

HAYNES BOONE

Advancing Diversity, Equity and Inclusion

Progress Report

2022-2023

Putting our values into action is core to creating a culture of inclusion and accelerating positive change.

It takes collaboration and commitment to translate philosophy into practice. A willingness to rethink and restructure. To follow through on promises. To match words with action. That's possible here because of the people involved.

There are many ways that Haynes and Boone, LLP is tackling the challenges inherent in our firm and in our communities, but only one reason why we are succeeding.

The reason is our team.

Letter from the Managing Partner

Our strategic plan states that by 2025, we will aspire to be an established market leader in diversity and inclusion and to be recognized for our innovative approach to the development and promotion of diverse talent.

We are well on our way. In 2021-2022, we built the infrastructure necessary to help us make good on our commitment to implement the 11 Actions for Meaningful Change designed by the Racial Equality Advancement in Law Task Force in 2020. We launched 10 Inclusion Networks, with an emphasis on allyship and sponsorship. We developed protocols to support the promotion and appointment of diverse attorneys. We also assigned value to the time attorneys spend on DEI work, including implementing a DEI bonus.

Our progress has been accelerated by the leadership and expertise of Sharon E. Jones, our partner and Chief Diversity, Equity, and Inclusion Officer, energized by the support of our attorneys and professional staff, and nurtured by our longstanding culture of collaboration.

The credit for our progress belongs not to any one person, but to all of the leaders in this firm who shape our culture of inclusion with their actions, who recognize and cultivate the strengths of our diverse team, and who create opportunities for others to lead.

This report highlights our 2022-2023 achievements, showcases the talented leaders on our team, and brings to life their efforts to advance DEI at Haynes Boone. It is a celebration of our progress, and a blueprint for our future success.

Taylor H. Wilson



Taylor H. Wilson
Managing Partner

DEI Committees

REAL Oversight Committee

The HB REAL (Racial Equality Advancement in Law) Oversight Committee (ROC) oversees the successful implementation of the 11 recommendations presented to the Board of Directors in December 2020 by the HB REAL Task Force. ROC members provide guidance and support on process enhancements to the firm’s diversity, equity and inclusion (DEI) 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



Sharon E. Jones
Partner, Chief Diversity, Equity,
and Inclusion Officer
DALLAS



Ellen Gibson McGinnis
Partner, Executive Committee
WASHINGTON, D.C. | NEW YORK



Laura O'Donnell
Partner, Section Leader
SAN ANTONIO



Matthew Schindel
Partner, Executive Committee
DALLAS



Taylor H. Wilson
Managing Partner
DALLAS

Diversity, Equity and Inclusion Committee

Our commitment to building a diverse and equitable culture is fueled by the Diversity, Equity and Inclusion Committee (DEIC), a collaboration between partners, associates, counsel, and key members of management and professional staff.

DEIC LEADERS



Tom Chen
Partner, Executive Committee
Co-Chair - DEIC



Vera Suarez
Partner
Co-Chair - DEIC

Our 2025 Plan includes a strategy to build on our legacy of leadership in the communities in which we live and work. As we continue to prepare for the future, one thing is clear: It will take the best and brightest working smart, working hard, and working together to tackle the challenges the future holds for our firm, our communities, and our profession. This report illustrates how we are translating strategy into action and advancing DEI on three fronts.

Advancing DEI in our Firm

We know that diverse, equitable, and inclusive teams are strong teams. They listen to all voices including those that historically have been unheard or silenced. They envision possibilities that are yet unseen. They can lead us to places we want to go.

That’s exactly what we need as we meet the challenges of the future. And it’s exactly why we’re implementing structural changes and operationalizing our values through targeted, high-impact policies and programs that will incentivize the continued growth of our organization.



- **We’re measuring our progress.**

To understand where we’ve been, where we’re going, and where we are in relation to our goals, we need numbers.

- **We’re enhancing our culture of inclusion.**

In an inclusive culture, attorneys and professional staff are seen, understood, and valued. Through policies, programs, and the activities of our Inclusion Networks, we’re developing a culture of inclusion that enhances our other core values of commitment to client service and teamwork.

- **We’re developing our future leaders.**

In order to achieve our firm’s ambitious goals and continue to compete in a challenging and dynamic market, we need exemplary leaders. We’re cultivating leadership at all levels within our organization, from first year associates to partners.

