



INCLUSION & DIVERSITY  
**ANNUAL REPORT**  
**2020**

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## MESSAGE FROM THE DIRECTOR OF INCLUSION & DIVERSITY

In 2020, we faced unprecedented times that exposed racial injustice, socioeconomic challenges, and a global pandemic. This has forced us to have important and hard conversations about how we can make a difference and improve as a firm. Inclusion and diversity are at the heart of these conversations and show just how critical our efforts are today and in the future. This has been my first full year at Bradley as the Director of Inclusion and Diversity, and I have enjoyed having the chance to meet many of you as we work on making lasting change in inclusion and diversity.

Our diversity goals are to improve recruitment, retention and advancement of diverse attorneys and to create a more inclusive workplace. We are focused on exceeding the national rate of hiring and promotion of diverse attorneys within similar-sized law firms. As part of that strategy, I have regularly scheduled meetings with practice group leaders to ensure that our matters are staffed with inclusion and diversity in mind. The firm also has utilized the virtual environment to expand our 1L holiday recruiting events to include invitations to over 100 affinity groups at law schools across the country, and we have greatly increased our involvement in law school affinity groups, including participating in panel discussions. For 2021, we are implementing a plan to have liaisons at our offices that will become involved with affinity groups at the law schools in our markets to ensure that we are supporting these organizations and building relationships that we hope will result in these students considering our law firm for future employment.

In 2020, our partner, Jason Mehta, was selected as the firm's first Leadership Council on Legal Diversity (LCLD) Fellow. In 2021, we will expand our relationship with LCLD to include participation in the LCLD Pathfinders program. The LCLD Fellows and Pathfinder programs are among the most comprehensive legal talent development programs in the country. They are designed to increase diversity at the leadership levels of the nation's law firms and corporate legal departments.

In 2020, in our first year of participating, the firm scored a 90 out of 100 on the Human Rights Campaign Foundation's 2020 Corporate Equality Index (CEI), which is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees. We look forward to continuing to improve in the future.

Also, for the first time, we held firm-wide social justice discussion groups, in which nearly 200 of our lawyers participated. The Inclusion and Diversity Committee hosted a panel discussion on having productive discussions about racial differences for the first time as well. Moreover, our Resource Groups have developed activity plans and prepared budgets for 2021.

Lastly, the board has made inclusion and diversity a component of year-end compensation and evaluation reviews. In their annual evaluations, partners are asked to describe in detail their efforts to support inclusion and diversity. This is considered in the overall partner evaluation.

Of course, we still have a great deal of work to do but I look forward to working with you to move these efforts forward.



