

HAYNES BOONE

Leading for the Future

Diversity, Equity, Inclusion
and Social Impact Report

2020-2021

equity

inclusion

Letter from the Managing Partner

Over the 52-year history of Haynes and Boone, LLP, our firm has established a set of core values upon which we stand, a unique culture in which we work and thrive, and a spirit that embraces challenges. Building on this strong foundation, we came together in 2018 to develop a new strategic vision that we call our 2025 Plan. Importantly, it states that *“By 2025, we will be an established market leader in diversity and inclusion and will be recognized for our innovative approach to development and promotion of diverse talent.”*

I am thrilled to report that we have made significant strides towards realizing that vision, supported by enthusiastic support of both attorneys and staff, and a solid diversity infrastructure that we have put in place and are building upon daily.

As further outlined in this dynamic report, we formed the Racial Equality Advancement in Law (REAL) Task Force in 2020 to assess our DEI efforts and develop recommendations to improve the firm’s racial diversity, with a focus on Black attorneys. The REAL Task Force in 2020 presented 11 recommendations to the Board of Directors, which approved all of the recommendations. In 2021, we created the REAL Oversight Committee to implement the recommendations.

Last fall, we further accelerated our efforts by hiring Sharon E. Jones, a leading voice in the legal industry on DEI matters, as a partner and our first ever Chief Diversity, Equity and Inclusion Officer.

The fruits of our DEI efforts are abundant, including our 2022 new partner class, which was the most diverse in the firm’s history and received widespread media coverage. “I can’t think of any Big Law firm that will beat these statistics: A new partnership class that’s composed of 62% racial and ethnic minorities and 69% women,” *Bloomberg Law* wrote about Haynes Boone.

The fact that all but two of our 13 new partners started their careers at Haynes Boone is a testament to our sustained commitment to retain diverse lawyers. Building on this success, we recently elevated another accomplished and diverse group of lawyers to counsel; our 2022 new counsel class includes 55% women and 27% racial and ethnic minorities.

The same spirit that animates our work on the DEI front also fuels us to be leaders and to do our utmost to make life better for others in our communities. This report captures how we are putting that spirit into action through pro bono work, civic roles, and not-for-profit service.

This report speaks clearly and passionately to who we are and where we are going. Yes, we are proud of our progress in DEI and our positive impact on the communities in which we are located. Still, we recognize that we can and need to do even more.

I look forward to sharing more good news over the months and years ahead as we continue this journey.

Taylor H. Wilson



TAYLOR H. WILSON
Managing Partner

Letter from the Chief Diversity, Equity and Inclusion Officer

After 18 years as a management consultant focusing on DEI-related change initiatives, I am proud to be working with Haynes Boone on the implementation of our 11 Recommendations for Meaningful Change. The HB Real Task Force's assessment and analysis sets the foundation for our strategies for innovation and advancement. We are building on our firm's legacy of DEI within the legal profession. As an early employer of women lawyers and as an innovator in the Diversity Scholars program as a strategy to attract diverse top talent, we continue to aspire to future legal profession accomplishments in DEI. We recognize that our DEI efforts also have valuable and far-reaching social impact in the global communities in which we are located.

In this Report, we share examples of the pro bono work we have done over the last two years. This work represents the efforts of many firm lawyers who provided services free of charge on a variety of legal issues within the United States. We have also included significant contributions our lawyers have made as leaders and counselors within our communities.

As we move forward in 2022, we will continue to work to embed DEI-related education in our professional development programs. You will see education regarding implicit bias, allyship, and micro-inequities for all attorneys and professional staff. We will also continue to focus on strengthening our firm culture where all lawyers and professional staff can thrive and achieve success.

Our newly launched Inclusion Networks are another important facet of our approach to meaningful change. They promote connections among Network members and between Network members and allies. It is through relationships that stereotypes and implicit biases are dismantled. These Networks also assist us with recruiting through outreach support and active engagement in our hiring processes. Finally, these Networks help enhance the feelings of belonging for everyone in our firm.

This Report, "Leading for the Future," is designed to highlight our DEI and Social Impact accomplishments over the last two years. We hope you will find it informative and inspiring.

Sharon E. Jones



SHARON E. JONES
Chief Diversity, Equity and
Inclusion Officer, Partner

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LEADING FOR
THE FUTURE

DIVERSITY,
EQUITY AND
INCLUSION

DEI



The HB Real Task Force: Responding to Voices for Change

The **HB REAL (Racial Equality Advancement in Law) Task Force** was formed in July 2020 with the goal of assessing diversity, equity and inclusion at Haynes Boone. The objective was to effectuate equity and advancement of the firm’s underrepresented attorneys and, more specifically, Black attorneys who remain vastly underrepresented within the profession. Members of the HB REAL Task Force consisted primarily of firm leaders from the Executive Committee and the Board of Directors. As part of its assessment, Task Force members devoted a significant amount of time interviewing the firm’s Black alumni, Black attorneys, department and section heads, and members of firm leadership, resulting in over 80 interviews. They also researched and analyzed qualitative data and reviewed relevant DEI resources. The HB REAL Task Force finished its comprehensive assessment in October 2020 and then presented its 11 recommendations to the Board of Directors in December 2020. The Board of Directors approved all of the recommendations.

“Taking a deep look at the firm’s diversity initiatives over the years as a member of the HB REAL Task Force, and recognizing our achievements and opportunities for improvement, was a truly rewarding experience for me. I am proud of the recommendations developed by the HB REAL Task Force. I am inspired by the passion and momentum propelling us forward as a continuing market leader in diversity, equity, inclusion and belonging.”



RICARDO GARCIA-MORENO

HB REAL Task Force Member
Partner, Administrative Partner - Houston

HOW WE GOT HERE

○ 2020

- > Created the HB Racial Equality Advancement in Law (REAL) Task Force
- > Conducted in-depth research and interviews with stakeholders across the firm, as well as Black alumni of the firm
- > Created an assessment based on the interviews

The HB REAL Oversight Committee: Implementing Our Future Plan

The HB REAL Task Force has transitioned into the **HB REAL Oversight Committee (ROC)**. The purpose of ROC is to oversee the successful implementation of the HB REAL Task Force recommendations. Members of ROC include the firm's Managing Partner, members of the firm's Executive Committee and Board of Directors, and the firm's Chief Diversity, Equity and Inclusion Officer. ROC members provide guidance and support on process enhancements to the firm's diversity, equity and inclusion initiatives and work collaboratively with the firm's professional services departments, such as Recruiting, Attorney Development, Business Development, and Human Resources.

