



Diversity, Equity & Inclusion



What a law firm
should be.™



At Polsinelli, diversity, equity, and inclusion (DEI) is who we are, not what we do. We value each employee's different perspectives, backgrounds, and life experiences; our goal is for every individual to feel supported regardless of who she, he, or they are or the position they hold. Therefore, we continuously strive to break down barriers to an individual's success by thinking outside the box to create opportunities for personal and professional growth and for disparate voices to be heard. By creating an environment where everyone has a sense of belonging while retaining their unique character and persona, every Polsinelli employee can perform to the best of their natural abilities for our internal and external clients. Because that is what a law firm should be.

Philip G. Hampton, II, Chief DEI Officer
he / him





Mansfield RuleTM
Certified Plus 2022 Powered by DIVERSITYLAB

Mansfield Rule Certification

The Mansfield Rule Certification measures whether law firms have affirmatively considered women attorneys, attorneys from underrepresented racial and ethnic groups, LGBTQ+ attorneys, and attorneys with disabilities for recruitment, governance roles, equity partner promotions, and inclusion in formal presentations to clients. Certification is granted to firms with at least 30 percent of the candidate pool represented in these categories. To achieve Certification Plus, firms must certify they have met the 30 percent threshold in 70 percent of the Certification Plus categories.



BTI Consulting

BTI Consulting Groups Women Associates Satisfaction A-Listers 2022: Where Associates are Happiest report. Polsinelli was also named as 'Best of the Best' in the BTI Consulting Groups Women Associates Satisfaction A-Lister, 2022



2022 Human Rights Campaign

The firm earned a perfect score on the Corporate Equality Index for the fourth consecutive year in recognition of the policies and practices that support inclusivity for LGBTQ+ attorneys and staff



Shanti Katona
Shareholder,
Co-Chair of
the Asian and
Pacific American
Resource Group

Diversity Leadership



Philip Hampton, II
*Chief Diversity, Equity & Inclusion
Officer*

he / him

Philip G. Hampton, II, a senior partner with more than four decades of experience as an IP lawyer, serves as Chief Diversity, Equity & Inclusion Officer. In this position, he works collaboratively with the board of directors to establish the firm's diversity and inclusion strategy, including setting and monitoring goals for recruiting, retaining and advancing diverse legal professionals. He leads diversity-related activities and firm resource groups and subcommittees.

Phil has been involved in diversity, equity and inclusion programs and initiatives for most of his professional career. He has mentored dozens of minority and female IP students and young lawyers. While serving as the Assistant Commissioner for Trademark in the U.S. Patent and Trademark Office (USPTO) during the Clinton Administration, minority attorneys increased by more than 400%. He proposed innovative solutions to foster diversity and inclusion, for which two of his former firms were awarded the Minority Corporate Counsel Association's esteemed Thomas L. Sager Award.

While serving as the Chief Diversity, Equity & Inclusion Officer, Phil is an active member of Polsinelli's Intellectual Property Department. Phil's decades of experience in patent and trademark litigation, patent and trademark counseling, trademark prosecution, enforcement, maintenance and licensing of all types of intellectual property, are valuable to less established department members.



Andrea Notestine
*Director of Diversity, Equity & Inclusion
Director of Department Operations*

she / her

Andrea Notestine joined Polsinelli in 2015 and serves as both the Director Department Operations and Diversity, Equity & Inclusion. She is responsible for helping the Chief Diversity, Equity & Inclusion Officer implement the firm's diversity, equity, and inclusion strategy, by setting and monitoring goals for the recruitment, retainment and advancement of diverse legal professionals.

She advances DE&I strategic firm-wide initiatives through numerous methods, including:

- project managing
- reviewing, analyzing, and presenting data
- advising internal DE&I communications
- completing annual DE&I surveys
- completing DE&I components for client-requested surveys, RFPs, pitches, and proposals
- providing operational support for the various resource (affinity) groups, DE&I, Women's Empowerment and Professional Development Committees

In addition to her DE&I focus, Andrea also supports the Real Estate & Financial Services Department, managing the daily business aspects for the legal department and implementing strategic initiatives with key stakeholders by operationally connecting the dots between all administrative departments within the firm.