**George D. Medlock, Jr.**

Director of Inclusion & Diversity

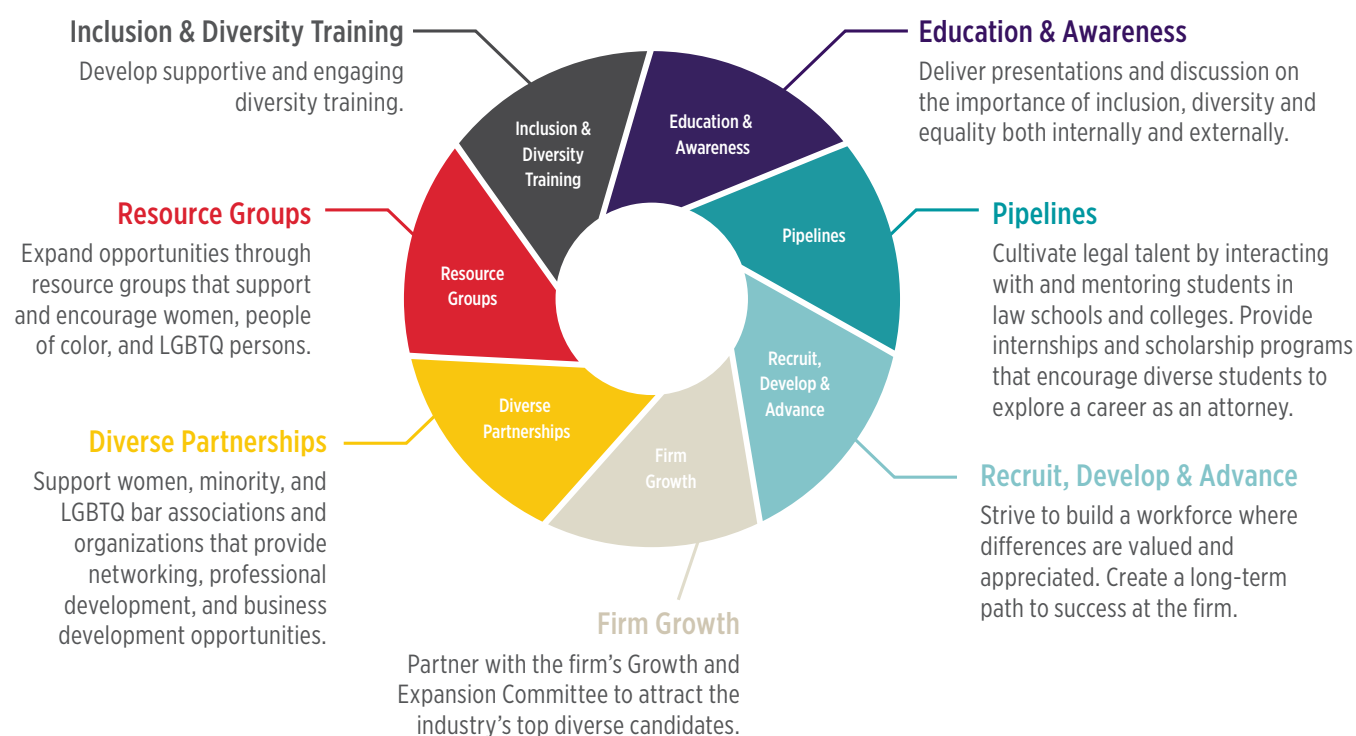
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# OUR VISION OF SUCCESS: INCLUSION & DIVERSITY STATEMENT

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.



# INCLUSION & DIVERSITY COMMITTEE

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

Thank you to outgoing committee members Dawn Sharff and Sky Woodward for their time, commitment and service in 2020. We welcome to the committee Stephanie Gaston, Rob Ford, Keith Anderson, Tiffany deGruy and Junaid Odubeko.



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

I've been involved in our inclusion and diversity journey for many years and am thankful for the work of all involved in the programs reflected in this annual report. These programs are the result of an enormous investment in our long-term planning. That planning was founded upon work with an outside consultant who surveyed all our lawyers, held confidential focus groups and, with that feedback in hand, met with our board to make thoughtful, informed recommendations. One of those recommendations was to hire a full-time director of Inclusion and Diversity, who I am delighted is my partner, George Medlock.

George's experience as a partner in a law firm and, most recently, as former in-house counsel means that he knows the business of law and was able to hit the ground running by having important discussions about our path forward. He also serves on our Recruiting Committee and Associate Committee, where he has a full seat at the table on recruiting, retention, and advancement practices. But, the responsibility for an inclusive work environment does not fall on his shoulders alone. Therefore, George reports directly to the Chairman of our firm's Board, presents to the board each month, and meets with practice group leaders regularly so that they can evaluate workflow and client engagement opportunities. He also consults with our Resource Group leaders who have worked overtime in 2020 to develop programming that best fits the needs of their members and maintains a sense of connection in a remote world.

While our journey is far from complete, I am grateful for the important steps forward we are taking.

## MESSAGE FROM THE CHAIRMAN OF THE BOARD

In 2020, we celebrated Bradley's 150th anniversary. While limited due to the COVID-19 pandemic, we marked this milestone by celebrating the people and the events that built the foundation of the Firm's success. As we reflect on the past, we focus on the future and our commitment to building a culture of inclusion, openness, and respect among all Bradley's members.

I want to thank George, Anne Marie, our committee members and our resource group chairs for their support and commitment to the Firm's inclusion and diversity goals. These are not end goals, but the building of a culture that embraces differences and our unique backgrounds. It is these differences and experiences that contribute to our ability to better serve our clients.

We hope you find this report informative and inspiring. We also invite your ideas and support for Bradley's efforts to advance our Firm's mission and key goals. As we embark on our next 150 years, we will continue exploring and embracing innovations and actions that will ensure Bradley creates an even more inclusive and diverse workplace.



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# HIGHLIGHTS FROM BRADLEY'S RESOURCE GROUPS

Bradley's Resource Groups are designed to provide support to underrepresented minority groups and create a safe space for attorneys to connect, support and advocate for one another.