REAL OVERSIGHT COMMITTEE MEMBERS



TOM CHEN

Partner, Executive Committee
ORANGE COUNTY | PALO ALTO



MELISSA GOODMAN

Partner, Board of Directors
DALLAS



SHARON E. JONES

Partner, Chief Diversity, Equity,
and Inclusion Officer
NEW YORK



ELLEN GIBSON MCGINNIS

Partner, Executive Committee
WASHINGTON, D.C. | NEW YORK



MATTHEW SCHINDEL

Partner, Executive Committee
DALLAS



TAYLOR H. WILSON

Managing Partner
DALLAS

○ 2021 →

- > Developed strategic recommendations for enhancing our DEI program
- > Received Board approval of recommendations
- > Created the HB REAL Oversight Committee to oversee the implementation process and hold implementors accountable for change
- > Began implementation of approved actions

Our 11 Actions for Meaningful Change

Creating a more diverse, equitable and inclusive workplace takes a strong commitment to making real, meaningful change. The following eleven steps outline our top-down, bottom-up approach to establishing a culture of inclusion, where each person is empowered, has a voice in decision-making, feels a sense of belonging, and has opportunities for advancement.

1. Assign value to DEI

To encourage attorneys to engage in diversity, equity and inclusion work—and show how our firm values it—we will determine how best to reward attorneys for their contributions to DEI at Haynes Boone.

2. Create succession planning process with a Mansfield Rule-like requirement

We aim to develop a succession planning process with a Mansfield Rule-like requirement that considers the involvement of underrepresented attorneys more closely, and further includes underrepresented attorneys in client relationships.

3. Demonstrate commitment of firm leadership

We will establish a Black attorney advisory group with the firm's Managing Partner to consult on DEI and to contribute to the implementation process of our DEI Recommendations.

4. Examine current attorney recruitment processes

We will take a closer look at our recruitment processes for opportunities to eliminate implicit bias, expand our diverse candidate pool, and prioritize DEI in our decision-making.

5. Examine promotions and appointments processes

Haynes Boone plans to intensify its efforts to consider diversity in our promotions and appointments processes. Part of this will involve increasing diversity in firm leadership by reviewing current methods and evaluating success to date in order to retain effective practices and consider mechanisms to further de-bias decision-making processes for promotions and appointments.

6. Foster a positive and inclusive environment for all

Fostering a positive and inclusive environment, especially as it pertains to DEI, helps underrepresented attorneys feel that they truly belong.



7. Institute ongoing mandatory education and training

Increasing mandatory, frequent education and training for all attorneys on diversity, equity, inclusion and belonging will help ensure that all individuals learn how to recognize and disrupt unconscious bias, and have a strong understanding of DEI.

8. Integrate DEI into all marketing materials

By intentionally integrating this work into our marketing function, we hope to improve the content and visibility of DEI in our brand and marketing materials—and demonstrate our existing success and commitment to achieving our DEI goals.

9. Evaluate optimal work allocation systems for associates

We plan to incorporate a more effective work allocation system into each practice group. At the same time, we will research and implement work allocation systems for our associates that are tailored to the needs of our specific practice groups.

10. Enhance integration for Black attorneys

By strengthening our formal and informal sponsorship and mentorship of our Black attorneys, we hope to improve retention and promotion. We will also create more open communication between senior management and Black attorneys to get their feedback.

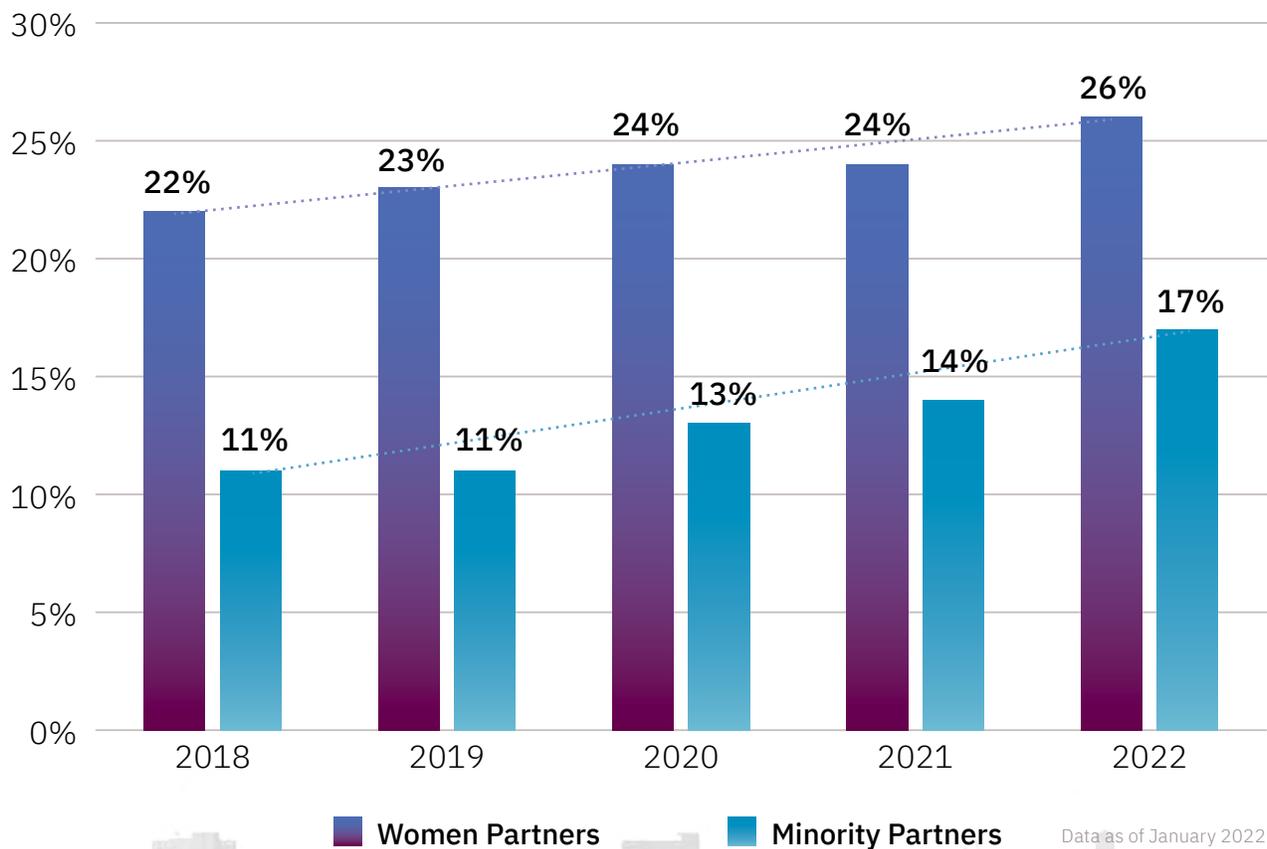
11. Encourage real-time feedback to all associates

