

Perspective Individuality Differences Respect Truth Diversity Community
Values Equality Empowerment Culture
Success Communication Collaboration Justice Inclusive
Communication Collaboration

A COMMITMENT TO
DIVERSITY & INCLUSION

Bradley

Bradley Arant Boult Cummings LLP
Bradley.com

A COMMITMENT TO DIVERSITY & INCLUSION

Diversity and inclusion are core values at Bradley. Our law firm's success relies on the ingenuity, intelligence, and interpersonal skills of our people. By employing attorneys and staff from a variety of backgrounds, we leverage a wide range of perspectives that help us achieve the results that we expect and our clients demand. Workplace diversity and equality are essential to our business strategies, professional ideals, and relationships with the clients and communities we serve. That is why we are committed to supporting strategic opportunities and platforms for discussion, reflection, and growth as we pursue a more diverse and engaged work environment.

Women and minorities hold ownership interests in Bradley's limited liability partnership, and we are always seeking to broaden the voices and perspectives in our workplace. That commitment is reflected in our recruitment and hiring policies. Named one of the *Working Mother* and Flex-Time Lawyers 50 Best Law Firms for Women in 2016, women represented 50 percent of Bradley's summer associate class, which included 15 ethnically diverse law students. We also provide several scholarships and fellowships to bring fresh outlooks to the firm and expand opportunities for people from backgrounds that are underrepresented in the legal marketplace.

The firm empowers our attorneys and employees by encouraging a diverse culture that promotes the unique talents and perspectives of individuals without regard to age, ancestry, gender, color, national origin, disability, place of birth, religion, sexual orientation, veteran status, or other legally protected status. We have a strong nondiscriminatory hiring policy and actively recruit qualified women and minority candidates.

At Bradley, we recognize that the strength of our law firm is determined by the strength of our commitment to our core values and relationships, and that diversity in our workplace is both a goal and an asset in our practice.

ANNUAL DIVERSITY SUMMIT

Each year Bradley hosts its Annual Diversity Summit, which brings together attorneys, clients, summer associates, and others for a day of discussion and awareness of diversity issues in the workplace.

“At Bradley, we recognize that diversity results in strength. The Firm invests consistently in its ethnic minority and female populations by supporting strategic opportunities and platforms for development, discussion, and reflection as we continue to pursue a more inclusive and engaged work environment.”

--Ken Perry, Bradley Partner and Chair of the Diversity Advisory Committee



DIVERSITY LEADERSHIP AWARD

In furtherance of our core values of diversity and inclusion, the firm established Bradley's Diversity Leadership Award. The award is presented annually to a partner who demonstrates an exceptional commitment to promoting and advancing diversity within the firm and beyond. The 2016 recipient of the award was Will Manuel, who was honored for the key role he has consistently played in Bradley's recruitment of diverse professionals, and his leadership in diversity that instills confidence and success within the firm's minority and diverse population.



"Our lives begin to end the day we become silent about things that matter."
--Dr. Martin Luther King, Jr.

PAVING THE WAY FOR TOMORROW'S LAWYERS

DIVERSITY SCHOLARSHIP AWARDS

Bradley's commitment to diversity is not just a passive ideal, but an active goal that allows us to build a team with broad backgrounds and experiences. Every year, we offer Diversity Scholarships to promote the education of well-qualified law students from backgrounds that are traditionally underrepresented in the legal profession. We award scholarships of up to \$5,000 to first-year students and up to \$10,000 to second-year students who are committed to broadening the diversity of voices in the legal profession.

THE MINORITY PRE-LAW CONFERENCE

Bradley participates in the Minority Pre-Law Conference at Alabama A&M University, which is geared toward minority high school and college students who are considering a career in law. The conference provides LSAT prep courses, mock law school classes, a mock trial, advice from attorneys in small group sessions, and information regarding law school admission requirements.

THE HASS MOCK TRIAL

The Higher Academics Summer School (HASS) was designed to fill the void in meaningful educational opportunities for students from rural communities in Alabama. The HASS Mock Trial is the primary learning activity for the HASS summer program. The mock trial is special because it requires students to study and retain information, speak and think on their feet, and interact with one another in a competitive, yet professional manner. With the coaching help of Bradley attorneys, students prepare questions, arguments and testimonies just as real attorneys would, then face off against a competing team of students.



