

KUTAKROCK

Inclusive Engagement Annual Report 2023

connections
Building Strong Teams and Communities

Connections: Building Strong Teams *and* Communities

It's no secret that the COVID-19 pandemic created another pandemic of sorts, one that likely had been brewing long before March 2020. Mental health and social isolation issues have dominated news headlines ever since, occupying the thoughts of employers whose employees were forced to work (and live) in relative isolation.

Restrictions have lifted, but social isolation issues remain, even among workers who have returned to physical offices. At Kutak Rock, we saw this reflected in our 2022 firmwide Inclusive Engagement Survey. The survey is administered every three years, but this one also included 38 new questions pertaining to organizational well-being. Unsurprisingly, results indicated that satisfying work relationships are a primary predictor of well-being and that the firm—as a whole and as individual members—benefits from purposeful opportunities to build *satisfying work relationships, connections and belonging*.

Around the same time that we were creating the Inclusive Engagement Survey, firm leadership released its 2021-2024 firmwide strategic plan, which is divided into two main parts, the second specifically targeting ways to perpetuate the firm's values and culture. These values focus on creating an inclusive environment for all employees. Goals include supporting firm members' careers through increased focus on holistic health and well-being and professional development.

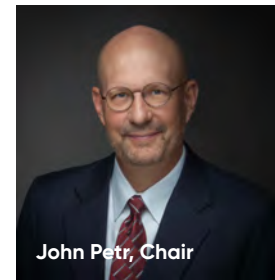
The two plans work in tandem. Both recognize that the working environment Kutak Rock offers is a positive point of distinction in its efforts to recruit and retain talented attorneys and staff. Both also recognize that the mental, physical, financial, and professional health and well-being of everyone at Kutak Rock is critically important to their productivity, engagement, satisfaction, and longevity at the firm.

All In! Inclusive Engagement Quarterly Connection

Kutak Rock's Inclusive Engagement Department launched "All In! Inclusive Engagement Quarterly Connection," a virtual meeting held four times per year to introduce—and update—firm members to the amazing things happening throughout the firm to support and improve inclusiveness, engagement, diversity, and career support at every level. Newly hired colleagues meet with Members of the National Inclusiveness and Diversity Committee to learn about opportunities to get involved and share in the responsibility of creating a welcoming culture at Kutak Rock. Those who have been with the firm longer hear news about recent and upcoming events from members of the Inclusive Engagement Department. In all, nearly 100 people attended these connection-building sessions in 2023.

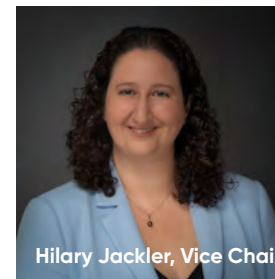


“At the end of the day, the key to everything at Kutak Rock is building strong teams and connections.”



John Petr, Chair

When people think about the “work” of a typical law firm, they most often think of the counsel and advice provided by attorneys to clients, supported by the diligent efforts of dedicated staff. What makes Kutak Rock unique among our peers is, while we focus on providing excellent client service, all our members also participate in doing the work of creating, maintaining, and improving the strong and distinctive culture of our firm. Our “work” includes thousands of hours per year dedicated to creating and implementing diversity, inclusiveness, and engagement strategic goals and tactics designed to produce measurable results; tracking, gathering, and distributing data internally and to clients; building opportunities to create and strengthen relationships; and creating and presenting trainings, informational programs and CLEs on timely and engaging topics, including the holistic well-being of every firm member.



Hilary Jackler, Vice Chair

This past year we completed our first Pro Bono Challenge, walked in our first Heartland Pride Parade in Omaha, and created the firm's first Well-Being Initiative plan. We recognize that Kutak Rock's strategic work to build an institution that offers a diverse workforce, and an inclusive workspace is critical to creating a law firm where the best talent wants to (and can) build decades-long fulfilling careers and with whom our clients and potential clients want to work.

At the end of the day, the key to everything at Kutak Rock is building strong teams and connections. It's these connections that allow us to thrive—both individually and institutionally—despite inevitable day-to-day hurdles and worldwide economic and social upheavals.

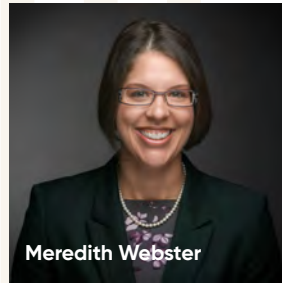
With that in mind, we encourage you to browse this year's Inclusive Engagement Annual Report and [contact us](#) with your thoughts—we'd love to connect.