## LAWYERS OF COLOR RESOURCE GROUP

Bradley's Lawyers of Color Resource Group (LOCRG) is a network for the firm's Black, Hispanic, Asian, and Native American attorneys. The purpose of the group is to promote and support diverse attorneys by engaging with one another on a professional and personal level while embracing and celebrating cultural differences. The group focuses on internal practices, policies and procedures, professional development and business development, as well as recruiting and retention.

We would like to extend our thanks to Junaid Odubeko for his prior leadership of the LOCRG.

### MESSAGE FROM ROB FORD

As the newly elected chair of Bradley's Lawyers of Color Resource Group (LOCRG), I am pleased to provide this annual report to the firm on LOCRG's activities this past fiscal year, as well as programs and initiatives it has planned for the future.

One of LOCRG's priorities this year was to maintain the cohesiveness and connectedness of our group despite the remote work-environment brought on by the pandemic. To that end, we arranged a number of virtual gatherings. In December, we hosted a virtual holiday party over Zoom, which featured a mixology course for the members. In conjunction with February's meeting, we hosted a Black History Month Program, which featured a presentation on African American trailblazers in the law by Gary Bledsoe, an acclaimed civil rights litigator, current president of the Texas NAACP, and former dean of Texas Southern University's Thurgood Marshall School of Law.

Additionally, we prioritized the professional development of LOCRG members this year. In January, we invited the firm's Business Development and Marketing team to present a tutorial to LOCRG members on how to enhance their LinkedIn profiles, website bios, and overall digital presence. At the conclusion of that meeting, the Business Development and Marketing team also offered to provide one-on-one consultation to any LOCRG member who is interested. Several members have already availed themselves of this invaluable resource. Also, at the fine suggestion of LOCRG Vice Chair Kris Reliford, LOCRG is working with the firm to explore the possibility of generating a "who's who" listing of the firm's diverse attorneys as a resource for originating partners looking to identify diverse attorneys with certain skill sets that render them well-suited to be staffed on a new matter.



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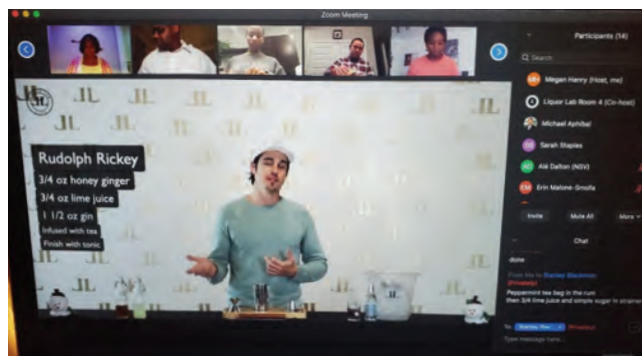
Finally, we have endeavored to beef up LOCRG's committee framework to better enable it to achieve organizational objectives on a go-forward basis. Most notably, we have created a Budget Committee that will spearhead LOCRG's budgetary submissions in future fiscal years.

LOCRG has certainly confronted the same organizational challenges faced by many during the ongoing pandemic, but I am personally proud of the progress we have made to date, and I look forward to continued collaboration with the firm and LOCRG membership to promote and advance the firm's strategic plan for inclusion and diversity.



### EVENTS

- Hosted virtual meetings with summer associates
- Held a Mixology Cocktail Event - December 2020



### ENGAGEMENT

- Created budget and subcommittees
- Planned activities for the upcoming year
- Engaged in regular meetings



## LGBTQ+ RESOURCE GROUP

Bradley's LGBTQ+ Resource Group was formed to increase the visibility of and promote the inclusion of Bradley's LGBTQ+ attorneys, to support the professional growth of its members, and to provide an understanding of 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 retention of well-qualified LGBTQ+ attorneys, to explore avenues for personal and professional development for its members, and to carry forward the firm's commitment to diversity and community service.

### MESSAGE FROM GARY HOWARD

Bradley's LGBTQ+ Resource Group, founded in 2019, just completed its first full year of existence. Even though it is the smallest of the firm's resource groups, our membership is diverse and is spread across the firm's footprint. Since our founding, our group worked with firm leadership to update policies to address specific needs of the LGBTQ+ community. We also led the effort to join the Human Rights Campaign Corporate Equality Index. And the group worked with the Recruiting Committee to actively recruit LGBTQ+ candidates to the firm.

