



**INCLUSION & DIVERSITY
ANNUAL REPORT
2022**

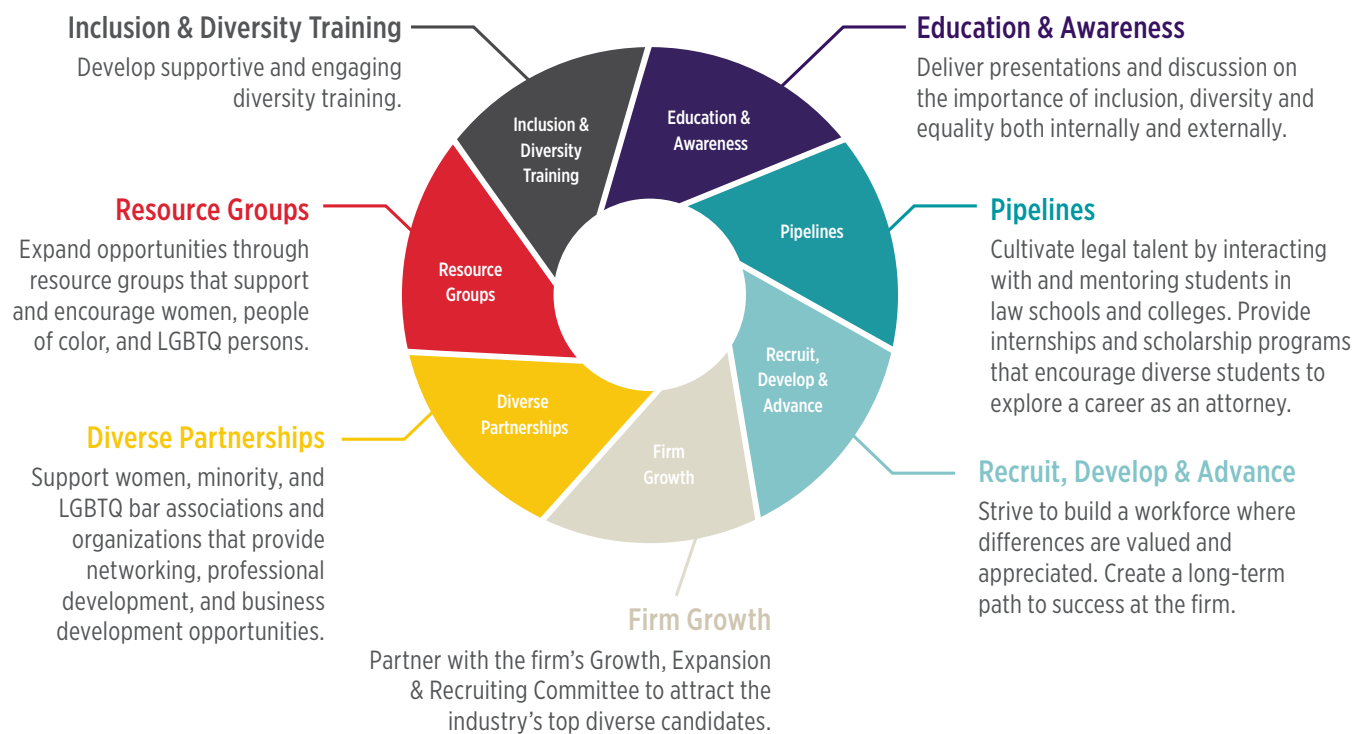


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OUR VISION OF SUCCESS: INCLUSION & DIVERSITY STATEMENT

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.



MESSAGE FROM THE DIRECTOR OF INCLUSION & DIVERSITY

This has been a year of growth and progress for the firm in our inclusion and diversity efforts. With the reopening of the world in 2022, we have seen an expansion in our involvement in inclusion and diversity programs, such as joining the Mansfield Rule 6.0 certification process. Moreover, our resource groups greatly expanded their efforts, and we have seen a growth in speakers, programs and overall energy surrounding these activities. Each year we utilize the annual report to reflect on the programs and processes that we have put into place and use that reflection in order to improve in the future.

