



ATTORNEY DIVERSITY COMMITTEE

The Attorney Diversity Committee develops **initiatives that open doors and create windows of opportunity**, with the goal of advancing the hiring, retention and promotion of diverse lawyers in our firm.

For us, diversity is not just programs and statistics. **It is an important and integral part of our culture.**



WINDOWS OF OPPORTUNITY

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At Haynes and Boone
it is our goal to open doors,
to extend our reach and
to maintain diversity throughout
our practice, focusing on
Awareness, Hiring, Retention,
Promotion and Leadership.

The Attorney Diversity Committee
is dedicated to that mission.

It's part of our culture.



OPEN DOORS
EXTEND OUR REACH



The Attorney Diversity Committee includes 45 attorneys and key members of management who promote diversity in our law firm and community.



We believe that facilitating communication among all attorneys is the key to advancing diversity.



Diversity on our team renders better results for our clients.



Many of our lawyers hold leadership roles in organizations that support diversity.



WELCOME

Haynes and Boone has always believed that our individuality sets us apart. We have paved the way for unprecedented client service, a unique firm culture, and a diverse and dynamic work force. But our ideals are only as strong as the actions we take to uphold them.

Haynes and Boone's Attorney Diversity Committee has enacted diversity and equality-related firm policies and programs, implemented innovative initiatives designed to drive minority hiring and retention, and improved the firm's standings in third-party diversity ranking programs. The initiatives and programs designed by the Attorney Diversity Committee affect the firm's 550 lawyers, 515 staff members and countless recruits and future members of the legal profession.

The tireless efforts of the Attorney Diversity Committee will continue to propel Haynes and Boone to the forefront of diversity. Thank you for your hard work and dedication. It has been a remarkable year.



Terry Conner
Managing Partner

Haynes and Boone has a strong history of recruiting, retaining and promoting diverse attorneys. We are fortunate to work at an organization that supports and promotes our firm's diversity efforts. Moreover, our Managing Partner, Terry Conner, is a visionary and inspirational leader in this field.



Felicity Fowler
Partner, Attorney Diversity Committee Chair

But, as a firm, we do not rest on our laurels. Our 45 person Attorney Diversity Committee is an energetic and dynamic collection of attorneys and management team members that meets every month to advance our numerous diversity efforts as outlined in this Annual Report. We have several outstanding Sub-Committee Chairs that oversee our Women Attorney, Minority Attorney, LGBT, Recruiting and Business Development Committees. Without our Committee and Sub-Committee Chairs, none of our numerous initiatives and achievements could have been possible.

As we continue to move forward and address these important issues, we are thankful to our firm, attorneys, staff, clients, recruits and partner organizations and we are eager for tomorrow's future. Thank you for participating in and shaping our vision of diversity.



"Our diverse group of minority and women attorneys plays a pivotal role in our firm's past, present and future development."

Mike Boone
Co-founder and Partner

DO YOU KNOW?

We strongly believe that cultural and ethnic differences enhance innovation and delivery of quality legal services to a diverse marketplace.

Do you know about our innovative diversity efforts?

The Attorney Diversity Committee hosted the Second Biennial Minority Attorney Retreat in the Dallas office July 30–31, 2010. More than 90 Haynes and Boone attorneys from offices throughout the firm participated, along with members of the Board of Directors and senior management.

2010 marked the debut of the Women's Leadership Academy, a program designed to prepare women associates for partnership and leadership opportunities.

Haynes and Boone hosted a symposium for college admission officers from around the country to promote recruitment of minority high school students.

Do you know about our mentoring programs?

Board Members are paired with minority associates and serve as their sponsors as the associate progresses in their legal profession at the firm.

The firm hosts regular lunches, dinners and events for women attorneys to foster relationships and share ideas about business and career development opportunities.

Do you know about our work/life balance initiatives?

The Working Parents Sub-Committee offers guidance and resources to working parents, including expert advice on child-rearing issues, schools, medical and child care referrals, and best practices for maintaining a healthy work/life balance.

We also offer flexible work schedules to accommodate attorney needs.

Do you know about management support of diversity?

