



# Diversity, Equity & Inclusion



**POLSINELLI.**

What a law firm  
*should be.*<sup>™</sup>





“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**

Senior Partner | Chief DEI Officer  
he / him





**Mansfield Rule**  
Certified *Plus* 2022-2023  
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.



## 2023 TOP PERFORMER | LEADERSHIP COUNCIL ON LEGAL DIVERSITY

This award represents the firm's involvement in LCLD's programs and the promotion of LCLD's mission. Top Performers are LCLD's most active Member Corporations and Law Firms, representing those organizations with the highest level of engagement with LCLD over the year. Earning this designation signals the firm's commitment to building a more inclusive legal profession.

Polsinelli has been recognized by the **Human Rights Campaign Corporate Equality Index (CEI)** for LGBTQ+ Workplace Equality.

**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**

## SHANTI KATONA

Bankruptcy & Restructuring Vice Chair |  
Chair of Attorney Diversity | Co-Chair of the  
API@Polsinelli Resource Group



# Diversity Leadership

## PHILIP G. HAMPTON, II

**Senior Partner, Trademark, Copyright & Branding | Chief Diversity, Equity & Inclusion Officer | he / him**

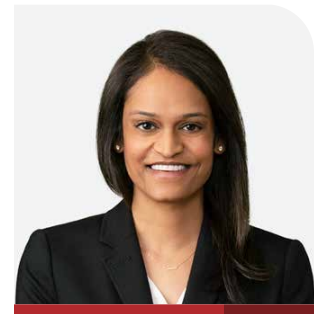
Philip G. Hampton, II, a senior partner with more than four decades of experience as an IP lawyer, serves as Chief Diversity, Equity & Inclusion Officer. In this position, he works collaboratively with the board of directors to establish the firm's diversity and inclusion strategy, including setting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



## SHANTI MULPURU KATONA

**Bankruptcy & Restructuring Vice Chair | Shareholder | Chair of Attorney Diversity | Co-Chair of the API@Polsinelli Resource Group | she / her**

Shanti Mulpuru Katona, the vice-chair of the firm's Bankruptcy & Restructuring Practice, serves as Polsinelli's Chair of Attorney Diversity, working closely with Chief DEI Officer Philip G. Hampton II to lead the structures and initiatives the Diversity Committee and Women Empowerment Committee (WEC) are implementing to ensure that Polsinelli continues to be a place where all can thrive and feel supported. She has been serving on the firm's Diversity Committee and is co-chair of Polsinelli's Asian American Pacific Islander Resource Group. Outside of Polsinelli, she serves as the co-chair of the Diversity Working Group of the American Bankruptcy Institute, where she has been a member of the board of directors since 2021.



## ANDREA NOTESTINE

**Director of Department Operations | Director of Diversity, Equity & Inclusion | she / her**

Andrea 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, retention and advancement of diverse legal professionals. 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 Group Leaders

**SHANTI KATONA**

Bankruptcy & Restructuring  
Vice Chair, Shareholder,  
Chair of Attorney Diversity,  
Co-Chair  
of the API@Polsinelli  
Resource Group

she / her

**JEFFREY KUO**

Shareholder, Medical Devices  
& Mechanical Engineering  
Patent Prosecution | Co-  
Chair of the API@Polsinelli  
Resource Group

he / him

**ARTHEL MCDANIEL**

Shareholder, Capital  
Markets & Commercial  
Lending | Co-Chair of  
the African American  
Resource Group

he / him

**ANTHONY  
SPRINGFIELD**

Shareholder, Products  
Liability & Toxic Torts |  
Co-Chair of the African  
American Resource Group

he / him

**ILIANA PETERS**

Shareholder, Health Care  
Operations | Co-Chair  
of the Latin Alliance  
Resource Group

she / her

**CAT KOZLOWSKI**

Counsel, Technology  
Transactions & Data Privacy |  
Co-Chair of the LGBTQ+  
Resource Group

they / them

**SPENCER WOOD**

Shareholder, Technology  
Transactions & Data Privacy |  
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.

A handwritten signature in dark ink, appearing to read 'CS' or 'Chase Simmons'.

CHASE SIMMONS  
Chairman and CEO



# Firm Diversity, Equity & Inclusion at a Glance

**47%**

**ATTORNEYS  
ARE DIVERSE**

**36%**

**ATTORNEYS  
ARE WOMEN**

**42%**

**SHAREHOLDER  
HIRES WERE  
DIVERSE**

**45%**

**NATIONAL SUMMER  
ASSOCIATE  
RECRUITING  
COMMITTEE**

**49%**

**ATTORNEY  
COMMITTEES  
ARE DIVERSE**

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

\*\*Based on hires over the  
last three years.

\*\*\*Includes all firm  
committees.