The Inclusion and Diversity Committee has always focused on recruitment, retention, and advancement as key to our goals within the firm. In order to continue our advancement in this area, Bradley's Board has agreed to support the Mansfield Rule 6.0 certification process. The goal of this certification is to improve diversity within the leadership of law firms through transparency and measurement. I am pleased to be able to support our efforts as we work toward Mansfield Rule certification for Bradley during 2023.

Another area where we have experienced significant progress is through the increased positive actions of our resource groups, which include the Winn Initiative (the Women's Resource Group), Lawyers of Color Resource Group, and the LGBTQ+ Resource Group. Each of these groups serves as a place for mentorship, discussion, and collegiality within the firm. These groups have all increased their activity through outside speakers, meetings,

newsletters, and other programs that add to the sense of belonging at the firm. These groups also provide a voice for each of these communities within the broader firm environment. We anticipate that with the committed leadership of each of these groups their progress will continue in 2023 and beyond.

Bradley's commitment to our core values of inclusion and diversity continues as we work to advance a culture that embraces and celebrates diversity, equity and inclusion.



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INSIGHTS FROM THE INCLUSION & DIVERSITY COMMITTEE CO-CHAIR

When we undertook strategic planning focused on inclusion and diversity, we built the plan from the ground up, relying on focus groups, surveys of our lawyers, and best practices in the industry. We knew, however, that the success of that plan required input and ownership by the leadership of the firm. Thanks to contributions at all levels, we not only set a plan in motion, but also followed the plan to achieve the progress we are seeing today. In particular, we see diverse lawyers not only joining the firm but thriving – leading offices, serving clients in critical roles, and advancing to partner. The improved inclusion we have seen comes not only from practice groups stepping up to hire and mentor diverse lawyers, but also from our resource groups. I am thankful for the work that all our resource groups

have undertaken, including organizing retreats, conducting business development training, hosting speakers for the firm, and providing mentoring and connection opportunities. I look forward to seeing the energy of our resource groups continue to provide tangible benefits to our lawyers in the year ahead.

Our progress is also made possible 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 the Recruiting and Associate committees, presenting to the Board regularly, meeting with practice group leaders monthly to review engagement of diverse lawyers, and reporting directly to our chairman of the board and managing partner. He also helps us partner with clients to learn about best practices and introduces those practices at the firm. George is a resource to our lawyers, our leadership, and our clients.

With such energy around inclusion and diversity, I look ahead knowing that we have more progress to make, but also knowing we are dedicated to creating an increasingly inclusive and diverse workplace.



Anne Marie Seibel

Inclusion & Diversity Committee
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MESSAGE FROM THE CHAIRMAN OF THE BOARD & MANAGING PARTNER

Bradley reaffirmed its commitment to inclusion and diversity throughout 2022, from deliberate and effective programming and communication to our participation in the Mansfield Rule 6.0 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 thank George, Anne Marie, our committee members, and our resource group chairs for their leadership, support and commitment to our inclusion and diversity goals. Their work reflects the firm's ongoing efforts to achieve meaningful progress and keeps us focused on the future.

We hope you enjoy these highlights from 2022 and can see the actionable steps we have taken to live out the firm's core values each day. We are proud of what has been accomplished so far at Bradley, and we are honored to share our efforts with you.



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2022 DIVERSITY LEADERSHIP AWARD

Bradley is pleased to announce that Tim Capria, a partner in the firm's Nashville office, is the recipient of the 2022 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 Tim was selected for this year's award include:

- Tim has supported the efforts of our resource groups, including serving as the prior chair of the LGBTQ+ Resource Group.
- Tim takes the time to serve as an informal mentor to many attorneys across the firm.
- Tim is known for his efforts within the legal industry and the community. Tim is chair of the Tennessee Bar Association's LGBT Section and serves on the Committee on Racial and Ethnic Diversity, and he previously co-chaired the Nashville Bar Association's Diversity Committee.
- Tim is extremely focused and intentional in promoting diversity throughout the firm in his practice and recruitment efforts.

