



**INCLUSION & DIVERSITY  
ANNUAL REPORT  
2023**

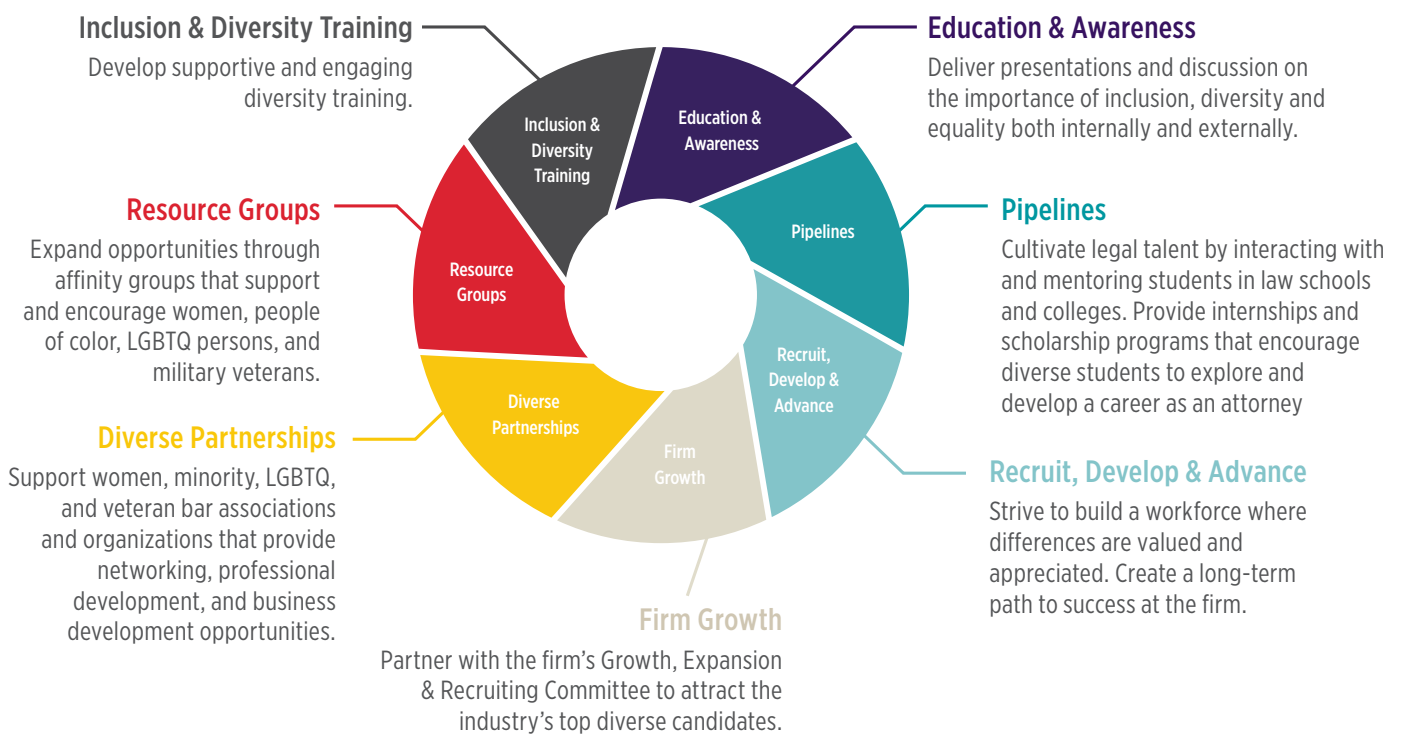


# TABLE OF CONTENTS

- Our Vision of Success: Inclusion & Diversity Statement 2
  - Message from the Director of Inclusion & Diversity 3
  - Insights from the Inclusion & Diversity Committee Co-Chair 4
  - Message from the Chairman of the Board & Managing Partner 5
  - 2023 Diveristy Leadership Award 6
- Highlights from Bradley’s Resource Groups 7
  - Lawyers of Color Resource Group 7
  - LGBTQ+ Resource Group 10
  - Military Veterans Resource Group 12
  - The Winn Initiative 14
- Diversity by the Numbers 16
- Memberships, Sponsorships & Community Partners 17
- Recognition & Awards 18
- Internal Initiatives & Training 19
- Recruitment 20

# OUR VISION OF SUCCESS: INCLUSION & DIVERSITY STATEMENT

Bradley's success derives from the ingenuity, intelligence, values, skills, and diverse perspectives of our people. At Bradley, maintaining a working environment that is rewarding, respectful, collegial, diverse, and inclusive is one of our core values. Upholding that core value is a source of strength for our firm and is critical to delivering high-quality legal services to our clients. To that end, our objective is to attract, retain, and promote into leadership roles individuals who foster inclusion and reflect the diversity we value. Bradley is committed to a work environment in which our people thrive and reach their full professional potential regardless of age, disability, ethnicity, gender identity and expression, marital status, national origin, parental status, race, religion, sexual orientation, veteran status, and/or socio-economic status.



