

KUTAKROCK



INCLUSIVENESS AND DIVERSITY
ANNUAL REPORT

2017





*“The amount of effort needed at the start pales
in comparison to what your momentum can
ultimately produce in the end.”*


- Lincoln Patz

Motivational and inspirational artist





INCLUSION IN PRACTICE



Kutak Rock opened its doors in 1965 with a stated commitment to a diverse and equal opportunity work environment and to improving diversity in the legal profession. That early commitment continues today in firmwide structures, such as the firm's national inclusiveness and diversity committee, a three-year firmwide inclusiveness and diversity strategic plan and annual tactics, and multiple inclusiveness engagement groups designed to encourage every person at Kutak Rock to take responsibility for enhancing the firm's inclusive and diverse working environment. As a result, nearly half (48%) of the firm's attorneys are women or members of other diverse groups. Two particular areas of excellence at the firm are staff and attorney retention and partner promotion. Currently, Kutak Rock has more racial and ethnic minority partners than the national average; LGBT partners at over two times the national average; partners with disabilities at over eight times the national average; and more women partners than the national average.

STRATEGY AND MOMENTUM

Kutak Rock's three-year inclusiveness and diversity strategic plan aligns the firm's organizational systems with firmwide goals.



RESULTS

The development, focus, and support of the strategic plan by firm leaders is an accomplishment in itself. The real accomplishments, however, result from the firm's long-standing commitment to putting the plan into action. Results range from increased participation in affinity groups and networking educational opportunities to a larger change in our recruiting system.

Kutak Rock prides itself on creating a path to partnership for all attorneys. In 2017, over half of the firm's new partners were women and 15 percent were members of other diverse groups. Currently, 44 percent of the firm's partners are women or members of other diverse groups. The firm's higher-than-average retention rate for women and minority attorneys is also an indicator of the firm's successfully inclusive culture. In the latest reporting period, Kutak Rock retained 95% of all attorneys identifying as races and ethnicities other than white/Caucasian and 100% of women partners so identifying.

GOALS

The strategic plan's internal goals center on fostering a culture of inclusiveness, including specific goals for networking, communication, equal opportunity, and compositional diversity. External goals enhance inclusiveness and diversity in the legal profession as a whole including pipeline programming with young people across multiple offices. For each goal, the firm prioritizes tactics chronologically over a three-year period and develops a dashboard with targets, metrics, and progress reports on inclusiveness efforts and compositional diversity.

DEVELOPMENT

Development of the plan takes over a year and includes research and analysis of industry best practices and trends, compilation of client interests and questions, and the results of a firmwide survey with participation at over 80 percent. Drafts of the plan are discussed by firm leadership at multiple levels and then approved by the firm's executive committee.

TRAINING AND EDUCATION

USBCDC Workshop

Kutak Rock was proud to coordinate with U.S. Bancorp Community Development Corporation to host an Anti-Bias/ Anti-Racism Workshop in the firm's Denver conference space in September. The workshop was facilitated by Crossroads AntiRacism Organizing and Training, an organization committed to dismantling racism and building racial justice in institutions.

PARTICIPANTS



SISERA DANIEL



JILL GOLDSTEIN



CARA NESBITT



MARIO TRIMBLE

Women's Initiative Training

Every day, we work in a wide variety of teams to achieve the best results for clients and the firm. Our teams cross departments, disciplines and offices. But what is the best way to build and enhance authentic and effective working team relationships for maximum impact? Panelists from Kutak Rock's Women's Initiative offered their thoughts, strategies and expertise to a training group on September 13, 2017.

The presenters included Anne Bensard (former Associate); Tasha Cycholl, Partner, Scottsdale Office; Sandra Melson, Legal Secretary, Atlanta Office; and Geneice Warga, Paralegal, Kansas City Office.