Resource Groups



Jane E. Arnold
Shareholder, Chair of the Women's Empowerment Committee
she / her



Ghislaine G. Torres Bruner
Shareholder, Co-Chair of the Latin Alliance Resource Group
she / her



Shanti Katona
Shareholder, Co-Chair of the API@Polsinelli Resource Group
she / her



Cat Kozlowski
Counsel, Co-Chair of the LGBTQ+ Resource Group
they / she



Jeffrey Kuo
Shareholder, Co-Chair of the API@Polsinelli Resource Group
he / him



Arthel McDaniel
Shareholder, Co-Chair of the African American Resource Group



Iliana Peters
Shareholder, Co-Chair of the Latin Alliance Resource Group
she / her



Anthony Springfield
Shareholder, Co-Chair of the African American Resource Group



Shelly Walker
Director of Legal Administration, Chair of the Staff DEI Committee
she / her



Spencer Wood
Shareholder, Co-Chair of the LGBTQ+ Resource Group
he / him

“ We are proud of the number of attorneys and professionals that are committed to creating a diverse and inclusive environment. Our commitment to DEI results in opportunities for talent to thrive and grow, and for enhanced client service. ”

Chase Simmons, Chairman & Chief Executive Officer
he / him

”



Leadership in Action

Polsinelli joined more than 430 corporate Chief Legal Officers and Managing Partners in the Leaders Pledge to create a truly diverse legal profession. The mission of the Leaders Pledge, developed by Leadership Council on Legal Diversity (LCLD), is to build a more perfect union by moving diversity to the front of our organizations.

Personal Commitment

I will continue to utilize our diversity analysis tool (and require the same of others) so that we are conscious of the diversity of those being considered for involvement in firm boards, committees, meetings, retreats, off-sites, pitches.

In addition to ad hoc meetings, I will caucus with each affinity (diverse resource) group twice a year, our diversity professionals weekly, our staff diversity committee twice a year, and will ensure we have an appropriate mix of lawyer leadership and professional support in our DEI efforts.

I will enhance reporting to the board and our shareholders on the diversity of our (i) board of directors, (ii) members of the C-suite, (iii) major committees, and (iv) promotions and do so in reference to our recently adopted strategic plan goals.

I will continue to analyze and adjust as necessary on a bi-annual basis to ensure DEI with respect to origination credit for our top 200 clients.

I will tie the compensation of our leaders in a more tangible and transparent way to success in DEI and will provide information and mechanism for my compensation to be treated similarly.

Organizational Commitment

The firm will continue to use LCLD, Mansfield and other organizations to which we report as benchmarks and thought leaders to improve our DEI. Our submissions process will continue its shift from trying to achieve particular certifications to utilizing the questions, the results and the feedback to make us a more inclusive firm.

The firm will undergo an external DEI assessment that will direct us to develop better internal tools for enhanced feedback.

The firm will broadly solicit, select and implement ideas in order to become a leader in crafting hybrid work, work from home and other post-covid realities within a long-term DEI strategy.

The firm will develop a new shareholder mentor system where minority non-equity shareholders will be mentored and sponsored by board members and other leaders to ensure they have a clear path for further advancement within the firm.

The firm will seek to double each year the number of diversity-related partnerships with our clients.

CHASE SIMMONS
Chairman and CEO

Firm Diversity, Equity & Inclusion at a Glance

45%

attorneys are
diverse*

34%

attorneys are
women

57%

associates/legal
clerks hired were
diverse**

65%

recruiting & hiring
strategic committee
is diverse

48%

shareholder hires
were diverse**

62%

attorney committees
are diverse***

*Someone asked me once if I was an activist.
I replied that the most radical and subversive
thing I do is to be myself.*



*Proud to work at a firm that values diversity,
equity and inclusion.*

*Proud to work with people who respect my dignity.
Proud to respect the dignity of everyone I work with.
Proud to be me.*

That's what a law firm should be.