# MESSAGE FROM THE DIRECTOR OF INCLUSION & DIVERSITY

This has been a year of new accomplishments and growth.

In 2023, the firm received Mansfield 6.0 certification. This was our first time participating in the process. Mansfield is a year-long structured certification process designed to ensure all talent at participating law firms has a fair and equal opportunity to advance into leadership. Mansfield is focused on broadening the pipeline of talent to facilitate transparent pathways to leadership and ensure consistency across offices and practice groups.

The firm also launched our Military Veterans Resource Group (MVRG) this year. Bradley's MVRG exists to connect service veterans and enhance the education, awareness and exchange of topics important to the military and veteran community. The MVRG seeks to both encourage and help recruit and retain former or current military members, as well as engage in outreach and service activities for the military community outside the firm. We are very proud of this group and what it plans to accomplish in the future.

In another first, the firm also was named a 2023 "Tipping the Scales" firm by the Diversity & Flexibility Alliance for having 50% or more women in our 2023 U.S.-based new partner class.

All of these achievements reflect the leadership of the board and the efforts of our attorneys and staff to further Bradley's commitment to our core values of inclusion and diversity.

At Bradley, maintaining a working environment that is rewarding, respectful, collegial, diverse, and inclusive is one of our core values. Upholding that core value is a source of strength for our firm and is critical to delivering high-quality legal services to our clients.



**George D. Medlock, Jr.**

Director of Inclusion & Diversity

Partner, Birmingham

[gmedlock@bradley.com](mailto:gmedlock@bradley.com)

205.521.8977

## INSIGHTS FROM THE INCLUSION & DIVERSITY COMMITTEE CO-CHAIR

Our inclusion and diversity work is built on a strategic plan that benefited from input across the firm, including conducting focus groups, reviewing surveys of our lawyers, and surveying best practices in the industry. We have continued to build upon that base by listening to our colleagues, providing them opportunities to lead, and broadening our efforts to reach more of our community. For example, this year we launched our Military Veterans Resource Group, which already has served the firm well through activities and programming. This group builds upon our existing resource groups, which continue to thrive by organizing retreats, conducting business development training, hosting speakers for the firm, and providing mentoring and connection opportunities. I'm particularly impressed by



**Anne Marie Seibel**

Inclusion & Diversity Committee  
Co-Chair

Partner, Birmingham

[aseibel@bradley.com](mailto:aseibel@bradley.com)

205.521.8386

the ways the resource groups work across our offices to build connections and avoid the isolation that can sometimes be felt by diverse lawyers. I am thankful for all the work our resource groups have undertaken, and I look forward to seeing the energy of our resource groups continue to provide tangible benefits to our lawyers in the year ahead.

Our inclusion and diversity progress is fostered by my partner, George Medlock, who serves as our full-time director of Inclusion and Diversity. He is active in firm management, participating as a member on hiring and associate review committees, presenting to the board regularly, meeting with practice group leaders to review engagement of diverse lawyers, and reporting directly to the chairman of our firm's board. He also helps us partner with clients and organizations like Mansfield to learn about best practices and incorporate those into the firm. George is a resource to our lawyers, our leadership, and our clients. Not only does George serve on key internal committees, but leaders of committees responsible for recruiting and advancement serve on our Inclusion & Diversity Committee, along with the chairman of the firm. This ownership of inclusion and diversity initiatives across the firm is critical to progress.

I look ahead to 2024's efforts recognizing that we have more progress to make, but also knowing we are dedicated to creating an increasingly inclusive and diverse workplace.

## MESSAGE FROM THE CHAIRMAN OF THE BOARD & MANAGING PARTNER

As we reflect on the past year, I am delighted to reaffirm Bradley's commitment to inclusion and diversity. In 2023, our dedication to these principles was demonstrated by our deliberate and effective programming, enhanced communication strategies, and active participation in the Mansfield Rule certification process.

Bradley's core values incorporate inclusiveness and diversity as essential ideals. We strive every day to promote a culture that values individual perspectives. The firm has made significant strides as we focus on increasing diverse representation across our offices. We understand that an inclusive workplace fosters better decision-making, better client service, and a better environment where our attorneys and staff can flourish.

I want to express gratitude to George, Anne Marie, our committee members, and our resource group chairs for their leadership, support, and commitment to our inclusion and diversity goals. Their tireless work and growth mindset reflect Bradley's ongoing efforts towards meaningful progress.

As you delve into the highlights from 2023 in our Inclusion & Diversity Annual Report, I trust you will observe the actionable steps we have taken to live out the firm's core values each day. We take pride in what has been accomplished thus far at Bradley and feel honored to share our collective efforts with you.

Thank you for being an integral part of our commitment to making Bradley an inclusive and diverse workplace.



**Jonathan M. Skeeters**

Chairman of the Board &  
Managing Partner, Nashville  
jskeeters@bradley.com  
615.252.2320

## 2023 DIVERSITY LEADERSHIP AWARD

Michael Casey Williams, a partner in the firm's Jackson office, is the recipient of the 2023 Diversity Leadership Award. Established in 2015, Bradley's Diversity Leadership Award recognizes a firm partner who demonstrates an exceptional commitment to promoting and advancing the firm's goal of being a diverse and mutually supportive community.