Haynes and Boone's leadership is not content to espouse the importance of diversity while leaving the hard work to those around them. They take a personal interest in the recruitment, retention and advancement of our diverse attorneys through mentoring and participation in numerous diversity activities.

Haynes and Boone includes diversity as one of the aspects of its strategic plan. Strategic efforts to support diversity include creation of a diversity action plan, defining a set of guiding values related to diversity, focused efforts on advertising and media related to diversity achievements, and community outreach.



MINORITY ATTORNEY INITIATIVES

Unified diversity equals success.



Minority Attorney Initiatives Co-Chairs: James Waters and Nicole Snelling

Haynes and Boone has a long-standing commitment to advancing minority initiatives. The firm regularly sponsors internal and external events aimed at advancing and promoting diversity. These include happy hours, dinners, presentations and other networking opportunities.

Second Biennial Minority Attorney Retreat

Haynes and Boone held its Second Biennial Minority Attorney Retreat in the Dallas office July 30–31, 2010. The theme of the retreat—“*Put Your Mark on our Vision of Diversity*”—certainly resounded with the participants, which included attorneys (spanning 11 firm offices) and corporate clients. Over the course of the two-day retreat, Haynes and Boone attorneys and clients spent time working together in small group break-out sessions, creating the diversity initiatives that will ultimately serve as a roadmap for the firm’s ongoing minority initiatives. Another notable highlight from the retreat was the presentation by Werten Bellamy, a respected motivational speaker and well-regarded advocate of minority initiatives, who emphasized the importance of diversity and diversity efforts. The Second Biennial Minority Attorney Retreat proved to be a success, as the participants undeniably put their mark on Haynes and Boone’s ever-expanding vision of diversity.

Minority Associate Sponsor Program

The firm is proud to have launched the Minority Associate Sponsor Program in 2010, which pairs minority associates with members of the Board of Directors and other senior management partners. Each partner sponsor is responsible for mentoring, sponsoring and promoting their assigned associate as the associate progresses through the partnership track. The goal of the program is to increase minority retention rates while increasing opportunities for minority associates’ promotion to firm partnership and other leadership positions.

Partnering with Law Schools

The firm actively advances minority interests by partnering with law schools through their respective diversity organizations. Throughout the year, the firm sponsors numerous events in our offices and at law schools, providing minority students with an opportunity to foster their interest in the legal profession and to network with prospective employers.

Memberships and Sponsorships

Haynes and Boone pays membership fees for minority bar associations and expenses related to participation in minority-focused organizations. We have taken leadership roles and sponsored various organizations, including:

- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association
- Hispanic National Bar Association
- National Bar Association
- National Native American Bar Association
- Texas Minority Counsel Program

WOMEN ATTORNEY INITIATIVES

Reinforcement brings stamina, depth and might.



Women Attorney Initiatives Co-Chairs: Debra Hatter and Mary Mendoza

Women's Leadership Academy

In 2010, the firm launched the Women's Leadership Academy, focusing on the development and advancement of Haynes and Boone's women associates, while aiming to provide a forum for women associates to meet and learn from established firm partners. The program includes a year long series of seminars and workshops and prepares participants for partnership consideration by offering career advancement coaching, business development techniques, and networking opportunities with women leaders from offices and practice groups outside their own. The inaugural year of this program was comprised of 11 women associates.

Women Attorney Business Development Events

The women attorneys of Haynes and Boone regularly host events in their respective offices for their female clients, colleagues, and professional contacts. Following are examples of 2010 events for women:

- On May 6, New York City women attorneys hosted a fashion show and after-hours shopping event at Saks Fifth Avenue.
- On May 26, Dallas and Houston women attorneys hosted a reception and private early screening of the *Sex and the City 2* movie in their respective cities.
- On August 12, Dallas women attorneys hosted a reception and private early screening of the movie, *Eat Pray Love*.
- On October 21, Austin women attorneys hosted their 2nd annual Cocktails and Conversations client event, with featured speaker, Karyl Innis, presenting "Smart, but..."
- On October 28, San Antonio women attorneys hosted their 9th annual Cocktails and Conversations client event, with featured speaker, Karyl Innis, presenting "The New Brand: YOU!"



