

2022 Inclusion, Equity & Diversity Annual Report



Littler[®]

Introduction

Welcome to Littler's 2022 Inclusion, Equity & Diversity (IE&D) Annual Report. Over the past year, as the world emerged from the pandemic, returned to workplaces and adjusted to the "new normal," Littler continued to strengthen its commitment to cultivating an environment where our employees feel seen, heard, valued and respected. Our innovative and intentional IE&D programs reflect the firm's ongoing focus to create sustainable progress and change – not only within our firm, but also across the legal industry and in the communities where we live and work.

Littler's success in fostering a culture of empowerment and belonging can be attributed to our attorneys and professional staff, who elevate the services we provide clients through their unique perspectives and diverse backgrounds. We witnessed this firsthand at Littler's first ever All Affinity Group attorney meeting, where more than 200 members – from all six affinity groups – came together in Toronto for insightful programming, networking and connection.

We take great pride in our diverse attorney workforce, which includes 54% women, 22% individuals of color and 5% individuals who identify as LGBTQ+. However, we understand that IE&D is not just about numbers – it's about providing a meaningful and authentic experience, and a place where everyone can grow and succeed.

To ensure our offerings address the needs of our attorneys and professional staff, we are constantly evaluating the effectiveness of our IE&D programming. This past year, the Investment for Success program was relaunched as the Littler SOAR Program to better represent its goal of helping new associates integrate into the firm and better position themselves for success. Littler also expanded its Women's Leadership Initiative to include the firm's professional staff.

In 2022, we also continued to set the bar in the IE&D space by rolling out Littler's IE&D Playbook – a free tool that provides employers with an interactive, comprehensive collection of resources that can help answer fundamental IE&D compliance questions, assess current efforts, uncover gaps and challenges, and identify IE&D programming opportunities.

As you will read in the following pages, we made great strides in advancing our IE&D goals – further developing our culture of collaboration, and amplifying our impact across the profession. While we are proud of the progress we've made, we will always seek opportunities to move the needle as we continue our IE&D journey.

Erin Webber
Managing Director

Paul Bateman
Chief IE&D Officer

Mark Phillis and Eddie Chyun
Diversity & Inclusion Council Chairs

Diversity & Inclusion Council

Established in 2003, the Diversity & Inclusion Council is responsible for creating, implementing and reviewing firmwide diversity and inclusion strategies. The council comprises more than 20 lawyers and professional staff, who not only represent the diversity of employees at Littler, but who also ensure that everyone has a voice in the process.

Littler's commitment to embracing diversity and being inclusive is an ongoing priority. Knowing that progress demands resources, we award billable hour credit for relevant events and IE&D-related activities, and we provide financial support for our lawyers and staff to be able to participate in these initiatives.

Co-Chairs



Eddie Chyun
Shareholder
Cleveland, OH

Mark Phillis
Shareholder
Pittsburgh, PA

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Syeeda Amin
Shareholder
Dallas, TX



Paul Bateman
Chief Inclusion, Equity &
Diversity Officer
Chicago, IL



Lauren Clements
Associate
Minneapolis, MN



Meg Copley
Program Director,
Littler CaseSmart
Clemmons, NC



Nancy Delogu
Shareholder
Washington, D.C.



Mark Flores
Associate*
Dallas, TX



Anna Curry Gualano
Program Director, Littler
CaseSmart | Principal
Birmingham, AL



Emily Haigh
Associate*
New York, NY



Matthew Hank
Shareholder
Philadelphia, PA



Danielle Herring
Shareholder
Houston, TX

Members (continued)



Margaret Parnell Hogan
Shareholder
Denver, CO



Nate Jenkins
Associate
Sacramento, CA



Jeffrey Jones
Shareholder
Orlando, FL



Tedd Kochman
Shareholder
Newark, NJ



Nina Markey
Shareholder
Philadelphia, PA



LaToi Mayo
Shareholder
Lexington, KY



Kameron Miller
Associate
Charleston, WV



Hovik Nalbandyan
Associate
Los Angeles, CA



Aly Peterson
Associate
Dallas, TX



Lauren Schwartzreich
Shareholder
Denver, CO



Stephan Swinkels
Shareholder
Amsterdam, Netherlands



Erin Webber
President and Managing
Director
Denver, CO



Kate Mrkonich Wilson
Board of Directors Chair
Minneapolis, MN

Corporate Members



Amber Crosby
Manager - Inclusion,
Equity & Diversity
Kansas City, MO



Karen Herz
Executive Director - Attorney
Training & Development
San Francisco, CA



Cheri Husney
Chief Marketing and Business
Development Officer
Atlanta, GA



Jen Klein
Senior Director -
Marketing Communications
Los Angeles, CA

Diversity by the Numbers

At Littler, our biggest asset is our people. Each year, the firm continues to make strides toward increasing and developing our roster of diverse and talented attorneys. These numbers signify the firm's ongoing commitment to greater inclusion and diversity, and represent our attorneys who self-identify as of color, women and LGBTQ+.*

