

BRYAN CAVE

# DIVERSITY

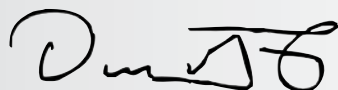
ANNUAL REVIEW | 2009



Bryan Cave named one of  
*MultiCultural Law Magazine's*

# 'Top 100 Law Firms for Diversity,' 'Top 100 Law Firms for Women,' and 'Top 25 Law Firms for African-Americans'

Promoting and embracing *diversity is a core value at Bryan Cave*, and each of us – lawyers and staff – is responsible for fulfilling this commitment. Diversity at Bryan Cave means a professional home where people of all backgrounds and perspectives can achieve personal success and contribute meaningfully to the success of the firm. As our clients do business around the world, they expect and deserve guidance from professionals with vision, perspective and a footprint as broad and multi-cultural as their own. The diversity of our lawyers enables us to work with our clients as full business partners, alert to their challenges and invested in their success. Diversity brings depth and richness to our individual professional experiences, binds us to the communities where we practice, and makes our firm a better place."



- **Don Lents**, Chair

## 2009 DEMOGRAPHICS\*

### All Lawyers

Women	33.8%
Lawyers of Color	10.5%
LGBT	2.2%

### Partners

Women	18.1%
Lawyers of Color	4.7%
LGBT	2.5%

### Counsel

Women	54.7%
Lawyers of Color	11.7%
LGBT	3.1%

### Associates

Women	44.8%
Lawyers of Color	17.3%
LGBT	1.7%

\*All data is for U.S. lawyers as of 12/30/09.

*Bryan Cave's goal is to become an increasingly diverse and inclusive law firm. This report highlights the key initiatives we undertook in 2009 to enhance the recruitment, development and advancement of lawyers who are women, of color, or openly lesbian, gay, bisexual or transgender. We are proud of what we accomplished in 2009 and we look forward to continued progress in 2010, not just for our firm but for the legal profession as a whole."*

**- Lisa Demet Martin, Chief Diversity Officer**



**A** diverse law firm starts with recruiting. We ensure that our recruiting committees are diverse and we provide diversity skills coaching for lawyers who interview on campus. In addition to recruiting at traditionally black law schools, we recruit at schools with diverse student populations, attend diversity job fairs throughout the country, participate in diversity clerkship programs and workshops, and support diversity pipeline initiatives. We also reach out to local law student diversity organizations such as BLSA, APLSA, HLSA and Outlaw.

In 2009, we participated in the following diversity job fairs and clerkship programs:

- American Bar Association Judicial Intern Opportunity Program in Phoenix
- Arizona Bar Diversity Legal Writing Program
- Cook County Minority Job Fair
- Heartland Diversity Legal Job Fair
- Howard University Annual Diversity Networking Event & Reception
- Lavender Law Career Fair
- LeGaL Annual Career Fair
- New York City Bar Association Minority Fellowship Program
- St. Louis Diversity Clerkship Program
- St. Louis Diversity Job Fair
- Southeastern Minority Job Fair
- WALRAA's Diversity 8-Minute Networking & Reception

## 2009 RECRUITING RESULTS\*

### Lateral Hires

Women	28.6%
Lawyers of Color	8.8%
LGBT	1.1%

### Summer Associates

Women	53%
Lawyers of Color	24%
LGBT	1.5%

*\*All data is for U.S. lawyers as of 12/30/09.*

# Scored 100 percent

on the *Human Rights Campaign Foundation's Corporate Equality Index*

## Bryan Cave Affinity Groups

A key component of our diversity initiative, Bryan Cave's affinity groups are an important resource – fostering a sense of community and offering a variety of career development and networking opportunities. Our firm has three affinity groups: The Women's Forum, Lawyers of Color and LGBT Lawyers. Led by partners who also serve on the Diversity Committee, the affinity groups sponsor programs to develop mentoring relationships, increase communication among lawyers, and provide opportunities for networking, professional development, leadership training and client development.

### The Women's Forum

The Women's Forum is our affinity group for women lawyers throughout the firm. During 2009, The Women's Forum sponsored multiple programs and events in each of our U.S. offices addressing issues relevant to the retention and promotion of women lawyers. Some 2009 highlights include:

- Workshops conducted by the firm's chief legal recruiting & development officer on career development planning, the attorney evaluation process, and communication skills
- Workshops conducted by the firm's chief marketing officer on creating a personal business development plan
- Roundtable discussions conducted by women partners on practice development, leadership skills, and work/life balance
- Informal gatherings in each office for women lawyers to get to know each other and learn about each other's practices
- Client events in multiple offices, including a panel discussion with in-house counsel in the entertainment industry addressing career development issues for women lawyers

The Women's Forum is led by the following partners: Jennifer Dempsey (Atlanta), Paula Pace (St. Louis), Tara Newell (New York), and Nicole Simonian (Los Angeles).

## Diversity Committee

Bryan Cave's Diversity Committee consists of 15 diverse partners from nearly all our domestic offices and a variety of practice areas, including several members of the firm's Executive and Management Committees. Our Diversity Committee also includes the firm's chief officers of human resources, legal recruiting & development, and marketing. Chaired by the Chief Diversity Officer, the Diversity Committee develops policies and programs that support the development and success of our women lawyers, lawyers of color and LGBT lawyers. The breadth of the Committee facilitates communication of our diversity efforts throughout the firm, and ensures that our initiatives are fully supported and integrated.