Women attorneys of New York hosted clients, colleagues and friends for a fashion show and after-hours shopping at Saks Fifth Avenue.

Women Attorney Meetings

Haynes and Boone hosts regular meetings for women attorneys in their respective offices to meet and help foster relationships with one another. Whether a quarterly lunch meeting like those held in Dallas, Fort Worth and Houston, or a monthly breakfast meeting like those held in San Antonio, these women attorney meetings provide a forum for women partners and associates to discuss issues they may be facing at any given stage in their careers, and to share ideas about business and career development opportunities.



Women attorneys in various Texas offices hosted clients for private advance screenings of highly-anticipated movies.

Highlights

Featured Women Attorney Profiles



Lynne Liberato was named the first female recipient in the 23-year history of the Leon Jaworski Award.

Lynne Liberato, Houston Partner, Board of Directors member and Business Development Committee Chair, has championed a wide array of Houston-area causes. She currently is the chair of THRIVE, the United Way's innovative collaborative designed to assist hard-working, lower income families in their efforts to achieve family financial security. She chaired the organization's Hurricane Katrina/Rita task force in 2005, leading the effort to assist Gulf Coast storm evacuees with their social service needs. Lynne was named United Way's 2008 Volunteer of the Year and 2004 Woman of the Year. She chaired the United Way board from 2005 to 2007. Lynne also created the Law Firm Initiative in 2002 to enhance awareness and increase donations by Houston law firms, lawyers and their staff members. Additionally, Lynne is the former president of the State Bar of Texas and was the first woman president of the Houston Bar Association.



Nina Cortell was the first female lawyer hired 34 years ago. Today, **31 percent** of the firm's lawyers are women.

Nina Cortell's profound commitment to mentoring young lawyers, particularly women lawyers, is one of her greatest legacies. Together with an impressive group of women who graduated from the University of Texas School of Law in the 1970s, she co-founded the University of Texas Center for Women in Law, which is dedicated to advocating for change and improving the status of all women in law. She explains, "We envision the Center serving women in several ways. It is a resource for women who are law students or who have graduated and are in the profession. We also work with law firms, businesses, and academia to help assess and encourage the advancement of women in whatever paths they choose." Nina has been recognized by both the Dallas Appellate Lawyers of the Year as a 2010 Best Lawyer and as a Top 10 Super Lawyer with the 2nd highest votes received from *Texas Super Lawyers* in 2010.



Women partners support various activities that mentor the future women leaders.



Ten women partners, the most of any law firm, were recognized by D Magazine as Best Women Lawyers in Dallas for 2010.

LGBT Committee Chair: Nick Even

The LGBT Committee was launched to provide increased recognition to the firm's lesbian, gay, bisexual and transgender attorneys. In the recent past, the Committee cemented official changes to the firm's benefits policy to include provisions to domestic partners, and to continue its review of firm benefits to ensure we are abreast of the latest national developments and opportunities.

Human Rights Campaign

The Human Rights Campaign (HRC) Foundation has awarded Haynes and Boone its third consecutive 100 percent rating in its 2011 Corporate Equality Index measuring private companies' policies and treatment of lesbian, gay, bisexual and transgender employees. This award is based on several factors, including written non-discrimination policies and training; health insurance, bereavement and family leave policies for LGBT employees and same-sex partners; LGBT employee groups; participation in community advertising and organizations; and overall support of equal rights for LGBT people.



Lambda Legal

After Lambda Legal achieved the landmark win in *Lawrence v. Texas* in 2003, in the United States Supreme Court, Haynes and Boone was a sponsor of the first *Lawrence v. Texas* anniversary celebration and has remained ever since. In 2010, the firm hosted tables at the *Lawrence v. Texas* breakfasts in Dallas and Houston. The firm was also honored to host Lambda Legal for a meeting of their national board and staff in October 2009.