Douglas Anning, Shareholder
he / him

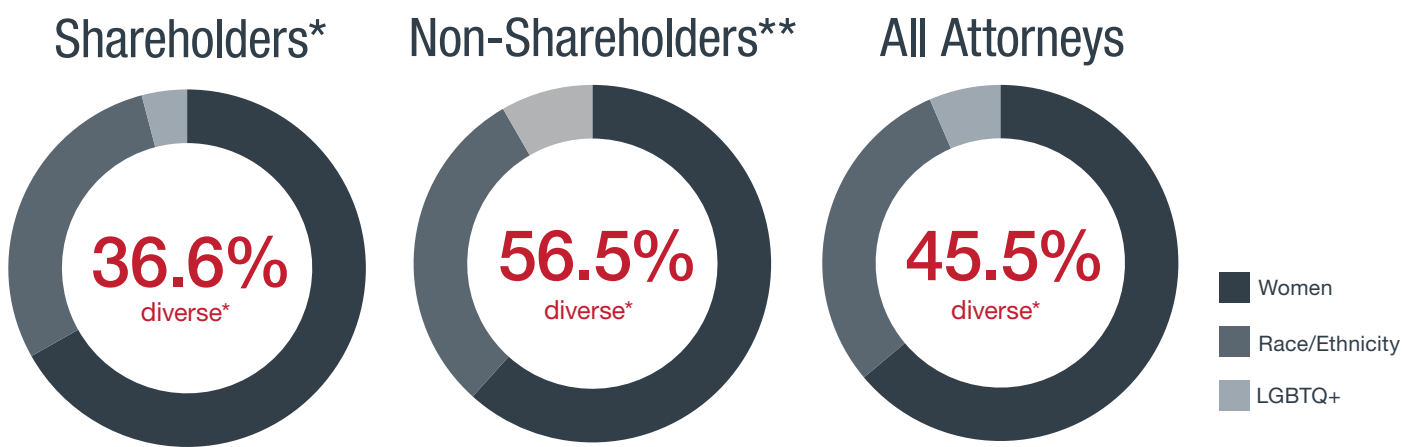
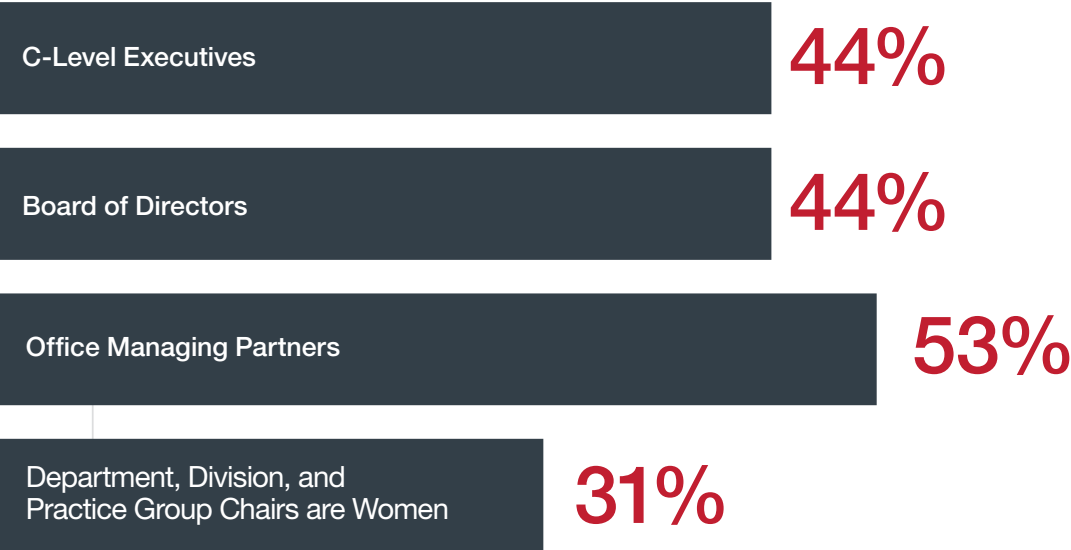
*Diverse combines women, racially/ethnically diverse and LGBTQ+ individuals.

**Based on hires over the last three years.

***Includes all firm committees.

Diversity Breakdown

Leadership



12%
of all Shareholders are
racially/ethnically diverse

*Includes equity shareholders and non-equity shareholders.
**Includes associate, attorney, counsel, of counsel, sr. partner, special counsel.

“

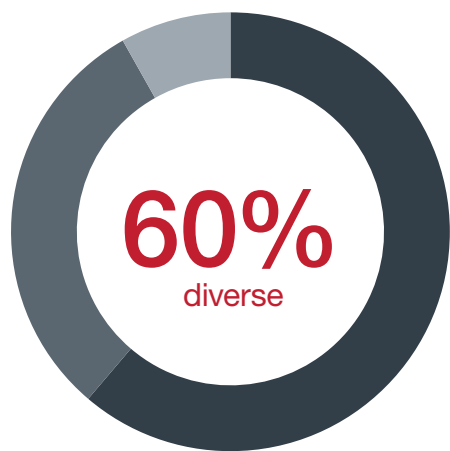
People work best when they can be their true authentic selves. At Polsinelli, I do some of my best work because I am empowered to be my best self. That is what a law firm should be.

