



Women's Initiatives





## WHO WE ARE

Baker Botts is committed to fostering diversity in the firm and the legal profession. Diversity brings valuable perspectives, experiences and talents to the firm, thereby allowing us to be more creative, resourceful and ultimately effective in the practice of law and service to our clients.

Baker Botts has received many accolades for its diversity efforts, including:

- AT&T Legal Diversity Award, 2013, 2017
- PepsiCo Law Firm Diversity Award, 2014, 2017
- Leadership Council on Legal Diversity - Top Performer, 2016
- Diversity Scorecard - Minority Law Journal/American Lawyer's annual ranking, 2007-2016
- Corporate Equality Index - Human Rights Campaign Foundation's annual survey
- Yale Law - Top Ten Family Friendly Firms, 2014
- Corporate Commitment Award - Gulf Coast Advisory Board of the Texas Diversity Council, 2011
- Thomas L. Sager Award for the South/Southwest Region - Minority Corporate Counsel Association, 2010

The Baker Botts Global Women's Forum is an initiative to foster networking, mentoring and professional development among women. The Forum has four overarching goals for our women lawyers:

- Recruitment
- Retention
- Development
- Promotion



## WHAT WE DO

The Baker Botts Global Women's Forum sponsors a number of targeted programs for women lawyers, clients, summer associates and law students, including:

- Quarterly Professional Development Programs
- Mentoring Circles
- Women Partners Forum
- Women Summer Associate Programming
- Annual Holiday Networking Events
- Panel Discussions, Guest Speakers & Networking Programs
- Enterprising Women's Series

The Enterprising Women's Series consists of office-specific networking and business development events. We bring together our women lawyers with our clients, and provide the opportunity to implement valuable networking skills. Events have included:

- Private tour & performance at Houston's Ballet Center for Dance
- Family-friendly movie premiers for parents and children
- Luncheon at the National Press Club with three of Washington's most influential women in communications
- Annual baseball game at Nationals Park

Family Friendly Initiatives include the following:

- Gender neutral parental leave policy providing 18 weeks paid leave to primary caregivers and 4 weeks paid leave to secondary caregivers
- Alternative work schedule program
- Overnight breast milk delivery benefit
- Parental leave mentors
- New mother rooms
- Parents-in-Law Affinity Group
- Family friendly client development events and functions
- Bring your daughters and sons to work day

## Community Involvement & Sponsorships

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We regularly partner with and support professional, civic, and charitable organizations that support, develop and promote women, including:

Center for Women in Law

ChIPs

Commercial Real Estate Women (CREW)

Corporate Counsel Women of Color

Dress for Success

Genesis Women's Shelter

Ms. JD

National Association of Women Lawyers (NAWL)

National Women's Trial Lawyers Association

Premier Women in the Law

Various Regional Women's Bar Associations and Non-Profits

Women's Energy Network

Women's Council on Energy and the Environment and Women

Women, Influence and Power in Law

AUSTIN  
BEIJING  
BRUSSELS  
DALLAS  
DUBAI  
HONG KONG  
HOUSTON  
LONDON  
MOSCOW  
NEW YORK  
PALO ALTO  
RIYADH  
SAN FRANCISCO  
WASHINGTON

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