2018 DIVERSITY AND INCLUSION YEAR IN REVIEW
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MESSAGE FROM DIRECTOR OF DIVERSITY AND INCLUSION, 

JENNIFER REDDIEN

Haynes and Boone has established a strong foundation in diversity and inclusion and maintains that focusing on recruitment, retention, and promotion is integral to the success of the firm. The firm also recognizes that innovation is necessary in order to stay competitive. In 2018, some noteworthy advancements were our enhancements to the Building Connections mentorship program, our continually evolving Women’s Leadership Academy, and our increased engagement in pipeline initiatives.

Looking forward, the firm will improve upon its exceptional programming and provide invaluable experiences for its attorneys. We will continue to cross-collaborate and plan strategically to execute new diversity initiatives, as well as benchmark to guarantee our success. Through this comprehensive and integrated approach, we will ensure that our attorneys are well equipped to become future leaders at the firm and in the legal industry.

MESSAGE FROM MANAGING PARTNER, 

TIM POWERS

Since our founding, diversity and inclusion have been part of our core values and are crucial to the success of our firm. Diverse backgrounds, skills and experiences shape our business advice and inform our commitment to our communities.

2018 was a remarkable year for our commitment to diversity and inclusion. We launched the firm’s 2025 strategic plan which includes ambitious diversity and inclusion goals designed to supplement and support the firm’s already historic commitment to creating the most equitable workplace for all our employees. We also held our biannual Diversity Retreat with clients and general counsel from such well-known companies as American Airlines, AT&T, Frost Bank, Google, McKesson, and Toyota. And, the firm established a diversity and inclusion department, led by our Director of Diversity and Inclusion, Jennifer Reddien, who is known for her innovative, evidence-based and business-oriented approach to diversity. Jennifer will work with us to introduce new and unique approaches to help our firm continue to recruit, retain, and promote diverse lawyers.
OUR VISION OF SUCCESS

Excellence in diversity and inclusion is a Haynes and Boone core value. We recruit the best and the brightest and seek to attract, retain, and promote individuals who reflect the global marketplace, our clients, and the communities we serve. We strive to create an environment in which each individual at every level has the opportunity to succeed professionally, regardless of age, disability, ethnicity, gender, gender identity and expression, national origin, parental status, race, religion, sexual orientation, and/or socio-economic experiences. We recognize that our commitment to diversity and inclusion enhances our other core values of commitment to client service and a teamwork culture.

MEET JENNIFER REDDIEN

In 2014, Jennifer Reddien was a thriving litigator in Chicago when she decided to take her career in a new direction: creating opportunities for diverse attorneys to succeed in the practice of law.

It’s a passion that led her to become the executive director of the Chicago Committee on Minorities in Large Law Firms, which collaborates with law firms to increase racial and ethnic diversity in the legal profession. Following her tenure there, she joined Haynes and Boone in 2018 as its Director of Diversity and Inclusion.

“Haynes and Boone has long been recognized as a pioneer in diversity and inclusion. This is one of the reasons I came to work for the firm,” she said. “I hope to build on its strong legacy and ensure that our lawyers continue to reflect the diversity of our clients’ businesses, as well as the communities in which we live and serve.”

Since joining the firm, Jenn has led unconscious bias workshops, spoken on industry panels, met with leaders of client companies, initiated new diversity communiqués, and further energized Haynes and Boone’s Attorney Diversity and Inclusion Committee.

“Our initiatives encourage our lawyers to draw upon their unique experiences and backgrounds to develop their careers and grow with the firm,” Jenn said. “We can all benefit from having a more diverse mindset, within the firm and in the outside world.”

A steadfast advocate for diversity, equality and inclusion, Jenn’s passion in this area may have been passed down from her grandfather, who was involved in the Civil Rights Movement and marched with Dr. Martin Luther King Jr.

Reddien earned a bachelor’s degree from Duke University, a law degree from the University of Michigan and an MBA from the University of Notre Dame. She previously was a partner at O’Hagan LLC and SmithAmundsen LLC, where she managed a broad and extensive litigation caseload.

When she is not working, traveling, or walking her Brussels Griffon named Sarge, Jenn says she enjoys relaxing at home by reading or watching sports.