A few of the many reasons Michael was selected for the 2023 award include:

- In his recruiting role, Michael is constantly keeping an eye out for diverse candidates who may be a good fit and working to foster relationships with those people.
- Michael is also a great advocate for the diverse attorneys already within the firm. He recognizes that diversity is a critical part of our core values.

"We congratulate Michael for being an incredible champion for our diversity and inclusion efforts," said Bradley Chairman of the Board and Managing Partner Jonathan M. Skeeters. "His contributions have made a significant impact on the culture at the firm, and it is an honor to recognize him as our Diversity Leadership Award winner this year."

Bradley Director of Inclusion and Diversity George D. Medlock, Jr., added, "Michael has been instrumental in advocating for inclusion and diversity. In his recruiting role, he has identified diverse candidates and helped forge strong relationships, demonstrating the firm's commitment to our core values."



George Medlock, Michael Casey Williams and Margaret Oertling Cupples



# HIGHLIGHTS FROM BRADLEY'S RESOURCE GROUPS

Bradley's resource groups are designed to provide support to underrepresented groups and create a forum for attorneys to connect, support and advocate for one another.

## LAWYERS OF COLOR RESOURCE GROUP

Bradley's Lawyers of Color Resource Group's purpose is to promote and support diverse attorneys by fostering and celebrating a community that engages with one another on a professional and personal level while embracing cultural differences. The group focuses on internal practices, policies and procedures, professional development, and business development, as well as recruiting and retention.

### MESSAGE FROM THE LAWYERS OF COLOR RESOURCE GROUP

As the current chair and vice chair of Bradley's Lawyers of Color Resource Group (LOCRG), we are pleased to provide this annual report on the LOCRG's activities this past year, and programs and initiatives we have planned for the near future.

This past year, LOCRG gained 20 new members across seven of the firm's 13 offices. As our membership is growing, and to aid partners with staffing matters and building pitches that effectively include our diverse attorneys, we developed a directory of all LOCRG members that highlights the member's home office, practice group and subject matter expertise. The directory is continually updated and maintained as members join or depart the firm. We continue to publish the group's internal newsletter, *Bradley IN COLOR*, to help provide an internal support network for our lawyers of color in all offices, encourage growth, celebrate achievements, and maintain a strong sense of fellowship.

We offer our members in-person gatherings across our offices, as well as dial-in and virtual attendance options to encourage

attendance and flexibly that meets our members' needs. For example, our partners gathered virtually at the beginning of the year to toast our newest lawyers of color who were elevated to partner.

In honor of Black History Month, LOCRG hosted Dr. Brandon Byrd, a professor in the history department of Vanderbilt University, for a firmwide CLE event, "Forbidden Knowledge: The Past, Present, and Future of African American History." Dr. Byrd presented live in the Nashville office, and the CLE presentation was live streamed to over 200 individuals in our other offices and externally to clients and friends of the firm. We have received extensive positive feedback from the firm's lawyers and our clients on his presentation.

LOCRG also invited Black attorneys and Black staff members to share a Black historical figure or personality who has inspired or impacted them or a favorite poem, book, artwork, song, or movie by a Black artist. The reflections were shared within the firm internally and externally on the firm's social media platforms.



In May 2023, in honor of Asian American and Pacific Islander Heritage Month, LOCRG featured our attorneys and staff of Asian American and Pacific Islander heritage on our website and social media platforms to celebrate and recognize the contributions and influence of Asian Americans and Pacific Islander Americans on the history, culture, and achievements of the United States. Members were encouraged to share an Asian historical figure or personality who inspired or impacted them. The reflections were shared within the firm internally and externally on the firm's social media platforms.

In recognition of Juneteenth, LOCRG deployed a firmwide email sharing the history and importance of the holiday, set to coincide with the firm's official observance of the holiday.

In October 2023, in honor of Hispanic Heritage Month, we featured several of our attorneys and staff members of Hispanic heritage on the firm's website and social media platforms. Similar to the previous heritage months this year, members were invited to share a Hispanic historical figure or personality who inspired or impacted them.

In December, we hosted an end-of-year virtual celebration across our offices to foster collegiality and connectivity among the members of the group.

Because the majority of our members are associates, we continue to invest in creating resources to support their paths at the firm. To that end, we hosted LOCRG's partners for a discussion on how to succeed as an attorney of color at Bradley. Our lawyers were able to have their questions answered directly by lawyers who

have been there, receive advice on best practices to champion themselves, and envision what success might look like for them at the firm.

We also look for opportunities for training and advancement through organizations outside of the firm. For example, LOCRG sponsored two of our members, Robin-Renee Keys and Rebekah Ramsay, to attend the Corporate Counsel Women of Color Conference. Stanley Blackmon was selected as a 2023 Fellow of the Leadership Council on Legal Diversity and participated in the Fellows Learning Experience. Through Stanley's participation and high engagement in his LCLD Fellows program, he was awarded the LCLD's inaugural 2023 Fellows Atlas Award. Britney Crawford graduated from the National Bar Association's 2023 Associate Academy of Excellence.