We’re developing a culture of inclusion that enhances our other core values of commitment to client service and teamwork.

Advancing DEI in our Communities

We're not just physically *in* the communities where our 19 global offices are located. We're a *part* of the 19 communities in which we live and work. And we're in a unique position to encourage positive change that makes our communities more equitable, inclusive places for us all.

- **We're supporting diverse images and narratives.**
Seeing matters. Being seen matters. We're committed to sharing the vision, voices, and stories of diverse artists and others who inspire us.
- **We're investing in pro bono work.**
We're leveraging our skills, knowledge, and status on behalf of individuals in our communities, especially populations that have experienced social, economic or educational barriers.

Advancing DEI in the Legal Profession

While it's heartening to see our progress as a firm, we can't ignore the rate at which the legal profession is progressing. That's why we're partnering with organizations to build the legal talent pool by expanding the pipeline.

- **We're investing in education.**
It's never too early to begin preparing students for the journey of lifelong learning that is a career in law. From raising awareness to skill-building, from mentorship to our informative panels for college and law students—we invest heavily in educating and equipping the lawyers of the future.



- **We're investing in the legal talent pipeline.**
Opportunity doesn't start on the first day of work at a law firm. It must be cultivated long before, through access to training, extra support, and targeted outreach. That's why we support and actively engage with a diverse and growing portfolio of pipeline programs.

ADVANCING DEI IN OUR FIRM

Measuring Our Progress

DEI at a Glance

ENTRY-LEVEL HIRES

2022 NEW ASSOCIATE CLASS

- 36 new associates
- 42% diverse (including LGBTQ+)
- 52% female

2023 NEW ASSOCIATE CLASS

- 36 new associates
- 50% diverse (including LGBTQ+)
- 47% female

We have increased the diversity of the entering associate class each year since 2021

LATERAL NON-PARTNER HIRES

2022 NON-PARTNERS

- 54% women
- 31% minorities

SUMMER ASSOCIATES – 2023

- 61% women
- 52% people of color
- 33% women of color
- 14% LGBTQ+

HAYNES BOONE LEADERSHIP TEAM

41% - percentage of 2023 Partner Leadership Appointments who are Mansfield diverse* (higher than Mansfield's 30% benchmark)

LEADERSHIP 2023

- 56% Diversity among Admission to Partnership Committee
- 50% Diversity among members of the Executive Committee
- 37% Diversity among members of the Partner Compensation Committee
- 41% Diversity among Practice Group Leaders
- 44%** Diversity among Office Heads

* Mansfield diverse defined: LGBTQ; disability; gender; race and ethnicity
**US only

Valuing DEI Contributions: DEI Creditable Time and DEI Bonus

As of December 1, 2022, a new policy formally assigns value to the contributions of all Haynes Boone attorneys working on DEI initiatives. The impact on leadership development is two-fold. We are able to recognize the role our attorneys already play as community leaders and reward them for their sustained efforts in nonprofit, community-based programs supporting diversity initiatives and affinity-related bar organizations. This formal recognition also means that attorneys who earn creditable hours for work on DEI initiatives will have their efforts considered during compensation reviews, promotion processes, and special bonuses.

Enhancing Our Culture of Inclusion

Meet Our Inclusion Network Leaders

In 2022, the firm launched 10 Inclusion Networks, comprised of members who identify with the networks' focus and allies who support them. Each Inclusion Network is led by two attorney co-chairs and includes members from all offices. Additionally, each Network has at least one executive sponsor from the Board of Directors.

2023 New Partner Class

The New Partner Class of 2023 is 50% Mansfield diverse. Fifty-six percent of this class started their careers at Haynes Boone and we are honored that they chose our firm. We welcome them as they join us in building our inclusive culture as partners, and we are excited to see how they will continue to embody our values.