In addition, our group promoted themselves as active leaders within national and local LGBTQ+ bar organizations and other national diversity organizations. Through these efforts, our LGBTQ+ attorneys serve as outstanding ambassadors for the firm and outstanding advocates for diversity-related issues.

In 2021, we will endeavor to continue building a bond between our members and to strengthen a culture of support within our resource group. We had our first face-to-face meeting for group members at the firm retreat in March 2020, but COVID-19 prevented other planned meetings the rest of the year. For 2021, our goal is to continue our efforts to strengthen the bonds we have started to form and to take on more endeavors in furtherance of the group's mission.



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**Timothy L. Capria**

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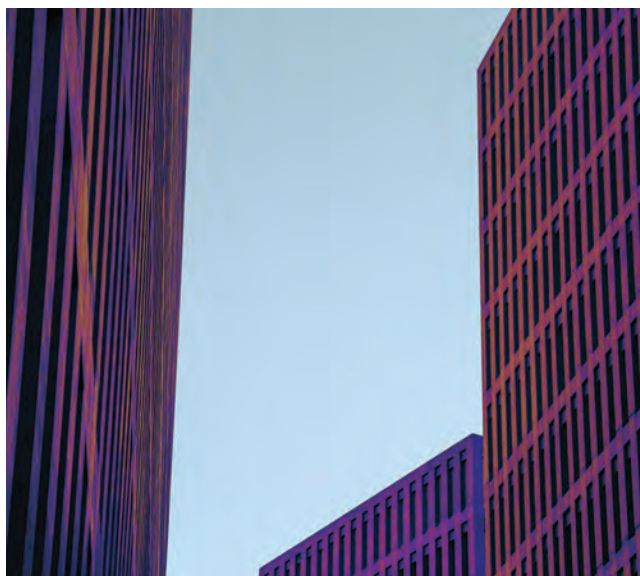
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## INVOLVEMENT

- Gary Howard participated in a panel sponsored by IADC's Inclusion & Diversity Committee, "Continuing an IADC Conversation About Becoming an Active Ally to the LGBTQ+ Population: How to Get Involved, Increase Your Diverse Attorneys, and Educate Others About Equality and Social Justice."
- Gary Howard authored "All Black Lives Matter" for DRI's *The Voice*, September 16, 2020.
- Gary Howard serves on the DRI Diversity & Inclusion Steering Committee.
- Gary Howard will serve as program chair for the 2021 DRI Diversity for Success Seminar & Corporate Expo (he was originally slated to serve as program chair in 2020 but it was unfortunately cancelled due to COVID-19).
- Tim Capria was chair of and speaker at the Tennessee Bar Association's LGBT Annual Forum 2020, "Looking Back & Looking Ahead: Five Years Post-Tanco/Obergefell."
- Tim Capria serves as the Tennessee Bar Association's LGBT Section Chair.
- Gary Howard and Michael Aphibal attended the 2020 Lavender Law Conference and Career Fair where they interviewed law students.
- The LGBTQ+ Resource Group hosted virtual meetings with summer associates.



## 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 of "substantial size" 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.

### LETTER FROM TIFFANY DEGRUY

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. Not only do we have initiatives that focus on boosting professional skills, leadership, mentoring and business development, we also support one other.

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 10 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. We also created a Winn library filled with resources to help grow our practices. 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.

Because of these efforts, we are proud that Bradley has been named one of the "2019 Top 100 Law Firms for Women" by *WomenInc.*, which recognizes law firms that demonstrate inclusive, equitable and sincere commitment to advancing opportunities for women. The firm also has been named one of *Working Mother* and *Flex-Time Lawyers* "50 Best Law Firms for Women" in multiple years. Honorees were selected and applauded for raising the bar through mentoring, talent cultivation, business development initiatives, family-friendly policies, and ultimately creating best practices that retain women by advancing them into the leadership pipeline.

I am most proud of our women, the connection we share, the support fostered by the firm, and the culture we have created.