We will educate attorneys about the value of providing real-time feedback with associates, opportunities to provide real-time feedback and strategies for giving effective feedback. We will also continue our efforts to improve feedback to all associates—including more intentional real-time feedback, specific feedback during periodic reviews and increased attention to setting goals to measure associate achievement and further promotion.

2022 New Partner Class

Diversity, equity and inclusion have been core values at Haynes Boone since the beginning. In the 1970s, when diversity was severely lacking in the legal profession, founding partners Dick Haynes and Mike Boone made a concerted effort to hire the best lawyers, regardless of their gender or race/ethnicity. This ethos has helped shape the history and culture of the firm to be a place where all belong. In 2018, Haynes Boone established 2025 strategic goals, one of which was to be a market leader in diversity. Since then, the firm has seen a notable increase in its diverse pipeline of talent, evidenced by the firm's partnership which is 26% women and 17% racial and ethnic minority partners.

HAYNES BOONE PARTNERS, 2018-2022





RAQUEL O. ALVARENGA
Labor and Employment



ROBERT BRUNER
Investment Management



JAMIE CARTER
Private Client and Estate Planning



MATT COSTELLO
Labor and Employment



TIFFANY FERRIS
Trademark and Advertising,
Marketing, and Promotional Law



MARIA HOPPER
Mergers and Acquisitions
and Private Equity



MINI KAPOOR
Occupational Safety and Health
and Litigation



JENNIFER KREICK
Healthcare and Life Sciences



KIM MAI
Energy



KINNE MANENTE
Finance



ARSALAN MUHAMMAD
Restructuring



COURTNEY SMITH
Finance



ALAN YILUN WANG
Intellectual Property and
Patent Prosecution

Attorney Diversity, Equity and Inclusion Committee and Inclusion Networks

The driving force behind Haynes Boone’s diversity, equity and inclusion efforts is the **Attorney Diversity, Equity and Inclusion Committee (ADEIC)** composed of partners, associates, counsel and key members of management and professional staff. The ADEIC sets goals for its policies and programs related to the recruitment, retention, promotion and professional development of the firm’s lawyers – and the next generation of lawyers we hope to recruit to the profession. The ADEIC enacts diversity and equity-related firm policies and programs, as well as the implementation of innovative initiatives designed to enhance our firm’s inclusive culture.

ASIAN/PACIFIC ISLANDER NETWORK



BRIAN KWOK
Partner



KARINA OSHUNKENTAN
Associate

BLACK/AFRICAN AMERICAN NETWORK

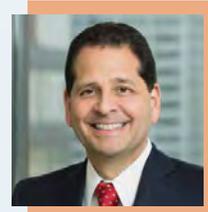


THERESA CONDUAH
Partner



ROBIN LADD
Associate

LATIN/HISPANIC NETWORK



RICARDO GARCIA-MORENO
Partner



CARLOS CARRASCO
Associate

WORKING PARENTS AND CAREGIVERS NETWORK

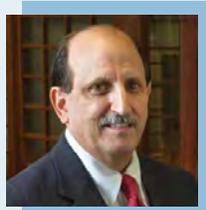


ARSALAN MUHAMMAD
Partner



LAURA WHITLEY
Partner

VETERANS NETWORK



PAUL AMIEL
Partner



ALEX CLARK
Associate

PIPELINE INITIATIVES NETWORK



JEFF CIVINS
Senior Counsel



CAMIE CARLOCK MCKEE
Associate

Inclusion

The firm has launched **10 Inclusion Networks**, which build on the prior subcommittee frameworks the ADEIC supported. These Inclusion Networks are comprised of both members who share the Networks' identity focus as well as allies. The purpose of the Inclusion Networks is to provide a safe space for connection and an opportunity to build multi-cultural competencies on the part of members and allies as well as support the firm's strategic goals. Each Inclusion Network has at least one member of the Board of Directors as an executive sponsor for the Network. Each Haynes Boone Inclusion Network is led by two attorney co-chairs and comprised of members across all offices. Inclusion Networks report to the Attorney Diversity, Equity and Inclusion Committee ("ADEIC").



TOM CHEN

Partner, Executive Committee
Co-Chair - Attorney Diversity,
Equity and Inclusion Committee



VERA SUAREZ

Partner
Co-Chair - Attorney Diversity,
Equity and Inclusion Committee

LGBTQ+ NETWORK



ODEAN VOLKER

Partner



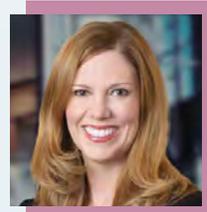
JOANNA PEARCE

Associate



TAMARA DEVITT

Partner



ERIN HENNESSY

Partner

WOMEN'S INITIATIVE NETWORK

FIRST GENERATION NETWORK



JASON JORDAN

Partner



JOLENE ROBIN-McCASKILL

Associate

NEXT GENERATION NETWORK



TIFFANY FERRIS

Partner



ANGEL RENDON

Associate

The ADEIC is supported by professional staff and other attorneys:

- **Jon Baldauf**, Recruiting Coordinator
- **Nicole Chan**, Diversity, Equity and Inclusion Team
- **Eric Deutsch**, Director of Attorney Development
- **Leslie Hueholt**, Communications Manager
- **Sharon E. Jones**, Chief Diversity, Equity and Inclusion Officer and Partner
- **David Taubenfeld**, Partner, Pro Bono Chair and Diversity Equity and Inclusion Liaison
- **Brittany Terumoto**, Manager of Diversity, Equity and Inclusion
- **Senta Thomas**, Manager of Human Resources

DEI Program Highlights

ACTING WITH PURPOSE: DIVERSITY RETREAT

Building from the firm’s 2020 diversity programs and initiatives, Haynes Boone hosted a Diversity Retreat in February 2021. This Retreat and past Retreats have been comprised of firm lawyers, clients and industry professionals working in DEI. The 2021 Retreat programming was designed to educate and empower attendees to act with purpose to become an advocate for diversity, equity, inclusion and belonging. The program included panel presentations, networking and small group discussions aimed at recognizing implicit bias and microaggressions and providing tools to foster a more inclusive culture at Haynes Boone.

