



DIVERSITY & INCLUSION

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WELCOME



At Hunton Andrews Kurth, we believe a diverse and inclusive workforce is essential to our ability to provide innovative legal solutions for our clients, attract and retain the best lawyers and staff, and create a respectful and collaborative culture.

Our goal is to continually work with our clients to ensure that the teams of highly qualified lawyers assigned to their projects reflect the diversity and inclusion expectations of our clients' organizations. I am extremely proud of our firm's commitment to diversity and inclusion. It is an integral part of who we are now, and what we will be in the future.

A handwritten signature in black ink that reads "Wally". The signature is written in a cursive, flowing style.

Wally Martinez
Managing Partner

100%

CHALLENGE: DIVERSITY AND INCLUSION PARTICIPATION IN FY20

Consistent with our values, Hunton Andrews Kurth expects all of our lawyers to demonstrate a high level of commitment not only to the practice of law, but also to the community, the legal profession and our firm. This year, we challenge all firm lawyers to participate in diversity and inclusion activities. We believe that striving to achieve 100% participation will help us maintain our diverse and inclusive culture and continue to expand and improve upon our diversity and inclusion goals. Eligible full-time associates can receive up to 25 hours of billable credit for pre-approved diversity and inclusion activities.



HUNTON ANDREWS KURTH RECEIVES BP'S 2018 LEGAL DIVERSITY AND INCLUSION AWARD

Hunton Andrews Kurth was honored to receive BP's Legal Diversity and Inclusion Award at a reception held in BP's Houston office in November 2018. The annual award recognizes outside counsel firms for their extraordinary efforts and alignment with BP's commitment to diversity and inclusion. Partner Tom Taylor accepted the award on the firm's behalf and was accompanied by a number of firm lawyers and professional staff, including partners Shemin V. Proctor and Gus Membiela, two of the Hunton Andrews Kurth Diversity and Inclusion Committee co-chairs.

BP based the firm's selection, in part, on our extensive diversity programming designed to support the recruitment, retention and promotion of female and minority lawyers within the firm and increase diversity levels within the legal community as a whole, including the diversity of lawyers who work on BP matters and who serve in firm leadership positions. One example includes the strong number of women and minority lawyers promoted to equity partner in 2017—six female lawyers and one minority lawyer among nine total promotions.

We share BP's strong commitment to diversity and inclusion and are honored that they selected our firm for this award.



**DIVERSITY IN ACTION:
ASSOCIATE ANU SHARMA
JOINS SABA-DC BOARD**

Washington IP associate Anu Sharma was recently named as a general director of the South Asian Bar Association of Washington, DC. While in law school, Anu was actively involved in his local Boston SABA chapter, including volunteering with an alumni mentorship program. After joining the firm, he participated in numerous SABA-DC events, and was ready to take the next step with a leadership role.

Anu explains, “By taking the responsibility of a leadership role as a Board member, SABA-DC has inspired me to be at the forefront of solving many challenges affecting the greater DC South Asian legal community. In particular, I have had opportunities to work with a very diverse and talented Board in advancing ideals consistent with the Board’s mission, and develop skills critical to becoming a leader, including strengthening solidarity within the Board and the South Asian Bar, building personal and professional relationships both within the Board and external to the Board in hosting numerous SABA-DC events that carry out the Board’s mission, and serving as a voice of change and reason by engaging with and inspiring others. Sustainability and continued advancement of these skills are critical in serving in this leadership role.” We fully support Anu in this position and we are proud of his accomplishments!

GRIT THROUGH TOUGH TIMES



Across the legal industry, less than 20 percent of law firm equity partners are women. Hunton Andrews Kurth aims to change that through its innovative GRIT Program.

Industry studies have shown that women and men enter law firms as associates at roughly equal numbers, but less than 20 percent of equity partners are women. One of our goals as a firm is to lead efforts to grow the ranks of women leaders in the legal profession through proactive mentorship and training. Starting last November, our female partners invited the firm’s female counsel and associates to participate in the GRIT Program, a series of regional professional development workshops held in the New York, Dallas, Houston, Richmond, Miami and Washington, DC, offices.

Modeled after the American Bar Association’s GRIT Project, the firm’s GRIT Program focuses on the key characteristics that successful leaders have in common—grit and a growth mindset—and helps female lawyers assess, learn and apply these traits. These interactive workshops, led by a number of Hunton Andrews Kurth leaders including Kim MacLeod, Sandy Collins, Emily Burkhardt Vicente, Kelly Sandill, Susan Failla, Tara Elgie and Judith Itkin, encouraged female lawyers to be “gritty” and adopt a growth mindset, developing perseverance and passion for long-term goals and adopting the view that one’s abilities can be developed.

At the New York event, Sandy Collins explained, “A growth mindset leads to a love of learning and resilience in difficult situations, where you are willing to dig in and put in the effort to overcome whatever obstacle you see in your path.”

Dallas Partner Abby Lyle commented, “A highlight of this program was the opportunity to interact and learn from other female attorneys, both partners and non-partners, from across the firm. I’m incredibly proud to work at a firm with leadership that has made a commitment to supporting and advancing women and providing training tailored to address unique issues faced by women in the practice of law.”

MEET OUR 2019 LEADERSHIP COUNCIL ON LEGAL DIVERSITY (LCLD) PATHFINDERS AND FELLOW

Hunton Andrews Kurth has long been a strong supporter of the LCLD and its mission to increase diversity in the legal profession. Each year, our lawyers participate in LCLD's Pathfinders and Fellows programs.