Since our last report, four of our members have been elevated from associate to partner, one of our members was named an office managing partner, several members were recognized in *The Best Lawyers in America*<sup>®</sup> and *Super Lawyers*, others were recognized as top lawyers by national affinity bars, and many more received recognitions from industry trade groups and civic organizations in their communities.

While the legal profession continues to lag behind other industries on the diversity front, we are both very proud of the way we have supported, championed, and promoted our lawyers of color. We look forward to continuing to grow and develop our ranks, while creating a supportive environment and providing a sense of belonging and connectedness for the lawyers of color at Bradley.



**Kris Reliford**

Lawyers of Color Resource Group  
Chair

Partner, Nashville

[kreliford@bradley.com](mailto:kreliford@bradley.com)

615.252.3573



**Alé Dalton**

Lawyers of Color Resource Group  
Vice Chair

Partner, Nashville

[adalton@bradley.com](mailto:adalton@bradley.com)

615.252.3593

## EVENTS

- Hosted “Forbidden Knowledge: The Past, Present, and Future of African American History” presented by Dr. Brandon Byrd, a professor in the History Department at Vanderbilt University, in recognition of Black History Month
- “How to Succeed at Bradley” Partner Panel
- Panel Discussions with the University of Alabama’s Black Law Students Association and Latinx Group
- Hosted the DRI Women of Color Roundtable



## ENGAGEMENT

- Continued publication of *Bradley IN COLOR*, an internal LOCRG newsletter
- Recognized Black History Month, Asian American and Pacific Islander Heritage Month, and Hispanic Heritage Month with various social media highlights and email newsletter blasts
- Hosted associate trainings
- Participated in MLK Day pro bono opportunities in local communities
- Hosted holiday celebrations across offices with LOCRG members to foster connectivity and fellowship



## LGBTQ+ RESOURCE GROUP

Bradley's LGBTQ+ Resource Group was formed to increase the visibility of and promote the inclusion of the firm's LGBTQ+ attorneys, to support the professional growth of its members, and to provide an understanding of the unique issues facing LGBTQ+ attorneys and the broader LGBTQ+ community. In carrying out its vision, the group works to ensure and promote the firm's commitment to hiring and retaining well-qualified LGBTQ+ attorneys, exploring avenues for personal, professional and business development for its members, and carrying forward the firm's commitment to diversity and community service.

### MESSAGE FROM THE LGBTQ+ RESOURCE GROUP

2023 was a significant year for Bradley's LGBTQ+ Resource Group. As we welcomed new LGBTQ+ identifying attorneys to our group, we continued our efforts to support and uplift our members professionally and socially. We also doubled down on our efforts externally, as we worked to build pipelines from law schools through partnerships with student OutLaw groups.

Our group had a busy, and momentous, Pride Month. We again sponsored the Nashville Pride Parade and celebrated the event with attorneys, summer associates, and staff. Bradley also sponsored Central Alabama Pride, and attorneys, summer associates, and staff alike joined to watch the parade together. We hosted a Pride Bingo event that supported the Birmingham AIDs Outreach. Along with the firm's other resource groups, we also helped host an inclusion and diversity event for our summer associates.

In October, LGBTQ+ History Month, we thought it was important to reflect on the historic grassroots efforts in the South to advocate for acceptance and recognition of LGBTQ+ identities, as well as look toward the future challenges we might face. We invited Invisible Histories Project – which works to locate and preserve a collection of the rich and diverse history of LGBTQ+ life in the South – to host a presentation for the entire firm on the history of legal advocacy for LGBTQ+ individuals in our

communities. In December, we hosted a virtual holiday event for attorneys and staff to connect. In support of our commitment to uplifting members of our community, we continued our support of the Magic City Acceptance Center in Birmingham. As part of this program, Bradley attorneys assisted transgender individuals in their efforts to obtain legal validation of their identities. We also worked with the Volunteer Lawyers Birmingham (VLB) and Magic City Acceptance Center to host a wills clinic, where Bradley attorneys were able to help LGBTQ+ community members draft and formalize wills. Members of our group in Nashville worked with Nashville Launch Pad to host a "crash course" for Bradley attorneys interested in assisting LGBTQ+ youth experiencing homelessness. We will continue this vital work in the years to come and are looking to expand pro bono opportunities to assist members of the LGBTQ+ community across Bradley's footprint.

Finally, recognizing the need to continue our outreach to young and new lawyers, we continued our efforts to recruit LGBTQ+ attorneys and law students. As part of that effort, members from our resource group attended panels and hosted events at law schools to connect to law students. We are working to expand our outreach to OutLaw student groups at law schools. Our goal is to build lasting partnerships and to establish a pipeline of talented LGBTQ+ individuals for the firm. To this end we also continue to sponsor and attend the annual National LGBTQ+ Bar Association's Lavender Law Conference and Career Fair to recruit LGBTQ+ students from across the country.