D.J. Beaty
Energy Litigation

Brent Beckert
Mergers and Acquisitions

Valisa Berber-Thayer
Private Equity, Mergers and Acquisitions, International

Dina Blikshteyn
Co-Chair of AI Practice, Patent Prosecution, Patent Trials

Zach Burnett
Investment Funds and Mergers and Acquisitions

Tiffany Cooke
IP Litigation

Natalie DuBose
Insurance Litigation

Christopher Konopka
Real Estate

Joseph Lawlor
IP Litigation

Charlene Liu
Intellectual Property

Garrett Martin
Energy and Power Litigation

Mike McArthur
Trademark

Taryn McDonald
White Collar

Chase Proctor
Mergers and Acquisitions

Matt Stewart
Investment Funds, Private Equity

Scott Thompson
Benefits

	% Women	% Minority	% LGBTQ
2023 NEW PARTNERS	38%	13%	13%
2022 NEW PARTNERS	69%	62%	0%



ASIAN/PACIFIC ISLANDER NETWORK (API)

Brian Kwok
Partner

Karina Oshunkentan
Associate



BLACK/AFRICAN AMERICAN NETWORK (BLA)

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 (MVP)

Paul Amiel
Partner



Alex Clark
Associate



PIPELINE INITIATIVES NETWORK (PIN PALS)

Jeff Civins
Partner



Camie Carlock McKee
Associate



LGBTQ+ NETWORK (PRIDE)

Odean Volker
Partner



Joanna Pearce
Associate



WOMEN'S INITIATIVE NETWORK (WIN)

Tamara Devitt
Partner



Erin Hennessy
Partner



FIRST GENERATION NETWORK (First Gen)

Jason Jordan
Partner



NEXT GENERATION NETWORK (Next Gen)

Tiffany Ferris
Partner



Angel Rendon
Associate

ADVANCING DEI IN OUR FIRM

Enhancing Our Culture of Inclusion

Inclusion Network Snapshots

In 2022, our Inclusion Networks organized more than 20 events that gave all of us opportunities to grow, connect, and learn as a community. These professional development programs and networking opportunities are core to how we cultivate an environment that respects and honors diversity.

ATTORNEY DIVERSITY, EQUITY AND INCLUSION COMMITTEE INCLUSION DESSERT

In June 2023, the ADEIC sponsored an Inclusion Dessert during the Summer Management Presentation. In the spirit of mentorship and connection, summer associates and attorneys from our inclusion networks bonded over sweet treats.



INCLUSION DESSERT

FREEDOM RUN 2022

The Veterans Network sponsored the Freedom Run 2022, an annual event that honors sacrifices of police officers and first responders by raising money for Dallas' Assist the Officer Foundation.



INCLUSION DESSERT

LATINO RIGHTS: THE STATE OF THE HISPANIC COMMUNITY

In honor of National Hispanic Heritage Month, the Latin/Hispanic Network hosted Thomas Saenz, President and General Counsel at MALDEF. Various topics that impact the Hispanic community were covered, such as underrepresentation in the legal industry and MALDEF's work as it pertains to voting rights and immigration.



INCLUSION DESSERT



INCLUSION DESSERT



FREEDOM RUN 2022



FREEDOM RUN 2022



WOMEN'S SUMMIT – HOUSTON OFFICE DINNER

2022 WOMEN'S SUMMIT

The Women's Summit focused on the development and advancement of Haynes Boone's women associates by providing training, networking, mentorship, and coaching. The Summit took place over two days and the combination of six webinars and breakout groups accompanied by dinners hosted in Dallas, Houston, New York, California, and London allowed women opportunities to connect with one another virtually and in-person.

LAVENDER LAW CONFERENCE

Organized annually by the National LGBTQ+ Bar Association, the Lavender Law Conference provides a forum for legal professionals to discuss current issues affecting the LGBTQ+ community and build connections with one another via panels, keynote events, and workshops. Members of our LGBTQ+ network attended and participated in a job fair on behalf of the firm.

2023 DEI RETREAT

In June, the 2023 DEI Retreat was held at Virgin Hotels Dallas bringing together diverse attorneys from every office as well as summer associates. The Retreat took place over two days with speakers, breakout sessions and Q&A panels led by the partners of the firm.



