



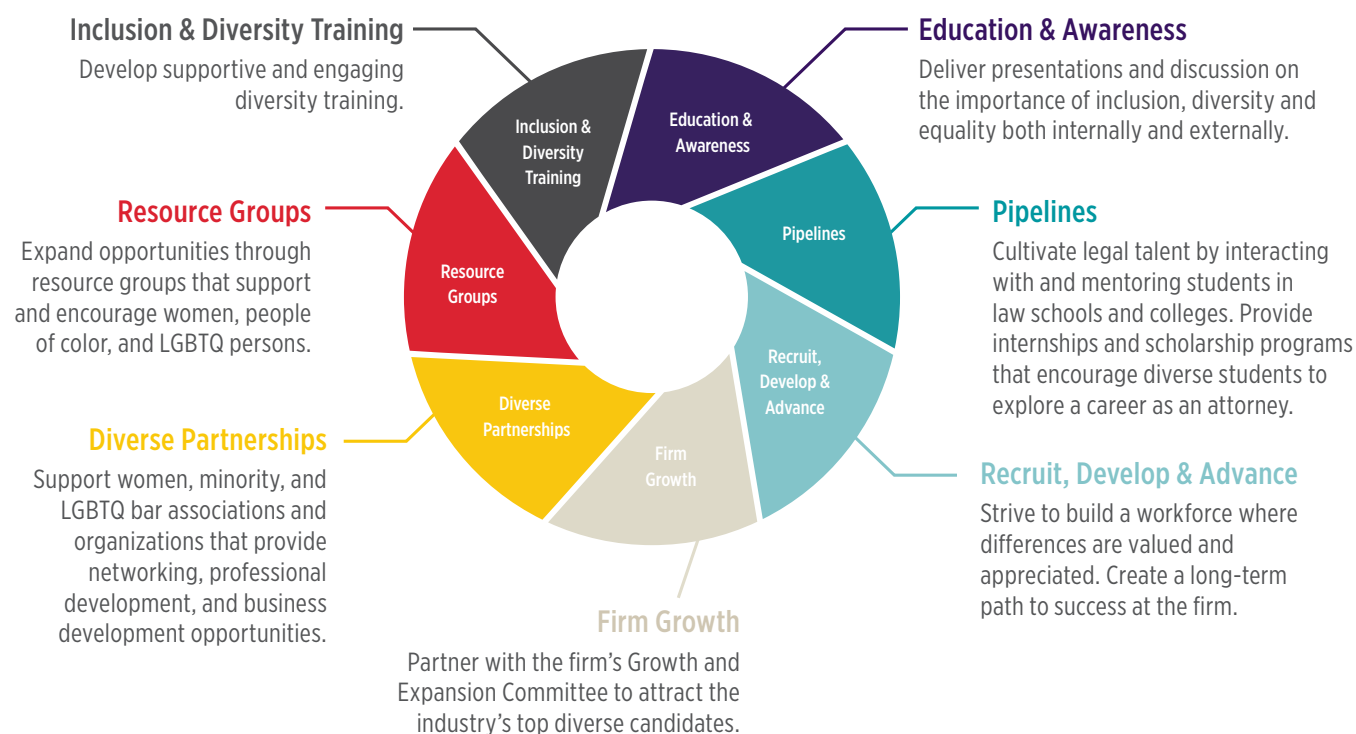
INCLUSION & DIVERSITY
ANNUAL REPORT
2021

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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

In 2021, we all have had to step outside our comfort zones to make adjustments to our day-to-day lives. This has been true as well in the areas of inclusion and diversity. While our commitment to these efforts has not changed, we have had to modify our approach in these changing times. This has helped expand the reach of our efforts and led to new approaches that I think will improve our results in the future.

