

Haynes and Boone Earns Perfect Score in 2020 Corporate Equality Index

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For a second consecutive year, Haynes Boone has earned a 100 percent rating in the Human Rights Campaign (HRC) Foundation's Corporate Equality Index and the distinction of being one of the "Best Places to Work for LGBTQ Equality."

The Corporate Equality Index ranking reflects the firm's equitable, inclusive workplace policies and practices for all staff, including lesbian, gay, bisexual, transgender and queer (LGBTQ+) employees.

"We are committed to nurturing a supportive environment for all of our lawyers and staff, and we will continue to strive to be recognized as a 'best place to work,'" said Managing Partner [Timothy Powers](#).

Haynes Boone has previously been honored for its diversity and inclusion efforts. In 2019, the firm was recognized as a Best Law Firm for Women by *Working Mother magazine* for its efforts to advance women lawyers. It also was ranked in the Top 10 in the country for minority attorneys by *Law360*. In 2018, Haynes Boone was selected for the AT&T Legal Department Diversity and Inclusion Progress Award.

One of the driving forces behind Haynes Boone's diversity and inclusion efforts is the Attorney Diversity and Inclusion Committee (ADIC), which comprises partners, associates, counsel and key members of management. The committee sets goals for its policies and programs related to the recruitment, retention, promotion and professional development of the firm's diverse lawyers – and the next generation of diverse lawyers that it hopes to recruit to the profession.

The ADIC comprises sub-committees such as the LGBTQ+, Minority Attorney Initiatives, Pipeline Initiatives, Women's Initiative, and Working Parents sub-committees, all of which are designed to develop and promote diversity and inclusion as a collective and sustained focus.

"We are working hard to help the firm achieve its diversity and inclusion goals," said Diversity and Inclusion Director Jennifer Reddien. "Honors such as the Corporate Equality Index ranking reflect Haynes Boone's commitment to building an inclusive environment."

Haynes Boone is an international corporate law firm with offices in Texas, New York, California, Charlotte, Chicago, Denver, Washington, D.C., London, Mexico City and Shanghai, providing a full spectrum of legal services in energy, technology, financial services and private equity. With more than 575 lawyers, Haynes Boone is ranked among the largest U.S.-based firms by *The National Law Journal*, *The American Lawyer* and *The Lawyer*. It also ranks among the nation's most recommended law firms by general counsel, according to BTI Consulting Group's "Most Recommended Law Firms 2019" report.

About the Corporate Equality Index

Launched in 2002, the Corporate Equality Index (CEI) is an annual report published by the HRC Foundation that rates American businesses on their treatment of LGBTQ employees, consumers

and investors. Its primary source of data are surveys, but researchers cross-check business policy and their implications for LGBTQ workers and public records independently.

The CEI rates private employers, including many of the nation's highest-grossing firms, on a scale of 0 to 100 based on several factors, including written non-discrimination policies and training; parity in domestic partner benefits and transgender-inclusive health insurance benefits; LGBTQ employee groups; appropriate and respectful advertising to the LGBTQ community; and rejection of any activities that would undermine the goal of equal rights for LGBTQ people.