”

Isaac Caverly, Associate
he / him

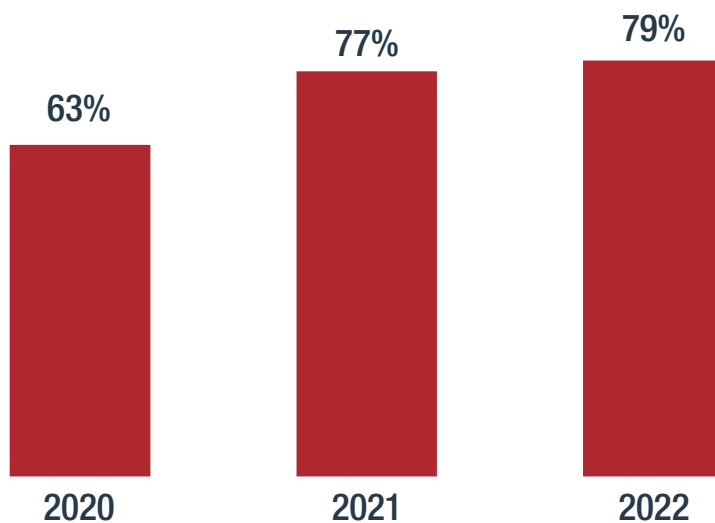


Associate Highlights



Women Race/Ethnicity LGBTQ+

Summer Associate Diversity



Women's Empowerment Committee

Polsinelli's Women's Empowerment Committee (WEC) supports the firm's women attorneys and policy advisors by promoting their professional development, advancement within the firm and overall well-being. The WEC is committed to developing and driving educational programs and resources, supporting and advocating for leadership and professional development paths for women of the firm at all levels. Further, the WEC serves as a voice for the firm's women, communicating with firm leadership. To support this advancement, the WEC, in coordination with our various offices, sponsors events to enhance business development skills for our women attorneys and relationships with our clients.

In 2015, Polsinelli's WEC developed a PATHS TO SUCCESS program designed to build relationships and facilitate mentoring opportunities among our women attorneys. Semi-annually, women attorneys of varying levels of seniority are matched with women equity shareholders to share experiences and insights to define their own paths to success.

In 2020, the WEC inaugurated an annual Women's Retreat where our attorneys tackle major issues effecting women at a specific career stage and develop actionable steps to champion opportunities for women both at Polsinelli and in the legal industry.

Discussion topics include:

- Professionalism
- Ethics
- Difficult Conversations
- Business Development
- Wellness and Mental Health

WEC Support of Local Community Outreach Efforts

The national Women's Empowerment Committee will provide support and help promote community outreach efforts offered by local Women's Empowerment Committees.

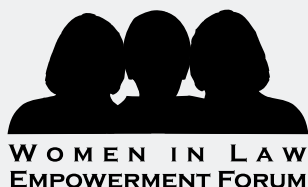


Jane Arnold speaks during Polsinelli's 2022 WIPL event.

Women, Influence & Power in Law

Polsinelli is a proud sponsor of the Women, Influence & Power in Law (WIPL) conference hosted by *Corporate Counsel*, offering an opportunity for unprecedented exchange with women in-house and outside counsel. Polsinelli hosted a client dinner in conjunction with the conference to further expand our clients and friends of the firm networking opportunities.

Jane Arnold, chair of Polsinelli's Women Empowerment Committee was named a 2020 recipient of the prestigious Women, Influence & Power in Law Awards by *Corporate Counsel*. Jane was honored for her achievements in Thought Leadership, showcasing women, who by their passion and drive, have achieved unparalleled success in law through their outstanding leadership skills. She is one of only 29 women across the entire U.S. to receive the 2020 leadership award.