## **GABRIEL YOMI DABIRI**

New York City Office Managing Partner |  
Private Credit & Cross-Border Finance  
Leader, he/him

# Diversity Breakdown

## LEADERSHIP

### C-LEVEL EXECUTIVES



### BOARD OF DIRECTORS



### OFFICE MANAGING PARTNERS



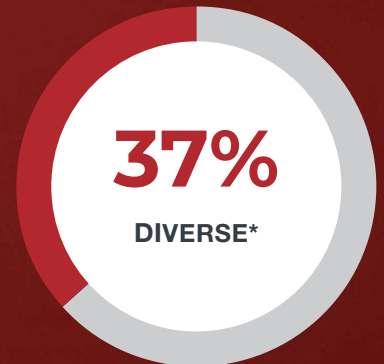
### DEPARTMENT, DIVISION, AND PRACTICE GROUP CHAIRS ARE WOMEN



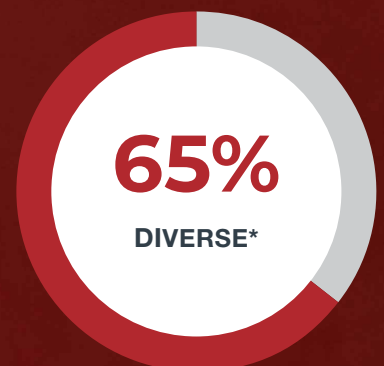
\*Includes equity shareholders and non-equity shareholders.

\*\*Includes associate, attorney, counsel, of counsel, senior partner, special counsel.

## SHAREHOLDERS\*



## NON-SHAREHOLDERS\*\*





Early in my career at Polsinelli, I was told that the firm encourages all of its employees to be their authentic selves because “you cannot provide excellent client service without being your authentic self.” Not only have I found that sentiment to be true, but I’ve also consistently seen that encouragement at all levels of firm leadership.

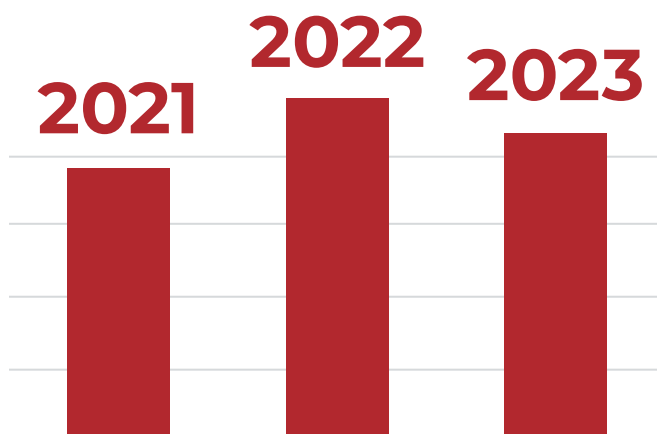
## BLAKE RONNEBAUM

Associate | Intellectual Property  
he/him



### ASSOCIATE HIGHLIGHTS

#### SUMMER ASSOCIATE DIVERSITY



#### BREAKDOWN

Women	48%	62%	57%
HUG (racial/ethnic diversity)	52%	43%	43%
LGBTQ+	6%	9%	10%
Disability	0%	2%	3%

#### ASSOCIATE DIVERSITY



2023

50%

WOMEN

27%

RACIALLY/  
ETHNICALLY  
DIVERSE

8%

LGBTQ+



# 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 initiated an annual Women's Retreat, providing a platform for our attorneys to address significant issues impacting women at specific career stages. During these annual retreats, we collaborate to devise actionable strategies aimed at advancing opportunities for women within Polsinelli and throughout the legal sector.

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.

## 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.

In 2023, we organized our inaugural Annual Renewal Retreat, dedicated to fostering connections, learning, and rejuvenation, specifically tailored for women clients and attorneys. This retreat is a cornerstone of our comprehensive client experience initiative.

Additionally, across our various offices, we hold annual events focused on celebrating and supporting women, highlighting local women-owned businesses. These gatherings provide an enjoyable atmosphere for networking and nurturing meaningful connections.



*It is a thrill and honor to take on the role of Chair of the Women Empowerment Committee. As a proud advocate for gender equality and understanding the immense power of a diverse team, I am committed to being a strong voice for the women of Polsinelli. My goal is to “empower” the women of our firm by supporting their growth, providing opportunities for success as they each define it, and ensuring there is a platform for their voices to be heard. I am happy to serve as a conduit for feedback to leadership, whether it’s addressing concerns or celebrating accolades, and working together to create a more inclusive, dynamic, and successful workplace for all. That’s how we become the finest lawyers we can be and best serve our clients, which is always the ultimate goal.*

**ALEXIS L. ANGELL**

Shareholder | Health Care  
Litigation, Chair of the Women’s  
Empowerment Committee  
she / her