**Acting
with
Purpose**



HAYBOO UNITE

HayBoo Unite is a training and networking event hosted each year for the firm’s entry-level racial and ethnic minority associates. Our goal is to provide an opportunity for our new talent to learn from and connect with peers and other diverse attorneys in the firm, while also creating a safe and confidential space to answer any questions they may have about DEI at the firm or what it takes to be a successful lawyer.



WOMEN’S LEADERSHIP ACADEMY

The Women’s Leadership Academy (WLA) focuses on the development and advancement of Haynes Boone’s women associates. WLA is designed to 1) provide curriculum-based training on the pathways to success for woman attorneys, including a focus on partnership criteria, leadership, business development strategies and personal branding; 2) create opportunities for women associates to have meaningful contact with decision-making firm leaders and networking opportunities with other women attorneys; and 3) deliver group coaching.

Haynes Boone’s pipeline efforts are designed to inspire the next generation of leaders in our communities to pursue a career in law. Through the support of our dedicated lawyers and community partnerships, our outreach to students continues to grow every year.



BRENT BECKERT
Associate

DAY IN THE LIFE OF A TEXAS LEGISLATOR

As part of the firm’s robust pipeline initiatives, Haynes Boone hosted a program for L.G. Pinkston High School students called “Day in the Life of a Texas Legislator.” Haynes Boone lawyers and Texas state representatives Rafael Anchia (D-Dallas) and John Turner (D-Dallas), and Texas Sen. Nathan Johnson (D-Dallas) discussed with students their career paths, life in the legislature, and their views on the upcoming session. During the panel, the students asked questions about constituent issues and topics they were studying in their government class. “Day in the Life of a Texas Legislator” was just one of 11 Haynes Boone programs hosted for Pinkston students in 2021.



Diversity Recruiting Programs

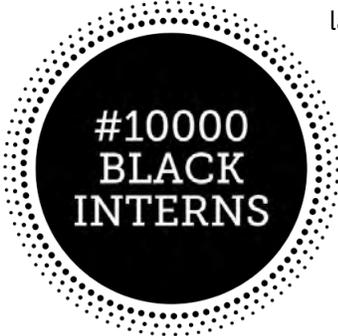
DIVERSITY SCHOLARS

The Haynes Boone **Diversity Scholars Program** allows the firm to attract outstanding diverse students in law school by offering first year law students/legal scholars opportunities for mentorship and a paid summer clerkship. Our diverse summer associates receive support, feedback and projects that expand their skillset in different practice areas overseen by firm attorneys. The Diversity 1L Scholars program includes a total scholarship up to \$25,000 for students who receive and accept our 1L summer, 2L summer, and first-year associate offers.

Our Diversity Scholars program started in 2002 and was spearheaded by Founding Partner Mike Boone and current Managing Partner Taylor Wilson who recognized that recruiting a diverse pipeline of attorney talent was integral to the firm’s success. Through the end of Summer 2021, the firm has hired more than 100 scholars across various offices.

#10000 BLACK INTERNS

In 2021, Haynes Boone’s London office proudly joined the **#10000 Black Interns Programme**, a UK-based organization offering invaluable experiences through internships with firms from 24 different sectors. Through this program, Haynes Boone will hire one legal intern for the summer for each of the next 5 years. The intern will be a recent college graduate or a student on a gap year who will work closely with Haynes Boone attorneys, learning the practice of law and receiving mentorship and training.



“At Haynes Boone, we take great pride in our efforts to recruit the best and brightest law students in the country to participate in our various summer programs. It is important that our summer associate classes add to the great culture at Haynes Boone and represent the communities in which we live and work. We are committed to recruiting, developing and retaining a talented group of attorneys who represent an array of backgrounds and perspectives.”



BRAD HOLDBROOK
Partner, Entry-level
Hiring Partner

As a summer associate, it was evident that Haynes Boone had a dedicated passion and commitment to diversity, equity and inclusion. My mentors and colleagues created an environment where I felt valued and supported. As a junior associate, I look forward to mentoring and championing our 1L Scholars and helping to continue the firm’s cultural legacy of being a place where all are welcomed and belong.



CHELSEA ABII
Associate, Diverse Attorney
Pipeline Program Scholar

DIVERSE ATTORNEY PIPELINE PROGRAM PARTNERSHIP

Combating the continued and systematic decline of women of color in coveted legal positions is an ongoing passion of Haynes Boone. Since 2018, we have partnered with Toyota North America to sponsor 1L summer associates to participate through the **Diverse Attorney Pipeline Program (DAPP)** in our effort to create meaningful change. The 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. This program expands opportunities for women of color to secure summer positions at law firms and corporations following their first year of law school. Over the years, the firm has sponsored several DAPP Scholars. Two of our DAPP participants are pictured here.



Chelsi Vial, Chelsea Abii

SUITED

Haynes Boone has partnered with **Suited**, an automated talent screening platform that uses predictive analytics to determine a candidate’s professional potential. Suited is designed to disrupt potential unconscious bias in the hiring process. The platform allows firms to identify candidates whose ethos and skillset matches the firm’s culture and provides insights into a candidate’s potential beyond what can be understood through a resume. As an early adopter of the platform, Haynes Boone is providing input into future iterations of Suited’s technology.

Recognitions and Awards

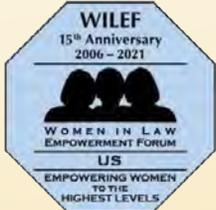
MANSFIELD RULE CERTIFIED 4.0 PLUS

The firm is proud to have achieved Mansfield Rule 4.0 Plus certification in 2021, for the first time signifying that Haynes Boone appointed more than 30% diverse lawyers in significant committees of the firm. Named for Arabella Mansfield, the first woman lawyer in the United States, the Mansfield Rule program is intended to emphasize the importance of offering leadership positions to women, racial and ethnic minorities, LGBTQ+ lawyers and lawyers with disabilities, and is a key performance indicator of our firm’s commitment to being a market leader in DEI.