2023 DEI RETREAT

“The firm values DEI. We have a great pipeline of diverse lawyers.”
(Partner)

“I felt very uplifted by the entire program. It was wonderful to be a part of it and connect with so many of my diverse peers!” (Counsel)



“It was important to see, meet, and connect with people at all levels especially as an associate outside of Dallas. I left with friends across the offices and for that I am very grateful.” (Associate)



“I enjoyed the involvement of high level attorneys participating on the panels.” (Summer Associate)



Developing our Future Leaders

HBuilding Leaders

Our new leadership development program, HBuilding Leaders, launched in partnership with Santa Clara School of Law professors. The program aims to address the important topic of leadership, positioning us to meet both firm demands and attorney needs. We need exemplary leaders to achieve the firm's goals.

The curriculum, developed in collaboration with Donald J. Polden, Dean Emeritus and professor of law, and Mark E. Michels, lecturer, uses the Leadership Challenge® operating model, which teaches Five Practices of Exemplary Leadership®.



This is not a “one and done” program. It is a multi-year training program. First-year associates begin with a focus on self-leadership and followership, as well as cultivating self-awareness and empathy. Third-year and fifth-year associates focus on team leadership, equipping them with practical skills to meet the demands of the next phase of their career. At the executive level, attorneys will examine real-life leadership stories from senior partners. HBuilding Leaders blends in-person, virtual, and asynchronous delivery modalities, and includes quarterly touchpoints following the first year program in order to keep the conversation going.

In a competitive and dynamic legal landscape, leadership matters more than ever. HBuilding Leaders will help us win the battle for the most talented lawyers and professional staff, become a market leader in DEI, protect and promote our culture and brand, and engage deeply in our communities.

“Haynes Boone is a great fit for our work because of the firm’s strong commitment to a culture of teamwork and excellent client service and its long history of providing lawyer leadership within the communities it serves and to the Bar.”

Donald J. Polden

*Dean Emeritus and Professor of Law
Santa Clara School of Law*

Real-time Feedback Focus

Feedback is important to the development of all associates. Our “Focus on Feedback” initiative, launched in May 2022, is directly linked to our 11 Actions for Meaningful Change. The initiative emphasizes the type of ongoing feedback that promotes mutual understanding, supports continuous improvement, and creates opportunities for individuals to grow. By providing real-time feedback for all associates, we seek to enhance the retention, promotion, and success of our attorneys.

Growing a culture of feedback doesn’t happen overnight. Our strategy involves a training component, as well as regular “nudges” to enhance awareness and dialogue at every level of the organization. We are empowering new associates to request feedback. We are equipping mid-level and senior associates with opportunities to hone their feedback skills. And we are integrating brainstorming and training sessions into partner meetings within practice groups.

Through “Focus on Feedback,” we aim to create a true culture of feedback in which attorneys have meaningful conversations with the other attorneys with whom they regularly work, so that the annual review process becomes a summary and alignment check based on known information.



Supporting Diverse Images and Narratives

Kinship Exhibit at National Portrait Gallery

The Haynes Boone Foundation and two partners, Purvi Patel Albers and David McCombs, are proud to support “Kinship,” the latest exhibit in the Smithsonian National Portrait Gallery’s long-running “Portraiture Now” series. “Kinship” showcases the work of eight contemporary artists—including Fort Worth’s own Sedrick Huckaby—whose work explores the complexity of family, the intricacies of our closest relationships, and the ways in which storytelling and memory connect us across generations. As Huckaby shares in his artist’s statement for the exhibit, “Back home, kinship is related to the term kinfolk, an endearing term for someone who comes from the same place as you. Back in the day, we would also use the words homeboy, homegirl, or little homie in the same way. This sense of closeness is expanded upon and seen from a spiritual perspective in my work.”

Through photography, painting, sculpture, and performance, the artists collectively challenge and redefine concepts such as vulnerability, intimacy, privacy, community, familiarity, and recognition. Ultimately, “Kinship” highlights the power of art—and specifically portraiture—to connect people and create shared spaces for empathy and understanding.



SEDRICK HUCKABY,
NEVER FORGOTTEN DADDY,
2018, OIL ON CANVAS ON PANEL,
74h x 51 1/4w x 3 3/4d INCHES.
COURTESY OF THE ARTIST AND
TALLEY DUNN GALLERY.

RIGHT:
SEDRICK HUCKABY,
GONE BUT NOT FORGOTTEN: MOMMA,
2019, OIL AND CHARCOAL ON CANVAS
ON PANEL, HAND-MADE ARTIST
FRAME, 71 3/4h x 47 1/2w INCHES.
COURTESY OF THE ARTIST AND
TALLEY DUNN GALLERY.