64%

Overall

48%

Leadership

76%

New Hires

58%

Elevated
Shareholders

**Statistics (as of 12/1/22)*

Key Programs and Initiatives

Career Advocacy Program

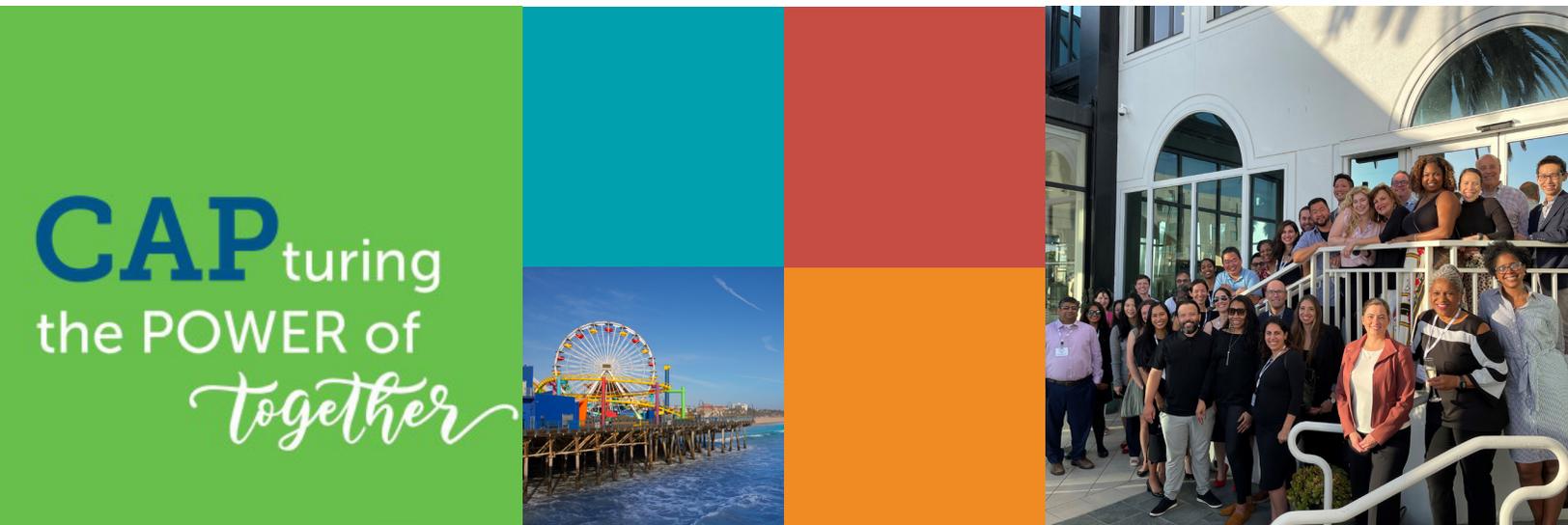
Since 2015, Littler’s award-winning Career Advocacy Program (CAP) has been one of the firm’s cornerstone inclusion, equity and diversity initiatives. The program matches diverse associates (Protégés) with shareholder Advocates who encourage and foster their career growth. The program also includes client Champions who serve as corporate allies and an additional resource to our Protégés. CAP continues to be an integral initiative in helping diverse associates advance to shareholder. Protégés represented 27% of the 2022 elevated shareholder class.

Each year, CAP hosts a meeting where Protégés, Promoted Protégés, Advocates and Champions gather for substantive training and programming, as well as networking opportunities. After a hiatus due to the pandemic, the 2022 meeting was held in person once again over two days in September in Santa Monica, California. The program, themed “CAPturing the Power of Together,” included a number of interactive sessions led by Littler attorneys and clients with topics ranging from business development to finding and pursuing one’s passion. The goal of CAP and its annual meeting is to provide development opportunities that help attorneys hone their skills in order to advance in their careers even after they have been elevated to shareholder.

Career Advocacy Program Chair



Ted Schroeder
Office Managing Shareholder | Pittsburgh, PA



Littler SOAR Program

With the understanding that the first few months at a law firm can be critical in determining a new attorney's success, Littler launched the SOAR Program in 2017 to more effectively onboard, mentor and train newly hired associates who identify as of color, LGBTQ+, having a disability and/or a veteran.

Designed as a precursor to Littler's award-winning Career Advocacy Program, SOAR connects a senior attorney mentor with a new diverse attorney mentee. Mentees are matched with mentors outside of their own office. Mentors tap their insider knowledge and share advice on topics ranging from managing workload to navigating the wealth of resources at Littler. The goal of the program is to provide a positive experience from the beginning for new, diverse attorneys, and to help set them up for success at Littler.