Nick Even, Partner and Chair of the firm's LGBT Committee, accepted the Corporate Equality Award on behalf of the firm from Lambda Legal's South Central Regional Office at the organization's inaugural Landmark Dinner on August 16, 2010. The award honored the firm for its long-standing support of Lambda Legal and that organization's efforts to protect the rights of lesbians, gay men, bisexuals, transgender people, and those with HIV.

Sponsorships

In addition to the firm's support of Lambda Legal, we are proud to support and serve on the board of Bering Omega, a non-profit organization providing HIV/AIDS care and services in Houston, to annually support AIDS Walk Houston, and to be a Ruby Sponsor of the annual Black Tie Dinner in Dallas which supports 20 Dallas-based LGBT organizations.



"Haynes and Boone strives to be a leader in workplace policies affecting LGBT employees. We will continue with efforts aimed at embracing and valuing all of our employees. For us, diversity is not programs or statistics, it is an integral part of our culture."

Nick Even, Partner



Recruiting Committee Chair: Brandy Morrison



Sponsorships of student diversity organizations include:

- Mid-Atlantic Region of the National Black Law Student Association
- Southern Methodist University Hispanic Law Student Association
- Southern Methodist University Women in Law
- University of Texas School of Law's Asian Law Student Association
- University of Texas Black Law Student Association
- University of Texas National Asian Pacific American Law Student Association
- University of Texas Thurgood Marshall Legal Society

Recruiting events focused on diversity include:

- Women Creative Programs—“Painting with a Twist” and “Smashing Times”
- Minority Summer Associate Dinners
- Howard University 1L Presentation and Luncheon
- Women's Holiday Parties
- Diversity Happy Hours

Minority Scholars Program

The Haynes and Boone Minority Scholars Program rewards two outstanding minority law students annually with a monetary scholarship to assist with law school tuition, books and living expenses. Scholars earn a 1L clerkship position with the firm and the option to return during the summer of their second year. During their clerkship, minority scholars are matched with a mentor to introduce them to law firm life, provide them an opportunity to assist on client matters, and offer guidance as they begin their legal careers.

Houston Bar Association Minority Program

Haynes and Boone participates in the Houston Bar Association's Minority Opportunities in the Legal Profession 1L Summer Clerkship Program. This initiative promotes diversity while providing first year minority law students from all three Houston law schools—University of Houston, South Texas College of Law, and Texas Southern University, with an opportunity to work as a summer associate in Houston firms. Debra Hatter, Houston Partner and a member of the Attorney Diversity Committee, is a former chair of this clerkship program.

1L Leadership Academy

Launching in 2011, this inaugural event will host a select group of Texas law students for an introductory seminar of the legal profession. Taught by Haynes and Boone attorneys, the program will highlight issues such as keys to success in a law firm, the importance of mentoring, and the fundamentals of business development.

Fast Track 1L Week

Haynes and Boone launched the innovative recruiting program, “Fast Track” 1L Week. During Fast Track, we offer first year law students a one-week summer clerkship. Fast Track allows us to establish early connections with some of the country's most qualified students. It is especially helpful in introducing us to diverse recruits during the early stages of their decision-making process.

Lateral Hiring

At Haynes and Boone, we recognize the importance of hiring and retaining diverse attorneys. Firm leadership regularly meets with the Attorney Diversity Committee to discuss strategies for identifying and attracting these attorneys to the firm. In 2010, we were successful in adding top diverse talent through our lateral hiring efforts.

At Haynes and Boone, we believe success starts long before you graduate from law school, and that the legal profession is only as strong as its next leaders. We have created initiatives aimed at students from kindergarten through law school designed to inspire an interest in education, introduce students to the field of law and foster a community of up-and-coming leaders.

Youth About Business

Haynes and Boone's Houston office is a staunch supporter of Youth About Business, a leadership training program that exposes diverse students to corporate leadership and finance, through learning the mechanics of complex business transactions and the management of small business operatives. For the past two years, a Haynes and Boone attorney has been named Youth About Business's Executive Volunteer of the Year.

