



Diversity Initiatives

Community Involvement & Sponsorships

We regularly support bar associations and other organizations that promote diversity in the legal profession and support the professional development of women and minority lawyers, including:

Anti-Defamation League

Corporate Counsel Women of Color

Hispanic National Bar Association

Institute for Inclusion in the Legal Profession

Leadership Council on Legal Diversity



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



WHAT WE DO

Recruiting Initiatives. We partner with and support women and minority law student organizations, recruit at diversity job fairs, retain recruiters who focus on diverse laterals, provide scholarships to diverse law students and invest in diversity pipeline initiatives.

Retention & Professional Development Initiatives. We devote substantial time and resources to the training and development of all our lawyers, including minority and women lawyers. Our diversity initiatives include the following:

- Affinity groups for female, minority, parents and LGBT lawyers
- Retreats for women partners and diverse lawyers
- Mentoring circles and quarterly professional development programs for women lawyers
- Alternative work schedule program
- Monitoring allocation of work assignments and billable hours to ensure women and diverse associates have equal access to skill building assignments and top clients
- Diversity Associate Sponsorship Program, which pairs high-potential diverse associates with influential partners
- Participation in and sponsorship of diversity-related conferences and events by minority bar associations and organizations

Additional Diversity Initiatives

- Special needs program to hire employees with varying levels of cognitive and physical disabilities
- Diversity training for all lawyers and staff, including unconscious bias training and specialized interviewer training
- Firmwide diversity programming to recognize cultural heritage months and complement additional unique diversity initiatives, such as Holocaust Remembrance Day and summer book clubs
- Best-in-class supplier diversity program

Community Involvement & Sponsorships Continued

Minority Corporate Counsel Association
National Asian Pacific American Bar Association
National Association of Women Lawyers
National Bar Association
National LGBT Bar Association
North American South Asian Bar Association
South Asian American Bar Association
Stakeholders, Inc.
Texas Minority Counsel Program
Various Regional Minority Bar Associations

AUSTIN
BEIJING
BRUSSELS
DALLAS
DUBAI
HONG KONG
HOUSTON
LONDON
MOSCOW
NEW YORK
PALO ALTO
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