In 2022, 25 associates graduated from the program, and as of year-end, SOAR had 83 mentees and 64 mentors.

Additionally, the program was featured by *Law360* in an article titled "[Littler Helps Diverse Attorneys Find Mentors With SOAR Program.](#)"



As attorneys who have experienced the benefits of having a mentor, we understand how important it is to establish those relationships early on in your career. That is why, as co-chairs, we are continuously developing initiatives to ensure that SOAR participants get the most out of the program."

-Michelle and Joon

Breaking Through

Through "Breaking Through: Littler's IE&D Compensation Initiative," the firm is aiming to double the number of diverse shareholders – those who identify as of color, women and/or LGBTQ+ – in the top quartile of the shareholder compensation system.

Under the direction of Chief IE&D Officer **Paul Bateman**, the firm is focused on increasing opportunities that will help diverse shareholders take steps to advance. Examples include creating targeted business development plans, taking on leadership roles and other training programs focused on growing one's career, as well as further expanding access to client opportunities, such as ensuring that diverse attorneys are considered for lead roles on new client matters and in transition/succession plans for existing client relationships.

Littler SOAR Program Chairs



Michelle Gomez

Shareholder and Senior Director -
Onboarding and Integration | Denver, CO



Joon Hwang

Shareholder | Tysons Corner, VA

Affinity and Employee Resource Groups

Littler's affinity and employee resource groups provide support, development and networking opportunities within the firm, as well as a forum for affinity-focused communication and programs. Here, we have recapped some of their activities throughout the year.

All Affinity Group Meeting

In October, Littler held its first-ever All Affinity Group meeting for attorneys in Toronto. The theme "Unique In Our Differences. Unified By Our Goals," highlighted how each individual's unique differences are critical to achieving inclusion and equity for all. Members from all six of the firm's affinity groups – Bollo, Individuals with Disabilities, 'Ohana, Pride, Reunión, and Veterans – and the Women's Leadership Initiative attended the three-day event.

After an energizing welcome from Managing Director **Erin Webber** and Chief IE&D Officer **Paul Bateman**, Shareholder and Diversity & Inclusion Council co-chair **Mark Phillis** moderated a compelling panel discussion on the topic of "Covering" with members from each of the affinity groups. Panelists discussed their individual experiences with covering – downplaying personal traits in order to blend into the mainstream. Participants included Shareholders **Margaret Parnell Hogan**, **Jorge Lopez** (Miami), **Jyoti Mittal** (Los Angeles) and **Lee Schreter** (Atlanta), Of Counsel **Karimah Lamar** (San Diego), Associates **Wendy Buckingham*** (Philadelphia) and **Lauren Clements**. All of the affinity groups then met separately for programming they designed for the benefit of their members.

The weekend's programming was insightful and thought-provoking, and the event allowed members to foster connections with other Littler colleagues across all affinity groups.



Bollo

Provides an inclusive community of support for the firm's Black and African American attorneys.

In February, Littler and Bollo celebrated Black History Month with the theme of "Black Health and Wellness." This initiative included a [video](#) recognizing those who have advocated for total equality and fought against systemic racism, a social media campaign honoring influential individuals in the Black community, and a two-part podcast featuring licensed clinical psychologist and author, Dr. Adia Gooden. The podcasts examined the impact of systemic health inequity on Black Americans and the importance of self-advocacy, the interpersonal journey of Black health and wellness, and techniques for navigating everyday issues. Littler also introduced an [interactive experience](#) highlighting the evolution of Black History Month and why it's important to celebrate.

“

Bollo provides a community and support system at the firm where I can be open and honest and ask questions to other members who have had the same experiences as me. Being able to connect with attorneys who have those shared experiences has been really helpful for me in acclimating to Littler.”

-Azure'D Metoyer, Associate (Columbus)

Bollo Chairs



Eric Mack
Shareholder | Providence, RI



LaToi Mayo
Shareholder | Lexington, KY

Littler Celebrates
#BlackHistoryMonth



Individuals with Disabilities

Provides an inclusive community of support for the firm's attorneys and professional staff with disabilities and their allies.

In October, Littler and the Individuals with Disabilities affinity group recognized National Disability Employment Awareness Month (NDEAM), which celebrates the vital role people with disabilities play in contributing to a diverse and inclusive American workforce. NDEAM initiatives included a [video](#) and [interactive experience](#) about the history of the month, virtual backgrounds and a social media campaign featuring influential individuals in the disability community. This group's work is a direct reflection of the 2022 NDEAM theme, "Disability: Part of the Equity Equation," which underscores the importance of people with disabilities having a place at the inclusion, equity and diversity table.