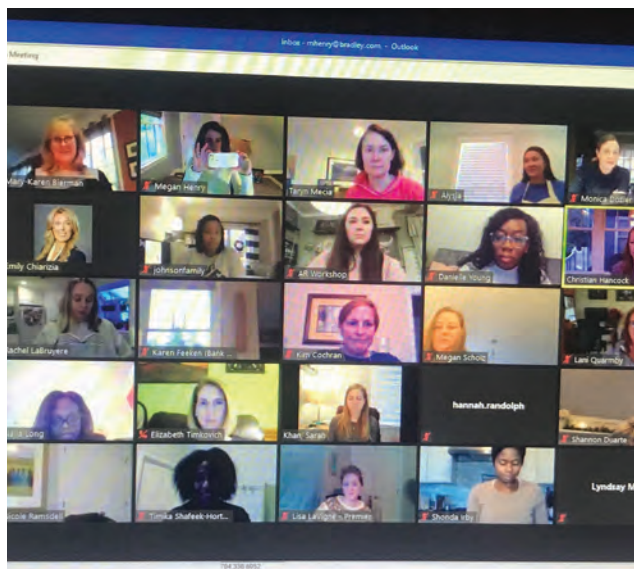


**Tiffany J. deGruy**

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Photos from the Charlotte Women Client Events

## ENGAGEMENT

- Monthly Luncheons/Training, including preparing for associate reviews, financial planning, inclusion and diversity training, and more.
- Quarterly E-Newsletter
- Mentoring Groups

## CLIENT & INDUSTRY EVENTS

- Mississippi Women Lawyers Association Annual Day of Leadership - Tiffany Graves, Christina Seanor, Kate Margolis, and Stevie Rushing
- Charlotte's Women Client Events
  - o Wine and Woodworking – November 2019
  - o Charlotte Winter Winedown Workshop Virtual – December 2020

## WINN OFFICE LIAISONS

### BIRMINGHAM

- Cortlin Bond
- Hillary Campbell
- Jennifer Clark
- Tiffany deGruy
- Abba Harris
- Kate Hawley
- Claire Johnson
- Anne Marie Seibel
- Sydney Willmann

### CHARLOTTE

- Courtney Achee
- Christy Hancock
- Erin Illman

### DALLAS

- Bethanie Livernois
- Wendi Rogaliner
- Stacy Simon

### HOUSTON

- Mary Frazier

### HUNTSVILLE

- Sarah Osborne
- Amanda Turnage

### JACKSON

- Stevie Rushing
- Erin Saltaformaggio

### MONTGOMERY

- Jessica Sparhawk

### NASHVILLE

- Shundra Crompton
- Alex McFall
- Scarlett Nokes
- Tara Sarosiek
- Heather Wright

### TAMPA

- Elizabeth Brusa
- Stephanie Kane

### WASHINGTON, D.C.

- Lee-Ann Brown
- Erin Sullivan

## DIVERSITY BY THE NUMBERS

Diversity statistics are based on the ABA Model Diversity Survey as of December 31, 2019.

### OVERALL FIRM DEMOGRAPHICS

#### RACE/ETHNICITY

- 92% White
- 4% African American/Black
- 1% Asian
- 1% Hispanic
- 1% Multiracial
- 0.1% Alaska Native/American Indian

#### IDENTITY

- 31% Female
- 69% Male

#### ADDITIONAL

- 1% LGBTQ+
- 4% Veteran



## MEMBERSHIPS, SPONSORSHIPS & COMMUNITY PARTNERS

- Human Rights Campaign Corporate Sponsor of 2020 National Virtual Event
- Minority Corporate Counsel Association 2020 Diversity Gala Sponsorship
- Law Firm Antiracism Alliance
- Leadership Council on Legal Diversity
- Magic City Bar Association 2020 Annual Scholarship Banquet
- Momentum Corporate Sponsorship
- Magnolia Bar Foundation
- Mississippi Women Lawyers Association 12th Annual Day of Leadership
- Human Rights Campaign Nashville Equality Dinner
- Nashville Pride Sponsorship
- University of Tennessee College of Law
- Lipscomb University
- Mecklenburg County Bar Diversity and Inclusion Commitment
- National Association of Minority Mortgage Bankers of America
- Southern Methodist University Black Law Students Association Sponsorship
- Southern Region of the National Black Law Students Association Regional Convention
- The University of Alabama School of Law Foundation BLSA Sponsorship
- Georgia Defense Lawyers Association SEWL Cheetah Sponsorship