"Tim is a steadfast champion of inclusion and diversity at the firm, in the community, and in the industry as a whole," said Bradley Chairman of the Board and Managing Partner Jonathan M. Skeeters. "We are proud of the impact he has made at the firm, and we are pleased to recognize him with this year's Diversity Leadership Award."

Bradley Director of Inclusion and Diversity George D. Medlock, Jr., added, "Since joining the firm in 2016, Tim has demonstrated a commitment to the firm's inclusion efforts, previously serving as chair of the LGBTQ+ Resource Group, and regularly mentoring attorneys across the firm. We are thankful for his continued efforts to further Bradley's core values of inclusion and diversity."



George Medlock, Tim Capria and Jon Skeeters



Tim Capria and George Medlock

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 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 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 CHAIR & VICE CHAIR

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 15 new members across five of the firm's 10 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 team.

In late 2022, due to an overwhelming request from members, we returned to in-person gatherings and meetings across our offices, and we will continue to hold in-person meetings, with the option to attend virtually as needed, as we move into 2023.

In honor of Black History Month in February 2022, LOCRG hosted Dr. Brandon Byrd, a professor in the history department of Vanderbilt University, for a firmwide CLE event, "The United States, African Americans, and Haiti: An International Perspective on Racial Justice and the Law." Dr. Byrd presented live in the Nashville office, and the CLE presentation was live streamed to more than 200 individuals in our other offices, as well as externally to clients and friends of the firm.

LOCRG also invited Black attorneys and, for the first time, Black staff members to share what Black History Month means to them and how they commemorate the month via a written submission and photo card. The reflections were shared within the firm internally and externally on the firm's social media platforms. Finally, for Black History Month this past year, the group

supported a virtual book drive that the Young Lawyers Division of the local Tampa Bay chapter of the Federal Bar Association hosted to commemorate the month.

Because the majority of our members are associates, in April 2022, we hosted members of the Associate Committee (responsible for development and evaluation of our firm's associates) to answer questions about properly championing yourself as an associate and the life cycle of the associate review process. Our lawyers were able to have their questions answered directly by committee members, get advice on best practices for completing effective self-evaluations, and learn how to be well prepared for the review process.

To support the professional growth and development of members and promote valuable business development opportunities, in 2022 LOCRG sponsored two of our members, Alé Dalton and Kris Reliford, to attend the Corporate Counsel Women of Color Atlanta 2022 Conference. Stephanie Gaston and Michael Casey Williams attended the DRI Diversity for Success Seminar in May 2022 in Denver, Colorado. Several members attended the 30th Annual Texas Minority Counsel Program in Dallas, Texas, and members also attended the ABA Section of Litigation's Professional Success Summit where they received litigation skills training (e.g., master class on preparing witnesses) and took advantage of networking opportunities.



In May 2022, in honor of Asian American and Pacific Islander Heritage Month, LOCRG hosted Robert S. Chang, a professor of law and founding executive director of the Fred T. Korematsu Center for Law and Equality at Seattle University School of Law, to give a firmwide CLE presentation, "The Long Trajectory of Legal Discrimination Against Persons of Asian Ancestry (and Why It Still Matters Today)." We also 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 to and influence of Asian Americans and Pacific Islander Americans on the history, culture, and achievements of the United States.

In recognition of Juneteenth, LOCRG encouraged our attorneys to serve others through several pro bono opportunities in the communities where our offices are located.

In August, Chris Smith, director of Benefits and Payroll, joined us to talk about attorney benefits such as the Employee Assistance Program, childcare benefits available through Bright Horizons, parental and other types of leave, and fertility resources, including the newest benefit, elective egg freezing.