Jenn is an active member of the Association of Law Firm Diversity Professionals, Inc. and many minority organizations. During her legal career, she was named an Illinois Rising Star by Super Lawyers, Thomson Reuters, from 2009-2014.
Haynes and Boone has always acknowledged the importance of devoting time and resources to enhancing diversity and inclusion at the firm. In 2018, our attorneys collectively dedicated themselves to the firm’s diversity and inclusion committees, programs, and initiatives. The firm thanks all of those who worked to advance diversity and inclusion at the firm.

ATTORNEY DIVERSITY AND INCLUSION COMMITTEE

Haynes and Boone thanks all of its Attorney Diversity and Inclusion Committee (ADIC) members for their commitment to furthering diversity and inclusion in 2018. Under their leadership, the firm made advances to achieving its diversity and inclusion goals.

ADIC Steering Committee Members

KENNETH BEZOZO  TOM CHEN  ERNEST MARTIN, JR.

TIMOTHY POWERS  JENNIFER REDDIEN
ATTORNEY DIVERSITY AND INCLUSION SUB-COMMITTEES

LGBTQ COMMITTEE
Chairs: Rebecca Landau and Scott Thompson

Haynes and Boone’s LGBTQ Committee provides the firm’s lesbian, gay, bisexual, transgender and queer lawyers with increased recognition and community building. The committee has worked to change the firm’s benefits policies and has identified business development opportunities with LGBTQ companies and organizations.

MINORITY ATTORNEY INITIATIVES
Chair: Brian Kwok

The Minority Attorney Initiatives Committee seeks to expand the firm’s efforts to recruit, retain, support, and promote its minority lawyers through both its policies and programming. The committee also provides attorneys opportunities for community building, professional development, and mentorship.

PIPELINE
Chair: Brent Beckert

Haynes and Boone’s Pipeline Committee engages in the firm’s local community to support, encourage, and develop a talented and diverse future workforce. The committee engages with all levels of students, from middle school through university, to ensure that those from underrepresented backgrounds are connected to their legal community.

WORKING PARENTS
Chair: Vera Suarez

The Working Parents Committee strives to improve retention and recruitment of working parents while identifying and advocating for policies and programs to maintain Haynes and Boone’s family-friendly culture. The committee assists in the development of policies, resources, and programs needed to support working parents. The committee has worked to provide coaching and guidance to those who are seeking best practices for maintaining a healthy work/life balance.
WOMEN’S INITIATIVE COMMITTEE

Chair: Kit Addleman

The Women’s Initiative Committee provides leadership development for its female lawyers. The committee seeks to support its female attorneys by providing mentorship, professional development programming and networking opportunities. This year the Women Partners’ Summit focused on risk and resilience.

Women’s Initiative Committee Members

The Women’s Initiative Committee provides value to our women attorneys at every career stage. The committee coaches and cultivates new lawyers, supports business development by women, encourages women to become leaders at the firm, and champions our triumphs. Over the years, the initiatives have resulted in a collaborative, fair and inclusive environment at Haynes and Boone where promoting women is recognized as vital to the firm’s success and to the best results for our clients.

KIT ADDLEMAN
Partner
Dallas
Women’s Initiative Committee Chair

"The Women’s Initiative Committee provides value to our women attorneys at every career stage. The committee coaches and cultivates new lawyers, supports business development by women, encourages women to become leaders at the firm, and champions our triumphs. Over the years, the initiatives have resulted in a collaborative, fair and inclusive environment at Haynes and Boone where promoting women is recognized as vital to the firm’s success and to the best results for our clients."

KIT ADDLEMAN
Partner
Dallas
Women’s Initiative Committee Chair
I’m very proud of the Working Parents Committee’s 2018 initiatives, which included bringing in external speakers to discuss positive communications with children, organizing a panel discussion of Haynes and Boone attorneys that focused on navigating career and parenthood, and advocating for policy changes that could improve the overall work/life balance of our attorneys. Our goal is to maintain the family-friendly culture at Haynes and Boone and provide support to all working parents.

VERA SUAREZ
Associate
Dallas
Working Parents Committee

Haynes and Boone offers a number of programs that support diversity and inclusion efforts throughout the year, including retreats, various pipeline programs, presentations, and networking opportunities.