## RECOGNITION & AWARDS

- Bradley scored a 90 out of 100 on the Human Rights Campaign Foundation's 2020 Corporate Equality Index.
- Bradley received the 2020 Diversity Recognition Award from the Nashville Bar Association.
- George Medlock was featured in *Bham Now* on the "Importance of Diversity and Inclusion Roles at Large Companies."
- Alé Dalton was accepted to the HNBA Latina Leadership Academy and was named a 2020 Nashville Emerging Leader Award finalist.
- Junaid Odubeko was accepted to the ABA Section of Litigation's Diverse Leaders Academy and was elected to the Nashville Bar Association Board and Nashville's COVID-19 Financial Oversight Committee.
- Jason Mehta was selected as a 2020 Leadership Council on Legal Diversity (LCLD) Fellow.
- Shundra Crumpton and Mike Moore were named to the National Black Lawyers "Top 40 Under 40" in Tennessee.
- Abba Harris received the Humanitarian Award from the National Association of Women in Construction (NAWIC) and was elected president of the Greater Birmingham Chapter.
- Jennifer Hoover Clark was selected for the Momentum Class of 2020-2021.
- Robert Ford received the Standing Ovation Award for Contributions to Texas CLE Programs.
- Tiffany Graves was appointed to the Association of Pro Bono Counsel Board.
- Clarence Webster was appointed to the Mississippi Bar Complaint Tribunal.
- The late Ellene Winn, a Bradley partner, was inducted into the Alabama Lawyers Hall of Fame.
- Carol Van Cleef and Erin Illman were recognized as "Women Law Firm Leaders" by *Bloomberg Law*.
- Ann Peldo Cargile was named among the "2020 Women of Influence" by the *Nashville Business Journal*.
- Christina Seanor was appointed to the Mississippi Bar Women in the Profession Committee.
- Leigh Anne Hodge, Lela Hollabaugh, and Kim Martin were named to *Benchmark Litigation's* "Top 250 Women in Litigation" for 2020.
- Monica Dozier was named to *The Mecklenburg Times* "2020 50 Most Influential Women."
- Julia Bernstein, Jennifer Clark, Tiffany deGruy, Linda Friedman, Leigh Anne Hodge, Jennifer McGahey, Virginia Patterson, Anne Marie Seibel, Dawn Sharff, Laura Washburn, and Anne Yuengert were named to *B-Metro's* "2020 Top Women Attorneys."
- Dawn Sharff was named to the *Birmingham Business Journal's* "Top Birmingham Women" for 2020.
- Dana Lumsden received the 2019 Diversity and Inclusion Award from *North and South Carolina Lawyers Weekly* for his work to advance diversity, inclusion and the dignity of people in the Carolinas' legal community.
- Tiffany deGruy was listed in the *Birmingham Business Journal's* 2020 NextGenBHM: Law Awards, which recognizes up-and-coming leaders in the legal field. She also graduated from the Momentum Executive Class of 2019-2020.
- Hillary Campbell and Anna Craft were selected to participate in Momentum's Upward Early-Career Program 2020.
- Meade Hartfield was named DRI's Women in the Law liaison to the ABA Commission on Women in the Profession.
- Laura Washburn was chosen as a BTI Client Service All Star for 2020.
- Brooke Baird, Janus Pan and Erin Malone-Smolle were selected for Nashville's Arts Board Matching Class of 2020.



## SPEAKING ENGAGEMENTS

- “Dig a Little Deeper,” Diversity In-House Counsel Panel, 2020 Client Summit – George Medlock, Connie Lewis Lensing, and Tamula Yelling, in-house counsel at Hibbett Sports, Inc.
- “Unconscious Bias in the Legal Profession,” Birmingham Bar Association – George Medlock
- “The Continuous Journey to Diversity and Inclusion,” ALIC – George Medlock
- “Importance of Diversity and Inclusion in the Workplace,” National Association of Women in Construction – George Medlock
- “Implicit Bias and Diversity in Business and Law Firms,” Southeastern Business Law Institute 2020 – George Medlock, Anne Marie Seibel (moderator)
- “Interrupting Implicit Bias,” BBVA Women’s Initiative, BBVA Legal Department – Anne Marie Seibel
- “Defining Bankruptcy Law,” Southern Region of the National Black Law Students Association – Bill Norton, Elizabeth Brusa, George Medlock (moderator)
- “Lessons from the C-Suite: Challenges, Advice, and Wisdom for Success,” Momentum 2020 Conference – Anne Marie Seibel
- “Looking Back & Looking Ahead: Five Years Post-Tanco/Obergefell,” Tennessee Bar Association’s LGBT Annual Forum – Tim Capria
- “Continuing an IADC Conversation About Becoming an Active Ally to the LGBTQ+ Population: How to Get Involved, Increase Your Diverse Attorneys, and Educate Others About Equality and Social Justice,” IADC’s Inclusion & Diversity Committee Panel – Gary Howard