In September 2022, in conjunction with a firmwide retreat in Boca Raton, Florida, LOCRG hosted an all member, in-person meeting/mini retreat where we had a chance to commune and hear from members of the firm's Board about Bradley's strategic growth plan, opportunities for improvement, and retention and promotion of diverse attorneys. At the meeting, we held a working session where we discussed the year in review, sponsorships, CLE opportunities, programming, and events the group would like to plan. Finally, we hosted guest speaker Jeena Cho, a lawyer and meditation consultant, for a wellness and mindfulness session, "Owning Joy and Cultivating Mindfulness

in Tumultuous Times," before having a group dinner with invited guests. We gifted attending members with Cho's book, *The Anxious Lawyer: An 8-Week Guide to a Joyful and Satisfying Law Practice Through Mindfulness and Meditation*, and some LOCRG swag to sport during workouts and running errands.

In October 2022, 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, and we highlighted our pro bono activities that impact the Hispanic community. For example, we highlighted Ocasha Musah and his work through the U-Visa Program, Keith Covington and his work assisting pro bono clients in their journey to citizenship, Erin Malone-Smolla and her work with TN JFON to assist with DACA renewals, and Jessie Manzewitsch's involvement with Kids in Need of Defense.

Also in October 2022, LOCRG co-hosted with the Associate Committee, Winn and the LGBTQ+ resource groups a 90-minute training event, "Taming Time and Gaining Grit to Advance Your Career at Bradley," with guest speaker Grover Cleveland, an attorney and author of *Swimming Lessons for Baby Sharks: The Essential Guide to Thriving as a New Lawyer*.

In December, we hosted an end-of-year celebration across our offices with an ugly sweater contest, a holiday edition of "Two Truths and a Lie," and holiday sweet treats to foster collegiality and connectivity among the members of the group.

We are both very proud of the progress we have made thus far in our tenure leading this resource group. We are looking forward to continuing to advance our growth and development, as well as the sense of belonging and connectedness of the lawyers of color at Bradley.



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EVENTS

- Hosted “The United States, African Americans, and Haiti: An International Perspective on Racial Justice and the Law,” presented by Dr. Brandon Byrd, a professor in the History Department at Vanderbilt University, in recognition of Black History Month
- Hosted “The Long Trajectory of Legal Discrimination Against Persons of Asian Ancestry (and Why It Still Matters Today),” presented by Robert Chang, a professor of law and founding executive director of the Fred T. Korematsu Center for Law and Equality at Seattle University School of Law, in recognition of Asian American and Pacific Islander Heritage Month
- Hosted “Owning Joy and Cultivating Mindfulness in Tumultuous Times,” presented by Jeena Cho, a lawyer, author and mindfulness consultant, at the LOCRG Retreat
- Hosted “Taming Time and Gaining Grit to Advance Your Career at Bradley,” presented by Grover Cleveland, an attorney and author of *Swimming Lessons for Baby Sharks: The Essential Guide to Thriving as a New Lawyer*

ENGAGEMENT

- Continued publication of *Bradley IN COLOR*, an internal LOCRG newsletter
- Hosted the group’s first in-person Lawyers of Color Resource Group Retreat
- 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 an associate review training
- Participated in Juneteenth pro bono opportunities in local communities
- Shared Hispanic Heritage Month pro bono spotlights, highlighting the pro bono activities of our members that impact the Hispanic community
- Hosted holiday celebrations across offices with LOCRG members to foster connectivity and fellowship
- Alé Dalton and Kris Reliford attended the Corporate Counsel Women of Color Conference
- Stephanie Gaston and Michael Casey Williams attended the DRI Diversity for Success Seminar
- Several members attended the 30th Annual Texas Minority Counsel Program
- Whitney Jackson, Gabe Rincón and Trenton Patterson attended the ABA Section of Litigation’s Professional Success Summit



LGBTQ+ RESOURCE GROUP

Bradley's LGBTQ+ Resource Group was created to support and foster an equitable and inclusive workplace for all by identifying the unique issues faced by LGBTQ+ attorneys in the workplace. The group focuses on outreach, professional development, and recruiting and retention. The group worked with firm leadership to update policies to address the needs of the LGBTQ+ community and participated in the Human Rights Campaign Corporate Equality Index.

