

KUTAKROCK



Annual Report | 2019

It's in Our

DNA

DIVERSITY + INCLUSIVENESS + ENGAGEMENT



Kutak Rock Principles

Principles

In its founding charter 55 years ago, Kutak Rock committed to supporting **each individual as a whole person (attorneys and all staff members)**. Inclusiveness and diversity fundamental values of the firm. Across 18 offices, diverse teams strive for excellence in client service by building relationships based on mutual respect, trust, fairness, selflessness, and generosity.



Jay Selanders, Chair of Kutak Rock



Inclusiveness and diversity isn't trendy for Kutak Rock. It's a core value and we live it every day.



Who We Are

2019 participants in Inclusiveness Diversity and Engagement (IDE) training



650+

Number of affinity group and committee meetings



25+

People attending IDE conferences outside the firm in 2019



20+

Firm-supported IDE groups



10+

People participating in the 2019 IDE survey



90%

Members of National Association of Women Lawyers



85+

National Inclusiveness and Diversity Committee presentations to the firm's executive committee in 2019



8

Firm management participation in IDE-related trainings



95%

Kutak Rock develops successive three-year inclusiveness and diversity strategic plans that align the firm's organizational systems with firmwide strategic goals. Each three-year plan is the result of in-depth research and analysis of industry best practices, compiled client interests and questions, and the results of a firmwide survey with 90% staff and attorney participation.

The strategic plan's internal goals focus 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, and include pipeline activities with youth in communities in which the firm has offices.

Ed Gonzales, Co-Chair, National
Inclusiveness and Diversity Committee



Strategy

“Our committee’s approach to inclusiveness and diversity is systematic, structural, and strategic.”

Making Change



The firm achieves its long-term inclusiveness and diversity goals by prioritizing tactics chronologically over a three-year period and presenting a quarterly dashboard of targets and metrics to firm leadership. Results range from increased participation in inclusiveness and engagement groups and networking educational opportunities to improvements in the firm's recruiting, retention, and promotion systems.

One performance result in particular is extraordinary when compared to both the industry as a whole and to other AmLaw 200 law firms: **Currently, 43% of the firm's partners (and 42% of the firm's equity partners) are women or members of other diverse groups.**



Drew Marlar, Co-Chair, National Inclusiveness and Diversity Committee

Three-year goals



Goals and tactics achieved by beginning of third year



Increase in satisfaction on the IDE survey over three years



Number of annual tactics



Survey respondents agreeing that they enjoy being a part of Kutak Rock



“The committee’s three-year goals and annual tactics ensure we move the needle for inclusiveness and diversity every year.”

At Ease

Omaha members of the firm's Veterans, Servicemembers and their Families Affinity Group represented Kutak Rock at the 2019 At Ease USA luncheon benefit, featuring keynote speaker Ken Stinson. The Omaha-based nonprofit organization offers therapeutic services and confidential trauma treatment for active military, veterans and their families, regardless of their ability to pay. Mr. Stinson is the chairman emeritus of Peter Kiewit Sons', Inc. and served 2.5 tours in Vietnam with the U.S. Navy Civil Engineer Corps and eventually became the Company Commander of an MCB5 Seabee Battalion. Attendees included Barbara Taylor, Erika Lynch, Jeremy Fitzpatrick, Mark Ellis, Karilyn Kober, Angel Younger, and Toger Swanson.



Working Together

Pride Month Mixer



Black Women's History Month



The firm's LGBTQIA + Allies Affinity Group celebrated Pride Month in June in numerous ways. One example was an after-work networking mixer for Omaha area businesses. The first-of-its-kind event brought together more than 50 professionals from large companies with offices in Nebraska (including, for example, First National Bank of Omaha and Mutual of Omaha). The event was designed to foster networking and the sharing of ideas, information, and success stories within the companies' LGBTQIA+ employee resource groups. Attendees discussed ways to work together to further equality and promote inclusiveness and diversity. (Pictured are Steve Likes and Patti Peterson.)

According to members of the firm's African Descent and Black Affinity Group, food has been a source of creativity, freedom, celebration and happiness in the Black/African culture for centuries. In honor of black women's creativity and expression through food, members hosted a Black Women's History Month food tasting in April for employees to enjoy samples of authentic Black/African dishes. (Pictured are Winnie Hawkins and Kateaka Andrews.)

Women's Initiative

The Kutak Rock Women's Initiative hosted a presentation by Deborah R. Gilg, a former United States Attorney for Nebraska, and founder of Fearless, Fierce and Forward, L.L.C. Ms. Gilg's presentation, "**Resilience: Becoming Your Own First Responder,**" centered on overcoming adversity and developing resilience to achieve success in our daily lives. (Pictured are Jeanne Salerno, Jill Goldstein and Deborah Gilg.)



