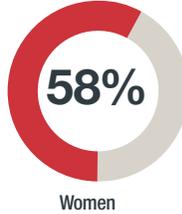


Women's Committee

20%
of BakerHostetler's Policy Committee, its highest governing body, are women.

Our 2020 entering class of first-year associates numbers 26, 58 percent of whom are women and 19 percent of whom are racially or ethnically diverse or LGBTQ+.



44 percent of the 39 attorneys elevated to partner in the last two years are women and approximately 53 percent of all firm attorneys are women.

"The visibility of women in leadership roles at BakerHostetler adds distinction to our culture. It's a tangible demonstration that we are all part of a team where collaboration is valued. The only way to stay fresh is to stay engaged. We motivate our lawyers to make professional decisions that boost confidence and realize success."

- Lauren Resnick, Chief Practice Partner

Women in Leadership

BakerHostetler's Women's Committee provides recommendations to management on topics important to women in the legal profession. The firm was a key signatory to the Women's Gender Fairness Initiative by the Houston Bar Association, and our former Houston office managing partner, Lisa Pennington, was the first woman to manage a major law office in Texas. Today, the firmwide Women's Committee is comprised of over 60 women lawyers from across BakerHostetler. It provides support, connection and robust programming to all women attorneys. The Women's Committee is currently led by Columbus partner Jenni Edwards, who serves as Chair, and Los Angeles partner Bridget McCabe, who serves as Deputy Chair.

- Women attorneys serve in leadership roles at every level of BakerHostetler's management.
- 20 percent of the Policy Committee are women, and one of our fastest growing offices is led by a woman managing partner.

Training and Development

Effective January 2021, BakerHostetler's Diversity Council created Accelerators, a professional development program for women and diverse attorneys that provides small-group and individualized coaching. Accelerators is designed to provide visibility into our firm's administration and operational matters, a path to partnership and leadership opportunities, and important skills for career advancement. The Women's Committee has recently developed several initiatives to increase mentorship and connection among women across BakerHostetler as well. The Women's Committee recently launched Mentoring Circles, a cross-office mentoring program that matches women attorneys of all levels from varying practice groups and offices into small-group "circles," where women will connect multiple times during the year to share experiences. Women partners in leadership also host a monthly coffee and conversation session for women to connect cross office.

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Business Development and Networking

Women attorneys need opportunities to build and cultivate strong networks. BakerHostetler is proud to partner with Ellevete, a professional community for high-achieving women around the world, as an Ellevete Corporate Champion. We also run a Business Development Coaching program for senior associates and partners, which provides programming and individualized coaching from other firm partners on business development over a 12-month period. The 2020 coaching class was 52 percent women. In addition, our local Women's Committees provide professional networking opportunities for women attorneys, which help our women build client relationships and lead on issues benefitting the legal profession and their communities.

Past events have included:

- An Evening with Abby Wambach
- An Evening with Valerie Jarrett
- A FEED Supper with Lauren Bush
- An Evening with Tina Brown
- An Evening with Christina Tosi
- SKIP Initiative, including an Evening with Piper Kerman

New Parent Programming

BakerHostetler appreciates that lawyers may need flexibility and additional resources, particularly (although not only) when raising families while practicing law. We are proud to offer a highly personalized new parent outreach program that includes resources, expertise and creative support from early pregnancy or adoption to a baby's first birthday.

- Parent attorneys are paired with a "power" mentor, a peer mentor and a cross-office mentor, each of whom provides information, support and advocacy for new parents before, during and after parental leave.
- We also offer personal, one-on-one coaching. This valuable program provides our women attorneys with additional customized support, both as they return to work from parental leave and as they navigate other important milestones when raising young children.
- The firm is proud to partner with Bright Horizons for a backup child care and family support benefit that is offered to all attorneys and staff.
- We offer a "milk stork" program for nursing moms who are traveling for work, as well as "sanctuary space" nursing rooms in several offices featuring refrigerators, sinks, microwaves, storage cubbies, parent libraries and nursing supplies.

In the spring of 2020, the Women's Committee formed Baker Parent Connections, a program for men and women parent attorneys to connect and share guidance about balancing work with parenthood, which was particularly necessary during the novel coronavirus pandemic. The Women's Committee also sponsored presentations in 2020 by two well-regarded lawyer coaches. Presentations included Increasing Visibility in a Remote Work Environment, Tips for Working from Home with Children, and More Than Just Treading Water: How to Survive and Grow as a Working Parent Right Now.



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