



A COMMITMENT TO DIVERSITY & INCLUSION

Diversity and equality are essential to Bradley Arant's core values, business strategies, professional ideals and our relationships with the clients and communities we serve. It is why we are committed to supporting strategic opportunities and platforms for discussion, reflection and growth, as we pursue a more diverse and engaged work environment.

Bradley Arant is a limited liability partnership in which minorities and women hold ownership interests. The firm empowers our attorneys and employees by encouraging a culture that promotes the unique talents and perspectives of individuals without regard to age, ancestry, gender, color, national origin, disability, place of birth, religion, sexual orientation, veteran status or other legally protected status. We have a strong nondiscriminatory hiring policy and actively recruit qualified women and minority candidates.

At Bradley Arant, we recognize that the strength of our firm is determined by the strength of our commitment to our core values and relationships.



2015 DIVERSITY SUMMIT

In June 2015, Bradley Arant hosted its second annual Diversity Summit, which brought together more than 70 attorneys, clients, summer associates and others to the Nashville office for a day of discussion and awareness of diversity issues in the workplace.

Recruiting Committee Chair Jennifer McGahey opened the summit welcoming the group to the firm’s Nashville offices and recognizing the law student participants. In 2015, Bradley Arant’s summer associate class included 15 ethnically diverse law students. Moreover, women represented 50 percent of the summer class.

The summit began with a presentation from Richard Watkins, patent counsel at Medtronic, who addressed macro trends in the legal profession. Next, Tianna Raby, senior counsel at Entergy, presented the topic, “Understanding the Maze and Taking the Correct Path,” where she encouraged the audience to honestly assess the challenges and biases that exist in the workplace. A panel discussion followed, as well as a captivating presentation from the late Francis S. Guess, a civil rights pioneer and trailblazer.

Later summit participants toured Casa Azafran, a Nashville resource center, incubator and home for nonprofits offering services in education, legal, healthcare and the arts to immigrants, refugees, and the community as a whole. Renata Soto, executive director of Conexion Americas, led the tour and explained the broader significance of Casa Azafran in the community. The daylong summit concluded with closing remarks from Ken Perry, Diversity Advisory Committee Chair, and time for networking.



Recruitment Committee Chair Jennifer McGahey welcomes Summit participants



2015 Diversity Summit participants



Summit panelists Zeterrika Tanner and Anne Marie Seibel

2015 DIVERSITY LEADERSHIP AWARD

Bradley Arant’s 2015 Diversity Leadership Award was presented to Kay K. Bains for her commitment to diversity throughout her legal career. The inaugural award was established “in furtherance of the firm’s core value of diversity” and to recognize a partner who demonstrates an exceptional commitment to diversity causes. Always willing to lend her voice to inclusion, Bains was honored for consistently advancing the cause of diverse professionals and creating opportunities within the firm.



Diversity Committee Chair Ken Perry, associate Denetra Hartzog, Diversity Leadership Award winner Kay Bains, and Firm Chairman Beau Grenier

“Our lives begin to end the day we become silent about things that matter.”

--Dr. Martin Luther King, Jr.



PAVING THE WAY FOR TOMORROW'S LAWYERS

2015 DIVERSITY SCHOLARSHIP AWARDS

The Diversity Summit provided the opportunity to recognize the winners of the 2015 Diversity Scholarship Awards. Bradley Arant funds scholarships each year for two deserving law students that reflect the diversity of the legal marketplace. This year, \$5,000 scholarships were awarded to first-year law students Briana Knox and Brittany Macon. Knox, a law student at the University of Alabama School of Law and a magna cum laude graduate of Pennsylvania State University, is ranked in the top 10 percent of her class and has dedicated more than 30 hours of her time to community and pro bono service. Macon, a law student at Vanderbilt University Law School and a graduate of the University of the South, is a Chancellor's Scholar, Dean's Scholar and the 1L Representative for Cork and Tap.



Diversity Scholarship winners
Briana Knox and Brittany Macon

"What really impressed me about the summit was the transparency of the topics and speakers. They spoke to us about real-life situations and experiences diverse attorneys may face. They also gave us practical advice on how to handle such situations."

--Briana Knox, law student, University of Alabama School of Law

THE 2015 MINORITY PRE-LAW CONFERENCE



Bradley Arant cosponsored and participated in the 2015 Minority Pre-Law Conference at Alabama A&M University, which is geared toward minority high school and college students who are considering a career in law. The conference provided LSAT prep courses, mock law school classes, a mock trial, advice from attorneys in small group sessions, and information regarding law school admission requirements.