MESSAGE FROM THE LGBTQ+ RESOURCE GROUP CHAIR & VICE CHAIR

2022 was a year of growing momentum for Bradley's LGBTQ+ Resource Group. We have seen an increase in our membership with additional LGBTQ+ identifying attorneys. We have doubled down on our efforts externally by working to build pipelines from local law schools through partnerships with law student OutLaw groups. These efforts have begun to pay dividends as we see an increasing number of law students interested in the activities of our group.

In April 2022, we hosted our first LGBTQ+ Resource Group retreat. Members of the resource group from across Bradley's footprint, along with their spouses, partners, or significant others, gathered at Bradley's Tampa office to discuss both long-term and short-term goals. The retreat was also an opportunity to build community with our group. We will continue to host this retreat to allow members to grow closer and to discuss the future of the Bradley LGBTQ+ Resource Group.

Our group had a busy Pride Month. We again sponsored the Nashville Pride Parade and celebrated the event with attorneys, summer associates, and staff. Along with the firm's other resource groups, we helped host an inclusion and diversity event for our summer associates. At the end of the month, to reflect on the historic legal changes our community has experienced and to look toward the future challenges we might face, we hosted

our group members, summer associates and key allies at a wine tasting event with Equality Vines. The event featured marriage equality pioneer Jim Obergefell as a guest, and he shared the story behind his groundbreaking lawsuit and discussed the importance of advocacy, community, and the fight for equality.

In support of our commitment to uplifting members of our community, we began a partnership with 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 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 renewed our efforts to recruit LGBTQ+ attorneys and law students. We are working to expand our outreach to OutLaw student groups at local 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.



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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. In 2023, we will expand our Pride events beyond Nashville. We also will strive for more engagement with LGBTQ+ law students during our Summer Program and with local law schools. We will host an event in October to celebrate LGBT History Month and continue our efforts to support and uplift our members professionally and socially. We are both deeply proud of our group's accomplishments and look forward to effecting lasting change in the years to come.

INVOLVEMENT

- Hosted our first LGBTQ+ Resource Group Retreat
- Sponsored the Nashville Pride Parade and celebrated with Bradley attorneys, summer associates, and staff
- Sponsored and attended the National LGBT Bar's Lavender Law Conference and Career Fair
- Hosted "Equality Talk and Wine Tasting," a virtual wine tasting event featuring Jim Obergefell, marriage equality pioneer and co-founder of Equality Vines
- Participated with the Magic City Acceptance Center in Birmingham to hold name change clinics
- Recognized Pride Month and LGBT History Month with social media highlights and firmwide email blasts
- Curated holiday gifts from LGBTQ-owned businesses
- Partnered with law school OutLaw programs



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 CHAIR & VICE CHAIR

Bradley's Winn Initiative is a program that exemplifies our commitment to supporting the firm's female attorneys. Bradley's Winn Initiative is a firmwide 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 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, as well as 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.

