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A COMMITMENT TO
DIVERSITY & INCLUSION

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Bradley[®]

Bradley Arant Boult Cummings LLP
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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, inclusive, and engaged work environment.

Women and racial and ethnic 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. Bradley was named one of the *Working Mother* and Flex-Time Lawyers 50 Best Law Firms for Women in 2016. We also provide several scholarships and fellowships to bring diverse perspectives 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 and inclusive culture that promotes the unique talents and perspectives of individuals without regard to age, disability, ethnicity, gender identity and expression, marital status, national origin, parental status, race, religion, sexual orientation, socio-economic status, or veteran status.

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 and inclusion in our workplace are both a goal and an asset in our practice.

DIVERSITY LEADERSHIP AWARD

Dottie Pak, a partner in the firm's Birmingham office, is the recipient of the 2017 Diversity Leadership Award. Created in furtherance of the firm's core values of diversity and inclusion, the Diversity Leadership Award recognizes a Bradley partner who demonstrates an exceptional commitment to promoting and advancing diversity within the firm.

Dottie has for two decades served on the front lines of recruiting and retaining diverse talent to the firm, serving for many years on Bradley's Recruiting Committee and Associate Committee. In addition to her work promoting gender and ethnic diversity, she has been a catalyst for the firm proactively addressing issues impacting the LGBTQ community. She also has been a leader in supporting women's initiatives at the firm.

We appreciate the efforts that Dottie continues to put forth in support of diversity and inclusion efforts, both for our office and our communities.



"Our lives begin to end the day we become silent about things that matter."

— Dr. Martin Luther King, Jr.

DIVERSITY SUMMIT

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

“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 our delivery of high-quality legal services to our clients.”

— Anne Marie Seibel, Partner and a Co-Founder of Bradley’s Winn Initiative

PAVING THE WAY FOR TOMORROW’S LAWYERS

THE MINORITY PRE-LAW CONFERENCE

In 2018, Bradley participated in the University of Alabama LSAC Pre-law Undergraduate Scholars (PLUS) program, which targets college students from racial and ethnic minority groups with an interest in the legal profession. The PLUS program, sponsored through a grant from the Law School Admission Council, offers a unique and unforgettable experience for college students who are interested in the legal profession. The PLUS group toured



our Birmingham office, learned about how different departments in a law firm operate, and attended a roundtable luncheon and discussion.

DIVERSITY SCHOLARSHIP AWARDS

Bradley’s commitment to diversity and inclusion 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 law students from backgrounds that are historically 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 improving diversity and inclusion in the legal profession.

THE HASS MOCK TRIAL

The Higher Academics Summer School (HASS) was designed to fill the void in meaningful educational opportunities for high school 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 woman partner and the first woman 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:

- Provider of paid internships for aspiring attorneys in law school from backgrounds historically underrepresented in the legal profession, and summer internship programs for college students from diverse racial and ethnic backgrounds who are interested in the legal profession
- 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 racial and ethnic 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 racial and ethnic 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 and inclusion, 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 best practices that retain women by advancing them into the leadership pipeline.
- Recipient of the 2017 Nashville Bar Association's Diversity Committee Leadership Award, marking the 15th time the office has been recognized since the NBA began the program in 1994. Honorees are selected for demonstrating a "continued commitment to enhancing diversity and access to professional success." Award recipients are evaluated on the racial and 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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