WILEF Gold Standard

Polsinelli has been awarded "Gold Standard Certification" from the Women in Law Empowerment Forum (WILEF) for its efforts at ensuring that women are represented at the highest levels of firm leadership. (2020)

37%

office managing
partners are women

34%

department, division,
and practice group
vice chair/co-chairs
are women

27%

shareholders are
women

44%

non-shareholders
are women

“

*We believe
that our diverse
perspectives and
backgrounds
heighten our
ability to serve
our clients, and
provide more
growth opportunities
for our colleagues
throughout their
careers.*

”

Jane Arnold, Shareholder
she / her





2023 Polsinelli Minority Attorney Retreat

In 2022, attorneys, summer associates and members of the Staff DE&I Committee came together for our first ever annual minority attorney retreat. Along with mentorship and business development training sessions, the retreat allowed invitees to discuss the state of the firm, its DEI initiatives from their perspective and to re-engage with one another. In a safe place, attendees discussed the recruitment, training, retention, and promotion of minority attorneys as well as other issues such as mentoring and wellness that may affect the sense of belonging and the overall success of minority attorneys.

The firm recognized [The University of Texas at Arlington Pre-Law Center](#) and [Dallas Hope Charities](#) through donations for their dedication to diversity, equity and inclusion.



“ While this initial retreat was successful, it is merely the beginning. We will constantly challenge ourselves to ensure that Polsinelli is one of the most diverse and equitable law firms in the nation by continuing to properly engage with our attorneys from historically underrepresented groups.

Philip Hampton, II, Chief DEI Officer
he / him

Top left to right: Elton Dean, Cat Kozlowski, Hiba Al-Ramahi, Kim Simmons and Adam Rayford.

Firm Investments

Recruitment & Retention

- Solicit and follow up on referrals of under-represented attorneys by the firm's underrepresented attorneys
- Use diversity profiles to determine where we recruit
- Robust network of external hiring professionals specializing in identification and recruitment of diverse attorneys
- Multiple check-ins with under-represented attorneys
- Sharing diversity retention goals internally
- Standards-based evaluations that remove implicit biases from review process
- Mentoring program for diverse attorneys
- Minority attorney retreat

Talent Pipeline Initiatives

- Defined goals to ensure income and equity promotions and other leadership positions within the firm
- Attend minority and LGBTQ+ recruiting fairs
- Sponsorships through local and regional affinity bar associations to provide scholarship support
- Scholarship sponsor for BAR BRI Law Preview
- Virtual open house for LGBTQ+ law students

Relationship Building

- National affinity bar association (and their local and regional affiliates) sponsorships including:
 - National Bar Association
 - National Asian Pacific American Bar Association
 - Hispanic National Bar Association
 - South Asian Bar Association
 - The National LGBTQ+ Bar Association

Professional Development

- Consciously track firm boards and committees for diversity
- Billable hour credit for DEI initiatives
- Tools to support diversity efforts, including diversity pitch tracking and diversity checklists to promote inclusivity
- Relationships with national diversity-based organizations, including Leadership Council on Legal Diversity (LCLD), Diversity Lab, Corporate Counsel Women of Color, Chart Your Own Course (CYOC)
- Revisions to origination policy to ensure equity

Training, Education and Resources

- Access to on-demand mental health support
- Implicit bias training for all
- Mentorship training for mentors and mentees
- Program to support working parents who return to work after taking maternity/paternity leave
- Polsinelli covers 100% of gender-affirming care

Community Engagement & Social Justice Initiative

We have long prioritized supporting philanthropic and social justice efforts specific to the 22+ local communities where we operate.

Our 2019-2024 strategic plan identifies three areas of pro bono emphasis where we have specific scale, talent and industry insights:

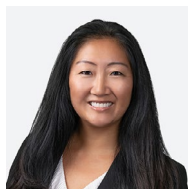
- Health care
- Impact investing
- Community development



Contacts



Philip Hampton, II
Chief Diversity, Equity & Inclusion
Officer
phampton@polsinelli.com



Andrea Notestine
Director of Diversity, Equity
& Inclusion, Director of
Department Operations
anotestine@polsinelli.com



Jane Arnold
Shareholder, Chair of the
Women's Empowerment
Committee
jarnold@polsinelli.com



Shelly Walker
Director of Legal
Administration, Chair of the
Staff DEI Committee
swalker@polsinelli.com



What a law firm
should be.™

polsinelli.com | Polsinelli is very proud of the results we obtain for our clients, but you should know that past results do not guarantee future results; that every case is different and must be judged on its own merits; and that the choice of a lawyer is an important decision and should not be based solely upon advertisements. Copyright © 2023 Polsinelli PC. Polsinelli LLP in California, Polsinelli PC (Inc) in Florida.