

## DIVERSITY SPONSORSHIPS, ACHIEVEMENTS, AND AWARDS

- ★ Winston & Strawn earned a 100 percent rating in the **Human Rights Campaign's 2010 Corporate Equality Index** survey. The Corporate Equality Index is a report card that rates Fortune 500 and other major firms on a scale from zero to 100 percent on seven key indicators of fair treatment for gay, lesbian, bisexual, and transgendered employees and people with whom they do business. The Human Rights Campaign is the largest national lesbian, gay, bisexual, and transgender political organization in the country.
- ★ Since 2003, the firm has offered up to six \$10,000 **Winston & Strawn Diversity Scholarships** to encourage diversity within the law school pipeline.
- ★ The firm has supported the **Hispanic Lawyers Scholarship Fund of Illinois**, whose efforts have been led by a member of the firm's Diversity Committee.
- ★ The Washington, D.C. office was ranked among the Top 30 D.C.-area law firms for minority attorneys in a special diversity report titled "Who Has the Most Minorities?" published in the October 20, 2008 issue of *Legal Times*.
- ★ **Chicago Lawyer's** 2009 Diversity Survey ranked Winston & Strawn as having the second highest number of minority partners.
- ★ The firm sponsored the **2009 North Carolina Conference for Women**, which provided a platform for women of all ages and backgrounds across North Carolina to network with peers and professionals.
- ★ One of our partners was awarded the 2009 *Founder's Award* by the **Chicago Bar Association's Alliance for Women**. The award recognizes an outstanding woman lawyer whose career exemplifies the highest level of professional achievement, ethics, and excellence.
- ★ The firm was a lead sponsor of the **California Minority Counsel Program's (CMCP) 20th Annual Business Conference** held in September 2009 in Los Angeles. The CMCP works to promote diversity among the state's attorney population, and advance a more inclusive and just legal profession.
- ★ The firm was a sponsor of the 2009 Asian Law Caucus Anniversary Dinner held in San Francisco. The Caucus is the nation's first legal and civil rights organization serving low-income Asian Pacific Americans.
- ★ Winston & Strawn was a sponsor of the 2008 New York Urban League (NYUL) **5th Annual Champions of Diversity Awards Breakfast** held in New York. This event salutes companies that understand the need for diversity in the job market.
- ★ In April 2008, Winston & Strawn's managing partner attended the two-day, invitation-only **Call to Action** summit in Scottsdale, Arizona. The summit brought together in-house counsel and managing partners of the nation's largest law firms to discuss diversity issues and identify next steps to improve diversity in the profession.
- ★ The firm was a premier sponsor of **Microsoft Women & Minority Law Student IP Summit**, which was held in Chicago in October 2008. Microsoft brought together a number of top organizations to increase awareness of careers in intellectual property, and to encourage women and minority law students to seek careers in this field.
- ★ The firm participated in numerous job fairs during the recruiting season. These include: Bay Area Diversity Career Fair, CLEO, Cook County Minority Job Fair, HNBA Job Fair, Lavender Law Conference, Northeast BLSA, Mid-Atlantic BLSA, Southern California BLSA, West Region BLSA, NLLSA Job Fair, and the Vault Job Fair.
- ★ The firm was a platinum sponsor of the **Michigan Journal of Race & Law's** winter symposium titled *From Proposition 209 to Proposal 2: Examining the Effects of Anti-Affirmative Action Voter Initiatives* presented at the University of Michigan Law School in 2008. The firm also participated on an educational panel at the program, which explored a broad range of issues relating to creating, maintaining, and promoting diversity in the face of recent legal changes.
- ★ The firm has been a long-time supporter of the **Minority Corporate Counsel Association (MCCA)**. We have served as sponsor and faculty at its CLE conferences, and sponsored the MCCA's regional diversity dinners in Chicago, New York, Los Angeles, San Francisco, and Washington, D.C. for more than 10 years.



- ★ The firm was a platinum sponsor of the 2008 **Korean American Bar Association** (KABA) Annual Banquet held in Chicago. One of our partners was co-chair of KABA's 2008 Diversity Scholarship Program Committee, and serves on the organization's Board of Directors.
- ★ The firm has supported the National Lesbian and Gay Law Association's **Lavender Law Conference** for the past five years. In September 2009, the firm was a supporter of the Conference, which was held in Brooklyn, and participated at its Career Fair.
- ★ Our San Francisco office has participated in the **10K AIDS Walk in Golden Gate Park** for the past seven years. Their efforts have helped raise funds to support the San Francisco AIDS Foundation and 38 other Bay Area AIDS agencies.
- ★ Winston & Strawn was a lead sponsor of the **Mexican American Legal Defense and Education Fund's 28th Annual Chicago Awards Dinner**. The former co-chair of the firm's Diversity Committee was a member of the Planning Committee for this event.
- ★ The firm was a sponsor of the **California Women's Law Center** (CWLC) 18th annual fundraising event. Two of our partners serve on CWLC's board of directors.
- ★ **The Burton Foundation**, with the **Association of Legal Administrators**, selected *Diversity@Winston & Strawn* for the 2008 Best Law Firm Newsletter award.
- ★ Two Winston & Strawn associates led a scholarship fundraising effort for **Fordham Law School's Latin American Law Student Association**. The scholarship was designed to help Fordham LALSA members who are headed for careers in public interest law.
- ★ One of our partners was elected to the board of **The Chicago Network** (TCN), an organization of top professional women in business, the arts, government, and academia in the Chicago area. She also was appointed chair of the "Women on Boards" Committee.
- ★ The firm was a sponsor of the **Asian Pacific American Legal Resource Center's** 10th anniversary celebration held in Washington, D.C. in November 2008. APALRC is dedicated to advancing the legal and civil rights of Asian Americans in the Washington, D.C. area through direct services, education, and advocacy.
- ★ A New York associate was awarded the "Board Member of the Year Award" from the **North American South Asian Bar Association** (NASABA). NASABA is the national association of South Asian attorneys, judges, law professors, and law students, providing a national network for its members and affiliates. NASABA advocates for the legal needs and interests of the South Asian community and represents the interests of more than 24 local South Asian bar associations.
- ★ The Washington, D.C. office hosted a "1L Diversity Roundtable" event in 2008, which welcomed more than 35 first-year minority law students from area schools. Students networked with Winston attorneys, and learned about the firm's hiring process, associate life, diversity, professional development, pro bono work, and the summer associate program.
- ★ The firm was a gold-level sponsor of **Lambda Legal's** 2009 San Francisco Celebration held in San Francisco. Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people, and those with HIV through impact litigation, education, and public policy work.
- ★ In 2008, the firm was a platinum sponsor of the **Chicago Council of the Black Law Student Association's Third Annual Renaissance Gala**, which honored the late Mayor Harold Washington. The association is one of the most active student organizations at the University of Chicago Law School. It facilitates interaction among members, African-American alumni, and the Chicago community.
- ★ For the past five years, the firm has sponsored the **Lesbian and Gay Bar Association of Chicago's** (LAGBAC) summer fundraising event. Proceeds from LAGBAC's event benefit four of Chicago's LGBT community organizations: The Center on Halsted, Equality Illinois, the Lesbian and Gay Bar Association of Chicago (LAGBAC) Foundation, and Parents, Family and Friends of Lesbians and Gays (PFLAG).
- ★ The firm was a bronze level sponsor of the **Asian American Bar Association's** 20th Anniversary Gala held in Chicago in 2008.