, non-minorities, men and women.

In addition to the Diversity Committee, Baker Hostetler has formed a Women's Committee to provide recommendations to management with respect to challenges facing women in the legal profession. Our Houston office was a key signatory for the Women's Initiative by the Houston Bar Association, and our Houston Office Managing Partner, Lisa Pennington, was the first woman to manage a major law office in Texas. Ms. Pennington also serves as the Chair of the firm's Women's Committee, which includes a cross-section of lawyers by geography, practice group, gender and status.

Recruiting

For the last 10 years over half of our new associates have been women and minorities, which has enabled us to meet or exceed the national average of women and minority attorney representation among large law firms as reported by NALP, the Association for Legal Career Professionals. As of July 1, 2010, Baker Hostetler's lawyer ranks include 5.6% and 18.5% minority partners and associates, respectively, and 20.1% and 49.7% women partners and associates, respectively. This diversity in our workforce is the result of many factors, including targeted recruiting of minorities among law schools and laterals, plus active participation in minority job fairs.

Scholarship Program

In honor of the firm's first African-American partner who was a pioneer for minorities in the legal profession, we established the Paul D. White Scholarship program in 1997. The scholarship provides financial assistance and practical experience to minority law students by furnishing a paid summer clerkship and a \$6,000 net cash award. The program has granted more than \$1.5 million in related summer associate and scholarship monies since its inception.

Diversity Fellowship Program

The firm introduced the Baker Hostetler Diversity Fellowship Program in Fall 2009. Open to any second-year law student, successful applicants to the program will receive up to a \$25,000 award as well as a position in the Baker Hostetler 2010 summer associate program. The amount of \$10,000 will be paid within the first 30 days of starting in a summer associate position with the firm and the remaining \$15,000 is contingent upon receiving and accepting a full-time offer with the firm, to be paid within 30 days of joining the firm as a full-time associate.

The Diversity Fellowship Program recognizes law school students that have demonstrated superior academic performance during college and law school, significant personal achievements and strong community involvement. Law school students will need to possess strong oral and written communication skills, demonstrated leadership achievements and a sincere interest and commitment to join Baker Hostetler.

Professional Development and Support

In May 2007, the firm held its sixth Minority Lawyer Conference, with the theme, "Diversity: It's Everybody's Business," which focused on business development and lawyer retention. Partners Marty Dunn, Bill Kuntz, Lydia Lee and Mo Sanchez planned and co-chaired the event, which placed an emphasis on skill-building and served to facilitate formal and informal discussions among minority lawyers, top firm management and clients on strategies to increase recruitment, retention and promotion of minority lawyers.

Besides minority partners from the firm sharing their experiences and advice, guest speakers included client representatives from The E.W. Scripps Company, FirstEnergy Corp., and MetLife, Inc., who provided additional insights and perspective.

Werten F.W. Bellamy, Jr., founder of the annual "Charting Your Own Course" career development conference for minority attorneys (of which Baker Hostetler has been a sponsor for six years), was the keynote speaker, opening the conference with his presentation, "The Roadmap to Your Future—Your Career Trajectory."

Past participants at the Minority Lawyer Conference include: the Executive Director of MCCA; President, National Bar Association; Chief Legal Officer, Cardinal Health; Chief Diversity Officer, Kirkpatrick & Lockhart LLP; Assistant General Counsel, Ford Motor Company; Vice President and Assistant General Counsel, Pfizer Inc.; Senior Counsel, Shell Oil Company; Senior VP, Major League Baseball; and General Counsel, GE Transportation Systems.

Besides paying for attorneys' membership dues in one national minority bar association, the firm has sponsored and our attorneys have participated in numerous activities hosted by these associations and other organizations on a local, regional and national level. These include, but are not limited to:

- ABA Women Rainmakers Annual & Fall meetings
- Black Lawyers Association
- "Charting Your Own Course Conference" (five years)
- Cleveland Metropolitan and Columbus Bar Associations (Minority Clerkship Programs)
- Corporate Counsel Women of Color, Career Strategies Conference
- Hispanic National Bar Association
- Latin American Education Fund
- Minority Corporate Council Association (MCCA) "Creating Pathways to Diversity" conference
- MCCA Annual CLE Expo
- MCCA Regional Diversity dinners
- Minority Outside Counsel Networking Conference
- National Asian Pacific American Bar Association
- National Bar Association
- National Black Law Students Association (various law schools)
- National Lesbian and Gay Law Foundation

Our attorneys have and continue to serve as officers in the National Bar Association, Hispanic National Bar Association and the National Asian Pacific Bar Association.

Recent Developments

- Beginning in 2005, the firm offers same-sex domestic partner benefits;
- *Communications Manager* position created to provide marketing support for Diversity and Women's initiatives;
- Creation of office-specific diversity plans to tailor firmwide efforts on local levels.

Diversity continues to be a core value at Baker Hostetler. Through strategic recruitment, strong community and professional involvement and a dedicated commitment to diversity, there has been significant progress in building a more inclusive environment. We are proud of the results thus far, and recognize the need to continue to work toward creating an ever more inclusive environment where individual differences are appreciated, valued and leveraged to meet our clients' needs.