One of the major goals that we have been focused on has been firm-wide inclusion and diversity training. While the pandemic forced us to alter our approach by making this training virtual, it did not prevent us from accomplishing this goal in 2021. The board's approval for the time commitment for this training further emphasizes the firm's commitment to diversity as a core value for Bradley. We received overwhelmingly positive feedback from this training and look forward to continuing such efforts in the future.

In terms of recruitment, we were able to return to some in-person events, but we took the lessons learned from 2020 that virtual events do have an ability to grant us access and visibility to candidates outside of our traditional footprint, so we continued what turned out to be a value-added activity. Additionally, I continue to meet with the leadership of the firm and serve on several key committees to ensure that inclusion and diversity remain a focus as we grow and consider opportunities for advancement within the firm.

In 2021, our resource groups have done an outstanding job. Winn (the Women's Resource Group), the Lawyers of Color, and the LGBTQ+ groups have provided events, resources, and a voice for our attorneys. By learning what is important to our lawyers, we hope to include these ideas as we move forward.

We also expanded our participation with the Leadership Council on Legal Diversity (LCLD) this year. In addition to our 2021 LCLD Fellow, Rob Ford, we also selected two LCLD Pathfinders: Kya Henley and Alé Dalton. In terms of advancement, LCLD is designed to increase diversity at the leadership levels of the nation's law firms and corporate legal departments.

These are just a few of the efforts that we have made in 2021 to improve upon our inclusion and diversity efforts. As we learn from our challenges, our lawyers, and our clients, we will continue to improve and grow to fulfill our core value of inclusion and diversity.



George D. Medlock, Jr.

Director of Inclusion & Diversity

Partner, Birmingham

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INSIGHTS FROM THE INCLUSION & DIVERSITY CO-CHAIR

The programs highlighted in this annual report are the product of thoughtful strategic planning and dedication to implementing that plan. Because our inclusion and diversity strategic plan was the product of focus groups, surveys of our lawyers, and ownership by the top of the firm, the road to success involves all of us. I am particularly grateful this year for the work of our resource groups who have taken the best of virtual programming and paired it with in-person engagement opportunities for their members. They have hosted firm-wide interviews with national leaders in the inclusion and diversity space, planned mentoring activities for our new lawyers, and held recruiting events to seek the next generation of talent. I look forward to seeing these groups continue to flourish in the year ahead.

Our progress toward inclusion and diversity 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 Hiring and Associate committees, presenting to the board regularly, meeting with practice group leaders monthly to review engagement of diverse lawyers, and reporting directly to the chairman of our firm's board. He also helps us partner with clients to learn about best practices and bring those into the firm.

With such deep engagement throughout the firm, I look forward to our continued journey towards a more inclusive and diverse workplace.



Anne Marie Seibel

Inclusion & Diversity Committee
Co-Chair

Partner, Birmingham

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MESSAGE FROM THE CHAIRMAN OF THE BOARD

From firmwide inclusion and diversity training to thoughtful and impactful programming and communication, Bradley reinforced its commitment to inclusion and diversity throughout 2021.

At Bradley, inclusion and diversity are core values and an integral part of the firm's strategic plan. We work daily to foster a culture that embraces differences and everyone's unique story. We understand it is this inclusive environment that yields better decision-making, better client service, and a better workplace where our attorneys and staff can thrive.

I appreciate George, Anne Marie, our committee members, and our resource group chairs for their leadership, support and commitment to our inclusion and diversity goals. Their efforts continue to move us forward as a firm and keep us focused on the future.

We hope you will enjoy this look back at 2021 and can see that Bradley's commitment to inclusion and diversity is not just something we talk about, but something we put into action every day. We are proud of the work we are doing at Bradley and are honored to share our efforts with you.



Jonathan M. Skeeters

Chairman of the Board and
Managing Partner, Nashville

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2021 DIVERSITY LEADERSHIP AWARD

Bradley is pleased to announce that Jon H. Patterson, a partner in the firm's Birmingham office, is the recipient of the 2021 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.