Participants at the 2015 Minority Pre-Law Conference
at Alabama A&M University

THE HASS MOCK TRIAL

The curriculum for the Higher Academics Summer School (HASS) for the 2015 summer session was designed to fill the void in meaningful educational opportunities for students from rural communities in the Black Belt region. The HASS Mock Trial, cosponsored by Bradley Arant, is the primary learning activity for the HASS summer program. The mock trial is special because it requires students to study and retain information, speak and think on their feet, and interact with one another in a competitive, yet professional manner. With the coaching help of David Owen, Bradley Arant's Construction Practice Group Chair and Energy Team Co-Chair, students prepared questions, arguments and testimonies just as real attorneys would, then faced off against a competing team of students.



David Owen, Tiffany deGruy and the HASS Mock
Trial team

"This year, we witnessed students overcome their fears, be brave and discover some of their own talents. All of the students were impressive, and some exhibited the skills of seasoned, practicing lawyers. It was amazing to watch the students become invested and perform so well in an intimidating forum," said David Owen, Bradley Arant partner and HASS Mock Trial coach.

SUMMER DIVERSITY INTERNSHIP PROGRAM

The firm provides paid internships to enhance the education of well-qualified college students who are aspiring attorneys from backgrounds traditionally underrepresented in the legal profession. High-achieving college students are selected to participate in Bradley Arant's Diversity Internship Program, a four- to six-week program during the summer.

LIPSCOMB UNIVERSITY LAW CAMP

The firm provides need-based scholarships for students attending the David Lipscomb University Law Camp in Nashville, Tennessee. In the past, those scholarships have provided support for minority high school students, including students from the My Brother's Keeper mentoring program in Birmingham, Alabama.



THE WINN INITIATIVE

Embracing diversity is a tradition at Bradley Arant. More than 50 years ago, Ellene Winn became the firm's first female partner and the first female law partner at a large law firm in the Southeast. Today there are 40 women partners in the firm and numerous female associates. Women also hold key leadership positions, including positions on the firm's executive board and other key committees. The Winn Initiative was established in Ellene Winn's honor to offer programs and mentorship to women lawyers on issues related to practice and leadership development within the firm.

Bradley Arant is also proud to have supported other initiatives, including the following:

- Paid internships are provided to aspiring attorneys from backgrounds traditionally underrepresented in the legal profession, and summer internship programs are offered to high-achieving college students from diverse ethnic backgrounds
- Member of the Law Firm Pro Bono Project and signatory to the Pro Bono Institute's Law Firm Pro Bono Challenge, a firm-instituted policy encouraging every attorney to provide a minimum of 60 hours of annual pro bono work that advances issues and concerns of people from diverse communities and backgrounds
- Sponsor of the Momentum Women's Leadership Program
- Participant in the Youth Employment Program of the nonprofit Operation Shoestring by hosting minority high school students as summer interns
- Support of the R. Jess Brown Scholarship for Leadership in Racial Reconciliation at the Mississippi College of Law
- Support of an endowment for the Bradley Arant Boulton Cummings/William Winter Institute for Racial Reconciliation Law School Scholarship at the University of Mississippi, the first of its kind in the nation
- Host of a construction and business law seminar for minority contractors in conjunction with the Associated Builders and Contractors and the Birmingham Construction Industry Authority
- Sponsor of the Mississippi Women Lawyers Association's annual Leadership and Award Reception honoring the MWLA's Outstanding Woman Lawyer of the Year
- Co-sponsor of the "Breach of Peace" art exhibit at the Mississippi Museum of Art to commemorate the 50th anniversary of the Freedom Rides
- Active supporter of the Defense Research Institute's Diversity Committee, the American Bar Association's Woman Advocate Committee, and the Minority Corporate Counsel Association
- Sponsor of the ACE Mentor Program of Alabama, which encourages minority high school students to pursue careers in architecture, engineering and construction
- Annual sponsor of the Nashville Bar Association's Minority Opportunities Job Fair and Summer Intern Programs

A LEADER IN DIVERSITY

Bradley Arant is honored to have received local, regional and national recognition for our commitment to diversity, including:

- Named one of the 2015 Working Mother and Flex-Time Lawyers 50 Best Law Firms for Women. Honorees are selected and applauded for raising the bar through family-friendly policies, talent cultivation, business development initiatives and ultimately creating best practices that retain women by advancing them into the leadership pipeline.
- Recipient of the 2015 Nashville Bar Association's Diversity Committee Leadership Award for the 10th consecutive year. Honorees are selected for demonstrating a "continued commitment to enhancing diversity and access to professional success." Award recipients are evaluated on the ethnic diversity of their recruitment and hiring efforts, retention and growth rates, and summer associate and internship programs that promote diversity within the law profession.
- Recipient of the 2011 Law Firm Diversity Recognition Award from the Chevron Law Function, the in-house legal department of Chevron. The energy company's Law Firm Diversity Recognition Award annually singles out firms doing legal work for Chevron that have distinguished themselves by demonstrating a commitment to diversity.



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No representation is made that the quality of the legal services to be performed is greater than the quality of legal services performed by other lawyers.
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