In 2022, the goal of the Winn Initiative was to continue to foster community, mentorship, and development among the firm's women. We launched 2022 with an in-person meeting of Winn liaisons to increase the dialogue among the group and create a

strategic plan for the year. The meeting also included attendance at the Momentum Leadership Conference, which is focused on providing dynamic programming aimed at advancing women in leadership. As part of the action steps that came out of the strategic planning session, the Winn Initiative elected Heather Wright as vice chair and launched seven Winn subcommittees. The goal of the Winn subcommittees is to deepen the connections and dialogue between women at the firm. The subcommittees include the Advancement Committee, Associate Advisory Committee, Business Development Committee, Mentoring & Connection Committee, Newsletter Committee, Programming Committee, and Policy Committee. With the exception of the Winn Advancement Subcommittee, which is comprised only of partners, all subcommittees are headed by associates to provide leadership opportunities for female associates. Additionally, in 2022, Winn launched business development small groups that are focused on creating small, cross-office connection groups to help each other meet our business development goals. The women of Winn gathered in person for several Winn Connection Lunches and at the Firm Retreat. Additionally, several Winn Workshops were held providing additional professional development opportunities. Topics included time entries, administrative and billing basics, and how to take advantage of networking at the Firm Retreat.



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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 in order to assist new lawyers as they begin their practices at Bradley. One other way that the Winn Initiative fostered informal mentoring relationships among its women in 2022 was by offering several connection groups. Groups such as Winn Moms, Winn Reading, Winn Exercise, Winn Foodies, Winn Design, Winn Eldercare and Winn Favorite Things provide avenues to encourage informal mentoring across offices and practice groups. Two Winn book clubs also took place in 2022 to continue to foster the strong connections formed among the group. Additionally, several in-person connection events occurred, some which included Bradley alumni.

Bradley's Winn Initiative is excited to continue its tradition in 2023 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

- Hosted an in-person Winn liaison meeting in conjunction with attendance at the Momentum Leadership Conference
- Winn Galentine's Paint Party
- ACC Charlotte Women's Event "Women in the Garden" Terrarium Making
- ACC Charlotte Women's Event "Mix and Mingle" Cocktail Making Class
- Healthcare Women's Retreat
- Birmingham Winn Alumni Event "Art for the Ages"
- Ladies of eCap Reception
- Financial Services Summit "Taste of Goo Goo Chocolate Experience"
- Hosted various Winn summer associate events
- Hosted Winn holiday gatherings across all offices
- Client holiday gift-wrapping events in Nashville and Jackson with clients
- Attendance at the 8th Annual Sanderson Farms Championship, Women's Day Luncheon, in Jackson, Mississippi
- Attendance at the 18th Annual Corporate Counsel Women of Color Conference in Atlanta, Georgia
- Attendance at the Baylor Scott & White Foundation's Celebrating Women Annual Luncheon

INVOLVEMENT

- Monthly luncheons/training, including preparing for associate reviews, financial planning, inclusion and diversity training, and more
 - "Time Entries"
 - "Administrative and Billing Basics"
 - "How to Take Advantage of Networking at the Firm Retreat"
 - "Pathways to Partner"
 - "Social Media Business Development"
- Quarterly e-newsletter, *For the WINN*
- Celebrated International Women's Day and Women's History Month
- Elected Heather Wright as vice chair of the Winn Initiative
- Continued our associate-to-associate mentoring program
- Continued informal mentoring with Winn connection groups



DIVERSITY BY THE NUMBERS

OVERALL FIRM DEMOGRAPHICS

RACE/ETHNICITY*

- 89.1% White
- 3.6% African American/Black
- 1.5% Asian
- 2% Hispanic
- 0.7% Multiracial

IDENTITY

- 33% Female
- 67% Male

ADDITIONAL

- 1.7% LGBTQ+
- 3% Veteran

*Total equals 97% since about 3% chose not to disclose this information



MEMBERSHIPS, SPONSORSHIPS & COMMUNITY PARTNERS

- Advancing Women in Nashville
- Alabama State Bar Diversity Committee
- Charting Your Own Course
- DRI Diversity for Success
- Hillsborough County Bar Association
- Human Rights Campaign
- Lavender Law Conference and Career Fair
- Law Firm Antiracism Alliance
- Lawyers Association for Women
- Leadership Council on Legal Diversity
- LSAC Prelaw Undergraduate Scholars (PLUS) Program
- Magic City Bar Association
- Mecklenburg County Bar Charlotte Diversity Recruiting Program
- Minority Corporate Counsel Association
- Mississippi College School of Law R. Jess Brown Scholarship
- Momentum Women's Leadership Program
- Napier-Looby Bar Foundation
- National Asian Pacific American Bar Association
- Nashville Pride Sponsorship
- National Association of Minority Mortgage Bankers of America
- National Association of Women Lawyers
- National Bar Association
- National LGBT Bar Foundation
- 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
- University of Tennessee College of Law Blackshear Sponsorship
- Women Lawyers of Charlotte
- Women's Foundation of Mississippi