WILEF GOLD STANDARD CERTIFICATION

Haynes Boone is the recipient of the Women in Law Empowerment Forum’s (WILEF) Gold Standard Certification. The firm has received this award nine times with the most recent recognition in 2020-2021. As one of only 29 U.S. law firms awarded 2021 Gold Certification, Haynes Boone prides itself on our successful achievement regarding the number of women among equity partners, in firm leadership positions, and in the ranks of the most highly compensated partners.



HRC “BEST PLACES TO WORK FOR LGBTQ+ EQUALITY”

For a third consecutive year, Haynes Boone has earned a 100 percent rating in the Human Rights Campaign (HRC) Foundation’s Corporate Equality Index with the distinction of being one of the “Best Places to Work for LGBTQ Equality.” This national benchmarking measurement on corporate policies, practices, and benefits related to lesbian, gay, bisexual, transgender, and queer employees is one of our many displays of support for our diverse legal and professional team.



LCLD TOP PERFORMER AND COMPASS AWARDS

The Leadership Council on Legal Diversity (LCLD) works through collaboration between general counsel and managing partners who exemplify leadership and share an active commitment to diversity and inclusion in the legal profession. Haynes Boone is a proud recipient of the LCLD's 2021 Top Performer Award, which recognizes legal organizations in the top 20% for participation in their diversity programs and activities, as well as the 2021 Compass Award bestowed upon firms that fulfill all the following requirements in a single calendar year:

- Member attendance at the 2020 LCLD Annual Membership Meeting and/or Member attendance at a 2021 Leadership Summit and/or submission of a Leader's Pledge.
- Participation in the LCLD Fellows and Pathfinder Programs.
- Participation in an LCLD Pipeline Program (the 1L Scholars Program or the Success in Law School Mentoring Program).

Our Managing Partner, Taylor H. Wilson, is a participant in LCLD's Leaders at the Front initiative where he has made an individual and organizational pledge to support diversity in the legal profession.



CHAMBERS ASSOCIATES TOP 25 FIRMS FOR DEI

Chambers Associates has ranked Haynes Boone in the Top 25 Firms for Diversity. Rankings are a result of an annual research-based survey including in-depth interviews with thousands of junior associates on the topics that matter most to firm associates, including pay structure, career development, pro bono work, and inclusion. We are proud to have achieved Excellent Performer status for 2021.



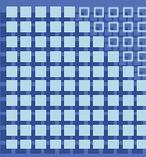
Half 
of the members
of the Executive
Committee are
diverse

More than
100 
diverse students
mentored through
the HB Diversity
Scholars Program
in the past 20 years

60% 
of our
entry-level
associates in
2020-2021
were diverse


59% of
non-partner lawyers,
patent agents and
specialists are
diverse


40% of our
partners are
diverse


85% of our
2022 Partner Class
started their careers
at our firm

More than
\$1 million
dollars in scholarships
distributed through the HB
Diversity Scholars Program

2022 Partner Class
is the **most
diverse**
class in
the firm's
history 

 Named a
Top Firm
for Minority Equity
Partners (*Law 360*)

More than
 **25,000
hours**
contributed to pro
bono legal projects
for 2020-2021

*"Diverse" defined as women, racial/ethnic minorities, LGBTQ+ lawyers.
Data as of January 2022.*

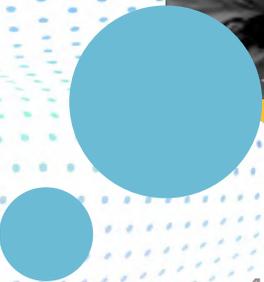


LEADING FOR
THE FUTURE

SOCIAL

IMPACT

impact



Engaging in the Community and Focusing on Social Impact

RECENT PRO BONO AND PUBLIC SERVICE EFFORTS

Haynes Boone is committed to providing pro bono services that have a lasting impact on the individuals, organizations, communities, and the attorneys who handle these cases. Our attorneys have continued to devote thousands of hours to helping underprivileged and underserved individuals and organizations with access to legal representation. We have highlighted below a selected sample of some of these important matters:

PRESERVATION OF DUE PROCESS RIGHTS FOR LOUISIANA INMATES

Haynes Boone attorneys have worked to protect the due process rights of those serving prison time in Louisiana. When the U.S. Supreme Court mandated juror unanimity in state criminal trials in *Ramos v. Louisiana* last year, our lawyers represented 15 inmates who were convicted and serving time in prison with partial verdicts. Some of these inmates have served over 20 years in state prison with only partial verdicts convicting them to confinement and may be eligible for release.



DAVID TAUBENFELD
Partner, Co-Chair Pro Bono Committee

As a firm, we have an obligation to use our skills to help people in our communities who could not otherwise afford legal services. Taking part in the many pro bono opportunities that Haynes Boone makes available to our lawyers allows us to serve those who most need our help.

REPRESENTATION OF ASYLUM SEEKERS FLEEING VIOLENCE IN FEAR OF DEATH

Haynes Boone has been involved in helping many immigrants seeking asylum in the U.S. Many of these immigrants fled their home countries to the U.S. in fear for their lives and families' lives. Upon arrival, they were detained at the border and separated from their families for months without any knowledge of their families' whereabouts or safety. Our lawyers have represented many of these asylum seekers in their asylum claims in immigration court and filed constitutional claims for a lack of due process on these asylum seekers' behalf, resulting in the reunification of many families and the permanent protection for these asylum seekers and their families.

SAN ANTONIO LEGAL SERVICES ASSOCIATION (SALSA) HONORS HAYNES BOONE WITH PRO BONO PUBLIC SERVICE AWARD – 2021

Haynes Boone was honored for its contributions to SALSA’s call for volunteer attorneys to draft wills and simple estate planning documents for San Antonio’s frontline healthcare workers. The project quickly expanded to include more than 81 lawyers from 11 of the firm’s offices.

We are incredibly honored to have received this award in recognition of our efforts helping those who have served tirelessly on the frontlines of the pandemic, said Laura O’Donnell, partner and lead lawyer on the project. It is exceedingly rewarding to use our skills as lawyers to serve others.