2018 ATTORNEY DIVERSITY RETREAT
In 2018, Haynes and Boone hosted an Attorney Diversity Retreat where the firm invited its diverse lawyers and in-house counsel to exchange ideas and discuss best practices for achieving the firm’s diversity and inclusion goals. The event included remarks by Sandra Phillips Rogers, general counsel of Toyota Motor North America, who traced her professional trajectory, offered motivating words of advice for younger lawyers, and underscored the need for diversity in outside counsel.

The retreat also included a panel of leading in-house counsel which was moderated by Haynes and Boone alum, James Waters, who is now general counsel of Frost Bank. Panelists included Ola Adekunle, patent counsel at Google, Altresha Burchett-Williams, Haynes and Boone alum and now senior legal counsel at AT&T, Rebecca Brooks, internal audit senior manager with McKesson, and Dawn Diaz, general counsel of MADD. Panelists discussed best practices for diversity in legal departments and the importance of a diverse pipeline. Sharon Jones, CEO of Jones Diversity also led a presentation on how minority attorneys can best succeed in their professional branding and business development.
BUILDING CONNECTIONS
In 2018, Haynes and Boone remodeled its diverse associates program. Building Connections is a mentorship program which places minority and female associates with firm leaders who provide advice and guidance on issues related to career advancement and business development. Throughout the year, associates meet with their mentors to discuss steps to achieve their career goals.

COMMUNICATION AND YOUR CHILD
Haynes and Boone’s Working Parents Committee hosted a presentation titled “Communication and Your Child” led by My Remarkable Self, a New York-based organization that helps children become successful emotionally and academically. In this interactive workshop, parents discussed and explored the importance of communication and how to communicate effectively, as well as how to listen to your child.

WORK/LIFE BALANCE FOR HAYNES AND BOONE ATTORNEYS BY HAYNES AND BOONE ATTORNEYS
This presentation, hosted by the firm’s Working Parents Committee, explored the ways in which Haynes and Boone attorneys can best balance their legal practice and responsibilities at home.

The Minority Attorney Initiatives Committee is very balanced in its approach – we cultivate our ideas in our associate sub-committee, and are fortunate enough to have the support, commitment, and resources of our firm’s top leadership to help see our sub-committee’s visions come to reality. Our group is very excited to continue the success of the Building Connections program as we are hoping to create more intentional pairings that facilitate mentorship and sponsorship.

MAUDESS FULTON
Associate Washington, D.C.
Minority Attorney Initiatives Committee
Haynes and Boone’s Pipeline Committee aims to inspire those from underrepresented backgrounds in order to support and develop a talented and diverse future workforce. Through the support of our dedicated lawyers and staff members, our initiatives grow stronger every year, creating exciting opportunities for students in our local communities.

PIPELINE
MIDDLE SCHOOL PROGRAMS
Haynes and Boone partners with Big Thought, a Dallas not-for-profit organization, and Uplift Education, a charter school network to provide programs to introduce middle schoolers to the practice of law. During the program, students tour the firm’s Dallas office and meet with Haynes and Boone attorneys to learn about different practice areas of the law.

HIGH SCHOOL PROGRAMS
L.G. Pinkston High School Law Practicum
This program is designed for minority students to participate in hands-on sessions to learn about the law from Haynes and Boone attorneys. Students visit the firm’s Dallas office to learn about transactional deals and litigation matters, attend trips to the Dallas County Courts, and meet with Dallas district court judges.

BRENT BECKERT
Associate
Dallas
Pipeline Committee
**P-TECH Collegiate Academy**
Haynes and Boone is an industry partner of Pinkston P-TECH Collegiate Academy. This innovative program provides students from underrepresented backgrounds the opportunity to study business management. Students attend classes at community colleges and graduate high school with an associate degree. Haynes and Boone hosted P-TECH students in 2018 for a tour of the Dallas office and to hear from Texas Rep.-Elect and Haynes and Boone Partner John Turner and Texas Sen.-Elect Nathan Johnson about the importance of leadership and community involvement.

**Mock Trial**
Haynes and Boone attorneys participate in mock trial programs for high school students. Attorneys coach students in multiple areas including how to develop analytical skills, understand legal concepts, and how to apply the facts to successfully present and win a mock case.