Littler's commitment to creating a culture of belonging is evident through the firm's affinity groups, which I personally have experienced by joining the Individuals with Disabilities group. It's been a very rewarding experience and incredible to see how everyone's differences can bring us together."

-Ethan Balsam, Shareholder (Washington, D.C.)

Individuals with Disabilities Chairs



Lauren Clements
Associate | Minneapolis, MN



Anna Curry Gualano
Principal & Program Director,
Littler CaseSmart | Birmingham, AL



'Ohana

Provides an inclusive community of support for the firm's Asian, South Asian, Pacific-Islander, Middle Eastern and North African attorneys.

'Ohana has a number of subcommittees that regularly meet to foster initiatives aimed at growth, retention and advancement of its members. All-member quarterly meetings also take place throughout the year.

In May, Littler and 'Ohana celebrated Asian American and Pacific Islander (AAPI) Heritage Month. The firm honored its AAPI colleagues and friends with a [video](#) and an [interactive experience](#) that highlighted the history behind the month and the importance of recognizing the AAPI community. In addition, the group released two podcasts discussing the AAPI experience from the perspective of Littler attorneys. In "Feeling Foreign Where We Belong," **Judy Iriye** (Honolulu/Los Angeles) discussed overcoming feelings of foreignness with fellow Littler attorney, **Kevin Yam** (New York) and Littler alum, Fran Barbieri (Chief Counsel, Litigation and Employment at World Wide Technology). The second podcast, "Leadership and Collaboration," features Littler attorneys **William Ng** (Long Island), **Hinna Upal** (Rochester) and **Greg Iskander** (Walnut Creek), who shared their personal leadership journeys.

As part of the firm's All Affinity Group Meeting, 66 'Ohana members met and engaged in robust discussions on topics including hustle culture vs. quiet quitting, shareholder best practices, insider associate tips, global IE&D awareness, and creative post-pandemic business development. 'Ohana also partnered with a local community outreach organization to assemble hundreds of care packages for persons in need.



'Ohana has been an immense source of support, comfort and camaraderie throughout my career here at Littler. They've helped my career progress and I've received several client referrals through my 'Ohana family. And now as a recently elevated shareholder, I'm looking forward to paying that forward to newer 'Ohana members."

- Lavanga Wijekoon, Shareholder (Chicago, IL)

'Ohana Chairs



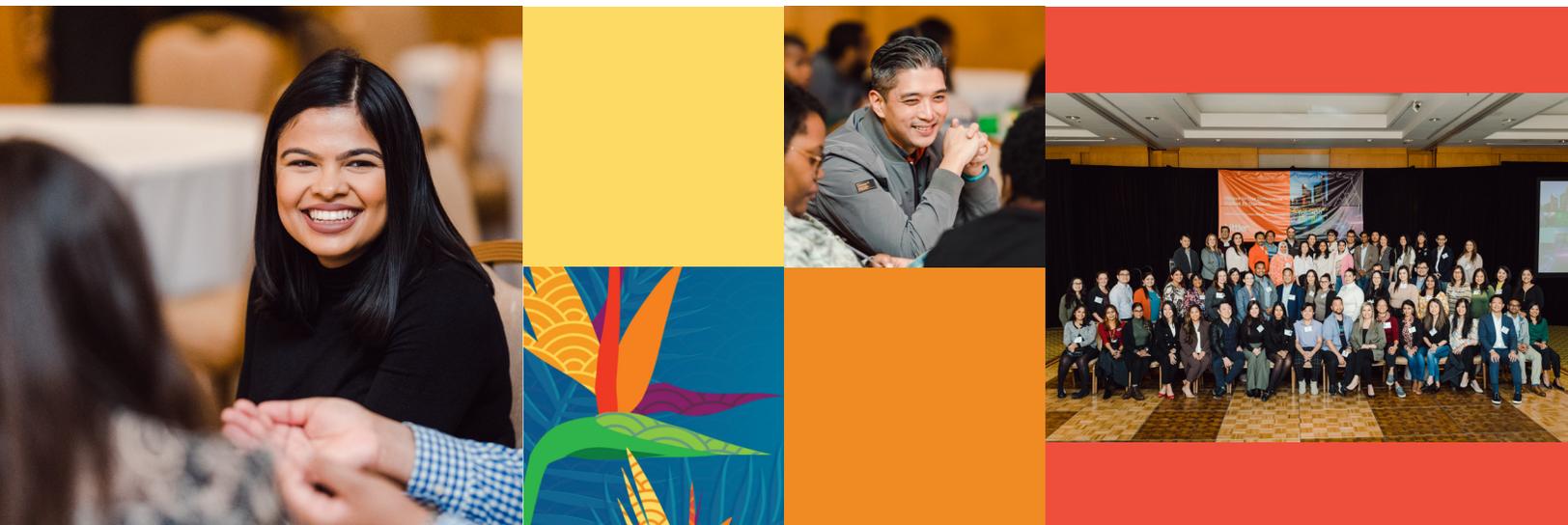
Eddie Chyun
Shareholder | Cleveland, OH



Danielle Herring
Shareholder | Houston, TX



Judy Iriye
Shareholder | Honolulu, HI/Los Angeles, CA



Pride

Provides an inclusive community of support for the firm's lesbian, gay, bisexual, transgender, queer, and questioning attorneys, and their allies.