Supporting Diverse Images and Narratives

Huckaby Reception at the Talley Dunn Gallery

In January 2023, Haynes Boone co-sponsored a reception honoring Fort Worth-based artist Sedrick Huckaby at the Talley Dunn Gallery in Dallas. The evening included a fascinating discussion between Huckaby and Dorothy Moss, curator at the National Portrait Gallery, where the artist's work is on display as a part of the museum's "Kinship" exhibit.

Based in Fort Worth, Texas, Huckaby is known for painting and sculpting portraits that celebrate the everyday people and places of his hometown. Drawing inspiration from both art and activism, Huckaby puts the lessons of kinship into action in his community. In addition to his solo endeavors, Huckaby is one of the founders of Kinfolk House, a collaborative art space that uplifts the beauty, talent, and culture of the Polytechnic Heights neighborhood.

Huckaby's work—in the gallery and out in the real world—invites us to reflect on how we draw strength from our communities. In the artist's words, "It's this story about the relationship between us." We are honored to sponsor this powerful celebration of family and community.

RBG Exhibit at the Houston Holocaust Museum

The firm proudly sponsored a reception and private viewing of the exhibition Notorious RBG: The Life and Times of Ruth Bader Ginsburg at the Holocaust Museum in Houston on July 20, 2022. Through archival photographs and documents, contemporary art, media stations, and playful interactives, the exhibition tells the parallel stories of RBG's remarkable career and the efforts she led to expand "We the People" to include those long left out of the Constitution's promises.



RBG EXHIBIT AT THE HOUSTON HOLOCAUST MUSEUM

HUCKABY RECEPTION AT THE TALLEY DUNN GALLERY

Investing in Pro Bono Work

Spotlight: First Transit

When employers create equitable, inclusive hiring policies, everybody wins—jobseekers, employers, and the community at large. In 2022, a pro bono team led by **Greg Van Houten** and **Mike Freyberg** worked with The Washington Lawyers’ Committee for Civil Rights and Urban Affairs, and First Transit Inc. to refresh First Transit’s hiring process in order to advance DEI objectives. The new process opens up opportunities for jobseekers who have the skills to drive but have potentially been underutilized in the transportation industry. It helps First Transit access talent with the skills needed to be a success in the organization and the industry. And it creates economic opportunity in the communities in which First Transit operates.



Greg Van Houten
Associate

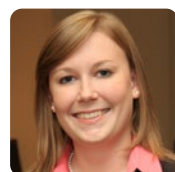


Mike Freyberg
Associate

Like many major employers, First Transit conducts background checks to screen whether prospective employees have criminal records as a part of its hiring process. Following discussions with The Washington Lawyers’ Committee, Haynes Boone, and an expert

consultant, First Transit has thoughtfully renewed and updated its background check policies based on rigorous recidivism research. The new policy ensures that qualified individuals have the opportunity to work and succeed, without being unnecessarily excluded due to prior criminal records that data supports have no impact on their ability to safely do their job.

“Haynes Boone attorneys are continually leading and serving their communities. The firm’s pro bono work, like the First Transit case, is just one example of the community focus that is part of the fabric of our firm.”



Kelli Norfleet
Partner, Pro Bono Co-Chair

In 2022, our attorneys contributed **11,652 hours** toward pro bono efforts.

Spotlight: Emily Buchanan

For the past five years, associate **Emily Buchanan** has volunteered her legal services to create wills and estate documents for veterans in hospice care at the Veterans Health Administration Medical Center in Dallas.



Emily Buchanan
Associate

Emily’s passion for supporting veterans was inspired by her father, Skip Quant, a disabled veteran who was sent to Vietnam on his 18th birthday and served several tours of duty in the U.S. Marine Corps. When a veteran in hospice care asked the Dallas Volunteer Attorney Program (DVAP) for help with his will, Emily jumped

at the opportunity. Then, requests from other veterans began pouring in, and Emily continued to step up. She has led the volunteer effort by enlisting support from colleagues who serve as witnesses and experts when needed. Emily has helped dozens of veterans, modeling the power of individual service to impact lives. Using her expertise to help veterans and their families during an overwhelming and difficult time reminds Emily why she joined the legal profession. “It isn’t about the status, the money, or the accolades,” she says. “It’s about helping people who need it most.”