24

The number of times the word “connection” appears in the Diversity, Equity & Inclusiveness Strategic Plan



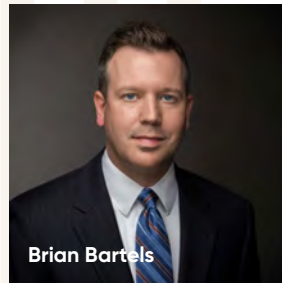
Diversity, Equity and Inclusiveness



Meredith Webster

National Inclusiveness and Diversity Committee

"At Kutak Rock, creating connections and building strong teams is everyone's business," said National Inclusiveness and Diversity Committee (NIDC) Co-Chair [Meredith Webster](#). "Accordingly, you'll see threads of this theme throughout the 2023-2026 DEI Strategic Plan and in the firm's activities over the next three years." The plan consists of 27 three-year goals supported by 117 measurable tactics for 2023-2024, all created by colleagues serving on the NIDC.



Brian Bartels

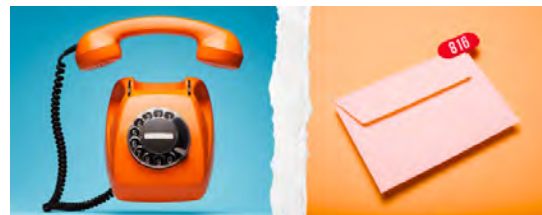
"All members of Kutak Rock are encouraged to learn about and incorporate best practices for diverse recruiting; data collection and reporting for accountability purposes and to respond to client information requests; and addressing barriers to equal opportunity wherever they are found," said NIDC Co-Chair [Brian Bartels](#). The Plan also includes tactics to ensure that leadership opportunities are communicated to everyone, and that selection processes are equitable. In addition to strengthening [forum groups](#) and creating space for those who want to participate, the plan includes a special focus on pipeline activities and retention tactics.

>725 Number of firm members who attended DEI sessions and events

Number of hours spent creating the current three-year strategic plan **>370**

Annual Training

Each year, the Inclusive Engagement Department offers a training on a timely topic related to diversity, equity, and inclusiveness. This year's training was called "The Three Es of Communication: Effectiveness, Efficiency and Equity," and was created and facilitated by Diversity & Inclusiveness Manager Miriam Blair. Given the prevalence of post-pandemic hybrid working environments, it's especially important (and takes effort) to communicate effectively, efficiently, and equitably in a professional environment where expectations and norms change frequently. Firm members discussed communicating clear expectations with colleagues and clients; internal communications that support healthy teams and attorney-client relationships; responsiveness and respect; different tools for communication (and choosing the right tool for the situation); and communication etiquette. This program was delivered both in person and via Zoom to model how hybrid communications can be accomplished.



"At Kutak Rock, creating connections and building strong teams is everyone's business..."

- Meredith Webster, NIDC co-chair

Dolly Chugh Book Club, LLABAR, Ways of Working

The close of 2023 marked the third full year of Kutak Rock's firmwide Anti-Bias, Anti-Racism (ABAR) journey, including ongoing dialogue groups centered around psychologist Dr. Dolly Chugh's work, *The Person You Mean to Be: How Good People Fight Bias*. As of December 2023, more than 200 people had completed a dialogue group, including 100% of the firm's Executive Committee (EC). Such widespread participation allows firm members to take part in thoughtful, productive, purposeful discussions using a shared vocabulary. Because the conversation around ABAR in the workplace is an ongoing one, the firm also developed quarterly one-hour discussions for graduates of the Dialogue Group to discuss timely topics.

The next step in the firm's ABAR journey, the Large Legal Anti-Bias, Anti-Racism (LLABAR) seminar, launched in June 2021 and opened to all large law firms and corporate legal departments in March 2022. At the end of 2023, over 150 members of Kutak Rock and other firms and corporations have completed at least one LLABAR Seminar series. A third ABAR installment, Ways of Working: The Transformational Values of LLABAR, was piloted with the firm's EC and Inclusive Engagement Department in 2023.