### Members

Lisa Demet Martin (Chair)	<i>St. Louis</i>
Irvin V. Belzer	<i>Kansas City</i>
Mary Clare Bonaccorsi	<i>Chicago</i>
George C. Chen	<i>Phoenix</i>
Gabriel E. Gore	<i>St. Louis</i>
Thomas A. Grewe	<i>Chicago</i>
William J. Hibsher	<i>New York</i>
Lori A. Johnson	<i>St. Louis</i>
James L. Nouss, Jr.	<i>St. Louis</i>
Therese D. Pritchard	<i>Washington, D.C.</i>
Donna Marie Rodney	<i>Washington, D.C.</i>
Michael N. Rosen	<i>New York</i>
Nicole J. Simonian	<i>Los Angeles</i>
Caroline S. Soodek	<i>Chicago</i>
Steven S. Sunshine	<i>Irvine</i>
William B. Tate, II	<i>Irvine</i>
Mark L. Thompson	<i>Chicago</i>
Cheryl D. S. Walker	<i>St. Louis</i>
Kira P. Watson	<i>New York</i>
Gregory H. Worthy	<i>Atlanta</i>



## Lawyers of Color

The Lawyers of Color affinity group's signature program is Creating Connections Through Conversations – a series of informal social events that fosters interaction and meaningful working relationships between partners and associates of color. Creating Connections events draw wide participation by partners and senior firm leadership, including the firm Chair and members of the Executive and Management Committees, who routinely travel to attend the events in offices throughout the firm.

In 2009, partners in our Lawyers of Color affinity group also used videoconferencing to present a series of inter-office presentations and panel discussions for associates of color on topics relating to professional development, advancement to partnership, building relationships within the firm, and client development. The group also hosted client events including a wine and cheese reception for in-house lawyers of color in Chicago. The Lawyers of Color affinity group is led by Phoenix partner George Chen.

## LGBT Lawyers

The LGBT Lawyers affinity group meets quarterly by video and telephone conference to discuss ways to ensure Bryan Cave provides an inclusive and supportive environment for openly lesbian, gay, bisexual and transgender lawyers. In October 2009, members of the affinity group convened in our New York office to continue those discussions in person, with an agenda that covered topics including recruiting, mentoring, business development and community outreach. In addition, Bryan Cave is proud that in 2009 the LGBT Lawyers affinity group undertook a signature pro bono relationship with the Family Equality Council, a national nonprofit organization working to ensure equality for LGBT families. Lawyers throughout the firm – both gay and straight – contributed to the affinity group's work on behalf of the FEC. Our LGBT Lawyers affinity group is led by Bill Hibsher, a partner in our New York office. Bill was recently awarded the LeGaL Foundation Community Vision Award in recognition of 25 years of service, leadership and mentoring to the LGBT legal community.

Named the **best large law firm**  
**in Missouri for minorities**  
by *Missouri Lawyers Weekly*

# Learning from Leaders

In 2009, our firm was pleased to launch Learning from Leaders, a new mentoring program connecting members of firm leadership with diverse associates. Under the Learning from Leaders program, Management Committee members, Executive Committee members, office managing partners, practice group leaders and Diversity Committee members serve as mentors to mid-level associates of color. Each mentor commits to completing certain action items with his or her associate over a one-year period, relating to skills development, networking, and increasing engagement within the firm. Participation by the firm's senior leadership in programs like Learning from Leaders reinforces the firm's message of inclusion and exemplifies our commitment to diversity.

**Chari Tornay**, Associate, and **Ken Henderson**, Executive Committee Member

*My goal in the Learning from Leaders program is to help Chari be successful in her career. At Bryan Cave, our colleagues are our assets and future. Investing in them is the best way to ensure success for the individual and for our firm."*

**- Ken Henderson,**  
Executive Committee Member - New York



**Christine Cesare**, Executive Committee Member, and **Courtney Peterson**, Associate

*I believe the most effective mentee is vocal about what he or she would like to accomplish through the relationship as well as proactive about following up on those goals."*

**- Ashley Nall**, Associate - St. Louis



**Ashley Nall**, Associate, and **Jay Nouss**, Executive Committee Member

## Promoted Partners

Bryan Cave elected six lawyers to the partnership at the end of 2009. We are proud of all our new partners and pleased that two of them are lawyers of color and two are women.



**Ricardo A. Kolster,**  
Commercial Litigation  
*Kansas City*



**Darci F. Madden,**  
Class and Derivative Actions  
*St. Louis*

*I encourage other diverse lawyers to seek out commonality with the people they work with and not to avoid difference. By doing so, you discover openings you wouldn't otherwise find. I've found that staying in your comfort zone does not lead to new opportunities."*

**- Craig D. Jeffrey,**  
Real Estate  
*Chicago*



*Bryan Cave's commitment to diversity has allowed me to focus on my career development, without worrying about whether I would be viewed differently because I am a woman. It is not an issue. Every lawyer has the opportunity to work on the 'best' projects, and to take on as much responsibility as he or she shows the capacity to handle. We have many lawyers with diverse backgrounds, all of whom have successful, engaging careers, and who are there to provide advice when asked."*

**- Erika Z. Schenk,**  
Technology, Entrepreneurial and  
Commercial Practice  
*St. Louis*



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Shanghai  
Singapore  
Tokyo



*A Broader Perspective<sup>SM</sup>*

Bryan Cave LLP ([www.bryancave.com](http://www.bryancave.com)) has a diversified international legal practice. The firm represents a wide variety of business, financial, institutional and individual clients, including publicly held multinational corporations, large and mid-sized privately held companies, partnerships and emerging companies. Subsidiaries Bryan Cave International Trade and Bryan Cave Strategies provide trade and customs consultancy and government relations and strategic counsel, respectively. Aided by extensive investments in technology, Bryan Cave's more than 1,100 lawyers and other professionals in 26 offices across the United States, the United Kingdom, Continental Europe and Asia efficiently serve clients' needs in the world's leading business and financial markets.

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