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY



SPEAKING ENGAGEMENTS

- Meade Hartfield spoke at the DRI Women in the Law Seminar on "Owning Your Worth: A Discussion on How to Think About Salary and Negotiating Your Next Raise."
- Alé Dalton spoke at the American Health Law Association Women's Forum on "The Value of Engagement."
- Gary Howard presented a CLE presentation for DRI on "Are We Taking a Step Backwards? Affirmative Action in Peril."
- Margaret Cupples spoke at the Women's Foundation of Mississippi Presents: She's on Board 2022 meeting on "Paths to the Boardroom and Board Leadership."
- Gary Howard spoke at the DRI Life Health & Disability Seminar in Nashville with a panel of speakers to discuss diversity, equity and inclusion in the legal profession.
- George Medlock, Erin Illman, and Junaid Odubeko presented a CLE webinar on "Improving Diversity in the Legal Industry and the Role of Bias in Artificial Intelligence."
- Tiffany Graves was invited to speak at Rutgers Law School during their "Race Equity in Action" series. She spoke on "Race Equity in Action: Infusing Diversity into Pro Bono Work."
- Gary Howard spoke at the 2022 DRI State & Local Defense Organization Megaconference on "Promoting Inclusion and Diversity in the Workplace."
- Scarlett Nokes participated in a panel discussion on "Mentorship Matters but Sponsorship Moves the Needle" at Centerforce's Driving Diversity in Law & Leadership Summit.



RECOGNITION & AWARDS

- Bradley was awarded the Nashville Bar Association's 2022 Gold Diversity Award.
- Britney Crawford was selected as a 2022-2023 National Bar Association (NBA) Associate Advancement Academy of Excellence Fellow.
- Anne Marie Seibel was named among the *Birmingham Business Journal's* "2022 Leaders in Diversity" and became chair elect of the ABA Litigation Section.
- Heather Wright was selected as the co-chair of the National Association of Women Lawyers (NAWL) Women in Compliance affinity group.
- Michael Williams was selected as a 2022 LCLD Fellow.
- Gabriella Alonso was selected as a 2022 LCLD Pathfinder.
- Margaret Cupples was the 2022 recipient of the Susie Blue Buchanan Award, which is presented by the Mississippi Bar's Women in the Profession Committee and honors a woman lawyer who has achieved professional excellence in her field and paved the way for other woman lawyers to achieve success.
- Meade Hartfield is the immediate past president and inaugural chair of ADLA's Women in the Law Committee and was elected vice chair of the DRI Women in the Law Committee. Meade was also named to the Momentum Executive Leadership Class 20.
- Elizabeth Boone was listed in the *Mississippi Business Journal* as a member of the Class of 2022 for "Mississippi Businesswomen of the Year."
- Hillary Campbell was recognized among the *Birmingham Business Journal's* "Women to Watch" for 2022.
- Leigh Anne Hodge, Lela Hollabaugh, and Kim Martin were named to *Benchmark Litigation's* "Top 250 Women in Litigation" list for 2022.
- Tiffany deGruy was appointed Women Advocate co-chair of the ABA, and was named to the *Birmingham Business Journal's* "Top 40 Under 40" list for 2022.
- Junaid Odubeko was appointed co-chair of the ABA's Privacy & Data Security Committee.
- Kaylie Becker was elected assistant historian for the Women Lawyers Section of the Birmingham Bar Association.
- Ann Cargile and Kim Martin were listed as "Top 50 Women" in *Mid-South Super Lawyers* for 2022.
- Gary Howard was appointed vice chair of DRI's Diversity and Inclusion Committee. In this role, Gary helped launch the Diverse Rainmaker Mentoring Program for DRI.