100%

Of Kutak Rock's top leadership has completed both a Dolly Chugh Dialogue Group and LLABAR

Pipeline and Law Day

More than 60 years ago, the American Bar Association and President Dwight D. Eisenhower teamed up to establish May 1 as Law Day to celebrate the rule of law and explore how law and the legal process impact our daily lives. It's still celebrated today, often through pipeline activities to introduce legal careers to students who may not otherwise consider a career in law. In recognition of Law Day 2023, the firm encouraged each office to participate in a Pipeline activity. The events, which took place on or around May 1, included school visits and welcoming students into firm offices.

Kutak Rock offices across the country celebrated Law Day on or around May 1, 2023 by visiting schools or welcoming students into our locations. Since 1958, Law Day has been a way to celebrate our legal system and introduce legal careers to students who may not otherwise be exposed to this information.



221 The number of industry surveys and client requests handled by the Inclusive Engagement Department

Affinity Groups

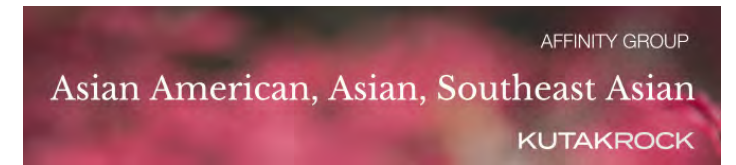
African Descent/Black Affinity Group

On Martin Luther King Jr. Day, Kutak Rock's African Descent, Black Affinity Group cited a call-to-action by Dr. King: "Life's most persistent and urgent question is: What are you doing for others?" In turn, the group asked firm members, "How do you show up?" They invited colleagues to share how they celebrate Dr. King's contributions in their own lives, and how they show up—for themselves, their families, and communities.

Beginning in February, the group offered suggestions on how to show up for Black History Month: Supporting Black-owned businesses; reading books by Black authors; listening to Black podcasts; or participating in a Dolly Chugh dialogue group or LLABAR seminar.

April was Black Women's History Month, and again the affinity group encouraged firm members to show up for Black women, especially those who own small businesses. They also highlighted the [installation](#) of Justice Ketanji Brown, the first African-American woman to serve as a Supreme Court Justice.

During Juneteenth, the Affinity Group created a message for social media, noting in part: "Every Juneteenth is the commemoration of the abolishment of slavery in the United States. It is a reminder that, despite inequity's rise, justice will prevail for all of us by preserving it for each of us." The Office of the Chair distributed a firmwide message and the Omaha office sponsored the Omaha Freedom Festival, recognized nationally as one of the top 10 notable Juneteenth celebrations across the U.S.



Women's Initiative

The firm's Women's Initiative hosts several gatherings each year including topical programming and/or speakers for women attorneys and staff. In 2023 the Initiative invited business development coach Deb Feder to discuss several aspects of her newest book, *After Hello: How to Build a Book of Business, One Conversation at a Time*. In February she presented "90 in 60," a workshop for annual goal-setting; in April she returned to present "What Happens After Hello," which focused on clearing roadblocks to success; and in August Deb offered ideas on "Collaboration as the Key to Build Your Book." This workshop discussed the benefits of working with an abundance mindset and systems required to see business growth.

During the 2023 Partnership Meeting, the Women's Initiative hosted a social hour designed to encourage networking and meaningful conversations. Throughout that same month—Women's History Month—the Initiative also trained a spotlight on the "firsts" among women in law—the first Native American, Black, Chinese, Latina, and transgender women lawyers.

Affinity Group of Asian Pacific Americans

The Affinity Group of Asian Pacific Americans modified its name this year, while also crafting a mission statement:

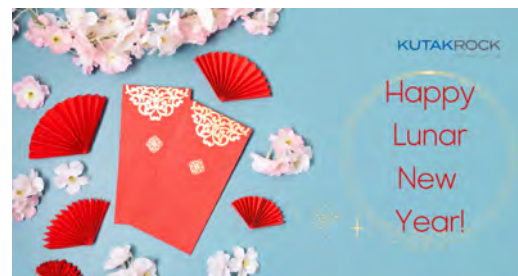
"The Affinity Group of Asian Pacific Americans is an inclusive and supportive resource and community at Kutak Rock. Our members include those of Asian Pacific heritage and those who share our interests. We empower our members with education, advocacy, and resources to support personal and professional growth, leadership advancement, business development, and active engagement within the firm and members' local APA communities to promote further equality, justice and collaboration."

The group also prepared a message for Lunar New Year (found on [LinkedIn](#)) and curated a [list of suggested activities](#) to celebrate Asian American and Pacific Islander Heritage Month in May.

