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Amid Widespread Push for DEI, Haynes and Boone Promotes Majority-Diverse Partner Class

Nine of the 13 new partners at Haynes and Boone are women, and eight are ethnic and racial minorities.

BY BRENDA SAPINO JEFFREYS

At a time when diversity, equity and inclusion is a top-level focus in the legal industry, Haynes and Boone promoted 13 lawyers to partner as of Jan. 1, including nine women and eight racial and ethnic minorities.

Managing partner Taylor Wilson said the diversity of the group reflects the firm's "deep and longstanding commitment to diversity and inclusion."

The new class, Wilson said, is a snapshot of the rising stars at the firm.

"Each is an exemplary lawyer. Each has demonstrated for many years strong judgment," he said.

The new partners in the 2022 class are based out of the firm's offices in Texas, New

York and California. The new partners collectively work in a range of practice groups spanning labor and employment, investment management and estate planning, advertising law, private equity, OSHA, litigation, health care and life sciences, energy and natural resources, finance, restructuring, intellectual property and patent prosecution, and counseling.

This year's partnership class is significantly more diverse than the 12 promoted in the class of 2021, which included four women and three ethnic and racially diverse lawyers, according to information from the firm.

The diverse group of new partners comes not long after the firm appeared as one of

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two Am Law 100 firms without any Black partners on The American Lawyer's 2020 Diversity Scorecard, which was published in May 2020.

That changed, however, in October 2020, when the firm hired Theresa Conduah in Orange County. The firm currently has three Black partners, said Sharon Jones, a partner in New York who was hired last October as the firm's first chief diversity, equity and inclusion officer.

Jones said the 2022 class of partners is a "model class" because of both the talent and diversity of its lawyers.

Jones, formerly a diversity consultant at Jones Diversity, advised the firm for more than three years on DEI issues. Last fall, Jones said she joined the Am Law 100 firm as a partner because of its commitment to creating a diverse and inclusive organization.

As part of its efforts, she said, Haynes and Boone will launch “inclusion networks” this month, which are 10 identity groups that are open to all lawyers, either because they share the identity or are

an ally for that group. The networks, Jones said, include groups for Black and African American, Asian, LGBTQ, women and next-generation lawyers, as well as veterans and first-generation college graduates. The push also includes a pipeline initiative focusing on students in high school and college.

In addition to the diversity of the class of 2022 partner class, Wilson pointed out that it’s also significant that the group is large—evidence that

associates and counsel have a “realistic chance” of making partner at the firm, he said.

“Not all firms are like that,” Wilson said.

The new partners are Raquel Alvarenga, Robert Bruner, Jamie Carter, Tiffany Ferris, Maria Hopper, Jennifer Kreick and Kinne Manente, in Dallas; Alan Wang in Dallas–North; Mini Kapoor, Kim Mai and Arsalan Muhammad in Houston; Matt Costello in Orange County; and Courtney D.E. Smith in New York.

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