"Jon is a valued leader who is dedicated to promoting the firm's core values of diversity and inclusion," said Bradley Chairman of the Board and Managing Partner Jonathan M. Skeeters. "We are thankful for his leadership and for all of our exceptional nominees who continue to cultivate a climate of inclusion, sensitivity, open-mindedness, and respect."

George D. Medlock, Jr., Bradley's Director of Inclusion and Diversity, added, "Since joining the firm Jon has been personally committed to creating an inclusive environment, engaging in honest discussions, staffing his matters with diverse teams, and mentoring diverse attorneys, and we are grateful for his contributions."



George Medlock and Jon Patterson



HIGHLIGHTS FROM BRADLEY'S RESOURCE GROUPS

Bradley's resource groups are designed to provide support to underrepresented minority 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 by engaging 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.

We would like to extend our thanks to Rob Ford and Kristina Reliford for their leadership of the LOCRG in 2020 as they pass the reins to Stephanie Gaston and Alé Dalton.

MESSAGE FROM THE LAWYERS OF COLOR RESOURCE GROUP CHAIR

As current 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 year, and programs and initiatives we have planned for the near future.

Due to the persisting global pandemic and the fact that our members are dispersed across nine of our 10 offices, we continued with virtual gatherings and internal meetings. In October 2021, following an introduction facilitated by Anne Marie Seibel, co-chair of the Inclusion and Diversity Committee, we co-hosted, along with the Winn Initiative, a panel of lawyers at Cargill, including Effie D. Silva, Global Ethics and Compliance director, Ashley Pinnock, a senior lawyer, and Dadri-Anne Graham, a commercial lawyer, to discuss how to take ownership of your legal career, identify and benefit from mentors and sponsors, work effectively with in-house counsel, and stay meaningfully connected to contacts in order to generate business.

Also in October 2021, in honor of Hispanic Heritage Month, we featured several of our distinguished attorneys and staff members of Hispanic heritage on the firm's website and social media platforms to celebrate Hispanic culture, traditions, and the rich contributions Latinos have made to the nation and to our firm over the years. The participants shared their family histories, what Hispanic Heritage Month means to them personally, and how they celebrate. The featured stories also served to give our attorneys of Hispanic heritage the opportunity to highlight what office they practice in and how they serve Bradley clients to increase opportunities for cross-selling and providing comprehensive legal services to our clients.



Stephanie Gaston

Lawyers of Color Resource
Group Chair

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Alé Dalton

Lawyers of Color Resource
Group Co-Chair

Associate, Nashville

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In November we sponsored one of our associate members, Judea Davis of Nashville, to attend the ABA Section of Litigation Diverse Trial Lawyers Academy in Boston. This new program for the section walks participants through mocks for all parts of a trial with a real judge on the bench and expert faculty. Judea expressed that the program proved to be an exceptional opportunity for hands-on learning and networking.

In December, we hosted a virtual “Name That Tune” holiday mixer to foster collegiality and connectivity among the members of the group.

We are very proud to have launched Bradley IN COLOR, a new quarterly newsletter for LOCRG members to share wins and successes, participate in a support network, spotlight our diverse attorneys, and share information about networking, community, and business development opportunities. Through this effort, we are working to create a sense of community among our lawyers of color, celebrate wins, and promote belonging and well-being. The first edition was published in November 2021 and the second in February 2022.

Also, in February 2022, we hosted a firmwide CLE event in honor of Black Heritage Month featuring Brandon Byrd, associate professor of History at Vanderbilt, as a guest speaker. Additionally, we featured our Black attorneys on the firm’s website and social media platforms as we did in October 2021 for Hispanic Heritage Month.

We have also begun planning an in-person retreat for members in summer or early fall of 2022, depending on the status of COVID-19 cases across the country. If feasible, we will host the retreat in Nashville (where the majority of our members are located) and have a day and a half of programming that will include networking activities with clients, a “state of diversity” at the firm and future efforts discussion, and a practical training session that will be relevant for partners and associates alike.