Indigenous Peoples & Allies Affinity Group

The firm was proud to recognize Native American Heritage Day on November 24. This was in conjunction with the announcement of a new Indigenous Peoples & Allies Affinity Group. Its aim will be to educate and carry on conversations about different aspects of indigenous histories and cultures year-round, fostering an open and welcoming environment to learn and to meet amazing Kutak Rock indigenous people and allies of indigenous communities.

34% Of the firm belongs to at least one affinity group



Diversity Equity and Inclusion timeline

1965

Founding charter states, "Relationships among all attorneys, associated professionals and staff will be based on mutual respect, trust, fairness, selflessness and generosity. The firm is committed to equality of opportunity for all without discrimination on the ground of race, color, religion, national origin or sex."

1972

Hires first female attorney

1986

Appears in *Savvy* magazine as the firm with more women partners than any other in the country

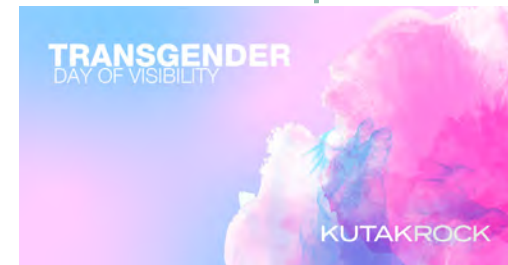
1988

Chosen by the ABA to participate in its first Minority Counsel Demonstration Program

1990s

Includes gender identity and sexual orientation in its equal employment opportunity policy

More on **Affinity Groups**



Hispanic Affinity Group

Todd Guerrero, a partner in Kutak Rock’s Minneapolis office, served as one of four panelists discussing energy law, including its part in worldwide geopolitics, at the Hispanic National Bar Association’s (HNBA) Corporate Counsel Conference (CCC23) March 9-11 in Phoenix. Vanessa Alvarez, Randy Delgado II, and Ed Gonzales also represented the firm at the conference. In September, the firm sponsored the HNBA/VIA Café during the Familia Networking Time at HNBA’s Annual Conference in Minneapolis. The café included coffee and treats for attendees and Minneapolis Leadership Council on Legal Diversity members. Kutak Rock attendees included Tim Keane, Todd Guerrero, Vanessa Alvarez, Randy Delgado II, and Margot Wickman.

Individuals with Disabilities Affinity Group

March is National Disability Awareness Month, and to mark the occasion, Individuals with Disabilities Affinity Group co-chair Ed Marquette authored a thoughtful missive distributed to the entire firm and [via social media](#). He reasoned that of all protected categories, “persons with disabilities” is the only one in which each of us is a potential member. That fact, he said, should make it easy for us to consider the needs of individuals with disabilities, but simple-to-remedy barriers continue to exist. To address such barriers in the legal community, the American Bar Association created “Disability Diversity in the Legal Profession: A Pledge for Change” (Pledge) in 2009. Kutak Rock has been a signatory for a decade and has made great strides to be more inclusive. Ed urged the firm and other signatories to reevaluate the effectiveness of the Pledge just as the ABA’s Commission on Disability Rights is currently evaluating its impact.

LGBTQIA + Allies Affinity Group

In addition to meeting throughout the year, the firm’s LGBTQIA + Allies Affinity Group published messages and resources to social media. The first was for Transgender Day of Visibility, which celebrates the lives and contributions of transgender individuals and raises awareness about the significantly higher rates of poverty, discrimination, and violence among the transgender and nonbinary community. The affinity group highlighted [resources](#) for transgender folks, allies, employers and colleagues.

The group’s Pride Month message in June focused on [facts of life](#) for those within the LGBTQ+ community. In July, firm members marched in Omaha’s Heartland Pride parade, waving flags and carrying a banner to promote the LGBTQIA + Allies Affinity Group. Just days later, several attorneys traveled to Los Angeles to take part in the LGBTQ+ Bar Association’s Lavender Law Conference and Career Fair. They enjoyed interacting with attorneys and talking about Kutak Rock’s welcoming culture and supportive structures, like inclusive and equitable benefits.