Communities in Schools

Each year, Haynes and Boone attorneys lead a mock trial for elementary school students from Communities in Schools (CIS), a drop-out prevention program serving underprivileged youth. Using a real courtroom staffed by actual judges, the students serve as plaintiff and defendant, counsel and jury members. Judges and lawyers also share their personal stories in a way that the children can relate to and see possibilities for their own future. Children leave inspired and often state their desire to pursue a career in the legal profession.

Symposium for Multicultural Recruitment

Haynes and Boone joined forces with Academic Success Program (ASP) to sponsor the 2010 Symposium for Multicultural Recruitment at Southern Methodist University. The three-day program, attended by college admissions officers from around the country, addressed best practices in identifying, attracting and retaining top multicultural and first-generation college students. The program culminated with a college fair attended by more than 200 ASP students from Dallas Independent School District. The career fair brought local high school students and guidance counselors together with college admissions officers to discuss college access for all students.

Landrum Middle School Mentoring

In January 2011, Haynes and Boone attorneys began mentoring students at Landrum Middle School in Houston, TX. Our lawyers meet regularly with these students to discuss their goals, and to offer guidance in determining their professional career path.



Communities in Schools "Mock Trial" Program

"Diversity isn't a topic we just embraced in the last few years because it was a fad. It is the right thing to do, and it has been a part of who we are since the firm's beginning."

Felicity Fowler
Partner and Attorney Diversity
Committee Chair

BUSINESS DEVELOPMENT COMMITTEE

Getting the word out.

Business Development Committee Chair: Kathy Gutierrez

Diversity Print Advertisements

Inside Counsel, March 2010

D CEO, May/June 2010

Dallas Business Journal, July 2010

Houston Business Journal, August 2010

Ads on various business and legal websites tout the firm's excellent record of providing opportunities for diverse attorneys.



The firm diversity video completed production this summer.



Rafael Anchia was featured in *Texas Monthly* for his Extraordinary Minority in Texas Law award.

A 6 page color insert in *D CEO Magazine* commemorated the firm's 40th anniversary and heralded our diversity.



Diversity Chair, Felicity Fowler, and the firm's Attorney Diversity Committee were featured in the Nov/Dec 2010 edition of *Hispanic Executive*.



Press Releases in 2010

- 01/13** DAABA Elects Albert Tan to Board of Directors
- 01/14** Felicity Fowler Joins Greater Houston Women's Chamber of Commerce Board
- 02/08** Haynes and Boone Houston Named an Anti-Defamation League Community of Respect™
- 03/03** Joyce Mazero Receives WFF Leadership Award
- 03/04** Haynes and Boone Increases Diversity Scorecard Rank
- 04/26** Haynes and Boone Women Attorneys Top *D Magazine* Best Women Lawyers Ranking
- 05/06** Haynes and Boone Lawyer Steven Chen Earns European Inventor of the Year for Advancement of GPS Technology
- 08/06** Vault Honors Haynes and Boone for Culture, Diversity
- 08/06** Haynes and Boone Ranked Among Top Law Firms for Diversity
- 08/16** Haynes and Boone Receives Corporate Equality Award from Lambda Legal
- 10/01** Haynes and Boone Earns Top Honors in Human Rights Campaign's 2011 Corporate Equality Index
- 10/29** Haynes and Boone's Rafael Anchia Honored by *Latino Leaders*
- 11/17** Haynes and Boone Honored by Dallas Women's Foundation
- 11/22** Haynes and Boone's Lynne Liberato Elected Texas Supreme Court Historical Society President-Elect
- 11/22** Judith Elkin of Haynes and Boone Assumes Leadership of Insolvency Professionals' Organizations
- 12/1** Haynes and Boone's Emma Cano Listed Among *San Antonio Business Journal* 40 Under 40 Winners
- 12/14** Haynes and Boone Improves Rank in Houston Multi-Bar Law Firm Diversity Report Card
- 12/22** Haynes and Boone's Leigh Ganchan Elected to Free Trade Alliance Board

HONORS and AWARDS

Drawing inspiration from difference.



Vault Top 100 Diversity Awards



2010 European Inventor Award Ceremony



Lambda Legal Corporate Equality Awards

Rafael Anchia earned both the Institute of Human Relations Award from the American Jewish Committee and the Latino Leaders Maestro Award from *Latino Leaders* magazine.