In November 2022, we are sponsoring a group of members to attend the 29th Annual Texas Minority Counsel Program (TMCP). The TMCP is an excellent networking, CLE, and client development event for all attorneys and is specifically geared toward bolstering business opportunities for those who represent different minority groups. The TMCP also includes a Counsel Connections program, which provides an opportunity to meet face to face with representatives from corporate legal departments who are looking to expand their network of outside counsel. Our members who attend will have an opportunity to meet and interview with in-house counsel who could assign them work in the future.

We are also hoping to do more outreach with Black Law Students Association and Latino/Latina Law Students Association chapters in our respective cities to increase visibility of the firm among diverse law school candidates.

Finally, in conjunction with one of our bimonthly meetings in the spring, in order to further our goal of prioritizing the professional development of LOCRG members, we plan to invite partners who serve on the Associate Committee to present a tutorial to LOCRG members on the importance of self-evaluations and self-advocacy within the firm.

We have mobilized office liaisons in each office where we have LOCRG members to answer questions, encourage regular networking within our respective offices, and encourage members to become involved in local professional bar and industry organizations for business development purposes. Serving as a liaison also serves the dual purpose of developing members as leaders within the firm.

Alé Dalton serves as vice chair of the LOCRG, and she and I are very proud of the progress we have made thus far in our tenure. 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.



EVENTS

- Hosted “Our Brother’s Keeper,” a Black History Month presentation with Gary Bledsoe, president of the Texas chapter of the NAACP and member of the NAACP’s national board
- Co-hosted a panel discussion in celebration of Hispanic Heritage Month titled “Charting Your Course: How to Own Your Legal Career” with Effie Silva, Ashley Pinnock, and Dadri-Anne Graham from Cargill
- Hosted a “Name That Tune” holiday mixer
- Hosted a “Night at the Museum” summer associate event at the National Museum of African American Music (NMAAM)
- Daniel Fortune led a Virtual Career Day session for under-represented students at Breakthrough Birmingham.
- Janus Pan, Dana Lumsden, Jennifer McGahey, Judea Davis, Alex Dugan, Gabriella Alonso, and Rob Ford attended the NBA-CLS Corporate Counsel Conference.
- Dana Lumsden attended the Minority Corporate Counsel Association Diversity Gala.



ENGAGEMENT

- Launched Bradley IN COLOR, an inaugural internal LOCRG newsletter
- Recognized Black History Month, Asian Pacific American Heritage Month, and Hispanic Heritage Month with various social media highlights and email newsletter blasts



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 joined the Human Rights Campaign Business Coalition for Equality and the HRC Corporate Equality Index.

MESSAGE FROM THE LGBTQ+ RESOURCE GROUP CHAIR

Bradley's LGBTQ+ Resource Group had a busy year in 2021. In the face of waxing and waning COVID-19 concerns, we doubled down on efforts to effectuate the vision for the resource group: 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 this vein, we hosted our first firmwide event — a fireside chat with Wesley Bizzell, immediate past president of the National LGBTQ+ Bar and senior assistant general counsel and managing director of Political Law & Ethics Programs for Altria Client Services. The fireside chat had around 100 attorney attendees and was recorded for those who could not join live. We discussed complicated issues facing LGBTQ+ lawyers, such as decisions concerning sexual identity openness with clients, what being an effective ally means, and how to productively tackle diversity issues with upper management. The resource group members' leadership in LGBTQ+ issues extends beyond the firm to local and national LGBTQ+ bar organizations and other national diversity organizations.

The legal industry is facing incredible competition in attracting talent. Indeed, we need more talented associates, and we especially need more talented associates who identify as LGBTQ+. Attracting talented LGBTQ+ associates is the lifeblood for our resource group, just as attracting new associate talent is a lifeblood for the firm. In recognition of the increasingly competitive landscape for talent and the desire to communicate outwardly the inclusive, diverse community that is Bradley, we co-hosted two recruiting events with the firm's Recruiting Committee — a Pride party with summer associates and a school-year mixer with Vanderbilt Law's OUTLaw LGBTQ+ student group. We have been successful in helping to attract LGBTQ+ diverse talent to the firm, and we hope to continue and expand these efforts in 2022.