**PRE-LAW PROGRAMS**
Haynes and Boone's pre-law mentorship program is designed to pair attorneys with students enrolled at the University of Texas at Arlington’s pre-law curriculum. Mentors offer guidance on exam preparation, provide mock interview practice, and information on the practice of law.
WOMEN PARTNERS’ SUMMIT
The Women Partners’ Summit is a biennial forum used to explore ways in which the firm can ensure our women lawyers reach their leadership potential. The summit provides attorneys the opportunity to identify areas for advancement in mentorship and to provide guidance to firm leadership on how best to achieve representation in the firm’s leadership. This year, the firm’s female partners focused on risk and resilience.

WOMEN PARTNER MEETINGS
Haynes and Boone’s female partners meet quarterly to review the status of the goals established during the Women Partners’ Summit. These meetings ensure that the firm remains on track for the promotion and leadership development of its female attorneys. Our female partners work to identify business development opportunities and events. Partners also review the development of the firm’s female associates and engage in meaningful discussions on how to best cross-sell business opportunities.

WOMEN’S LEADERSHIP ACADEMY
The Women’s Leadership Academy focuses on the professional development and career advancement of Haynes and Boone’s female associates. The program provides female attorneys training on pathways to partnership, business development strategies, and personal branding. The academy also creates opportunities for female associates to build relationships and exchange ideas with other firm leaders and other women lawyers. In 2018, firm partners, in-house counsel, and executive coach, Neena Newberry, facilitated group sessions on how to create a personal brand, build a network of advocates, and how to move past roadblocks.

CENTER FOR WOMEN IN LAW AT THE UNIVERSITY OF TEXAS
Haynes and Boone is actively involved with the University of Texas Center for Women in Law (CWIL) through its active financial and volunteer support of the center and its pipeline initiatives. The CWIL is the only center of its kind in the United States and works to provide support to female attorneys throughout their careers, from their 1L year and beyond. Nina Cortell, partner at Haynes and Boone, is one of the founders of the CWIL.

CWIL FIRST YEAR ASSOCIATE ACCELERATE PROGRAM
Accelerate is an innovative program for female first-year associates that is coordinated through the University of Texas CWIL. The program provides female associates with the support they need to succeed during their critical first year in a law firm. The program runs year long and provides networking and career guidance to associates from high-performing lawyers. Through this program, Haynes and Boone continues to formulate best practices for supporting its first-year lawyers.
RECRUITING PROGRAMS FOR SUMMER ASSOCIATES

DIVERSITY 1L SCHOLARS
Haynes and Boone’s 1L Diversity Scholars program offers six to eight week clerkships to diverse law students. Throughout the clerkship, scholars are provided meaningful work and mentorship, as well as a $7,500 scholarship to assist with law school tuition, books, and living expenses. Scholars may also be invited to return during the summer of their second year.

1L SUMMER PROGRAM
Haynes and Boone’s 1L program offers six to ten week clerkships across offices. The 1L program provides associates the opportunity to gain hands-on experience in the daily life of a Haynes and Boone attorney.

FAST TRACK
Haynes and Boone’s Dallas Fast Track program is a one-week clerkship that is an ideal complement to other summer plans and provides the opportunity to familiarize candidates with the Dallas legal market and life at a large law firm.

LEADERSHIP COUNCIL ON LEGAL DIVERSITY 1L SCHOLARS
Haynes and Boone is an active member of the Leadership Council on Legal Diversity (LCLD) and annually sponsors up to three of the firm’s 1L scholars to participate as a 1L LCLD scholar. The conference and program are hosted by LCLD and provide summer associates with valuable experiences and networking opportunities.

BAR ASSOCIATIONS
Haynes and Boone participates annually in the Houston Bar Association’s 1L Minority Scholars and the New York Bar Association’s 1L Diversity Fellowship Program.

DIVERSE ATTORNEY PIPELINE PROGRAM
Haynes and Boone participates in the Diverse Attorney Pipeline Program (DAPP) by sponsoring 1L summer associates each year. This program is designed to support law students, who are women of color. Students participate in a clerkship at the firm and then spend one to two weeks working at a company in an in-house department. In 2018, Haynes and Boone partnered with Toyota to participate in this program.
As a law student, I was drawn to Haynes and Boone because of the opportunity to work on sophisticated matters with people I admire. As a young associate, I have gained substantive experience and client contact. The partners I work for support me and want to help me become a better lawyer.