In 2022, Littler and Pride recognized the LGBTQ+ community during June. The firm released a [podcast](#), "Going Beyond IE&D 101: A Deeper Understanding of Being Transgender Today in America." Other Pride Month initiatives included a [video](#) highlighting the LGBTQ+ community's history, evolution and continued pursuit of equality, a social media campaign honoring influential individuals in the LGBTQ+ community, and an [interactive experience](#) about the history of Pride Month.



Growing up, I didn't know anyone that was an out and proud successful businessperson. So when I was looking for a firm, it was really important for me to find a place where I could authentically be myself every single day. I've found that at Littler, through the Pride affinity group, which has surrounded me with a sense of community."

-Katie Hansen, Associate (Memphis, TN)

Pride Chairs



Jeremy Hawpe
Office Managing Shareholder | Dallas, TX



Lauren Schwartzreich
Shareholder | Denver, CO



Reunión

Provides an inclusive community of support for the firm's attorneys of Hispanic and Latin American descent.

Littler and Reunión celebrated Hispanic Heritage Month from September 15 to October 15 through a variety of initiatives, including a [video](#) and [interactive experience](#), which recognized and honored the histories, cultures and contributions of Hispanic and Latin Americans. Additionally, the firm ran a social media campaign featuring influential individuals in the Hispanic and Latin American communities and created Hispanic Heritage Month virtual meeting backgrounds to use throughout the month.

This year's Hispanic Heritage Month theme was: "Unidos: Inclusivity for a Stronger Nation" – a sentiment that reinforces the importance of including diverse voices and perspectives in decision-making processes in order to build stronger communities, workplaces and nation overall.



I'm a part of Reunión because it empowers me with a sense of belonging. Representation truly matters, and when you can look around a room and see folks who understand your background, your culture, your language, it makes you feel seen and important. It encourages you to bring your strengths to the table and use your voice to make a difference while helping others to feel seen as well."

- Lysette Roman, Associate (Cleveland, OH)

Reunión Chair



Daniel Gomez-Sanchez
Shareholder | Long Island, NY



Veterans Initiative

Provides an inclusive community of support for the firm's attorneys who are veterans or currently serving in a Reserve or National Guard capacity, military family members, and attorneys specializing in military-related employment law topics.

Littler and the Veterans Initiative developed several resources to celebrate Veterans Day and recognize the many individuals who have given so much to serve our country. In addition to a [video](#), [interactive experience](#), and virtual backgrounds, the firm released a [podcast](#) in which Associate and Veterans Initiative Co-Chair **Emily Haigh** interviewed Littler CaseSmart Counsel **Emily Arnett** and Shareholders **Tracy Leidner** (Irvine) and **Will Anthony** (New York), about having family members currently serving in the military.

“

When choosing a firm in the private sector, it was important to me to find a place that understands and respects being a service member. I joined Littler after hearing about the firm's Veterans affinity group from other veterans. As a reservist, the group allows me to continue to serve as best I can in a civilian capacity while working with other veterans.”

- Lorenzo Riboni, Associate (Philadelphia, PA)

Veterans Initiative Chairs



Matthew Hank
Shareholder | Philadelphia, PA



Emily Haigh
Associate* | New York, NY



Women's Leadership Initiative

The Women's Leadership Initiative (WLI) focuses on attracting, retaining and developing Littler's women and nonbinary attorneys with the goal of helping them succeed and reach their fullest potential. To champion the growth of women and nonbinary attorneys at all levels, the initiative provides mentoring and business and professional development opportunities that equip them with the skills needed to take on leadership positions and advance into and within the firm's shareholder ranks.

Throughout March, Littler and WLI celebrated Women's History Month and International Women's Day. Initiatives included social media posts honoring the contributions and achievements of female leaders and an International Women's Day's [video](#). Additionally, the WLI continued its successful podcast series "Conversations with Women," which included [Perspectives from Littler Boomerangs](#), where the firm's Chief Talent Officer **Melissa Cee** (New York) spoke with Office Managing Shareholder **Lori Brown** (Miami), Littler CaseSmart Program Manager **Angela Healy**, and Shareholder **Lisa Kathumbi** (Columbus) about how their experiences were shaped by the women who supported their individual journeys, and [Perspectives from Littler Alumnae](#), in which Office Managing Shareholder **Jacqueline Phipps Polito** (Rochester) talked with two Littler alumnae – Meyling Ly Ortiz, Managing Counsel at Toyota, and Eboneé Lewis, Associate General Counsel at BD – on the importance of elevating, and being elevated by, their female colleagues.