TASHA CYCHOLL



SANDRA MELSON



GENEICE WARGA

FOSTERING AN INCLUSIVE WORKPLACE

Each year, the firm's Training and Education group offers a training program for attorneys and staff in each of the firm's offices. One of those training opportunities, entitled, *"Fostering an Inclusive Workplace: Authenticity and Civil Engagement,"* presented three primary components of an inclusive work environment and highlighted direct feedback from our firm wide 2016 inclusiveness survey, completed by 734 attorneys and staff members. Throughout the presentation, skills were learned to build a more inclusive working environment through the use of the three primary components – authenticity, civility and professionalism – which lead to increased engagement, job satisfaction and productivity. Following the presentation, attendees were able to reflect on what it means to encourage authenticity in an office setting and the importance of balancing different perspectives and opinions, all while valuing individuals and treating everyone with dignity and respect.



"In life, I try to find the right balance between momentum and infinity, truth and beauty."

- Romesh Gunesekera

Author, finalist in The Man Booker Prize

AFFINITY GROUPS AND AWARDS

The Human Rights Campaign awarded Kutak Rock a perfect score on its 2018 Corporate Equality Index, the national benchmark on corporate policies and practices impacting LGBTQ employees. Earning a score of 100 distinguishes Kutak Rock as one of the “Best Places to Work for LGBTQ Equality.” The Kansas City office hosted the regional celebration at the Negro Leagues Baseball Museum with HRC representatives in attendance.

FROM L to R: ANNIE SELANDERS; JAY SELANDERS; SHIRLEY MITCHELL; BRIAN BARTELS; SUSAN CARLSON; STEVEN LIKES; KATHRYN PETERS; COURTNEY KOGER; LEZLEE KOGER; KIM MCKELVEY; G. MARK SAPPINGTON; DAWN DYSART; CHÉ RAMSEY; MARCOS BARBOSA; TORY BISHOP



*“It is only through
seriousness of purpose
and persistence that
we ultimately carry the
day. We might liken it
to riding a bicycle. You
stay upright and move
forward so long as you
keep up the momentum.”*

- Ban Ki-Moon

Eighth Secretary General of the U.N.



MARQUITA ROBINSON, LOS ANGELES; ADRIAN ROBINSON II, ATLANTA, SENIOR LITIGATION PARALEGALS



FROM L TO R: NEW JERSEY – DOUGLAS PETERS, OMAHA PARTNER; KIM MCKELVEY, DIRECTOR OF STRATEGIC FOCUS AND INCLUSIVENESS AND DIVERSITY; TANYA HOLCOMB, VICE PRESIDENT AND GENERAL COUNSEL, GLOBAL LITIGATION, HONEYWELL

HONEYWELL DIVERSITY AND INCLUSION LEGAL ACHIEVEMENT AWARD

Honeywell selected Kutak Rock as its inaugural recipient of the Honeywell Diversity and Inclusion Legal Achievement Award in December 2017. Tanya Holcomb, in presenting the award to Kutak Rock, highlighted the firm's three-year inclusiveness and diversity strategic plan and, in particular, the firm's extraordinary retention of women and minority partners.