C.J. DONALD
Associate
Dallas

PROFESSIONAL DEVELOPMENT

LCLD PROGRAMS
As an active member of LCLD, the firm nominates attorneys to both the LCLD Fellows program and the Pathfinders program each year.

FELLOWS PROGRAM
Diverse senior associates and newly-minted partners are able to participate in LCLD’s Fellows program. This year-long training program provides attorneys the opportunity to build relationships and develop leadership skills from highly respected members of the legal field, including managing partners and general counsel.

PATHFINDERS PROGRAM
LCLD’s Pathfinders program is designed for high-potential mid-level diverse attorneys. The program provides participants with networking and leadership skills needed to advance in the next stage of their career.

HAYBOO U
HayBoo U is a comprehensive training and orientation program for first-year associates. This program takes place over three-and-a-half days in Dallas, and it introduces associates to the firm’s policies, practices, and expectations. Firm leaders, including Managing Partner Tim Powers, provided encouraging words and advice during this year’s program.

The firm’s ADIC and Women’s Initiative Committee sponsored an integration dinner during this year’s HayBoo U program to introduce the firm’s new attorneys to Haynes and Boone’s diversity committees. The event allowed guests to network with other colleagues and learn more about the firm’s diversity and inclusion mission and initiatives.
DIVERSITY HONORS

In 2018, Haynes and Boone received several honors for its contributions to diversity and inclusion.

- Haynes and Boone was selected for the 2018 AT&T Legal Department Diversity and Inclusion Progress Award.

- Haynes and Boone was recognized as a Top 10 law firm for minority attorneys and minority equity partners by Law360 in its 2018 Diversity Snapshot.


2019 GOALS

STRATEGIC PLAN

In 2019, Haynes and Boone will continue to focus on becoming a market leader in diversity and inclusion. We are committed to becoming a Diversity Lab Mansfield Rule 3.0 Certified firm. The Mansfield Rule encourages firms to increase the representation of diverse lawyers in significant leadership roles and activities in the firm. We will achieve our goals by bolstering our diversity and inclusion initiatives, enhancing our programming, and strengthening our relationships with our clients and the community.

At Haynes and Boone, we believe that our differences make us stronger and enhance our ability to deliver outstanding legal services. I look forward to working with the ADIC and its subcommittees as we collaborate to achieve the best results possible for the firm, our individual diverse lawyers and professionals, and our clients.

TOM CHEN
Partner
Orange County
2019 ADIC Co-Chair
COLLABORATIONS

Haynes and Boone is an active financial supporter and maintains involvement in the following diversity-related organizations:

- Corporate Counsel Women of Color
- Dallas Bar Foundation (Sarah T. Hughes Diversity Scholarship)
- Dallas Black Tie Dinner benefitting the Human Rights Campaign (HRC)
- DHBA Awards Night
- Gay and Lesbian Victory Fund
- Institute for Inclusion in the Legal Profession (IILP)
- Leadership Council on Legal Diversity (LCLD)
- Minority Corporate Counsel Association (MCCA)
- PracticePro Diversity Scholar Program
- Texas Diversity Council
- Texas Minority Counsel Program (TMCP)

Haynes and Boone attorneys remain committed to expanding opportunities for diverse lawyers by actively participating in various bar associations and diversity-related organizations:

- The American Bar Association Judicial Internship Program
- Dallas Asian American Pacific Bar Association
- Dallas Hispanic Bar Association
- Dallas Hispanic Law Foundation
- Dallas J.L. Turner African American Legal Association
- Hispanic National Bar Association
- Houston Asian American Bar Association
- Houston Black Lawyers Association
- Houston Hispanic Bar Association
- Lambda Legal
- Lavender Law Conference and Career Fair
- Mid-Atlantic BLSA Regional Convention
- Ms. JD
- National Asian Pacific American Bar Association
- National Association of Women Lawyers
- National Bar Association
- Orange County Coalition for Diversity in the Law
- Rocky Mountain BLSA Regional Convention
- SWBLSA Regional Convention
- Texas Bar Minority Counsel Program
- U.S. Mexico Bar Association