National Association of Women Lawyers (NAWL)

Several of the firm's attorneys traveled to New York to attend the National Association of Women Lawyers (NAWL) annual meeting in July. Attendees included (from left): Meredith Webster, Jay Selanders, Robin Clark, Destiny Bounds, Karilyn Kober, Michelle Pernicek, Kim McKelvey, and Tiffanie Stasiak. Not pictured is Deborah Froling. Firm representatives also attended the General Counsel Institute (GCI) in November. Kutak Rock was a bronze-level sponsor of NAWL.



NAWL Challenge Club

Omaha public finance associate Michelle Pernicek attended the 2019 NAWL Challenge Club Bootcamp in March in La Jolla, California. The event featured the "Perfect Pitch Project," a mock pitch session, mentorship, and directed networking. She has also attended other structured networking events, the NAWL annual meeting in July, and the GCI in November.



Michelle Pernicek, Kutak Rock Partner

Initiative



Anti-Bias, Anti-Racism **Work**

Since 2017, numerous attorneys and staff members from Denver, Kansas City, Omaha, and Washington D.C. have had the privilege of participating in anti-bias and anti-racism workshops sponsored by a client in multiple venues. In 2019, four new attorneys and staff members, Miriam Blair, Ashley Dennis, John Henry, and Margot Wickman were able to participate in their first workshop with Crossroads, an organization committed to ending racism and building racial justice in institutions. The 2.5-day workshop focused on reviewing, analyzing, noticing, and ending systemic racism.

Working Together

The group that completed the Crossroads workshop continued to meet and incorporate the training into their activities and interactions at Kutak Rock. In addition to the Crossroads training, The client hosted a follow-up workshop in April which Kutak Rock representatives Kim McKelvey and Geneice Warga attended to deepen their learning.



Working Together

Diversity & Flexibility Conferences

Ellen Clinton, administrative manager of the firm's Washington, DC office, attended the summer Diversity & Flexibility Conference. Representatives from a variety of firms shared challenges and success stories with various types of flexibility policy implementations.

Hilary Jackler and Rita Garrett (right) attended the 2019 Annual Conference on November 7 in Washington, D.C. entitled, "Inspire. Innovate. Ignite!" The event focused on finding balance and wellness at work.



Flexibility

Hispanic National Bar Association Corporate Counsel Conference



Kutak Rock sponsored the HNBA Corporate Counsel Conference in Albuquerque, New Mexico in March 2019. The conference provides a unique setting in which corporate America and HNBA members connect. Two Kutak Rock attorneys from two offices attended the conference: (From left) Vanessa Alvarez from Scottsdale, and Ed Gonzales from Omaha.



The firm's 2019 partnership meeting wrapped up with a "pack-the-backpack" work party to fill approximately 200 backpacks with school supplies and personal care items to be distributed to children through the Communities in Schools (CIS) of the Gulf South, Inc. Shortly after, the firm raised over \$10,000 to help those affected by historic flooding in Nebraska and Iowa.



Pipeline Programs



The Colorado Pledge to Diversity Summer Clerkship Program celebrated its 20th anniversary at the Hilton City Center in Denver in September. Kutak Rock attorneys (from left) Jesse Brown, Mario Trimble, Kristine Poston, law clerk Katie Saunders, and Micah Halverson were there to accept an award on behalf of the firm for participating in the program for 10+ years. In fact, the Denver office was a founding signatory of the Pledge when it was formed in 1993.

The firm's Omaha office sent attorneys and staff members to meet with 140 high school students to discuss careers in law. The office also hosted local high school students through the local Careerokit program for a tour of the Omaha office, and attorney and staff presentations from a variety of legal service areas.

The firm's Richmond office hosted 14 young women from the local Girls Mentoring Group for its annual Law Day. The participants visited the office and heard from attorneys and staff about the types of work done in law firms and then toured the U.S. District Court. They attended a naturalization ceremony, led the Pledge of Allegiance and handed out flags to welcome the new citizens. They also met with three judges for an engaging question-and-answer session (Photo below).



Pipeline



In August, September, and again in December, **Employee Benefits and Executive Compensation Partner P. Brian Bartels drafted and submitted formal comments regarding proposed regulatory changes that would affect LGBT Americans.** The first letter responded to the request of the U.S. Department of Health and Human Services (HHS) for comments on proposed amendments to federal regulations under Section 1557 of the Affordable Care Act, which currently provide important protections from

discrimination. Brian argued that, among other things, the proposed rules would eliminate or limit certain civil rights and legal protections for individuals who are lesbian, gay, bisexual, or transgender.

In September, Brian responded to a request for comments by the U.S. Department of Labor regarding proposed changes to current regulations promulgated pursuant to Executive Order 11246, which was originally signed in 1965, that establish requirements for non-discriminatory practices in hiring and employment on the part of U.S. government contractors. Brian argued those proposed rules should not be adopted because they would reduce legal protections for LGBT employees of federal contractors.

December brought another opportunity to comment on proposed rules that would change the HHS, Division of Grants and nondiscrimination requirements that apply to certain grants. If adopted, those changes would allow certain entities that receive HHS grants to discriminate against LGBTQ individuals, religious minorities, women, and individuals with disabilities, among others.