In the upcoming years, we hope to build on our efforts to increase visibility and to create an even more inclusive and accepting community within our offices. We also will strive for more engagement with LGBTQ+ law students during our Summer Program and with law schools. We plan to host an event in October to celebrate LGBT History Month. We are both deeply proud of our group's accomplishments and look forward to effecting lasting change in the years to come.



### **Virginia C. Wright**

LGBTQ+ Resource Group Vice Chair

Associate, Birmingham

[vwright@bradley.com](mailto:vwright@bradley.com)

205.521.8876

## INVOLVEMENT

- Sponsored the Nashville Pride Parade and Central Alabama Pride and celebrated with Bradley attorneys, summer associates, and staff
- Sponsored and attended the National LGBT Bar's Lavender Law Conference and Career Fair
- Hosted Invisible Histories Project to present on LGBTQ+ advocacy in the South for the entire firm
- Partnered with the Magic City Acceptance Center in Birmingham to hold name change and wills clinics
- Recognized Pride Month and LGBT History Month with social media highlights and firmwide email blasts
- Partnered with law school OutLaw programs
- Hosted virtual holiday event for attorneys and staff to connect



## MILITARY VETERANS RESOURCE GROUP

Bradley's Military Veterans Resource Group (MVRG) exists to connect service veterans and enhance the education, awareness and exchange of topics important to the military and veteran community. The MVRG seeks to both encourage and help recruit and retain former or current military members, as well as engage in outreach and service activities for the military community outside the firm, and provide personal, professional and business development for its members. The MVRG conducts periodic gatherings and meetings to celebrate the shared experiences of former or current military members.

### MESSAGE FROM THE MILITARY VETERANS RESOURCE GROUP

Bradley's newest affinity organization is the Military Veterans Resource Group (MVRG), which was founded in the first quarter of 2023. Currently there are more than 20 Bradley lawyers who are military veterans and have served in different regions of the country (and overseas) and amongst a cross-section of our society bringing those unique experiences to the firm and our clients. The MVRG seeks to both encourage and help recruit and retain former or current military members, as well as engage in outreach and service activities for the military community outside the firm. The MVRG conducts periodic gatherings and meetings to celebrate the shared experiences of former or current military members.

In its inaugural year the MVRG conducted several firm-wide events. To celebrate and recognize Memorial Day, the MVRG led the "Murph" fitness challenge in commemoration of a Navy Seal who was killed in service during the Iraq War. Several lawyers across multiple offices participated in the grueling fitness challenge of running, pushups, pulls, and squats. In November, the MVRG organized and held the first annual firmwide Veterans Day lunch celebration with guest speaker former acting Secretary of Defense Christopher Miller. Miller spoke on his experiences as both a special forces green beret and as the acting secretary, and it proved to be thoroughly entertaining to all attendees.

As the MVRG looks ahead to 2024, it plans to build on the momentum created with its founding in 2023. In addition to making the Murph fitness challenge and Veterans Day commemoration annual firm-wide events, the MVRG is planning to sponsor military-supportive events in several of the cities where the firm has offices and endeavors to make connections with military affinity groups at several law schools to assist the firm's recruiting efforts. The creation and development of the MVRG has brought visibility and recognition to the firm's military veteran lawyers and will be a component of the firm's diverse culture in the years ahead.

### INVOLVEMENT

- Memorial Day "Murph" Challenge
- First Veterans Day Celebration – Hosted guest speaker former acting Secretary of Defense Christopher Miller



**Keith Anderson**

Military Veterans Resource Group  
Chair

Partner, Birmingham

kanderson@bradley.com

205.521.8714



**Ryan Christian**

Military Veterans Resource Group  
Vice Chair

Associate, Birmingham

rchristian@bradley.com

256.517.5179



## THE WINN INITIATIVE

A program committed to supporting women at the firm, Bradley's Winn Initiative was named in honor of late partner Ellene Winn, who in 1957 became the first female partner in a law firm in the Southeast. The program serves as an internal women's career development group to foster and encourage a supportive environment within the firm. The group hosts programs that focus on boosting professional skills, leadership, mentoring and business development.

### MESSAGE FROM THE WINN INITIATIVE

Bradley's Winn Initiative is a program that exemplifies our commitment to supporting the firm's female attorneys. Bradley's Winn Initiative is a firm-wide program that was created almost two decades ago to serve as an internal career development group promoting leadership among our female lawyers.

The heart of the Winn Initiative has always been focused on mentoring and increasing our attorneys' development in their practices. As Bradley has increased its footprint, we have added Winn liaisons in each of our 13 offices. We instituted a quarterly newsletter to help encourage growth, celebrate achievements, maintain a strong sense of team, and share recent client and career successes, community/pro bono activities, personal announcements or milestones, and reading or podcast recommendations. In addition, the Winn Initiative offers monthly connection opportunities and client events where we have an opportunity to interact with many of our female clients.