Additionally, the WLI hosted a number of external webinars, professional training and internal programs across Littler's U.S. offices.

Women's Leadership Initiative Chairs



Margaret Parnell Hogan
Shareholder | Denver, CO



Jennifer Youpa
Shareholder | Dallas, TX



Women's Leadership Initiative – Corporate

In 2022, Littler expanded its WLI to the firm's corporate staff as part of its continued efforts to invest in women and nonbinary individuals, and provide opportunities for career growth and development that are meaningful, gratifying and honor individual goals and priorities.

The WLI – Corporate rolled out a six-month mentorship program facilitated by Pathbuilders, where mentees focused on developing their leadership potential through the formation of a customized peer group, workshops and mentoring modules. Additionally, it hosted a speaker series designed to provide educational and informative programming addressing a range of topics that impact women and nonbinary individuals. The initiative closed out the year by hosting an in-person breakfast gathering to further encourage networking and nurture connection between colleagues.

Women's Leadership Initiative – Corporate Chairs



Cynthia Brown
Senior Director - Knowledge and Research Services | Fresno, CA



Annie Spence Pudas
Senior Director - Compliance Operations | Minneapolis, MN



Jenny Schwendemann
Senior Director and Associate General Counsel - Risk Management | St. Louis, MO



WHEN WOMEN
SUPPORT EACH
OTHER

*Incredible
things happen*

Parenting at Littler (PALs)

As part of Littler’s commitment to supporting attorneys with parental and caregiving responsibilities, the firm’s Parenting at Littler (PALs) initiative is designed to empower attorneys so they can continue to progress in their careers. Littler offers a comprehensive set of programs to address the needs and everyday issues of working parents while continuing to foster a positive culture around working families. Resources offered include facilitated discussion groups, a mentoring program that pairs new attorney parents with a parent mentor at Littler, and additional childcare and education benefits.

PALs also offers nearly a dozen employee resource groups – creating an internal network for attorneys with parental and caregiving responsibilities. Through this internal network, parents and caregivers are able to obtain guidance and encouragement from their colleagues. These groups are categorized by children’s ages and include a group focused on those serving as caregivers for parents or other family members.

PALs worked with Littler’s benefits team to create an intranet page that encompasses all information related to parenting at the firm, including a comprehensive list of benefits and resources available to parents and caregivers.

Parenting at Littler Chairs



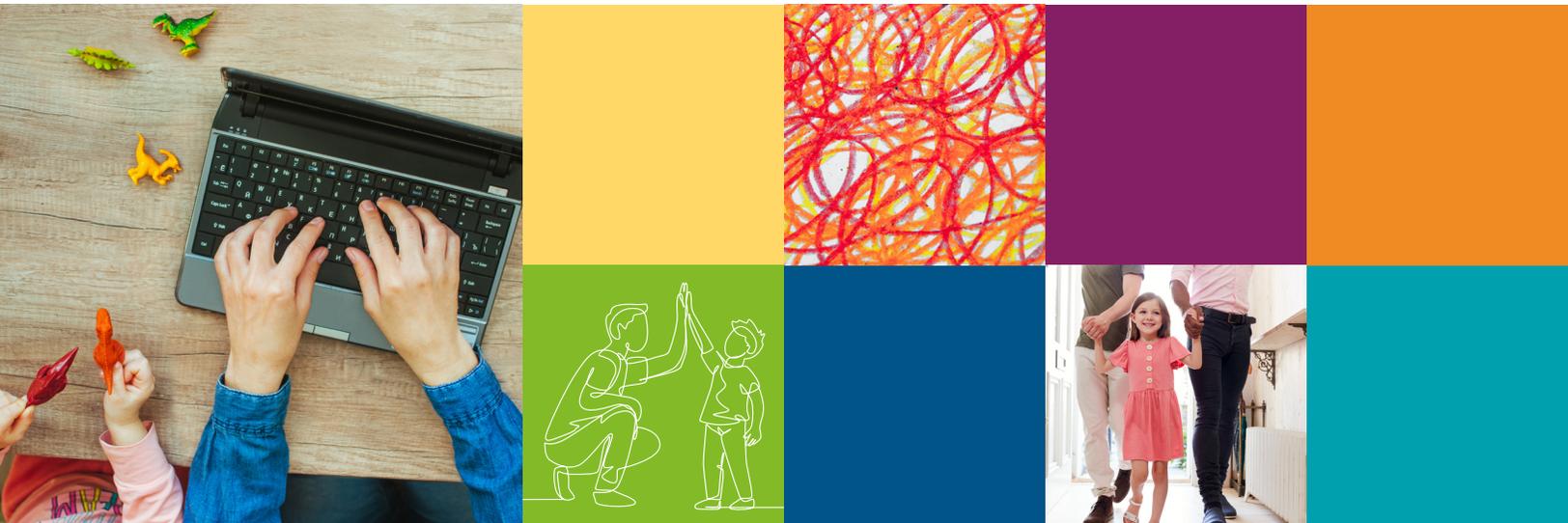
Katy Branson
Shareholder | Las Vegas, NV