Lastly, we appreciate that our members are not facing LGBTQ+ issues alone and are blessed to have the support of many allies who want to help us accomplish our mission and goals. In recognition of this, we appointed our first resource group ally liaison to help us engage with and leverage our many allies at the firm. We are set to kick off 2022 with our first-ever LGBTQ+ Resource Group Retreat and Strategic Planning Meeting. I am proud of our accomplishments and excited about our path ahead.



Timothy L. Capria

LGBTQ+ Resource Group Chair
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INVOLVEMENT

- Tim Capria participated in a roundtable discussion for the Tennessee Bar Association LGBT Section.
- Gary Howard served as program chair for the 2021 DRI Diversity for Success Seminar & Corporate Expo and was received the DRI's Albert H. Parnell Outstanding Program Chair Award.
- The LGBTQ+ Resource Group hosted a firmwide fireside chat with Wesley Bizzell on "How to Raise the Bar for LGBTQ+ Diversity in the Workplace" in celebration of LGBT History Month.
- Sponsored and attended the National LGBT Bar's Lavender Law Conference and Career Fair
- Hosted a pride event at Hampton Social for the Nashville summer associates
- Hosted a mixer event with Vanderbilt OUTLaw
- Curated holiday gifts from LGBTQ-owned businesses



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

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 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.

In 2021, the Winn Initiative furthered its commitment to both formal and informal mentoring. For example, the Winn Initiative developed an associate-to-associate mentoring program for female associates joining Bradley. The program provided live coaching sessions and additional written materials in order to assist new lawyers as they begin their practice at Bradley. One other way that the Winn Initiative has fostered informal mentoring relationships among its women in 2021 is 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.

Further, Bradley's Winn Initiative has been working on rolling out additional programming in 2022, including business development focused small groups, a book club, and an in-person meeting of the Winn liaisons to discuss the Winn Initiative's strategic plan, as well as attendance at the Momentum Leadership Conference, which is focused on providing dynamic programming aimed at advancing women in leadership.

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
Winn Initiative Chair
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WINN OFFICE LIAISONS

BIRMINGHAM

- Cortlin Bond
- Jennifer Clark
- Tiffany deGruy
- Abba Harris
- Kate Hawley
- Katie Humphries
- Anne Marie Seibel
- Sydney Willmann

CHARLOTTE

- Christy Hancock
- Lyndsay Medlin

DALLAS

- Bethanie Livernois
- Wendi Rogaliner

HOUSTON

- Mary Frazier

HUNTSVILLE

- Sarah Osborne

JACKSON

- Erin Saltaformaggio

MONTGOMERY

- Anna Hornsby
- Jessica Sparhawk

NASHVILLE

- Shundra Manning
- Casey Miller
- Tara Sarosiek
- Rachel Sodee
- Heather Wright

TAMPA

- Elizabeth Brusa
- Stephanie Kane

WASHINGTON, D.C.

- Lee-Ann Brown
- Sabah Petrov
- Erin Sullivan

MARKETING/ RECRUITING

- Becca Brady
- Leeann Huynh

INVOLVEMENT

- Monthly luncheons/training, including preparing for associate reviews, financial planning, inclusion and diversity training, and more
 - o “How to Support Colleagues Going Through Difficult Times”
 - o “What I Wish I Would Have Known When I Started at Bradley”
- Quarterly e-newsletter
- Mentoring groups
- Celebrated International Women’s Day, Women’s History Month and Women Equality Month
- Created Winn connection groups
- Intensive new associate training