INTERNAL INITIATIVES & TRAINING

MANSFIELD RULE 6.0 CERTIFICATION

Bradley is pleased to announce that the firm is among more than 180 large law firms participating in the Mansfield Rule 6.0 certification process.

The newly released version of the Mansfield Rule certification is aimed at diversifying leadership. The parameters have expanded in scope while increasing with rigor each year with input from an advisory board of diversity leaders and other stakeholders. Since Diversity Lab launched the initial certification in 2017, the requirements have evolved, but have remained focused on driving progress in the legal industry.

The Mansfield Rule 6.0 version requires participating firms to consider at least 30% historically underrepresented lawyers when appointing, electing, or promoting into leadership roles and the equity partnership, among other activities that focus on the path to leadership.

"At Bradley, we view workplace diversity and inclusion as essential to our business strategies, professional ideals, and relationships with the clients and communities that we serve. Our participation in the Mansfield certification process is an intentional effort to diversify firm leadership and further opportunities for historically underrepresented lawyers," said Bradley Chairman of the Board and Managing Partner Jonathan M. Skeeters. "Diverse perspectives are key to achieving the success that our clients demand."



Mansfield RuleTM
Participating Law Firm Powered by DIVERSITYLAB

RECRUITMENT

Bradley is committed to supporting a variety of pipeline diversity initiatives directed at recruiting diverse lawyers. In addition to recruiting events, sponsorships, and partnerships, Bradley awards two annual Diversity Scholarships to law students from backgrounds that are traditionally underrepresented in the legal profession.

Bradley also engages in significant efforts to promote a diverse and inclusive workforce and culture at the firm. The firm's efforts include hosting a summer intern program for minority college students and regularly organizing, hosting and participating in programs, seminars and panels aimed at increasing the participation of women and minorities in the legal profession.

2022 FALL ASSOCIATES CLASS

- Diverse attorneys make up 65% of the 2022 class (including gender)
- Diverse attorneys make up 26% of the 2022 class (not including gender)

2022 2L SUMMER ASSOCIATES

- Diverse attorneys make up 65% of the summer class (including gender)
- Diverse attorneys make up 19% of the summer class (not including gender)



DIVERSITY-FOCUSED RECRUITING INITIATIVES

- LSAC Prelaw Undergraduate Scholars (PLUS) Program
- 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 second annual Bessie Young Council Diversity and Inclusion Fellowship
- Partnered with the Diverse Attorney Pipeline Program
- Hosted a panel discussion on professionalism for the University of Alabama Black Law Student Association

DIVERSITY-FOCUSED RECRUITING EVENTS

The firm participated in the following diversity-focused recruiting events between January to December 2022:

- Sunbelt Diversity Program
- Southwest Black Law Students Association Job Fair
- Southeastern Minority Job Fair (SEMJF)
- Lavender Law Career Fair
- Washington University Law 1L Diversity Expo
- National Black Law Students Association OCI
- NYU LLM Fair
- SMU Law 1L Diversity Law Firm Fair
- Summer associate events – Winn, LGBTQ+, Lawyers of Color



2022 DIVERSITY SCHOLARSHIPS

Bradley awarded its 2022 Diversity Scholarships to 2L law students Dani Bhadare-Valente from Belmont University College of Law and DeMario Thornton from the Southern University Law Center, as well as 1L law student Winni Zhang from Washington and Lee University School of Law.



Dani Bhadare-Valente

Belmont University
College of Law



DeMario Thornton

Southern
University Law
Center



Winni Zhang

Washington and
Lee 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.



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