Servicemembers, Veterans, and Their Families Affinity Group

The firm’s Servicemembers, Veterans, and Their Families Affinity Group [noted](#) the 50th Anniversary of the departure of the last American combat troops from Vietnam on March 29. Since 2017, that day has been designated as National Vietnam War Veterans Day. April 1 ushered in the Month of the Military Child. The affinity group composed a message distributed to the firm urging support for the sacrifices made by our military children. Memorial Day, POW/MIA Recognition Day, Patriot Day, and Veterans Day also provided opportunities for the affinity group to educate firm members about the meanings behind the days, as well as events happening in the cities in which the firm has offices.

And finally, Kutak Rock has long been a supporter and sponsor of At Ease USA, a nonprofit founded in 2009 to provide no-cost treatment for active military, veterans, and their families living with PTSD. Members attend its benefit luncheon in Omaha each year.



Diversity Equity and Inclusion timeline

1992

Appears in *The National Law Journal* as the traditional firm with the highest percentage of female partners

1993

Denver office becomes a founding signatory of the Colorado Pledge to Diversity

2000

Begins offering similar insurance benefits to same-sex partners

2006

Creates a Director of Diversity position

2008

Creates a formal National Inclusiveness and Diversity Committee (NIDC)

2014

Signs the ABA’s “Disability Diversity in the Legal Profession: A Pledge for Change”; begins offering transgender benefits; creates first DEI strategic plan; launches Forum and Affinity Groups (ERGs)

Supporting Careers

Attorney Professional Development Committee

Kutak Rock's Professional Development Committee added "Attorney" (APDC) to the beginning of its name in 2023 to distinguish itself from the newly formed Staff Professional Development Committee. The APDC was created to address the unique needs of associates navigating their path to partnership and those who work closely with them. Quarterly trainings included information on the firm's business; professionalism in communication; and various ethical obligations. The APDC also hosted a networking event for new partners in February and a retreat for associates in May .



Spotlight on Talent Program

Public Finance associate [Tomi Ajobodu](#) was selected as one of 14 associates from among several law firms to participate in the 2023 U.S. Bank Spotlight on Talent program. The year-long cohort experience focuses on helping early-career lawyers grow their careers through professional and leadership activities. Throughout the year, Tomi participated in monthly events, including leadership meetings, practice group roundtables, mentoring, and CLEs with the U.S. Bank Law Division.

Leadership Council on Legal Diversity

Attorneys David Mnatsakanyan and Turquoise Early served as Kutak Rock's 2023 Pathfinders with the Leadership Council on Legal Diversity (LCLD), a program that provides participants with the opportunity to learn from top leaders in the legal profession as well as career development experts. [Turquoise](#) is an associate in Omaha and a member of the Privacy and Data Security group. [David](#) is a public finance associate in Los Angeles. The seven-month Pathfinders Program is designed to train high-performing attorneys who are early in their careers on foundational leadership and relationship-building skills.

Omaha Partner Oliver Hopkins was named an LCLD Fellow. Designed for lawyers with eight to 15 years of experience, this year-long professional development program connects high-potential attorneys with leading general counsel, managing partners and their peers for mentoring and career guidance. [Oliver](#) is a tax credits partner in Omaha.

All three attended events throughout the year, including meetings connected to the annual Membership Meeting in October which was attended by firm Chair John Petr, Vice Chair Hilary Jackler, and Executive Inclusive Engagement Officer Kim McKelvey.



Number of people who attended APDC sessions or events in 2023

430

Staff Professional Development Committee

Creation of a firmwide Staff Professional Development Committee (SPDC) was a goal in the firm's current strategic plan and viewed by the firm's Executive Committee as an important component to stewardship and building a strong culture at the firm. The SPDC supports existing and local training opportunities and provides firmwide training sessions tailored to the professional development needs of the firm's staff members.

Pro Bono

179% The percent increase in pro bono attorneys in 2023

Since the inception of the firm, pro bono has been an integral part of Kutak Rock's cultural identity. This year, partner Amy Van Horne was the recipient of the Robert M. Spire Award, presented annually to an attorney who has demonstrated outstanding commitment to pro bono service for the poor. Harold Rock received the award (posthumously) in 2019. To honor the legacy left by founders Bob Kutak and Harold Rock, the Pro Bono and Community Service Committee issued a 2023 Pro Bono Challenge. All attorneys were provided with helpful resources including an FAQ, access to regional pro bono opportunities (both in-person and online), checklists, policies, and procedures. As a result, the firm increased the number of pro bono matters by over 150% in 2023. Awards were given to the three offices that earned the highest percent increase in pro bono hours; highest percent increase in attorneys engaged in pro bono service; and highest percent increase in pro bono matters.