# INTERNAL INITIATIVES & TRAINING

## PANEL DISCUSSION FEATURING TERRI LEE FREEMAN - JULY 2020

- Terri Lee Freeman, former president of the National Civil Rights Museum, joined us on a virtual panel to share her deep history of leading discussions regarding race. This event was open to all attorneys. Through a dialogue with George Medlock and Connie Lensing, Terri shared her insight about how to have thoughtful discussions about race in a manner that will enable us to grow and develop a better understanding of these important issues.
- 149 attendees

## DISCUSSION GROUPS - AUGUST AND SEPTEMBER 2020

- Attorneys participated in small group discussions focused on exploring issues related to racial injustice and inequality. The goal of these programs was to foster important dialogue among Bradley's lawyers about systemic racism in America and how the firm could work to build a more inclusive environment internally and expand contributions to the communities within the firm's footprint.
- There were 24 small groups and nearly 200 attorneys participated; over half of those participating were partners.
- 85% of the participants found the discussion groups extremely or very engaging; over 90% felt comfortable during the group conversations; and almost 100% said they would participate in future discussion groups.
- Feedback received:
  - o "Not only did we get to start an important dialogue on tough issues, but we also had the opportunity to meet people within the firm. Our group seemed to have very open discussions that spanned race, gender, and generation. That was healthy in multiple respects."
  - o "It was good to hear thoughts and perspectives of others and refreshing to hear a commitment among all of our group's participants to improving racial equity and justice inside and outside of the firm."

## "DESIGNING A MORE JUST FUTURE" VIDEO PRESENTATION - NOVEMBER 2020

- In furtherance of the firm's commitment to inclusion and diversity, attorneys viewed a presentation of a recent discussion by Jerry Kang, professor of law at UCLA, called "Designing a More Just Future." Professor Kang presented the discussion at the annual meeting of the Leadership Council for Legal Diversity (LCLD). The presentation provided an excellent discussion of diversity challenges in the legal profession and ways that the firm can make improvements. LCLD is an organization that Bradley joined in 2019 as a way of improving inclusion and diversity efforts. LCLD comprises more than 350 corporate chief legal officers and law firm managing partners who have dedicated themselves to creating a truly diverse legal profession in the U.S.
- 60 attendees

## ADDITIONAL INITIATIVES

- Held monthly Inclusion & Diversity Committee meetings that included Jon Skeeters, the chairman of the board and managing partner.
- Created the "Commitment to Inclusion & Diversity" brochure for clients, which can be viewed on the firm's Inclusion & Diversity page at [www.bradley.com/our-story/diversity](http://www.bradley.com/our-story/diversity).
- Developed an extensive list of resources for the Bradley community about racial injustice, which included movies, documentaries, article, podcasts, books, and more. Resources specific for children were also included. The resources list can be found on the Bradley intranet in the Diversity Resource Center.
- Participated in bimonthly calls with diversity professionals at companies such as Regions, Altec, Brasfield & Gorrie, and the University of Alabama at Birmingham.

## RECRUITMENT

Bradley is committed to supporting a variety of pipeline diversity initiatives directed at recruiting diverse associates.

### FALL 2020 ASSOCIATES CLASS

- Diverse attorneys make up 58% of the 2020 class (including gender)
- Diverse attorneys make up 15% of the 2020 class (not including gender)