**27%**

OFFICE  
MANAGING  
PARTNERS ARE  
WOMEN

**34%**

DEPARTMENT,  
DIVISION, AND  
PRACTICE  
GROUP VICE  
CHAIR/CO-  
CHAIRS ARE  
WOMEN

**28%**

SHAREHOLDERS  
ARE WOMEN

**50%**

NON-  
SHAREHOLDERS  
ARE WOMEN





# Polsinelli's Staff Diversity, Equity & Inclusion Committee

Polsinelli's Staff Diversity, Equity & Inclusion Committee strives to create an environment of support, community and growth for all staff. The Committee focuses on developing and driving educational programs and resources, supporting and advocating for leadership and professional development paths for diverse candidates at all levels; partnering with the Chief Diversity, Equity & Inclusion Officer, leadership and other committees on comprehensive firm inclusion efforts and creating platforms for staff voices to be heard. Our mission is to ensure that all who work at Polsinelli feel a sense of belonging and purpose, leading to increased creativity and productivity beginning on their first day with the firm and throughout their career.

Our Staff Diversity, Equity & Inclusion Committee plays a pivotal role in driving initiatives that promote awareness, education, and collaboration across our diverse staff members, such as:

## CELEBRATING DIVERSITY AND INCLUSION

Throughout the year, we lead and collaborate with attorney resource teams to recognize significant cultural events such as Black History Month, Hispanic Heritage Month, and more. These initiatives serve to educate and spotlight the rich diversity within our Polsinelli family.

## STAFF ENGAGEMENT AND EMPOWERMENT

Annually, we extend an invitation to all staff members to join our Friends of Staff Diversity Committee. This inclusive group provides a platform for individuals passionate about supporting diversity, equity, and inclusion at the staff level to come together, share ideas, and effect positive change.

## MENTORSHIP AND EDUCATION

We are dedicated to providing ongoing mentorship and educational opportunities for our staff members. Through roundtable sessions, featuring guest speakers and discussions led by the Staff Committee, we aim to facilitate meaningful dialogue, foster personal growth, and deepen understanding of DEI principles.



*"When I think back to my first day, I would never have imagined the path my career would take! Polsinelli gave me opportunities, challenges and support to develop and grow professionally. That is what a law firm should be."*

## SHELLY A. WALKER

Director of Legal Administration | Chair of the Staff Diversity Equity & Inclusion Committee  
she / her



# 2023 Polsinelli Minority Attorney Retreat

In 2023, attorneys, summer associates and members of the Staff DE&I Committee came together for our second 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 and staff as well as other issues such as mentoring and wellness that may affect the sense of belonging and the overall success of minority employees.

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.



*By inviting our minority summer associates to the Minority Attorney Retreat, and facilitating candid discussions with senior minority attorneys about the realities of being part of an AmLaw 100 law firm, we can address concerns about entering an industry where the diversity may not fully reflect their backgrounds. As a result, Polsinelli achieved an almost 100% acceptance rate from minority summer associates for offers to join us.”*

**PHILIP G. HAMPTON, II**  
Senior Partner | Chief DEI Officer  
he / him



# Firm Investments

## RECRUITMENT & RETENTION

- Solicit and follow up on referrals of under-represented attorneys by the firm's underrepresented attorneys
- Use diversity to enhance where we recruit
- Robust network of external hiring professionals specializing in identification and recruitment of diverse attorneys
- Multiple check-ins with under-represented attorneys
- Mentoring program for diverse attorneys
- Sponsor biannual minority attorney retreat

## TALENT PIPELINE INITIATIVES

- 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
- 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)

## 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
- Revisions to origination policy to ensure equity
- Sponsor bi-annual minority attorney retreat

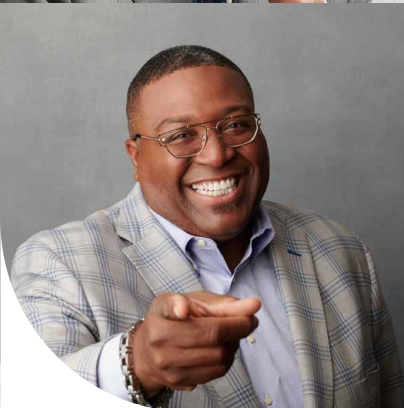
## TRAINING, EDUCATION AND RESOURCES

- Access to on-demand mental health support
- 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 services

**TARA A.  
NEALEY, PH.D.**

Shareholder | Biotechnology  
& Life Sciences Patent  
Prosecution Chair, she / her





## CONTACTS



### PHILIP HAMPTON, II

Senior Partner | Chief  
Diversity, Equity & Inclusion  
Officer  
he / him



### ALEXIS L. ANGELL

Shareholder | Chair  
of the Women's  
Empowerment Committee  
she / her



### ANDREA NOTESTINE

Director of Diversity, Equity  
& Inclusion | Director of  
Department Operations  
she / her



### SHELLY WALKER

Director of Legal  
Administration | Chair of the  
Staff DEI Committee  
she / her



### SHANTI KATONA

Shareholder | Chair of  
Attorney Diversity, Co-  
Chair of the API@Polsinelli  
Resource Group  
she / her



*What a law firm  
should be.™*

[polsinelli.com](https://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.  
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