LAURA O'DONNELL
Partner

HAYNES BOONE CHICAGO OFFICE RECOGNIZED AS 2020 ABA PRO BONO LEADERS – 2021

Haynes Boone was named a 2020 Pro Bono Leader by the American Bar Association’s (ABA’s) Standing Committee on Pro Bono and Public Service. The committee presents this annual recognition to individual lawyers and other organizations that have provided extraordinary pro bono services through the ABA’s Free Legal Answers Program. In May 2020, Haynes Boone’s Chicago office hosted a virtual Free Legal Answers clinic where attorneys were trained to answer various civil legal questions.

Also in 2020, Haynes Boone’s Chicago office was named to the Public Interest Law Initiative’s 2020 Pro Bono Recognition Roster, which honors law firms and corporations that have made significant commitments and contributions to pro bono throughout the state of Illinois.

PROTECTING THE RIGHTS OF NEGLECTED, ABUSED, AND FOSTER CARE YOUTH

Our attorneys worked alongside Toyota and the Southern Methodist University WW Caruth Jr. Child Advocacy Clinic representing abused, neglected, and foster care youth in need of legal representation and educational advocacy. The goal of this program is to ensure neglected, abused, and foster care youth are not forgotten and receive the resources they are entitled to and much needed care they deserve.

TEAMS OF HAYNES BOONE LAWYERS DONATE TIME TO FEEDING AMERICA EFFORTS

As a testament to Haynes Boone's deeply engrained culture of civic engagement and pro bono work, a team of lawyers and staff moved swiftly to help Feeding America with a voter education project in time for the 2020 election season.



Haynes Boone lawyers partnered with in-house lawyers and legal professionals at Feeding America to voluntarily prepare Frequently Asked Questions (FAQs) for voters across the nation. The project helped the organization's network of U.S. food banks in non-partisan efforts to educate clients about their voting rights.

The project was in addition to hours of pro bono work that 65 Haynes Boone lawyers were already providing to Feeding America on a range of issues, including legal protections that food banks should institute when bringing on volunteers to help with COVID response efforts. Lawyers also helped the organization's network of food banks navigate the myriad of tax, labor, and campaign finance laws and regulations that were implicated by the 2020 election season.

BUILDING A BETTER FUTURE: OUR LAWYERS ROLL UP SHIRT SLEEVES TO BUILD HOMES IN HOUSTON

Continuing a longstanding tradition with the Houston Bar Association (HBA), Haynes Boone lawyers and alumni partnered to help build a Houston Habitat for Humanity house in October 2021.

Haynes Boone lawyers Michelle Scheffler, Buddy Clark, Steven Buxbaum, Christina Crozier, Camilo Godoy, Dominique Baldwin, Nik Abraham, Grant Armentor, Brent Duddles, and Matthew Thomas, along with Haynes Boone alums Robert Levy and Kenneth Krock, all participated in the build.



Habitat for Humanity empowers people to build a better future for themselves and their families by completing financial and home maintenance training, building homes alongside volunteers, and by purchasing their homes with an affordable mortgage.



BUILDING A DIVERSE PIPELINE INTO THE LEGAL PROFESSION

In 2020, the State Board of Education in Texas recognized Haynes Boone's Pipeline Program with their Employers for Education Excellence Award. The firm is one of three employers in Texas to have received the gold level award.

P-TECH

Haynes Boone knows that diversity and inclusion pipeline initiatives are most successful when implemented as early as possible. For years, the firm has mentored students from L.G. Pinkston's P-TECH Preparatory Collegiate Academy whose student body historically comes from historically underrepresented communities in the legal profession. The P-TECH Collegiate Academy seeks to empower students who want to position themselves on the forefront of emerging health, science and technology fields. Students can choose a career pathway and take courses that provide the academic, technical, and workplace skills employers are seeking.

Haynes Boone partners with the school to develop a curriculum that provides students the courses and skills needed to pursue legal careers. Students who complete the program, graduate high school with an associate degree, which increases the likelihood of completing a college degree at the bachelor's level—a necessary prerequisite to enter law school.

PRE-LAW MENTORSHIP PROGRAM

The firm also participates in a Pre-Law Mentorship Program which pairs lawyers with college students enrolled in the University of Texas at Arlington's pre-law curriculum. Mentors offer guidance on exam preparation, practice mock interviews, and discuss the practice of law.



P-TECH student event at the Dallas office

OUR LAWYERS IN LEADERSHIP ROLES IN THE PROFESSION AND IN OUR COMMUNITIES

In addition to the numerous awards in diversity and inclusion bestowed upon the firm, Haynes Boone looks to leaders in the firm add measure of our success. Among those attorneys who lead by example and have earned recognition for their work, we highlight:

MCCA RAINMAKER AWARD

The Minority Corporate Counsel Association's (MCCA) annual Rainmaker Award is bestowed upon diverse U.S. attorneys who, like Haynes Boone Partner Albert Tan, demonstrate strong business acumen and dedication to innovative, consistent, and proactive business development. Tan has been instrumental in advancing the careers of attorneys of color and has worked tirelessly to promote DEI throughout the legal profession and community.



Haynes Boone is a proud industry partner of Pinkston P-TECH Collegiate Academy. Over the years, I have enjoyed helping spark students' interest in the legal profession's career opportunities. I continue to be inspired by P-TECH students and know that they have all the makings of becoming future leaders in our community.



CAMIE CARLOCK MCKEE
Associate

2021 MORRIS HARRELL PROFESSIONALISM AWARD RECIPIENT

Haynes Boone Senior Counsel Nina Cortell awarded by the Dallas Bar Association in recognition of her legal career and professionalism to which all attorneys should strive.

“If you think of your career like a pie, there are only so many slices to go around,” Nina says. “One slice comprises the work and time that you devote to becoming a good lawyer. But you need to also save some slices for helping others and for causes that are meaningful to you.”



NINA CORTELL
Senior Counsel



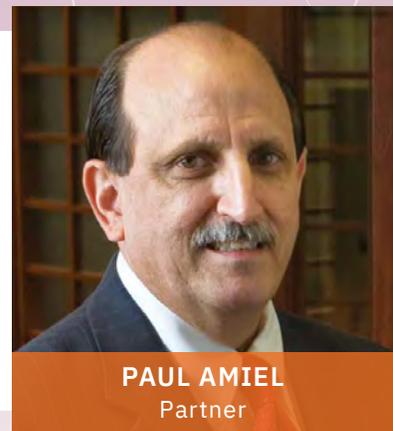
LYNNE LIBERATO
Senior Counsel

2020 LIFETIME OF EXCELLENCE IN ADVOCACY AWARD

The Texas Association of Civil Trial and Appellate Specialists (TACTS) awarded Haynes Boone Senior Counsel Lynne Liberato the Lifetime of Excellence in Advocacy Award in response to her dedication to providing outstanding appellate work and advocacy over the course of her career.