Spotlight: Pro Bono Leaders

The Dallas Volunteer Attorney Program (DVAP) honored partner **David Taubenfeld** as the 2022 Pro Bono Coordinator of the Year. Haynes Boone lawyers staff a DVAP clinic each month to provide help to those facing a range of legal issues and pro bono matters as diverse as society’s needs. Under David’s direction, the firm was recognized as the Outstanding Virtual Clinic Sponsor.



David Taubenfeld
Partner

Associate **Tania Khatibifar** received the 2023 Outstanding Young Lawyer Award from the New York State Bar Association (NYSBA). Tania was one of two lawyers to receive the award which recognizes those who have actively practiced for less than 10 years in New York State and have made significant contributions to public service and professional activities. The honor is a reflection of Tania’s career-long commitment to pro bono and public service, including her work on asylum, clemency, and constitutional law matters, as well as her involvement in non-profit education and voter education efforts.



Tania Khatibifar
Associate

ADVANCING DEI IN THE LEGAL PROFESSION

Investments in Education

We look for ways to nurture the next generation of legal talent before they even enter law school. We prepare students so that when it's time to compete, they can step into their potential, and their careers, with confidence and competence.

HB/AT&T University of Texas-Arlington Mentorship Program

In October 2022, we hosted 27 University of Texas at Arlington (UTA) pre-law students at our Dallas offices to kick off the 2022-2023 year of our mentorship program in partnership with AT&T. During the event, mentors and mentees got the opportunity to meet, network and collaborate. Haynes Boone mentors led sessions on professional development topics, including dining etiquette, LinkedIn etiquette, and skills for interviewing—a mentee favorite.

Since the program started in 2013, former mentees have gone on to succeed in diverse legal careers, from the public sector to private firms and in-house corporate law positions.



MENTEE SPOTLIGHT

In January 2023, Aby Lukose began his training to become a Judge Advocate General in the U.S. Army. A 2016 graduate of the University of Texas at Arlington and 2021 graduate of STCL Houston, Lukose is also an alum of our UTA Pre-Law mentorship program. Lukose has achieved an unrealized ambition of his father, who together with Lukose's mother, emigrated from a rural village in India in the early 1990s and sacrificed his dreams to provide for his family.

After his law education and internships ignited an interest in military law—and after he was inspired by the selflessness of the

veterans with whom he volunteered as a dispatcher on a Hurricane Harvey rescue team—Lukose set his sights on a career in military law. As a student at STCL Houston, Lukose was selected as the point of contact for the General Counsel of the Army and senior Pentagon executives during their visit to campus, which resulted in important networking connections.

Lukose said, "Afterward, they wrote me a letter of recommendation on Pentagon letterhead, which helped solidify for me that I was making progress and going down the right path toward becoming a JAG."






PINKSTON H-TECH

Pinkston H-TECH Partnership

Pathways in Technology Early College High Schools (P-TECH) are innovative open-enrollment high schools focused on college and career readiness. Students gain exposure to various skill-building opportunities, such as mentorship, worksite visits, and paid internships.

We are proud to partner with Pinkston H-TECH, the P-TECH program at L.G. Pinkston High School in Dallas. Pinkston H-TECH students can earn a high school diploma and 60 college credit hours or an Associate of Applied Science in just four years, all tuition-free. As a Pinkston H-TECH Industry Partner, we provide students with a deeper understanding of potential careers, and foster the precise skills and experiences they need to succeed.

MENTEE SPOTLIGHT



In 2018, then-Pinkston H-TECH student Angie Perez participated in a mock interview program, honing her business communication, networking, and interviewing skills with the support of Haynes Boone attorneys. Two years later, Angie graduated from Pinkston H-TECH in May of 2020 with her Associates Degree in Business Management, and enrolled at UNTD majoring in Communications and Digital Production.

Perez is set to graduate, with honors, in the fall of 2023, and is already working at Univision, where she started in May 2022 and aspires to build a career in television.