CLIENT & INDUSTRY EVENTS

- Firm to Firm Conversation: Advancing & Retaining All Women
- National Association of Women Lawyers Annual Meeting and General Counsel Institute
- Advancing Women in Nashville Executive Roundtable
- Women of Bradley Coffee Hour
- Attendance at national conferences such as the ABA Women in Litigation Meeting
- Jackson Gift Wrapping Party
- Charlotte Women’s Holiday Hammer Time AR Workshop Event
- ABA Section of Litigation Leadership
- 2021 Client Summit “Bubbles & Bombs” Women’s Event



DIVERSITY BY THE NUMBERS

OVERALL FIRM DEMOGRAPHICS

RACE/ETHNICITY

- 91% White
- 3.3% African American/Black
- 1.4% Asian
- 1.4% Hispanic
- 0.9% Multiracial
- 0.1% Alaska Native/American Indian

IDENTITY

- 32% Female
- 68% Male

ADDITIONAL

- 1.6% LGBTQ+
- 3% Veteran



MEMBERSHIPS, SPONSORSHIPS & COMMUNITY PARTNERS

- The firm launched its Black-Owned Small Business and Nonprofit Clinic in partnership with the Arts & Business Council of Greater Nashville and its Volunteer Lawyers & Professionals for the Arts (VLPA) program to provide accessible and affordable business-oriented legal services to Black-owned small businesses and nonprofits.
- DRI Diversity for Success Seminar Sponsorship
- Hillsborough County Bar Association
- Human Rights Campaign
- Law Firm Antiracism Alliance
- Lawyers Association for Women
- Leadership Council on Legal Diversity
- Magic City Bar Association
- Mecklenburg County Bar Charlotte Diversity Recruiting Program
- Minority Corporate Counsel Association
- Momentum Corporate Sponsorship
- Nashville Pride Sponsorship
- National Association of Minority Mortgage Bankers of America
- National Association of Women Lawyers
- National Bar Association
- National LGBT Bar Foundation
- South Asian Bar Association of Houston
- University of Tennessee College of Law Blackshear Sponsorship



SPEAKING ENGAGEMENTS

- “What We Have Learned From the Past Year and How We Can Grow,” Lawyers Association for Women Marion Griffin Women’s Symposium – Alé Dalton
- Birmingham Legal Leaders DEI Series “Birmingham Stands Together” hosted by Regions – George Medlock
- “Be the Mentor and Sponsor Women Lawyers Need: A Candid IADC Conversation” sponsored by the Empowerment Collaborative – Tripp Haston
- “The CFPB’s Focus on Diversity & Inclusion and Why It Matters in the Auto Finance Industry” – George Medlock, Meade Hartfield, Mike Gordon, Gabriella Alonso and Chris Friedman
- “Infusing Diversity into Pro Bono Work,” Race Equity in Action Series, Rutgers Law School – Tiffany Graves
- “Advancing Equity: Pro Bono Leaders Discuss Their Career Paths and Bringing Increased Diversity to Pro Bono Roles in the Future,” New York City Bar – Tiffany Graves
- “Peek Behind the Corporate Veil with NASCAR,” NBA-CLS Corporate Counsel Conference – Dana Lumsden
- “Diversity in Business and Law,” U.S. Chamber’s Equality of Opportunity in Action – Dawn Sharff
- “Diversity, Equity and Inclusion: Is Innovation Possible?” Bradley Client Summit – George Medlock