HER CHAMPION AWARD

Partner Paul Amiel is the recipient of the James E. Coleman Jr. “Her Champion” award from the Dallas Women Lawyers Association (DWLA). This award is in recognition of men who support and promote the advancement of women in the legal profession.



PAUL AMIEL
Partner

**GIRL SCOUTS OF NORTHEAST TEXAS
RECOGNIZES KIT ADDLEMAN AS WOMAN OF
DISTINCTION – 2021**

Partner Kit Addleman is acclaimed as a lifelong supporter of the Girl Scouts and a champion for women in the workplace at Haynes Boone. She started the firm’s Women’s Initiative and served six years as the head of the Women’s Leadership Academy, a training program for women associates. Her efforts with the Girl Scouts were recognized by the Dallas Business Journal in 2016, when the National Association of Corporate Directors named her an “Outstanding Director.” “Girl Scouts has been such an amazing and impactful organization for more than 109 years. Girls are given opportunities through Girl Scouts to lead, grow and inspire in their own ways,” Kit said.



KIT ADDLEMAN
Partner



DEBBIE McCOMAS
Partner

**DEBBIE McCOMAS RECEIVED 2020 UNITED WAY
GIVE AWARD FOR SUPPORT, ADVOCACY**

Partner Debbie McComas received the 2020 United Way GIVE Award. The award is given to an individual who inspires others to contribute resources to United Way programs. The United Way of Metropolitan Dallas (UWMD) recognized Debbie for her support and leadership of the firm’s annual United Way Campaign and her involvement in the organization’s Women of Tocqueville Society. Members volunteer as youth mentors, meet with Texas legislators about improving childcare standards, and travel to Washington, D.C., to advocate on Capitol Hill.

BARRY McNEIL RECEIVED PRESTIGIOUS ACHIEVEMENT IN PURSUIT OF JUSTICE CAIL AWARD – 2021

Senior Counsel Barry McNeil received The Center for American and International Law (CAIL) award for Achievement in the Pursuit of Justice for All in 2021. CAIL is an international nonprofit organization that addresses the needs of the global justice system. “I’m honored, surprised and humbled,” McNeil said. “It’s an extraordinary award because it truly speaks to the rule of law in our society and those who celebrate and promote it.”



BARRY McNEIL
Senior Counsel



RAFAEL ANCHÍA
Of Counsel

RAFAEL ANCHÍA RECEIVES LEGISLATOR OF YEAR AWARD FROM STATE BAR OF TEXAS – 2021

Haynes Boone Of Counsel Rafael Anchía received the Legislator of the Year Award from the Hispanic Issues Section of the State Bar of Texas in recognition of his stalwart advocacy for the voting rights of Hispanic Texans.

Rep. Anchía is a ninth-term state legislator who has risen to significant leadership roles in the Texas House of Representatives. Rep. Anchía was also elected by his peers to a third term as chair of the Mexican American Legislative Caucus (MALC), the oldest and largest Latino caucus in the United States.

LEADERSHIP COUNCIL ON LEGAL DIVERSITY (LCLD)

Haynes Boone maintains an annual membership with the Leadership Council on Legal Diversity (LCLD) and nominates attorneys to participate in LCLD's leadership programming. Each year we select attorneys to participate in the Fellows and Pathfinders programs.

The **LCLD Fellows** program is designed for diverse mid-career attorneys and provides participants with professional development, leadership, and business development opportunities. Fellows are from both law firms and in-house legal departments and spend one year in LCLD's training program.

The **LCLD Pathfinders** program is designed for diverse early-career attorneys and provides attorneys training on how to build professional networks, foundational leadership skills, and other career development strategies. This one year programs provides law firm associates and junior in-house lawyers peer networking as well as online experiential learning opportunities.



RAGHAV BAJAJ
Partner

JASON LAO
Partner

LCLD FELLOWS



NEIL ISSAR
Associate

ROBIN LADD
Associate

MARIA HOPPER
Partner

LCLD PATHFINDERS



THE MICHAEL M. BOONE ELEMENTARY SCHOOL OPENS IN THE HIGHLAND PARK INDEPENDENT SCHOOL DISTRICT IN 2020

The Michael M. Boone Elementary School opened in 2020 and recognized Mike Boone for his civic service and public education advocacy in the local Dallas community. In an earlier announcement, Highland Park Independent School District Superintendent Tom Trigg said “He [Mike Boone] has left an indelible mark on this state and this community by devoting his significant time and extraordinary talent to public service. When you talk about role models, look no further than Michael M. Boone.”

Founding Partner Mike Boone and family at the elementary school named in his honor



HAYNES BOONE TEAM ADVISES ON DALLAS ETHICS REFORM

In 2019, Dallas Mayor Eric Johnson appointed former Managing Partner Tim Powers to chair the City of Dallas Ethics Advisory Commission, which was charged with assembling and leading a task force to overhaul the city's ethics code.

Tim formed an independent task force of Dallas citizens from the private, public, and non-profit sectors who had diverse experience and perspectives. The task force conducted a comprehensive review of the city's ethics code and related procedures, as well as the general culture of compliance in City Hall. The group focused its research and recommendations on organizational culture; training and compliance initiatives; complaint handling, enforcement, and related processes; campaign finance; gifts, lobbying, and reporting; and conflicts of interest.

Several Haynes Boone individuals supported the research and development of the recommendations, including Partner Raquel O. Alvarenga, Associates Brent Beckert, Cody Cravens and Kayla J. Cristales, and Emily Cunningham Rushing, the firm's director of Competitive Intelligence. In 2021, the Dallas City Council unanimously approved and adopted into law each of the proposed reforms that were recommended by the task force.