Pathfinders

The LCLD Pathfinder program provides diverse, high-potential, early career lawyers at LCLD member firms with practical tools for developing leadership skills. Over the course of the year-long program, Pathfinders learn from industry experts in a variety of fields. We're proud of our 2019 Pathfinders, Latosha Ellis and Yeshake "Isaac" Yilma.

“ I am excited to collaborate and build relationships with other like-minded professionals to promote diversity in the legal profession in a meaningful way. I am honored to represent the firm in this amazing program.

— Latosha Ellis, Associate, Washington



“I am honored to represent Hunton in the LCLD Pathfinder Program. I am looking forward to the camaraderie and the opportunity to build leadership skills.”

— Yeshake "Isaac" Yilma, Associate, Atlanta



Fellow

The LCLD Fellows Program is a rigorous training program designed to set high-potential diverse lawyers on the path of leadership at their firms. Fellows attend conferences and training sessions, collaborate with peers on projects and network with top LCLD leaders. After Fellows complete the program, they serve as mentors to those who follow.

“It's a great program where I can network with individuals who understand the unique challenges I'm facing in my personal and professional development, who may be my future coworkers and clients.”

— Sunyi Snow, Counsel, Dallas





FIRM OFFERS EXCITING CLERKSHIP OPPORTUNITIES FOR DIVERSE LAW STUDENTS



The firm once again hosted Diversity Clerkship Programs this past summer in partnership with Capital One in Dallas and Dominion Energy and Altria Inc. in Richmond. Five 1L law students, chosen from among talented student-candidates, spent six weeks participating in our summer associate program and four weeks working with partnering clients' in-house legal teams. This program provides the students with the rare opportunity to be immersed in the real-world practice of law, on both the law firm and client sides. They are given focused leadership, client-service and business development training that sets them on the path to successful legal careers. They also participated in the Leadership Council on Legal Diversity's 1L Scholars Program, which included a three-day educational and networking summit in Philadelphia.



This past fall, two of our 2017 clerkship participants—**Nick Ramos** and **Phoebe Willis**—joined the firm in Richmond. We look forward to continuing the program this summer.

MentorHer

This spring, the firm is launching a "MentorHer" initiative and pledge. The initiative was originally developed by Pacific Gas and Electric (PG&E), and emphasizes conscious inclusion of women in the workplace. The cornerstone of the program is a #MentorHer pledge card that lists six concrete actions that everyone can take to champion women at the firm.



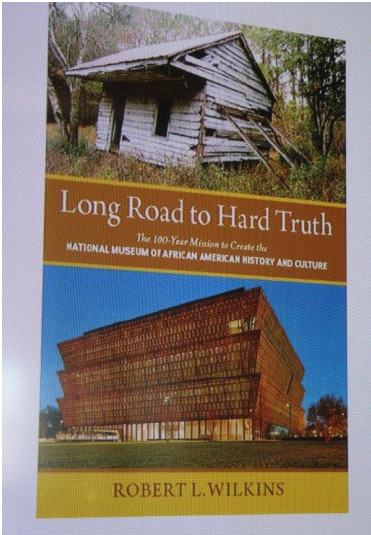
Partners Maya Eckstein and Rudene Haynes observed the program last year when attending a conference with some PG&E representatives, and were inspired to bring the initiative to Hunton Andrews Kurth. The Women Lawyer's Subcommittee made a brief presentation about MentorHer at a recent all-partner meeting in Houston, and is now rolling it out firmwide. Pledge cards have been distributed throughout the firm and the Women Lawyer's Subcommittee will continue to look for opportunities to promote this initiative and continue the conversation around supporting women.

BLACK HISTORY MONTH CELEBRATION

On Friday, February 15, the Washington office hosted Robert L. Wilkins, author and circuit judge of the United States Court of Appeals for the District of Columbia Circuit, as a guest speaker to celebrate Black History Month.

Judge Wilkins was a member of the presidential commission that advised President George W. Bush on the establishment of the Smithsonian Institution’s National Museum of African American History and Culture. Curiosity about why there wasn’t a national museum dedicated to African American history and culture led him to make it his personal mission for the museum to come to fruition. In 2016, he published a book on this experience and the history of the project called *Long Road to Hard Truth: The 100 Year Mission to Create the National Museum of African American History and Culture*.

Judge Wilkins spoke to the audience, which included firm lawyers and staff, local law students and several clients, about what led him to get involved in the museum. The presentation was also broadcast to offices around the firm. He told many personal stories, and his passion was evident. It was not only a history lesson about the long fight for a museum dedicated to African American history and culture, but also a moving story of his personal commitment to making it happen.



HUNTON ANDREWS KURTH COMMITMENT TO DIVERSITY AND INCLUSION

The values of diversity and inclusion are woven into the fabric of Hunton Andrews Kurth LLP. Our mission is to build and leverage a diverse, inclusive professional community that fosters a culture of respect, collaboration, involvement and empowerment. We believe that a diverse, inclusive workforce optimizes the delivery of outstanding client service and creates an innovative, productive community of

lawyers and professional staff. We are committed to working with our clients to ensure that the teams of highly qualified lawyers assigned to client projects reflect the diversity and inclusion expectations of their organizations. For more information, please visit HuntonAK.com or contact one of the committee chairs listed below.

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