Diversity Equity and Inclusion timeline

2016

Becomes an HRC "Best Places to Work" for LGBTQ equality; conducts first firmwide Inclusive Engagement Survey; first certification as a WILEF Gold Standard Firm

2017

Earns Diversity and Inclusion Legal Achievement Award; first designation as a "Ceiling Smasher" for Female Partners by Law360

2020

Earns Mansfield Rule 3.0 Certification PLUS; launches Mindfulness Group; pilots Dolly Chugh Anti-Bias, Anti-Racism Dialogue Groups

2021

Launches Well-Being Initiative; launches Large Legal Anti-Bias, Anti-Racism Seminar (LLABAR); earns Invested in Diversity Award from U.S. Bank; Firm Chair Jay Selanders signs LCLD's "Leaders at the Front" Pledge

2022

Conducts first organizational well-being survey; Firm Chair John Petr signs LCLD's "Leaders at the Front" Pledge

2023

Creates first Well-Being Initiative Strategic Plan; Partners with U.S. Bank to sponsor an Equal Justice Works Fellow; signs ABA's Well-Being Pledge

Well-Being *and* Connections

49

The number of Well-Being Initiative emails sent in 2023

45

Mindfulness sessions

85

The number of Mindfulness emails sent in 2023

Well-Being Initiative

The Well-Being Initiative launched in October 2021 (1) as a part of the firm's strategic plan and (2) thanks to a committee formed under the umbrella of Career Support. Partners Mariza McKee and Stuart Hindmarsh are heading up the initiative's work. Mariza is co-founder and one of the leaders of the firm's Mindfulness Group, and Stuart helped spearhead the firm's well-being work during his tenure as co-chair of the National Inclusiveness and Diversity Committee (NIDC).

In February, along with Washington and Richmond Office Managing Partner Debbie Ruskin and Office Administrative Manager Rita Garrett, Mariza and Stuart led a panel and small-group discussion titled "The Connected Mindset" at the firm's annual Partnership Meeting to more closely examine how to create connections at work.

In June, the Well-Being Initiative Group (W-BIG) presented a firmwide program called "Unplugged: Tips for How to Truly Enjoy Time off," featuring W-BIG leaders Stuart and Mariza, plus Leland Abide, Rita Garrett, Paul Gerding, Jr., John Petr, Lee Sachnoff, and Geneice Warga. In this interactive meeting, colleagues shared tips and tricks for putting away professional responsibilities to take healthy breaks to recharge and look after our well-being.

Over the course of a year, the W-BIG analyzed results from its inaugural organizational well-being survey and developed a three-year plan. The plan focuses on building meaningful relationships, psychological safety, hope, resilience, optimism and self-efficacy, and finding a healthy work-life balance/blend.

Mindfulness

Launched in April 2020, our Mindfulness Group provides attorneys and staff with resources to manage stress, improve well-being, boost performance, and connect with others. Already in the works when the firm began working remotely due to the pandemic, the group offers weekly mindfulness resources, including live guided meditations which are archived for on-demand use. In 2023 the group presented 45 mindfulness sessions to the firm at-large, plus a session at the Annual Partnership Meeting titled "Mindfulness and Boundaries."

Equal Justice Works and the Housing for All Project

Equal Justice Works is the nation's largest facilitator of opportunities in public interest law, and we were honored to be asked to partner with U.S. Bancorp Impact Finance to sponsor Ishvaku Vashishtha as a two-year fellow with Inner City Law Center in Los Angeles. Ishvaku's project centers around advocating for unhoused individuals who lack identification through an in-person clinic, direct representation, policy advocacy, and impact litigation.