Nina Markey
Shareholder | Philadelphia, PA



Mark T. Phillis
Shareholder | Pittsburgh, PA



Social Justice and Pro Bono Efforts

As a firm deeply committed to inclusion, equity and diversity, we remain focused on being stronger allies to those communities who continue to face ongoing marginalization, racism and oppression. At Littler, we value the diverse backgrounds of all our employees, clients and communities, and continue to stand in solidarity with all people as we work together to advance efforts towards achieving equality for all.

Throughout the year, the firm continued its measures to fight injustices, which include the following:

- Increasing our pro bono efforts, including working in partnership with the Law Firm Antiracism Alliance.
- Running a pilot program for new case assignments (similar to the NFL's "Rooney Rule" and Diversity Lab's "Mansfield Rule" the firm currently follows with regard to leadership opportunities), and tracking our firm's progress in further diversifying the shareholders who serve as matter responsible attorneys on new cases.
- Continuing to recognize Juneteenth as a firmwide holiday and encouraging employees to reflect on the significance of the day as part of the continued support for our Black colleagues and community members.
- Voicing our position on Littler's social media channels to show support for communities facing discrimination. For example, in November, the firm shared both an internal and external statement denouncing the rise in anti-Semitism in the U.S. and around the world.

Making a Difference Through Pro Bono Work

In 2022, Littler increased its pro bono efforts, including continuing work in partnership with the Law Firm Antiracism Alliance (LFAA). The LFAA's goal is to shine a light on pro bono initiatives that address individual assaults on equality and social justice, as well as the structures in place that allow those inequalities to propagate. Toward that end, Littler attorneys have been involved in a number of LFAA pro bono projects throughout the year.

Early in the year, it was identified that a comprehensive database of settlements and verdicts in police brutality cases did not exist. In response, the LFAA, the Truth Hope & Justice Initiative (THJ), Ropes & Gray, Littler and other law firms worked together to create one.

The LFAA's Policing Working Group is spearheading the project and working with THJ, a social justice movement designed to mobilize and support mothers from across the country who have lost loved ones to police violence. THJ engaged global law firms to collaborate on the Introduction to Police Brutality Data Summary Project and build the database. The database will show the relationship between the facts of each case and its eventual disposition. Through these connections, the database will provide advocates with a powerful tool that precisely defines the human and monetary cost of police abuse and misconduct on citizens and governmental organizations and provides valuable insights on what factors best predict success in litigation.

The groups are working together to effectively assess approximately 1,000 case summaries in order to better understand the underlying data and factors that drive settlements and verdicts. The cases included are those in which cities or municipalities have been ordered to make a payout to a citizen. Littler attorneys are working on analyzing 25 police brutality cases that occurred in Chicago between 2014 and 2017. The settlement amounts range from \$5,000 up to \$1.2 million.

This project was featured on a Littler [podcast](#) during the American Bar Association's annual national celebration of Pro Bono Week in October. Pro Bono Committee member and Associate General Counsel and Senior Director of Risk Management **Jenny Schwendemann** spoke with Associates **Nicole LeFave*** (Austin), **Vinay Patel** (New York), and **Garrick Chan** (San Francisco) about their interest and involvement in the project.



Leadership and Industry Engagement

Littler and its attorneys are involved in and support numerous national diverse organizations, including:

- California Minority Counsel Program
- Charting Your Own Course
- Corporate Counsel Women of Color
- DirectWomen
- Diversity Lab
- Hispanic National Bar Association
- Leadership Council on Legal Diversity
- Minority Corporate Counsel Association
- National Asian Pacific American Bar Association
- National Association of Muslim Lawyers
- National Association of Women Lawyers
- National Bar Association
- National Employment Law Council
- National LGBTQ+ Bar Association
- Out Leadership
- South Asian Bar Association of North America
- Women, Influence & Power in Law

Littler attorneys are also involved in local and regional organizations that promote IE&D.