"We witness students overcome their fears, be brave and discover some of their own talents. All of the students are impressive, and some exhibit the skills of seasoned, practicing lawyers. It is amazing to watch the students become invested and perform so well in an intimidating forum."

--David Owen, Bradley Partner and HASS Mock Trial Coach

THE WINN INITIATIVE

Embracing diversity is a tradition at Bradley. More than 50 years ago, Ellene Winn became the firm's first female partner and the first female law partner at a large law firm in the Southeast. Today there are more than 40 women partners in the firm and numerous female associates. Women also hold key leadership positions, including positions on the firm's executive board and other key committees. The Winn Initiative was established in Ellene Winn's honor to offer programs and mentorship to women lawyers on issues related to practice and leadership development within the firm.

Bradley is also proud to support other diversity-related initiatives, including:

- Paid internships are provided to aspiring attorneys from backgrounds traditionally underrepresented in the legal profession, and summer internship programs are offered to high-achieving college students from diverse ethnic backgrounds
- Member of the Law Firm Pro Bono Project and signatory to the Pro Bono Institute's Law Firm Pro Bono Challenge
- Sponsor of and participant in the MOMENTUM Women's Leadership Program
- Participant in the Youth Employment Program of the nonprofit Operation Shoestring by hosting minority high school students as summer interns
- Support of the R. Jess Brown Scholarship for Leadership in Racial Reconciliation at the Mississippi College of Law
- Support of an endowment for the Bradley Arant Boulton Cummings/William Winter Institute for Racial Reconciliation Law School Scholarship at the University of Mississippi, the first of its kind in the nation
- Sponsor of the Human Rights Campaign Foundation Dinner
- Sponsor of the Tennessee Lawyers' Association for Women Empowerment Conference and the Mississippi Women Lawyers Association's annual Leadership and Award Reception honoring the MWLA's Outstanding Woman Lawyer of the Year
- Co-sponsor of the "Breach of Peace" art exhibit at the Mississippi Museum of Art to commemorate the 50th anniversary of the Freedom Rides
- Active supporter of the Defense Research Institute's Diversity Committee, the American Bar Association's Woman Advocate Committee, and the Minority Corporate Counsel Association
- Supporter of Black Law Students Associations and Minority Law Students Associations
- Sponsor of the Mississippi Black Chamber of Commerce's Gulfport Regional Conference
- Sponsor of the Nashville Bar Association's Annual Diversity Summit, the Alabama State Bar's Diversity of Our Profession Reception, and the Magic City Bar Association's Annual Scholarship Banquet
- Sponsor of the Magnolia Bar Foundation's Boys & Girls Law Camp
- Sponsor of the Minority Clerks Reception and minority recruitment job fairs in our legal markets
- Sponsor of the ACE Mentor Program of Alabama, which encourages minority high school students to pursue careers in architecture, engineering and construction

A LEADER IN DIVERSITY

Bradley is honored to have received local, regional, and national recognition for our commitment to diversity, including:

- Named one of the 2016 *Working Mother* and Flex-Time Lawyers 50 Best Law Firms for Women. Honorees are selected and applauded for raising the bar through family-friendly policies, talent cultivation, business development initiatives and ultimately creating best practices that retain women by advancing them into the leadership pipeline.
- Recipient of the 2016 Nashville Bar Association's Diversity Committee Leadership Award for the 11th consecutive year. Honorees are selected for demonstrating a "continued commitment to enhancing diversity and access to professional success." Award recipients are evaluated on the ethnic diversity of their recruitment and hiring efforts, retention and growth rates, and summer associate and internship programs that promote diversity within the law profession.
- Recipient of the 2011 Law Firm Diversity Recognition Award from the Chevron Law Function, the in-house legal department of Chevron. The energy company annually singles out firms doing legal work for Chevron that have distinguished themselves by demonstrating a commitment to diversity.



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No representation is made that the quality of the legal services to be performed is greater than the quality of legal services performed by other lawyers.
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