*Senior Counsel Tim Powers (right)
with Dallas Mayor Eric Johnson*



**RAQUEL O.
ALVARENGA**
Partner



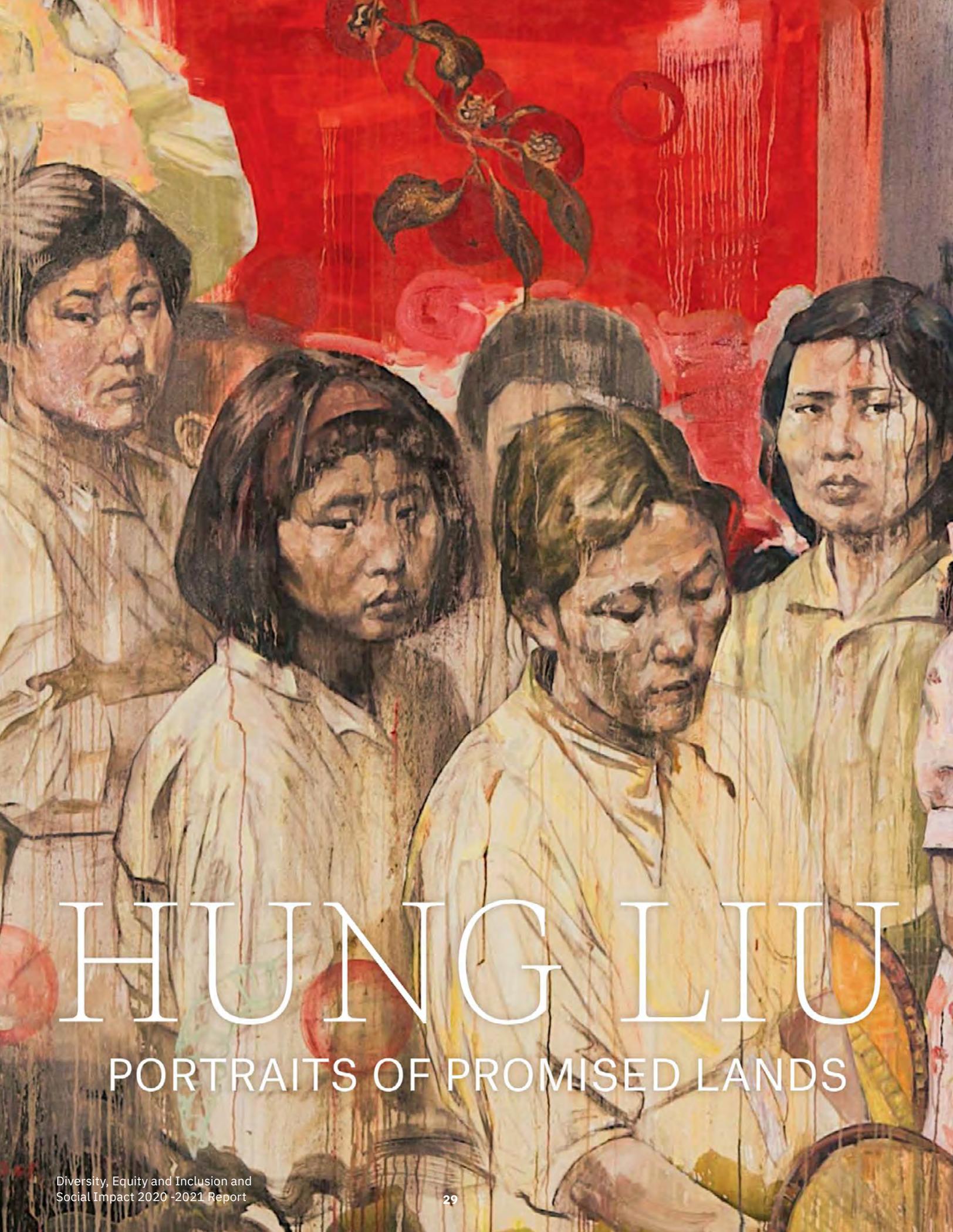
BRENT BECKERT
Associate



CODY CRAVENS
Associate



**KAYLA J.
CRISTALES**
Partner



HUNG LIU

PORTRAITS OF PROMISED LANDS

HAYNES BOONE SPONSORS NATIONAL PORTRAIT GALLERY EXHIBIT FEATURING FIRST ASIAN AMERICAN FEMALE ARTIST, HUNG LIU

Haynes Boone is the proud sponsor of a historic exhibit at the Smithsonian’s National Portrait Gallery highlighting the work of the first Asian woman artist to have an exhibit at the National Portrait Gallery in Washington, DC. The exhibit depicts historical images of Chinese women and orphans victimized by Chinese society, as well as Americans displaced by the Great Depression of the 1930s—images that were rarely featured in art exhibits and by major artists.

The “Hung Liu: Portraits of Promised Lands” exhibit also tells the multifaceted story of the United States through individuals who have shaped American culture. Liu was a contemporary Chinese-born American artist whose multilayered paintings established new frameworks for understanding portraiture in relation to time, memory, and history. Often sourcing her subjects from photographs, Liu elevated overlooked individuals by amplifying the stories of those who have historically been invisible or unheard.

Having lived through war, political revolution, exile, and

displacement, Liu offered a complex picture of an Asian

Pacific American experience. Her portraits speak powerfully to those seeking a better life, in the U.S. and elsewhere. She spent the first half of her life in China and the second half of her life in the United States. She died a few months before the exhibit opened in 2021.

“The story of America as a destination for the homeless and hungry of the world is not only a myth. It is a story of desperation, of sadness, of uncertainty, of leaving your home. It is also a story of determination, and—more than anything—of hope,” Liu wrote in 2017.

“Hung Liu: Portraits of Promised Lands” was the first major exhibition of the artist's work on the East Coast. The exhibit, which ended May 30, 2022, was made possible through the generous support of sponsors such as the Haynes and Boone Foundation and partners Purvi Albers and David McCombs and their spouses.

“Hung Liu masterfully tackled gender, race, and underrepresentation issues in her work. Her art exquisitely elevates marginalized subjects into monumental, contemporary, and relevant figures – these pieces underscore the importance of reframing rigid first impressions and implicit biases.”



PURVI PATEL ALBERS
Partner, Board of Directors

“I encourage everyone to take a moment and see the world through the eyes of Hung Liu – a first generation immigrant and national treasure. Smithsonian National Portrait Gallery exhibits like this one, and many others, will enrich your life.”



DAVID MCCOMBS
Partner, Board of Directors

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