Nina Cortell, Felicity Fowler, Lynne Liberato and Karen Precella were recognized by *Texas Super Lawyers* in the Top 50 Women Lawyers for 2010.

Nina Cortell earned accolades as Appellate Lawyer of the Year from *Best Lawyers*.

In 2010, *MultiCultural Law* magazine ranked Haynes and Boone 38th out of the Top 100 Law Firms for Diversity. Haynes and Boone was also ranked 11th in the Top 25 Law Firms for Hispanics, 15th in the Top 25 Law Firms for Native Americans, and 80th in the Top 100 Law Firms for Women.

Sharon Freytag was named Litigator of the Week by *American Lawyer Litigation Daily*.

Vault Top 100 ranked Haynes and Boone 17th for its overall commitment to diversity, 14th in diversity with respect to women and 10th in diversity with respect to minorities, out of 100 of the nation's largest law firms.

For the third consecutive year, Haynes and Boone earned the top rating of 100 percent in the Corporate Equality Index administered by the Human Rights Campaign Foundation.

Hispanic Business magazine named Felicity Fowler in the Top 25 Women of Vision.

In *American Lawyer's* 2009 Mid-Level Associate Survey, Haynes and Boone associates scored the firm at 4.22 out of 5 for its dedication to diversity.

Haynes and Boone ranked No. 54 out of more than 200 law firms in *American Lawyer's* 2010 Diversity Scorecard, jumping 15 spots over the previous year.

Texas Lawyer recognized Mike Boone as One of the 25 Greatest Lawyers of the Past Quarter Century.

Law360 named Diana Liebmann One of the Top 10 Energy Lawyers to Watch.

Kendyl Hanks is a previous recipient of the ProBono Award from the Travis County Women Lawyers Association.

Joyce Mazero earned the Women's Foodservice Forum WFF Leadership Award.

Chambers Latin America expanded its recognition of Haynes and Boone noting the work of Edgar Anaya, Antonio Franck, Luis Moreno and Larry Pascal.

ORGANIZATIONS AND ACTIVITIES WE PROUDLY SUPPORT

Partial List

Academic Success Program
African American Bar Association*
African American Museum
AIDS Foundation Houston, Inc.
American Heart Association*
American Intellectual Property Law Association
American Red Cross, Dallas Area Chapter*
American Red Cross, Chisolm Trail Chapter*
Anti-Defamation League
Any Baby Can of Austin*
Asian Law Alliance*
Asian Pacific American Bar Association
Bering Omega Community Services
Bexar County Women's Bar Association*
Big Brothers Big Sisters Lone Star*
California Women Lawyers
Child Abuse Prevention Center of Dallas*
Clayton Youth Enrichment Services*
Columbia Law School Alumnae Association*
Commission on Women in the Profession*
Communities in Schools
Crow Asian Art Museum and Asia Society of Texas*
Dallas Asian American Bar Association*
Dallas Committee on Foreign Relations
Dallas Hispanic Bar Association
Dallas Protocol Steering Committee*
Dallas Regional Chamber*
Dallas Theater Center*
Dallas Women Lawyers Association*
Dallas Women's Foundation*
Dallas Women's Museum*
DFW Asian American Citizens Council*
DFW Asian American Citizens Council's Intern Scholarship Program*
DirectWomen
Education is Freedom*
Equal Justice
Equality Texas Foundation
Family Services of Greater Houston*
Girl Scouts of Northeast Texas*
Go Red for Women*
Greater Dallas Hispanic Chamber of Commerce*
Greater Houston Partnership*
Greater Houston Women's Chamber of Commerce*
Gulf Coast International Dragon Boat Regatta
HBA Gender Initiative Committee*
HBA Minorities in the Legal Profession*
Hispanic Bar Association of Houston*
Hispanic National Bar Association*
Houston Area Urban League, Inc.*
Houston Area Women's Center
Houston Association of Women Attorneys*
Houston Diversity Council*
Human Rights Campaign
International Bar Association
International Bar Association Section on Insolvency Restructuring and Creditors Rights*
International Women's Insolvency and Restructuring Confederation*
J.L. Turner Legal Association
Jewish Community Center of Dallas
Lambda Legal
Lawyers at Landrum*
Leadership Dallas Alumni Association*
Manos de Cristo*
Mexican American Bar Association
Mid-Atlantic Black Law Students Association
Minority Corporate Counsel Association
NALEO Education Fund*
National Asian Pacific American Bar Association*
National Association of Investment Companies*
National Association of Women Business Owners
National Association of Women Lawyers
National Association of Women Lawyers General Counsel Institute
National Bar Association
National Native American Bar Association*
North Dallas Chamber of Commerce*
Organization of Chinese Americans*
Professional Women of Color*
SMU Clements Center for Southwest Studies*
Spain-Texas Chamber of Commerce*
State Bar of Texas
State Bar of Texas IP Section Diversity Task Force*
State Bar of Texas Task Force on Hiring, Retention and Promotion of Women and Minorities in Law Firms and Corporations*
Sunset Advisory Committee*
Supreme Court Historical Society*
Susan G. Komen Foundation
Texas Dragon Boat Association
Texas Equal Action to Justice Foundation*
Texas General Counsel Forum*
Texas Minority Counsel Program*
Texas-Mexico Bar Association*
Texas Wall Street Women
Travis County Women Lawyers Association
United Way
United Way of Greater Houston*
United Way De Tocqueville
United Way Women's Initiative*
University of Texas Law School Center for Women in Law*
US-Mexico Bar Association*
Women Helping Women
Women in e-Discovery*
Women in the Boardroom
Women's Advocacy Project*
Women's Energy Network*
World Affairs Counsel of Dallas/Fort Worth*
YMCA of Metropolitan Dallas*
Youth About Business*
YWCA of San Antonio*