RECOGNITION & AWARDS

- Meade Hartfield served as program chair for DRI Women in the Law “Own Your Worth in Law and Life” Seminar.
- George Medlock was named among the *Birmingham Business Journal’s* 2021 Leaders in Diversity.
- Saira Siddiqui has been named to the board for the South Asian Bar Association of Houston (SABA Houston) as the vice president of Community Outreach.
- Junaid Odubeko served his second year as part of the ABA Section of Litigation’s Diverse Leaders Academy (DLA).
- Bradley scored a 90 out of 100 on the Human Rights Campaign Foundation’s 2021 Corporate Equality Index.
- Giovanni Giarratana served on the Hillsborough County Bar Association Diversity & Inclusion Committee.
- Rob Ford was selected as a 2021 Fellow of the Leadership Council on Legal Diversity (LCLD).
- Kya Henley and Alé Dalton were selected as 2021 LCLD Pathfinders.
- Shundra Manning was selected as a 2021-22 participant in the inaugural class of the National Bar Association (NBA)’s Associate Advancement Academy for Excellence.
- Najla Long served on the Bar Leadership Institute Committee at the Mecklenburg County Bar.
- Erin Illman was selected as one of 25 honorees in the *Charlotte Business Journal’s* 2021 Women in Business.
- Carly Miller was selected for the third annual class of Momentum’s Upward Early-Career program.
- Kaylie Becker was named a Women Lawyers Section (WLS) Star of the Quarter for Q2.
- Leigh Anne Hodge, Lela Hollabaugh, and Kim Martin were named to *Benchmark Litigation’s* 2021 list of “Top 250 Women in Litigation.”
- Corporate Counsel announced its “2021 Women Influence and Power in Law Awards,” and Connie Lewis Lensing was selected for the Lifetime Achievement – Law Firm award.
- Nancy Ball was selected for the 2021-2022 Momentum Executive Leadership class, which is Alabama’s premier women’s leadership program.
- Tiffany deGruy served as co-chair of the ABA’s Women Advocate Committee.
- Elizabeth Boone was named as one of Mississippi’s “50 Leading Businesswomen” for 2021.
- Gary Howard served as program chair for the 2021 DRI Diversity for Success Seminar & Corporate Expo and received DRI’s Albert H. Parnell Outstanding Program Chair Award.
- Dana Lumsden was elected to the Mecklenburg County Bar Board of Directors.

INTERNAL INITIATIVES & TRAINING

FIRMWIDE INCLUSION & DIVERSITY TRAINING

The Weathers Group facilitated two trainings for Bradley. The first learning session, “The ABLE Leader,” was given to the Recruiting Committee, Associate Committee, practice group leaders and board members. The second learning session, “L.E.A.D.,” was given to the full firm. These sessions focused on exploring perspectives and building trust. Topics covered included the intersection of diversity, communication, and healthy organizational culture.

ART & STORYTELLING WORKSHOP

In collaboration with the Mississippi Museum of Art’s Center for Art and Public Exchange (CAPE), Bradley had the opportunity for 10 attorneys to experience their Art & Storytelling Workshop. This exclusive event gave participants the opportunity to learn about the unique life experiences of other participants; examine their own assumptions, reactions, and evaluations of others’ stories; expand their personal boundaries to include others in their comfort zone; and create a culture of inclusion and belonging. Participants looked at a variety of artwork that acted as a springboard for participants to share their own stories about the issues of race, sexual orientation, and other differences that can serve to divide people. This workshop consisted of two 1.5 hour virtual sessions led by Holly Harrison, deputy director of the Mississippi Museum of Art (MMA); Monique Davis, managing director of the Center for Art and Public Exchange (CAPE) and chief equity and inclusion officer for MMA; and Mike Moss, business consultant and strategist.