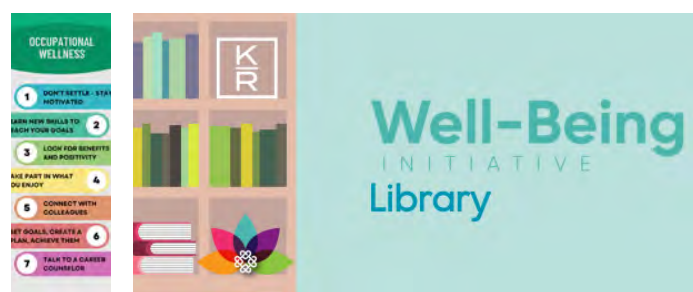
Inspired by his project and wanting to provide firm members with opportunities to work together in meaningful service, Kutak Rock launched its two-year Housing for All Project on August 29. Because many of the firm's practice areas touch housing law and firm members have a decades-long tradition of participating in—and even establishing—projects and clinics that address the needs of those experiencing housing issues, we began with an educational webinar featuring Omaha partner Jill Goldstein, who is the firm's liaison with Ishvaku; office administrative manager Rita Garrett, who also heads up KutakCares; Denver partner Tom Snyder, who founded the Colorado Poverty Law Project; and Ishvaku himself who joined us to explain why he chose to focus on housing insecurity for his Fellowship. Several of the firm's offices organized donation drives to address housing insecurity, plus many individuals volunteered and/or donated funds to related causes.

KutakCares

KutakCares was formed to coordinate relief for people suffering natural disasters and has expanded to include a variety of firmwide and office-specific giving opportunities including an annual event at the firm's partnership meeting. At the 2023 meeting, firm members [assembled 35 bicycles](#) for Arizona Helping Hands, which assists children in the foster care system. That's three pallets of bikes! The next day, many returned to fill bike helmets with accessories. On top of that, firm members raised funds to go directly to Arizona Helping Hands.

At midyear, KutakCares kicked off the firm's Housing for All Project. That fundraiser generated much-needed funds for the Colorado Poverty Law Project, founded by Denver Partner Tom Snyder; and Inner City Law Center.

And finally, KutakCares' annual Caring Campaign took place in November and December 2023 and raised funds for Feeding America. Firm members were asked to offer "Comfort & Care" to their community members by participating in such activities as serving meals at soup kitchens; donating food, blessing bags, or similar; "adopting" families around the holidays; and participating in organized volunteer activities with their offices. For each person who took part, the firm donated \$25 to Feeding America.



1 in 4

Iraq and Afghanistan veterans is food insecure.

Awards



Human Rights Campaign

Human Rights Campaign (HRC) has awarded Kutak Rock LLP its highest score of 100 on the 2023-2024 Corporate Equality Index (CEI) for the eighth year in a row. The HRC CEI is the nation's foremost benchmarking survey and report on corporate policies and practices impacting LGBTQ+ employees. Earning a score of 100 distinguishes Kutak Rock as a recipient of the "Equality 100 Award: Leaders in LGBTQ+ Inclusion" (formerly referred to as "Best Places to Work for LGBTQ Equality").



Bloomberg Law DEI Framework

For the third year in a row, Kutak Rock was named to Bloomberg Law's Diversity, Equity & Inclusion (DEI) Framework. Begun in 2021, the Framework recognizes firms for their level of disclosure of diversity-related metrics and distinguished performances against six core pillars: demographics; leadership and talent pipeline; recruitment and retention; business innovation and strategy; marketing and diversity and inclusion in the community; and disclosure. Of particular note, Kutak Rock scored especially well in recruitment, retention, marketing, and diversity and inclusion in the community.

2000

The year Kutak Rock first began offering benefits to same-sex partners

2019

Kutak Rock was awarded the inaugural Legal Aid of Nebraska Law Firm Partner Equal Justice Award



Legal Aid of Nebraska Lifetime Law Firm Partner Award

Kutak Rock was awarded Legal Aid of Nebraska's 2023 Lifetime Law Firm Partner Equal Justice Award on October 6 as part of Legal Aid's 60th anniversary celebration. The firm was represented by a group of 20 individuals including Marilyn Rock (widow of firm founder Harold Rock), Nancy Jacobson (widow of former firm Chair David Jacobson), and the current President of the Legal Aid Board of Directors, Amy Van Horne. The award recognized the firm's longstanding service to Legal Aid, beginning with Bob Kutak's commitment to equal access to justice and Harold Rock's career-long partnership with Legal Aid of Nebraska.



WILEF Gold Certification

Kutak Rock was recertified in June 2023 as a Women in Law Empowerment Forum (WILEF) Gold Standard firm for the eighth consecutive year. The WILEF Certification recognizes law firms with significant percentages of women who are equity partners, in the highest leadership positions, on governance and compensation committees, and among the most highly compensated partners. Law firms with 300 or more practicing lawyers in the United States are eligible for consideration for the WILEF Gold Standard Certification. A firm must meet four of WILEF's six criteria to be certified.

KUTAKROCK

connections



Inclusive Engagement Annual Report