*A Haynes and Boone attorney holds a leadership or board position.

2010 ATTORNEY DIVERSITY COMMITTEE MEMBERS



Kit Addleman
Partner
Dallas



Edgar Anaya
Of Counsel
Mexico City



Carmen Bauman
Associate
New York



Altresha Burchett-Williams
Associate
Dallas



Emma Cano
Associate
San Antonio



Gerardo Carrillo
Associate
Mexico City



Chris Castillo
Associate
Houston



LeAnn Chen
Associate
Dallas



Steve Chen
Associate
Orange County



Tom Chen
Partner
Orange County



Terry Conner
Managing Partner
Dallas



Karen Coomer Denney
Partner
Fort Worth



Eric Deutsch
Director of Attorney Development
Dallas



Nick Even
Partner
Dallas



Henry Flores
Partner
Houston



Theo Foster
Associate
Richardson



Felicity Fowler
Partner,
Attorney Diversity Committee Chair
Houston/Dallas



Kathy Gutierrez
Director of Marketing Operations
Dallas



Kendyl Hanks
Partner
New York



Debra Hatter
Partner
Houston



Arthur Howard
Partner
Houston



Lamont Jefferson
Partner
San Antonio



Teshia Judkins
Associate
Houston



Chris Kang
Associate
Dallas



Maryam Khosharay
Associate
Washington, D.C.



Ed Kwok
Partner
Silicon Valley



Inchan Kwon
Associate
Silicon Valley



Eric Li
Associate
Richardson



Angela Lilly
Associate
Dallas



Yasser Madriz
Partner
Houston



Ernest Martin
Partner
Dallas



Mary Mendoza
Partner
Austin



Julian Mithani
Associate
Houston



Brandy Morrison
Director of Attorney Recruitment
Dallas



Ann Richardson-Knox
Partner
New York



Julie Roberts
Manager of Attorney Development
Houston



Nicole Snelling
Diversity Coordinator
Dallas



Sandra Spikes
Director of Human Resources
Dallas



Orly Sulami
Associate
Dallas



Ocean Tama
Associate
Dallas



Rikiya Thomas
Associate
Houston



Evert Uy
Associate
Washington, D.C.



Tiffany Walker
Associate
Austin



James Waters
Partner
Dallas



Yuki Whitmire
Associate
Dallas