In 2023, the goal of the Winn Initiative was to continue to foster community, mentorship, and development among the firm's women. One avenue Winn used in 2023 to advance the goal of deepening the connections and dialogue between women at the firm are Winn's six subcommittees. The subcommittees

include: Associate Advisory Committee, Business Development Committee, Programming Committee, Mentoring & Connection Committee, Newsletter Committee, and Advancement Committee. Except for the Winn Advancement Subcommittee, which is comprised only of partners, all subcommittees are headed by associates to provide leadership opportunities for female associates. Additionally, Winn continued its business development small groups, which are focused on creating cross-office small connection groups to help each other meet our business development goals. Each month the group is delivered a prompt to facilitate the meeting. The women of Winn gathered in person for several Winn Connection Lunches that consisted of hearing about pathways to partnership, business development tips, mentoring, and Winn 101. In recognition of Women's History Month in March, the Winn Initiative hosted a firmwide allyship presentation with Dr. Kristin Powell, Ph.D., and partnered with the YWCA Family Law Center to host a CLE training for Bradley attorneys to assist victims of domestic violence in obtaining protective orders. Additionally, several Winn Workshops were held providing additional professional development opportunities. Topics included how to become the go-to in your field, new parent leave mentoring program, how to present on panels, and getting your personal financial house in order.



**Tiffany J. deGruy**  
Winn Initiative Chair  
Partner, Birmingham  
tdegruy@bradley.com  
205.521.8354



**Heather Wright**  
Winn Initiative Vice Chair  
Partner, Nashville  
hwright@bradley.com  
615.252.2342



The Winn Initiative also continued the tradition of an associate-to-associate mentoring program for female associates joining Bradley. The program provided a live coaching session to assist new lawyers as they begin their practice at Bradley. One new addition for 2023 was a program focused on Winn laterals and how Winn can help integrate Winn laterals into Bradley's offices. One other way that the Winn Initiative has fostered informal mentoring relationships among its women in 2023 is by offering several connection groups. These groups provide avenues to encourage informal mentoring across offices and practice groups. Additionally, individual offices held in-person connection events, with some including Bradley alumni, clients, and community contacts.

Bradley's Winn Initiative is excited to continue its tradition in 2024 of thinking creatively about how to meet the needs of the women at Bradley. Overall, we are most proud of our women, the connection we share, the support fostered by the firm, and the culture we have created.

## CLIENT & INDUSTRY EVENTS

- Sponsorship and attendance at ABA Women in Litigation Joint CLE Conference
- Multiple ACC Charlotte Women's Events
- CREW Network Convention
- DRI Women in the Law Fly-In Meeting
- DRI Women of Color Roundtable
- Firm-to-Firm Conversation about Advancing All Women - George Medlock and Tiffany deGruy attended the "Annual Firm-to-Firm Conversation about Advancing All Women" in New York with over 60 leaders from 30 AmLaw 200 firms. During this time they had the opportunity to have impactful conversations and collaborate with others on how to advance all women.
- GreenPearl's 12th Annual Real Estate Women's Forum
- Healthcare Women's Retreat
- Houston Bradley Women in Energy Pickleball Mixer for Clients
- Client Event at Bradley's Banking and Financial Services Summit
- Holiday Client Event in Nashville
- Women's Foundation of Mississippi's Thrive at Work
- Women's White Collar Defense Association's Awards Gala
- Hosted various Winn summer associate events
- Hosted Winn holiday gatherings across all offices

## INVOLVEMENT

- Monthly luncheons/training, including preparing for associate reviews, financial planning, inclusion and diversity training, and more
  - "How to Become the Go To in Your Field"
  - "How to Present on Panels"
  - "Pathways to Partner"
  - "Business Development Goal Setting"
  - "New Parent Leave Mentoring Program"
  - "Getting Your Personal Financial House In Order"
  - "How to Be an Ally"
- Quarterly e-newsletter, *For the WINN*
- Celebrated Women's History Month
- Continued our associate-to-associate mentoring program
- Continued informal mentoring with Winn connection groups



# DIVERSITY BY THE NUMBERS

## OVERALL FIRM DEMOGRAPHICS

### RACE/ETHNICITY\*

- 86.1% White
- 3.8% African American/Black
- 1.1% Asian
- 2.5% Hispanic
- 1.2% Multiracial