### 2020 2L SUMMER ASSOCIATES

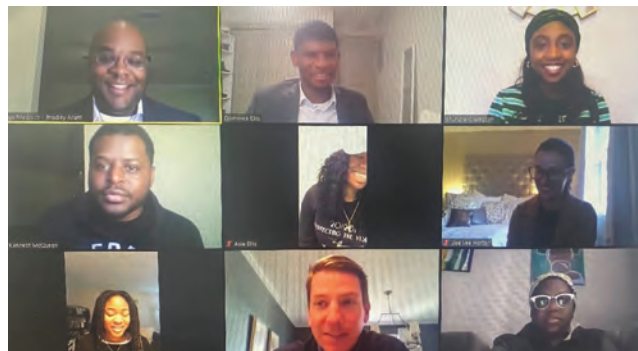
- Diverse attorneys make up 60% of the 2L summer class (including gender)
- Diverse attorneys make up 22.5% of the 2L summer class (not including gender)

### DIVERSITY-FOCUSED RECRUITING EVENTS

The firm participated in the following diversity-focused recruiting events between October 2019 and October 2020:

- 2019 WashULaw 1L Diversity Expo
- 2020 Southwest Black Law Students Association (SWBLSA) Job Fair
- 2020 National Black Law Students Association (NBLSA) OCI
- 2020 Damali Booker Minority Job Fair
- Emory Coffee Break\*
- Georgia State - Mock Interviews\*
- 2020 The University of Alabama Black Law Students Association (UA BLSA) Writing Workshop
- 2020 Houston Bar Diversity 1L Program
- 2020 Virtual Lavender Law Career Fair
- 2020 Sunbelt Diversity Program
- 2020 WashULaw 1L Diversity Expo
- Three Southeastern Minority Job Fair (SEMJF) Information Sessions\*

- Southeastern Minority Job Fair Interviews\*
- University of Kentucky Black Law Students Association (UK BLSA) Panel Discussion\*



- Southeastern Minority Job Fair Panel\*
- The Southern Region of Black Law Students Association (SRBLSA) Panels, including one-on-one interviews and a bankruptcy-focused panel\*

*\*New events added October 2019 – October 2020*

### 2020 DIVERSITY SCHOLARSHIPS

Bradley awarded its 2020 Diversity Scholarships to law students Jessie Manzewitsch Pulero from the University of Houston Law Center and Bria Smith from Vanderbilt University Law School.



**Jessie  
Manzewitsch  
Pulero**  
University of  
Houston Law  
Center



**Bria Smith**  
Vanderbilt  
University Law  
School



## DIVERSITY-FOCUSED RECRUITING INITIATIVES

- Hosted virtual meetings with our diverse summer associates
- Participated in the 2020 Charlotte Legal Diversity Clerkship Program/Civil Liberties Defense Center (CLDC) Program
  - Hired Maria Carisetti as a 1L through this program, who is scheduled to start Fall 2021
- Joined the Leadership Council on Legal Diversity (LCLD) and participated in their 1L LCLD Scholars Program
  - Hired one 1L diverse summer associate through this program, who will be returning next summer
  - Participated in the 2021 1L LCLD Scholars Program
- Sponsored the 2020 Lavender Law Career Fair
- Sponsored the 2020 BLSA Banquet at Ole Miss
- Sponsored the 2020 BLSA Spring Banquet at SMU
- Sponsored the 2020 BLSA Spring Banquet at Alabama
- Sponsored the University of Tennessee's 20th Annual Julian Blackshear, Jr. Scholarship Gala
- Funded a scholarship through the Magic City Bar Association
- Virtually hosted a panel discussion for the students from Alabama's Pre-law Undergraduate Scholars program, which is directed at undergraduate students from groups that are underrepresented in the legal profession
- Hosted the second annual Bessie Young Council Diversity and Inclusion Fellowship in December 2020 (two 1L students were hosted in December 2019)
- Partnered with the Diverse Attorney Pipeline Program (DAPP), which is a program that aims to diversify the legal profession by expanding opportunities for women of color law students to secure summer positions at law firms and corporations following their first year of law school
- Analyzed and compared law school rankings and diversity percentages to determine if any new schools should be added to the OCI/Resume Drop list
  - Added Emory, Georgia State, Howard and Southern to OCI list in 2020
  - Added Tulane, FSU and Loyola to OCI List and New Mexico to the resume drop list for 2021\*
- Updated the OCI selections process to help eliminate bias that may exist when deciding on which candidates to interview
- Currently working on a list of feeder schools and assigning those schools to proposed liaisons who will be tasked with building/maintaining relationships with school's affinity groups, keeping us informed on events
- Built a SharePoint and Power BI platform to house recruiting information, which has allowed us to improve our method of analyzing and reporting diversity statistics



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