



HLB HOOPER
LUNDY
BOOKMAN

2023 DEI UPDATE

Hooper, Lundy & Bookman is committed to ensuring that diversity, equity, and inclusion are infused into every aspect of our business and supported within the profession and our communities.

WHAT WE'RE DOING

DEI By The Numbers

60%

Lawyers elevated to equity partnership in the past five years who were women and/or from underrepresented groups

69%

Senior counsel and associates who are women

47%

Non-equity partners who are women

44%

Senior Counsel and associates who are from underrepresented groups

43%

Lawyers and government relations professionals who are women

26%

Equity partners who are women and/or from underrepresented groups

83%

C-Suite professional staff who are women and/or from underrepresented groups

50%

Associates hired in 2023 who were women

**50
HOURS**

Billable hours credit available to each professional for DEI-related leadership, advocacy, training and development

DEI Committee

The DEI Committee, established in 2012, is made up of lawyers, government relations professionals and business staff, and since 2016 we have been guided by a strategic plan designed to support professional elevation and reduce barriers for women and underrepresented groups.

Leadership

Women and individuals from historically underrepresented groups are represented at the highest levels of our leadership.

Recruiting

We adhere to the Mansfield Rule which tracks and measures whether law firms and legal departments are considering a broad pool of underrepresented talent – including women, LGBTQ+ lawyers, and lawyers with disabilities and from underrepresented racial and ethnic backgrounds – for leadership roles and career advancement opportunities.

Supporting DEI in the Profession

We commit significant time and resources to our DEI pledge, sponsoring and partnering with organizations dedicated to advancing diversity within the legal profession.

As part of our strategic plan, we are guided by the following goals: improving DEI recruitment and retention, supporting people through life transitions, uniting people across departments and offices, and building a reputation for DEI. Our DEI committee holds monthly meetings, with significant and meaningful attendance from a large number of the firm's professionals. In addition to using these meetings for purposes of implementation of the strategic plan, they also serve as a forum for open discussions about DEI related current events such as the Students for Fair Admissions decision regarding affirmative action, the *Dobbs* decision overturning *Roe v. Wade*, hate motivated violence and health equity issues.

Health Equity

We work in collaboration with hospitals, health care providers and organizations across the country to develop and support programs aimed at addressing social determinants of health in the communities they serve.

2023 DEI ACHIEVEMENTS

- ▶ Awarded Midsize Mansfield certification
- ▶ Rollout of HLB Diversity Calendar
- ▶ Engaged in 1116 hours of pro bono work
- ▶ 219 hours of DEI-focused billable credit
- ▶ Dedicated subcommittee work focused on each initiative within HLB's DEI strategic plan
- ▶ Sponsored several organizations and events in support of women and underrepresented groups including the LACBA Diversity in the Profession Conference, Women Lawyers of Los Angeles, and Filipino American Lawyers of San Diego
- ▶ Conducted DEI mini survey to lawyers and GR professionals
- ▶ Published HLB DEI Annual Report and Overview
- ▶ HLB's DEI and Professional Development Committees collaborated to update Mentor/Mentee Guidelines
- ▶ Heritage month featured stories of diverse pioneers and leaders in health care and the legal profession
- ▶ Catherine Wicker named 2023 Pathfinder, and Kelly Carroll named 2023 Fellow, for Leadership Council for Legal Diversity (LCLD), and continuation of work under managing partner's LCLD pledge
- ▶ Robustly attended monthly committee DEI meetings
- ▶ Established subcommittee on incorporating age into DEI