### IDENTITY

- 32% Female
- 68% Male

### ADDITIONAL

- 1.2% LGBTQ+
- 3.4% Veteran

\*Total equals 95% since about 5% chose not to disclose this information



## MEMBERSHIPS, SPONSORSHIPS & COMMUNITY PARTNERS

- Advancing Women in Nashville
- Alabama State Bar Diversity Committee
- Association of Law Firm Diversity Professionals
- Association of Women Attorneys Foundation Houston
- Charting Your Own Course
- Central Alabama Pride
- Corporate Counsel Women of Color
- DEI Managers' Roundtable
- DRI Diversity for Success
- Georgia Latino Law Foundation
- Georgia State Bar Diversity Committee
- Hillsborough County Bar Association
- Hispanic Bar Association of Houston
- Houston Bar Association
- Human Rights Campaign
- Knoxville Bar Association Diversity Committee
- Lavender Law Conference and Career Fair
- Law Firm Antiracism Alliance
- Lawyers Association for Women
- Leadership Council on Legal Diversity
- Magic City Bar Association
- Magic City Classic
- Mecklenburg County Bar Charlotte Diversity Recruiting Program
- Momentum Women's Leadership Program
- Napier-Looby Bar Foundation
- Nashville Pride Sponsorship
- National Association of Women Lawyers
- National Bar Association
- National LGBT Bar Foundation
- Reuben V. Anderson Center for Justice
- Tennessee Lawyers' Association for Women
- University of Alabama Black Law Students Association
- University of Mississippi School of Law Bessie Young Council Diversity and Inclusion Fellow
- South Asian Bar Association of Houston
- Southern Methodist Women in Law Sponsorship
- University of Tennessee College of Law Blackshear Sponsorship
- Vanderbilt Black Law Students Association
- Women Lawyers of Charlotte
- Women's Foundation of Mississippi



HUMAN  
RIGHTS  
CAMPAIGN®



LEADERSHIP  
COUNCIL  
ON LEGAL  
DIVERSITY



## RECOGNITION & AWARDS

- Bradley was named a 2023 “Tipping the Scales” firm by the Diversity & Flexibility Alliance for having 50% or more women in their 2023 U.S.-based new partner class.
- Bradley achieved Mansfield Rule 6.0 certification.
- George D. Medlock, Jr., a partner in the firm’s Birmingham office and Bradley’s director of inclusion and diversity, is the recipient of the 2023 Gail K. Johnson Award from the University of Alabama’s Black Law Students Association (BLSA).
- Meade Hartfield was reappointed for a second term as vice chair of the DRI Women in the Law Committee and also serves as the Women in the Law liaison to the International Law Committee.
- Michael Casey Williams was named the recipient of Bradley’s 2023 Diversity Leadership Award.
- Rodrigo Martinez Cabello was selected as a Fellow of the 2023-2024 Houston Young Lawyers Association’s (HYLA) Leadership Academy.
- Sarah Osborne was selected to participate in the 2023-2024 Huntsville Momentum executive leadership program for women.
- Tiffany deGruy was appointed as co-chair of the ABA Women in Litigation Joint CLE Conference.
- Anne Marie Seibel was named to the *Birmingham Business Journal’s* “Top Birmingham Women” for 2023 and was selected as the 2023-2024 chair of the American Bar Association Litigation Section.
- Whitney Jackson was selected to join the National Bar Association’s (NBA) Associate Advancement Academy for Excellence 2023-2024 Cohort.
- Courtlyn Ward was selected to the National Black Lawyers’ (NBL) “Top 40 Under 40” in Texas list.
- Alé Dalton was named to the Hispanic National Bar Association’s (HNBA) 2023 “Top Lawyers Under 40” list.
- Stanley E. Blackmon was selected as a 2023 Fellow of the Leadership Council on Legal Diversity (LCLD) and received the inaugural 2023 Fellows Atlas Award.
- Lauren Jacques, who serves as the firm’s Nashville office managing partner, was announced as one of the *Nashville Business Journal’s* “2023 Women of Influence” winners.
- Dawn Helms Sharff served as board chair for the Women’s Foundation of Alabama for 2023.





## INTERNAL INITIATIVES & TRAINING

### MANSFIELD RULE CERTIFICATION

Bradley is pleased to announce that the firm has achieved Mansfield Rule 6.0 certification.

The Mansfield Rule is a structured certification process designed to ensure all talent at participating law firms has a fair and equal opportunity to advance into leadership. Mansfield is focused on broadening the pipeline of talent, including those historically underrepresented in the legal profession, to facilitate transparent pathways to leadership and ensure consistency across offices and practice groups.

The focus is on opening the door wider and ensuring that opportunities for advancement are inclusive for everyone. Mansfield takes a behavioral science approach that embeds accountability, transparency, and knowledge sharing into talent practices.

"It is a true honor to achieve Mansfield certification. We are proud of our culture and the dedication of our attorneys and staff for their unwavering commitment to excellence, while also taking an introspective pause to gauge where we are and where we can make meaningful strides to implement change," said Partner and Director of Inclusion and Diversity George Medlock.



**Mansfield Rule**  
**Certified 2022-2023** Powered by DIVERSITYLAB

# RECRUITMENT

Bradley is committed to supporting a variety of pipeline initiatives to be sure our recruiting includes diverse lawyers. In addition to recruiting events, sponsorships, and partnerships, Bradley awards at least two annual scholarships to law students and hosts a summer intern program for college students who are committed to broadening the diversity of voices in the legal profession and within our firm. When these students spend time with us, we work to make our recruiting efforts inclusive and to provide opportunities for the students to interact with our Resource Groups as well.