Additionally, Littler's Inclusion, Equity & Diversity Consulting practice group hosted several podcasts in 2022. The podcast topics covered a variety of IE&D matters, including:

- [All Rise... For the Move to Boost Diversity on the U.S. Supreme Court](#)
- [An Employer's Guide to Deciding When to Publish a Statement on Current Events](#)
- ["Articulate" As a Compliment? We Need to Talk](#)
- [Guarding Against Guilt: The War on "WOKE"- In Context \(Part 1\)](#)
- [Guarding Against Guilt: The War on "WOKE"- At Work \(Part 2\)](#)
- [What's Golf Got to Do with It? Linking Fairway Sand Traps to Workplace Equity Gaps](#)

Throughout the year, Littler attorneys participated in and hosted a number of webinars focused on IE&D, including the following:

International Women’s Day – Supporting Women’s Health in the Workplace

Panelists:

- Naomi Seddon, Shareholder
- Alison Sneddon, Senior Associate
- Sophie Vanhegan, Partner

Proceed With Caution: Florida’s Stop WOKE Act Limits Topics In Discrimination And Harassment Trainings

Panelists:

- Nancy Johnson, Shareholder
- Lauren Robertson, Associate
- Natalie Storch, Associate

So, You Think You Are Ready for Global Inclusion, Equity and Diversity. What Now?

Panelists:

- Naomi Seddon, Shareholder
- Hinna Upal, Associate
- Lavanga Wijekoon, Shareholder

The Ins and Outs of IE&D in U.S. and Non-U.S. Jurisdictions

Panelists:

- Alyesha Dotson, Shareholder
- Lavanga Wijekoon, Shareholder

Diversity Reporting

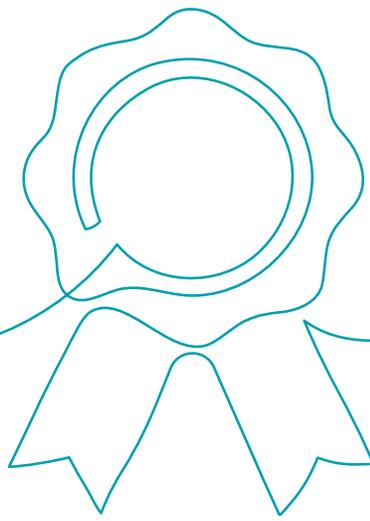
Littler annually completes numerous IE&D requests from clients and across the industry, including the ABA Model Diversity Survey. The goal of the survey is to assist law firms and clients in analyzing the role of minorities, women and LGBTQ+ lawyers in law firms and on client matters. As firms and clients track information over time, the Model Diversity Survey will become a vehicle for benchmarking the diversity of lawyers providing legal services, as well as fostering regular discussions between clients and their outside counsel on the topic of diversity.

Littler’s Inclusion, Equity & Diversity Playbook

In November, the firm launched its new [IE&D Playbook](#): a comprehensive collection of resources designed to help employers navigate the legal and practical considerations associated with IE&D programs. The Playbook is a free, self-service tool that provides employers with resources – including videos, FAQs, podcasts and high-level summaries – that help answer fundamental IE&D compliance questions, assess current efforts, uncover gaps and challenges, and identify IE&D programming opportunities.

“Littler’s IE&D Playbook meets organizations where they are on their IE&D journeys and provides information to help them create meaningful and sustainable strategies that support broader employee engagement, innovation and talent initiatives.”

- Alyesha Dotson, Shareholder and EEO & Diversity Practice Group Chair (Seattle, WA)



Recognition

***The American Lawyer* - AmLaw 100**

Named to Diversity Scorecard, 2016-2022

Contra Costa County Bar Association – Diversity Award

Platinum Level Winner, 2018-2019, 2021-2022

Diversity Lab

Mansfield Certification Plus 5.0, 2018-2022

Human Rights Campaign – Best Places to Work for LGBTQ Equality

Earned 100% Corporate Equality Index rating, 2009-2022

Law360 – Glass Ceiling Report

Ranked #1 - Best Law Firms for Gender Equity, 2022

Ranked #1 - Ceiling Smasher for Women in Equity Partnership, 2022

Leadership Council on Legal Diversity

Compass Award Winner, 2018-2022

Minority Corporate Counsel Association – Thomas L. Sager Award

Winner for Labor & Employment, 2022

National Law Journal 500 – Women in Law Scorecard

Ranked #5, 2021-2022

Seramount (formerly Working Mother Media)

Named, Best Law Firms for Women, 2011-2014, 2016-2022

South Asian Bar Association North America – Diversity and Inclusion Champion Award

Winner, 2022

UPS – Legal Diversity Award

Winner, 2022

Women in Law Empowerment Forum

Certified as a “Gold Standard Firm,” 2011-2022

In November, Shareholder **Dionysia Johnson-Massie** (Atlanta) received *The American Lawyer's* “Best Mentor” industry award. For more than two decades, Johnson-Massie has been empowering those around her to create meaningful careers at Littler. She has also been instrumental in helping the firm shape its IE&D efforts to further enhance Littler’s inclusive environment.



Littler[®]