Nationwide Outreach: Haynes Boone Law Panel Video Series

Our Nationwide Law Panel Series invited 1L law students and college students to virtually “meet” Haynes Boone attorneys from our offices across the country, learn about their work in our diverse practice areas, and discover more about our DEI program offerings. The Nationwide Law Panel Series is available to stream on the firm’s website.

Welcome to Big Law

An overview of Big Law, including information on the business of law and best practices during the 1L recruiting process.



General Transactions Panel (Business Transactions/ Financial Transactions)

An overview of our various Transactional Practice Groups, as well as our 1L Summer Associate opportunities.



LGBTQ+ Panel

An overview of Diversity and Inclusion at the firm, our LGBTQ initiatives, and our Diversity Scholarship opportunities.



General Litigation Panel

An overview of our various Litigation Practice Groups, as well as our 1L Summer Associate opportunities.



Diversity, Equity, and Inclusion Panel

An overview of Diversity and Inclusion at the firm, along with information about our 1L Diversity Scholarship opportunities.



Energy Transactions Panel

An overview of our various Energy Transactions Practice Groups, as well as our 1L Summer Associate opportunities.



IP Panel

An overview of our various Intellectual Property Practice Groups, as well as our 1L Summer Associate Opportunities.



Explore all panels.



Investments in the Legal Talent Pipeline

Through mentoring, career awareness, college and law school preparation and high school work opportunities, our pipeline initiatives equip under-represented students with the tools, experience, and confidence they need to succeed.

Haynes Boone Diversity Scholarship Opportunities

Our Diversity Scholarship Opportunities were launched in 2002 by the firm to advance DEI. For over 20 years, this initiative has attracted exceptional students from diverse backgrounds in law school by providing mentorship, a scholarship, and a paid summer clerkship for 1L and 2L students. Summer associates are given valuable support, feedback, and projects in different practice areas led by firm attorneys to develop their skill set. Additionally, we have partnered with initiatives dedicated to supporting underrepresented populations in law, including the Houston Bar Association 1L Minority Scholars program, New York City Bar Diversity Fellowship Program, Leadership Council on Legal Diversity's 1L Scholars program, and Diverse Attorney Pipeline Program, among others. HB scholarship opportunities are open to all law students who choose to apply.

Diverse Attorney Pipeline Program Summer Associate Bootcamp

The Diverse Attorney Pipeline Program (DAPP) expands opportunities for women of color to secure summer positions at law firms and corporations following their first year of law school. Since 2018, we have partnered with Toyota North America to sponsor a 1L summer associate who participates in a clerkship at the firm and then spends one to two weeks working at Toyota in its in-house department.

Established in 2013, DAPP was created to support the next generation of women of color attorneys and empower them to take on the challenges and demands of the legal profession. DAPP provides intensive academic support, professional development, mentorship, and internship opportunities via four national programs: the National Scholars Program, #PrepDAPP Boot Camp, DAPP Direct Job Placement Fair, and Client Readiness Boot Camp.

In 2022 and 2023, we were proud to host over 100 DAPP summer associates at the annual 1L Client Readiness Bootcamps.



2023 DAPP EVENT



“My summer at Haynes Boone’s Washington, D.C. office was an extremely rewarding experience. I received a plethora of assignments that challenged my research abilities and critical thinking skills in a wide range of subject matters. I also enjoyed the fact that I was able to be involved in a pro bono matter where I received direct contact with the client. In addition to the steady flow of assignments, my time at Haynes Boone was full of social events that gave me the opportunity to network with attorneys from across the firm. Overall, I thoroughly enjoyed my experience at HB and I am glad that I decided to return for my 2L summer!”



Akeisha Gregory
2022 Diversity Scholar
Howard Law School, JD/MBA,
Class of 2024

Through mentoring, career awareness, college and law school preparation, and high school work opportunities, our pipeline initiatives equip under-represented young people with the tools, experience, and confidence they need to succeed.



LAW DAY AT THE HOUSTON HIGH SCHOOL FOR LAW AND JUSTICE



HOUSTON PINPALS

“Working with the JD Advising Scholars Program has equipped me with the tools necessary to transition to law school successfully. The vast and invaluable resources provided to JD Advising Scholars prepare students for every aspect of the 1L experience.”