LEADERSHIP COUNCIL ON LEGAL DIVERSITY PROGRAM SPOTLIGHT

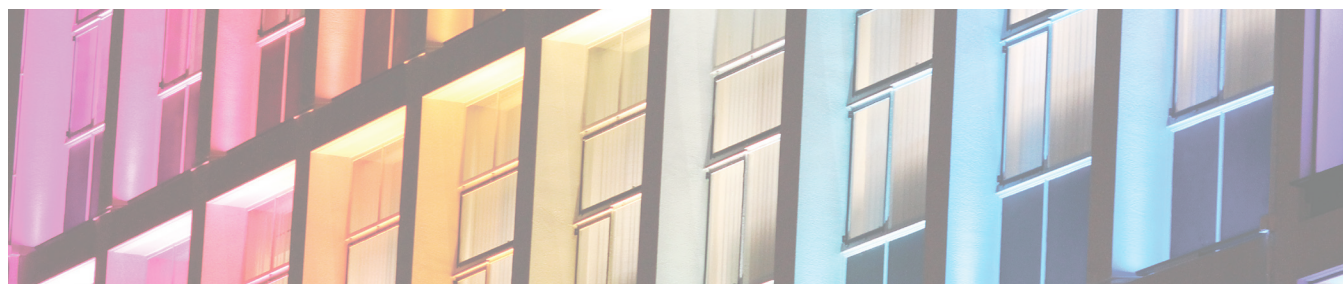
Robert Ford, a partner in the firm’s Houston office, was selected as a 2021 Fellow of the Leadership Council on Legal Diversity (LCLD). In addition, Alé Dalton, an associate in the firm’s Nashville office, and Kya Henley, an associate in the firm’s D.C. office, were selected as 2021 LCLD Pathfinders.

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. With more than 350 members, the LCLD is a national organization made up of general counsel and law firm managing partners who participate in programs designed to attract, inspire, and nurture the talent in society and within the members’ organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership.

The LCLD Fellows Program was designed to connect high-potential attorneys from distinguished organizations for a year-long professional development series focused on leadership and relationship building. The program offers unique opportunities to network with and learn from top leaders in the legal field by providing Fellows with exclusive access to virtual training methods and networking opportunities, including class meetings, leadership lunches, accountability partners, and mentoring and alumni networking.

The LCLD Pathfinder Program is designed for diverse, high-potential, early-career attorneys at LCLD member organizations. The goal of the program is to provide Pathfinders with practical tools for developing and leveraging professional networks through relationship-building skills, foundational leadership skills, and an understanding of career development strategies, including exclusive access to a variety of virtual training methods and networking opportunities, including class meetings, regional meetings, e-learning modules, compass conversations with LCLD alumni, and program facilitators.

Bradley joined LCLD in 2020 and is proud to participate in the Fellows, Pathfinder, Alumni and 1L Scholars Programs to prepare future generations of diverse talent for the highest positions of leadership.



RECRUITMENT

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

FALL 2021 ASSOCIATES CLASS

- Diverse attorneys make up 56% of the 2021 class (including gender)
- Diverse attorneys make up 26% of the 2021 class (not including gender)

2021 2L SUMMER ASSOCIATES

- Diverse attorneys make up 67% of the summer class (including gender)
- Diverse attorneys make up 27% of the summer class (not including gender)

DIVERSITY-FOCUSED RECRUITING EVENTS

The firm participated in the following diversity-focused recruiting events between January - December 2021:

- Sunbelt Job Fair
- Southeastern Minority Job Fair (SEMJF)
- Damali Booker Job Fair (Nashville)
- Houston Bar Association Diversity Program
- Lavender Law Career Fair
- Southern Region BLSA Career Fair
- Charlotte Legal Diversity Clerkship Program
- LCLD Program
- Diversity Action Pipeline Program
- Duke Diversity Event
- WashU Diversity Event

DIVERSITY-FOCUSED RECRUITING INITIATIVES

- LSAC Prelaw Undergraduate Scholars (PLUS) Program
- Diversity Scholarship
- Intern Program
- Sponsored the Tennessee Women's Law Chili Cookoff
- Sponsored the National LGBT Bar's Lavender Law Conference and Career Fair
- The George Washington University 1L Diversity Scholarship

2021 DIVERSITY SCHOLARSHIPS

Bradley awarded its 2021 Diversity Scholarships to law students Gillian Mak from The George Washington University Law School and Jaime Weida from the Mississippi College School of Law.



Gillian Mak
The George Washington University Law School



Jaime Weida
Mississippi College 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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