## 2023 FALL ASSOCIATES CLASS

- Diverse attorneys make up 58% of the 2023 class (including gender)
- Diverse attorneys make up 21% of the 2023 class (not including gender)

## 2023 2L SUMMER ASSOCIATES

- Diverse attorneys make up 62% of the summer class (including gender)
- Diverse attorneys make up 29% of the summer class (not including gender)



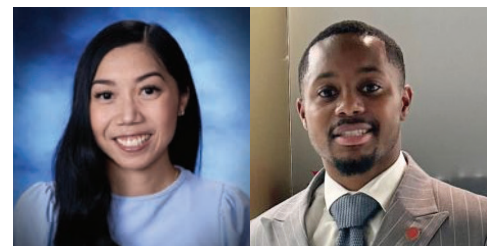
## DIVERSITY-FOCUSED RECRUITING EVENTS

The firm participated in the following diversity-focused recruiting events between January to December 2023:

- Affinity Group Happy Hour at the University of Alabama
- Charlotte Summer Clerkship Program with the Charlotte Legal Diversity Council Event at Bradley Charlotte Office
- Lavender Law Career Fair
- National Black Law Students Association OCI
- Ole Miss Black Law Students Association Scholarship Banquet Sponsorship
- SMU Law 1L Diversity Law Firm Fair
- SMU Black Law Students Association Lunch and Learn on Professionalism
- SMU Women in Law Luncheon Sponsorship
- Southeastern Minority Job Fair (SEMJF)
- Southwest Black Law Students Association Job Fair
- Sunbelt Diversity Program
- University of Alabama OUTLaw Affinity Group Lunch and Learn
- University of Alabama Black Law Students Association Lunch and Learn
- University of Alabama Black Law Students Association Scholarship Banquet Sponsor
- University of Alabama Latinx Lunch and Learn
- Vanderbilt Black Law Students Association Banquet Sponsorship
- Washington University Law 1L Diversity Expo
- 1Elevate Happy Hour and Lunch and Learn Presentation at Vanderbilt for the First Generation Law Student Affinity Group

## DIVERSITY-FOCUSED RECRUITING INITIATIVES

- Participation in the Charlotte Legal Diversity Clerkship Program/Civil Liberties Defense Center
- Member of the Leadership Council on Legal Diversity
- Participated in the 1L Leadership Council on Legal Diversity Scholars Program
- Hosted third annual Bessie Young Council Diversity and Inclusion Fellowship
- Partnered with the Diverse Attorney Pipeline Program



*Kelly Li and Jason Roberson, Bessie Young Council Diversity and Inclusion Fellows*



## 2023 DIVERSITY SCHOLARSHIP RECIPIENTS

Bradley awarded its 2023 Diversity Scholarships to 2L law students Katherine Logan from the University at Buffalo School of Law and Evan Newsome from the University of Alabama School of Law, as well as 1L law student Jereigha Robinson from Howard University School of Law.



**Katherine Logan**  
University at Buffalo  
School of Law



**Evan Newsome**  
University of Alabama  
School of Law



**Jereigha Robinson**  
Howard University  
School of Law

# INCLUSION & DIVERSITY COMMITTEE

Bradley's firm-wide Inclusion and Diversity Committee works to shape diversity efforts both inside and outside the firm.



**Jon Skeeters**  
Chairman of the Board &  
Managing Partner, Nashville  
jskeeters@bradley.com  
615.252.2320



**George Medlock**  
Partner & Committee  
Co-Chair, Birmingham  
gmedlock@bradley.com  
205.521.8977



**Anne Marie Seibel**  
Partner & Committee  
Co-Chair, Birmingham  
aseibel@bradley.com  
205.521.8386



**Keith Anderson**  
Partner & Chair of the  
Military Veterans Resource  
Group, Birmingham  
kanderson@bradley.com  
205.521.8714



**Hillary Campbell**  
Partner & Chair of the Law  
School Recruiting Task Force,  
Birmingham  
hcampbell@bradley.com  
205.521.8280



**Tiffany J. deGruy**  
Partner & Chair of the Winn  
Initiative, Birmingham  
tdegruy@bradley.com  
205.521.8354



**Robert Ford**  
Managing Partner, Houston  
rford@bradley.com  
713.576.0356



**Kristina Allen Reliford**  
Partner & Chair of the Lawyers  
of Color Resource Group,  
Nashville  
kreliford@bradley.com  
615.252.3573



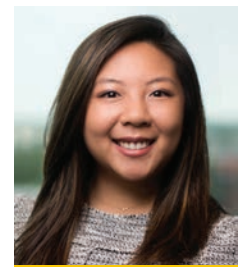
**Dana Lumsden**  
Partner, Charlotte  
dlumsden@bradley.com  
704.338.6034



**Junaid Odubeko**  
Partner, Nashville  
jodubeko@bradley.com  
615.252.4635



**John M. Perry Jr.**  
Partner & Associate Committee  
Chair, Nashville  
jperry@bradley.com  
615.252.2308



**Leeann Huynh**  
Inclusion & Diversity  
Coordinator, Birmingham  
lhuynh@bradley.com  
205.521.8452