Amanda McBain
Columbia Law School
JD Advising Scholar

“This scholarship was life-changing, as it gave me the financial resources to take an LSAT prep course and provided me with advisors to assist me through the entire law school process. Having a team who believed in me and saw my potential from day one has helped guide me throughout this process and brought me one step closer to accomplishing my goal of becoming a lawyer.”

Lailah Spicer
Howard University Class of 2023
Practice Pro Scholar

JD Advising

In 2022, we sponsored the JD Advising Scholars Program, which provides first-year law students from historically underrepresented groups one-on-one tutoring, law school study aids, and mentorship. As sponsors, we covered the expenses related to these resources for seven first-year law students. We also paired each of our seven JD Advising scholars with attorney mentors and provided the opportunity to network with the entire JD Scholars class through a few events and general recruiting outreach. This type of practical support sets students up for success.

PracticePro

As a founding sponsor and the first diversity founder of PracticePro, we are making sure that underrepresented students looking to join the legal field can access the support and guidance they need. This year we renewed our funding for PracticePro’s annual programming and sponsored their new Legal Pipeline Program, which supports diverse students before they start law school. We have also partnered with PracticePro and eight other law firms to form the Pre-Law Founding Circle, which will award at least nine Pre-Law Diversity Scholarships.

#10,000 Black Interns Program

We are proud to participate in the #10,000 Black Interns Program, in London, which offers invaluable experiences through internships with firms from 24 different sectors. Last year, we were thrilled to welcome our first #10,000 Black Interns program summer intern, who joined us for six weeks, gaining experience in multiple areas of the firm and participating in the U.S. Summer Program Management Presentation.



Honors



SECOND CONSECUTIVE LCLD COMPASS AWARD



SECOND CONSECUTIVE LEADERSHIP COUNCIL ON LEGAL DIVERSITY (LCLD) TOP PERFORMER RECOGNITION



THIRD CONSECUTIVE 100% SCORE ON THE HUMAN RIGHTS CAMPAIGN'S CORPORATE EQUALITY INDEX



HONORED BY BLOOMBERG LAW FOR DIVERSITY AND TRANSPARENCY



CALIFORNIA STATE BAR DEI LEADERSHIP SEAL BRONZE TIER RECIPIENT



RANKED AS A TOP 20 FIRM IN AMERICAN LAWYER'S 2023 DIVERSITY SCORECARD



RANKED AS A TOP 25 FIRM FOR DE&I IN THE 2023 CHAMBERS ASSOCIATE RESULTS

Our managing partner **Taylor Wilson** signed the 2022 LCLD pledge, committing to more than a dozen personal and organizational measures to support meaningful progress in DEI. Two of our lawyers supported LCLD through the 2022 LCLD Fellows and Pathfinders Programs: Partner **Raquel Alvarenga** as a Fellow, while Associate **CJ Donald** participated in the Pathfinders Program.

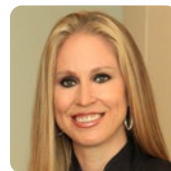


Raquel Alvarenga
Partner



CJ Donald
Associate

Patricia Mastropierro is on Latinvex's Top 100 Female Lawyers in Latin America list for the sixth year in a row. She is ranked in two practice areas: Corporate/M&A and Aviation. The selection criteria include recent track record on major deals and business, prominence of the firm in Latin America, and rankings.



Patricia Mastropierro
Partner

Senior Counsel **Lynne Liberato** was awarded the 2022 Chief Justice Jack Pope Professionalism Award by the Texas Center for Legal Ethics at the Texas Supreme Court Historical Society's John Hemphill Dinner. This award is given to an attorney or judge who exemplifies high standards of professionalism and integrity in appellate law. As the first woman president of the Houston Bar Association, Lynne has received numerous awards throughout her career, including the Justice Ruby Kless Sondock Award and the Gregory S. Coleman Outstanding Texas Appellate Lawyer Award.



Lynne Liberato
Senior Counsel

HAYNES BOONE

AUSTIN

CHARLOTTE

CHICAGO

DALLAS

DALLAS - NORTH

DENVER

FORT WORTH

HOUSTON

LONDON

MEXICO CITY

NEW YORK

NORTHERN VIRGINIA

ORANGE COUNTY

PALO ALTO

SAN ANTONIO

SAN FRANCISCO

SHANGHAI

THE WOODLANDS

WASHINGTON, D.C.