

Diversity & Inclusion at Hunton Andrews Kurth LLP

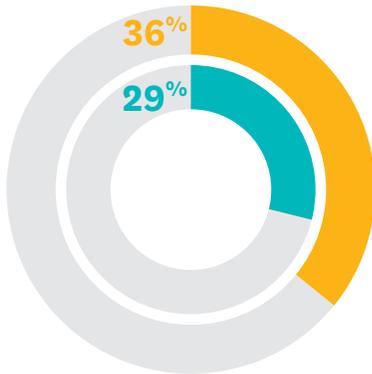
The **Diversity & Inclusion Committee** promotes a diverse and inclusive professional community founded on a culture of collaboration, respect, involvement and empowerment, working through six subcommittees to implement programming that keeps D&I top of mind.

Our **Talent Development Committee** leads the firm's sponsorship program, working closely with team and practice leadership on the professional development, retention and promotion of diverse lawyers.

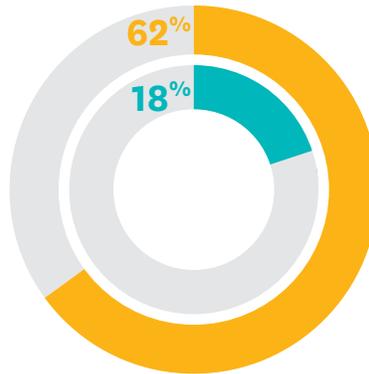
MINORITY & WOMEN LAWYERS

Information based on individuals' voluntary self-identification

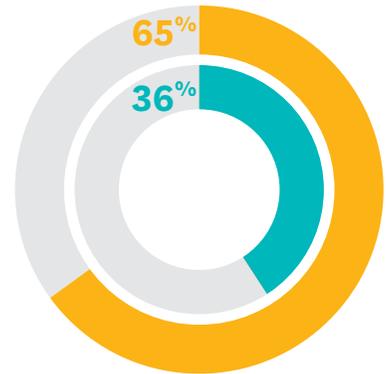
2022 NEWLY PROMOTED PARTNERS



2022 ENTRY-LEVEL ASSOCIATES



2022 SUMMER ASSOCIATES



■ Minority Lawyers ■ Women Lawyers

Leadership Council on Legal Diversity

Hunton Andrews Kurth received LCLD's 2021 and 2022 "Top Performer" designation for expanding opportunities for diverse lawyers and its "Compass Award" which recognizes firms showing an exemplary commitment to LCLD's goal of creating a truly diverse U.S. legal profession.

Earned a **Perfect Score** and named a **Best Place to Work for LGBTQ Equality**, Human Rights Campaign, 2021-2022



For two consecutive years, Bloomberg Law recognized the firm in its DEI Framework, highlighting exemplary D&I commitment based on six core pillars: demographics, leadership and talent pipeline, recruitment and retention, business innovation and strategy, marketing, and D&I in the community.

100%

of our full-time U.S. lawyers participated in D&I initiatives during the past two consecutive fiscal years, recording over 15,700 hours. Eligible associates and non-attorney timekeepers receive billable hour credit toward D&I activities (up to 25 per year).



Mansfield RuleTM
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Summer Associate Program

Our summer associate program focuses on the firm's commitment to diversity and includes:

- **Diversity & Inclusion Hackathon**, challenging teams of summer associates working with partner and associate coaches over 10 weeks to develop, and present to a panel of judges and fellow summer associates, proposals to enhance D&I at the firm.
- **Diversity Mentoring Program**, pairing self-identified diverse summer associates with diverse lawyer mentors and including an interactive social event during the summer.
- **Summer Outside Speakers' Series**, highlighting the careers of distinguished, diverse firm alumni.
- **1L Diversity Clerkship** summer program, allowing selected 1L diverse law students a unique opportunity to participate fully in our 10-week summer program while also working in partnering clients' corporate offices —thus gaining experience from both in-house and outside counsel perspectives— as part of the LCLD 1L Scholars program, including mentoring and networking opportunities with lawyers from other LCLD member organizations.
 - In 2022, we hosted seven summer clerkships in partnership with seven firm clients.

Sponsorship, Development & Promotion

We promote the development and advancement of our diverse lawyers through:

- **Affinity Groups**
 - The firm supports a number of affinity groups that meet at least quarterly, including: Oneness (a minority lawyer affinity group), Women's and Minority Lawyers' Mentoring Circles, Asian-Pacific American affinity group, and the LGBTQ affinity group.
- **Professional Development**
 - Training available to all lawyers includes general skills, team skills, practice management and leadership, industry and business development.
 - Focused development opportunities for diverse lawyers include a biennial retreats for women partners and minority lawyers, and year-long leadership training and networking opportunities for diverse lawyers through

internal programming and external partnerships (e.g., Leadership Council on Legal Diversity and National Association of Women Lawyers).

• **Benefits and Support:**

- We offer various programs to help our lawyers manage the demands of their personal and professional lives, including:
 - Wellness Program, including programming with two licensed counselors and former practicing attorneys, who also are available for individual consultation.
 - New Parent Supports, such as an on-line learning program to support new parents with ramp-down and return-to-work challenges, and a program to support nursing mothers who are traveling on firm business.
 - Flexible Work Arrangements, including a program allowing up to five years' time off from practice of law to focus on personal demands.
 - Back-up child/adult care and subsidized concierge services to help with errands and other personal commitments.

Community-Building Initiatives

We promote **inclusivity and awareness** through firmwide programs and initiatives, such as:

- **Monthly initiatives and events** commemorating and honoring important dates recognizing diversity (e.g., Black History Month, Women's History Month, Asian American/Pacific Islander and Hispanic/Latino Heritage Months, LGBTQ+ and Lawyers with Disabilities PRIDE Months, Martin Luther King, Jr. Day, Juneteenth, Memorial, Flag and Veterans Days).
- Partnership with the **NY ReelAbilities Film Festival**, focused on raising awareness regarding the disabilities community by providing firmwide access to festival offerings and sponsoring a film screening/talkback in honor of the anniversary of the Americans with Disabilities Act.
- The **Racial Equality and Social Justice Resource Center**, a thoughtfully curated collection of materials with the goal of fostering greater awareness and understanding, while promoting racial equality and social justice; this resource center provides lawyer and staff involvement in legal programs and D&I activities, with continual updates as opportunities become available.

CONTACTS

Diversity & Inclusion Committee Co-Chairs

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