His comments were shared with and reviewed by the firm's LGBTQIA+ Allies Affinity Group.

Workplace Diversity Presentation at Legal Symposium

Kutak Rock sponsored “Unity in Diversity: Working Together to Achieve Success,” a symposium co-hosted by the Nebraska Paralegal Association and the Omaha Bar Association. **Brian Bartels** participated on a panel, held June 5, focused on “Policies, Procedures and Programs: Successes and Lessons Learned from the Trenches.” Keynote speaker for the event was Ryan Sallans, an accomplished transgender speaker, author, and advocate who helps institutions create inclusive environments that support LGBTQ employees, students, clients, and patients.



On the 2019 Inclusiveness Survey, LGBTQ individuals at Kutak Rock expressed a higher level of satisfaction with inclusiveness at Kutak Rock and scored higher on multiple questions than the overall response rate.



Leadership Council on Legal Diversity (LCLD)

Firm Chair Jay Selanders, Vice Chair John Petr, and Director of Strategic Focus and Inclusiveness and Diversity Kim McKelvey attended the LCLD's 10th annual membership meeting in Washington, DC in September. The theme was "Vision 2020: Talent Rising." LCLD Fellow Rebecca Kim also attended, following the separate Fellows' program track.

LCLD Fellows Program

Los Angeles associate Rebecca Kim served as the firm's LCLD Fellow in 2019. She attended the LCLD Fellows Conference in Washington, DC in September, as well as the July LCLD Fellows Leadership Lunch in Sunnyvale, California at the offices of Apple, Inc. where she met with Apple's general counsel and senior vice president. She's also attended several leadership luncheons and happy hour networking events specifically for Fellows.

Leadership



Presentations on the State of Inclusion in the Legal Profession

Ed Marquette, Kim McKelvey and Miriam Blair spoke on three occasions about an article co-written by Marquette, McKelvey and Frandzel attorney Patricia Kinaga, entitled "Sweet Harmony: Substantive Diversity, Disability Rights, Millennials, and the Shape of Tomorrow's Inclusiveness," and published in the 2019-2020 Institute on Inclusion in the Legal Profession's *Review*. The article discusses the future of inclusiveness and diversity efforts in the workplace as Millennials predominate the workforce. Presentations occurred at Starbucks headquarters in Seattle, Western Union's headquarters in Denver, and Creighton Law School in Omaha.

Los Angeles County Bar Association

Kutak Rock sponsored, and attorney Sandra Wootton helped organize, the Los Angeles County Bar Association's 2019 Diversity & Inclusion Conference at Loyola Law School, Los Angeles. Kim McKelvey participated in a panel presentation entitled, "Summit of Managing Partners and Diversity Partners: What Works and What Doesn't?" addressing the most impactful strategies for achieving maximum results in law firms. Pictured (left) are Sandra Wootton and Kim McKelvey.

Kutak Rock

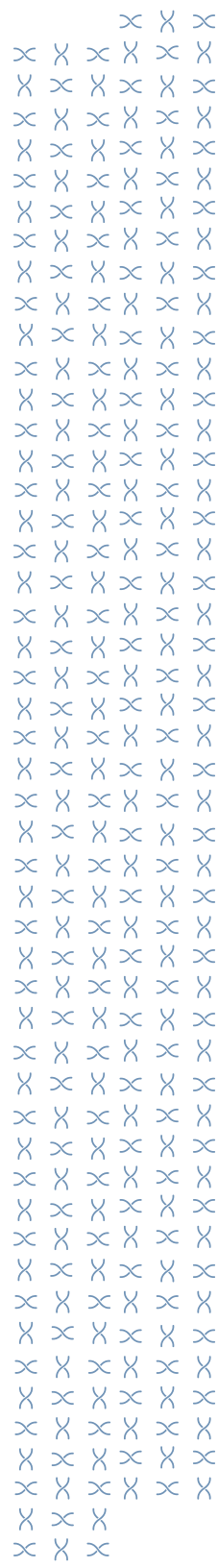
2020's new partners who identify as women, individuals with disabilities, LGBTQ, races and/or ethnicities other than white/Caucasian, or veterans or servicemembers:



60%



Leadership



Kutak Rock is an industry leader for promotion of women and diverse attorneys to partnership and equity partnership. At the end of 2019, the firm announced a new partner class comprised of 60% women and diverse attorneys. The result of the firm's longstanding commitment to moving talented attorneys into partnership is leadership opportunities – at the firm and with clients.

Above the Bar



% equity partners with disabilities



% LGBTQ partners



% partners of races and/or ethnicities other than white/Caucasian



% women equity partners



% women and diverse attorneys leading committees, serving as practice group and department leaders, serving on executive management committees



Contact Us

Kim McKelvey
kim.mckelvey@kutakrock.com

Miriam Blair
miriam.blair@kutakrock.com

Rita Garrett
rita.garrett@kutakrock.com

Geneice Warga
geneice.warga@kutakrock.com

kutakrock.com



Inclusiveness and Diversity