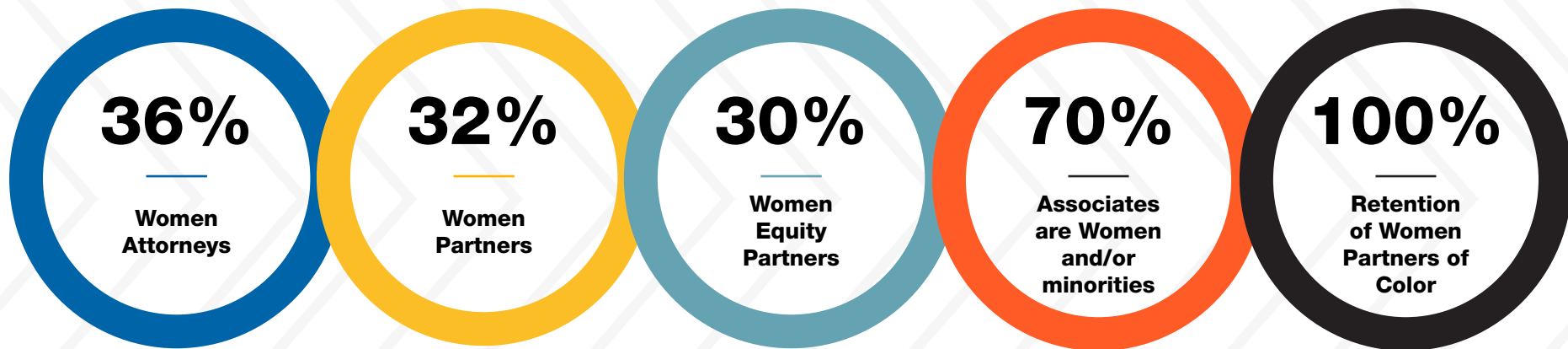


HISPANIC AFFINITY GROUP

Kutak Rock sponsored the Hispanic National Bar Association's Corporate Conference in September, sending 10 attendees to the Kansas City event. The firm was the sole sponsor of the Corporate Counsel Division Reception with Jay Selanders and Michael Sillyman both addressing attendees. Marcos Barbosa also participated as a panelist on jury selection issues.

FROM L TO R: SAUNDRA WOOTTON, TODD GUERRERO, MICHAEL SILLYMAN, RANDY DELGADO II, MAX DEITCHLER





WOMEN'S INITIATIVE



The Women in Law Empowerment Forum (WILEF) recertified Kutak Rock in 2017 as a Gold Standard firm for ongoing high percentages of women who are equity partners, hold high-level leadership positions, serve on governance and compensation committees, and identify as LGBTQ.

Law360 named Kutak Rock one of the best law firms for women partners in its 2017 Glass Ceiling Report. Viewed as a national benchmark for gender parity, the report named Kutak Rock a "Ceiling Smasher" for placing second among BigLaw firms with 300-599 attorneys nationally. In fact, the firm has the highest percentage of women equity partners in all but two of the nation's law firms with 300 attorneys or more.



ANTOINETTE HEWITT



JILL LAORR



ERIN THOMPSON

PRESENTERS

Antoinette Hewitt, Jill Laorr, and Erin Thompson led a presentation in June 2017 on workplace

flexibility. Hosted by the Women's Initiative, the educational session addressed issues and concerns of the firm's women attorneys.



BACK ROW: KIM MCKELVEY, DAVE AMSDEN, ED GONZALES, STUART HINDMARSH, BARRY BURNS, COURTNEY KOGER, ASHLEY DENNIS, WINNIE HAWKINS, SAUNDRA WOOTTON, GIL BOYCE, JAY SELANDERS.

FRONT ROW: DREW MARLAR, MICHAEL SILLYMAN, RITA GARRETT

NIDC MEMBERS

National Inclusiveness and Diversity Committee members help promote a nurturing culture of inclusion. Members strive to create and support a diverse workforce in every career stage, from enlightening young minds, to diversity-oriented outreach and events designed to inspire people and strengthen communities. These efforts give a voice to traditionally underrepresented populations on matters relating to promotion and leadership, education, mentoring and policy development. We have made great progress, and together we hope to continue to effect meaningful and longstanding positive changes throughout the firm and its related communities.

NEW CO-CHAIRS

"Kutak Rock's diversity and inclusiveness efforts have not only led to real change across the firm, but they have also strengthened the core of the firm and the communities we are involved in."



ED GONZALES

"I've seen the results of the firm's ongoing efforts: better client service, innovative thinking and a welcoming atmosphere that fosters collaboration. Our past success paints a bright future for the firm as we move further into the 21st century fully committed to equality."



DREW MARLAR



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*The momentum of continuous
action fuels motivation.*

- Steve Pavlina

Author, motivational speaker



KUTAKROCK

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