



DIVERSITY AT GORDON & REES

Inspired by Diverse Ideas
Energized by Inclusive Perspectives

GORDON & REES LLP
RESPONSIVE • RESOURCEFUL • RESULTS™

“Diversity at Gordon & Rees means much more than numbers and goes far deeper than checklists. We believe **diversity** policies, procedures, and systems must be supported by a culture and work environment founded on the principle of **inclusion**. Everyone brings different backgrounds, experiences, and perspectives to the table and harnessing all of that creative power is our objective. At Gordon & Rees, diversity is our means and inclusion is our goal.”

FRANZ HARDY, PARTNER AND DIVERSITY COMMITTEE CHAIR

MAKING IT HAPPEN AT GORDON & REES



Our Commitment

We believe that bringing together a world of different perspectives and life experiences is fundamental to the success of our organization.

One of our most important priorities is to create an inclusive workplace by hiring and promoting outstanding lawyers and professional staff from the world's diverse population.

Gordon & Rees is committed to offering a dynamic, challenging environment where our team members can develop their skills and careers. By continually advancing our commitment to diversity, we ensure that Gordon & Rees is a firm of enthusiastic and talented people who provide the best possible legal services to our clients and communities.

OUR RESULTS

YEAR	DIVERSITY RANK	MINORITY % OF ALL ATTORNEYS	MINORITY % OF PARTNERS
2010	76	11.7	9.2
2005	170	6.1	3.6

Source: "Diversity Scorecard," *Minority Law Journal*

Our History of Progress



1 IN PARTNER DIVERSITY: Gordon & Rees's 2005 diversity statistics were ranked #1 in Partner Diversity and #5 in Overall Attorney Diversity in the Fall 2006 issue of *MultiCultural Law* magazine.

2005

DIVERSITY AWARD: Gordon & Rees received the "Law Firm Diversity Award" from the Defense Research Institute, the nation's largest organization of defense trial lawyers and corporate counsel.

MULTICULTURAL AWARD: Gordon & Rees received the first of two Multicultural Heritage Awards from the *San Diego Business Journal* and Wells Fargo, recognizing the firm's leadership in promoting diversity in the workplace and community.

TOP WOMEN LITIGATORS: A San Francisco partner was selected as one of California's "Top 75 Women Litigators" by *The Daily Journal*.

2006

FEATURED LEADER: In the Fall 2006 issue of *MultiCultural Law*, New York partner Mercedes Colwin was featured in a Leadership column interview titled "Reaching Back to Diversify the Legal Profession."

MOST INFLUENTIAL WOMEN IN BAY AREA BUSINESS: San Francisco partner Sara Thorpe received her first of two awards as one of the "Most Influential Women in Bay Area Business" from the *San Francisco Business Times*.

TRIPLE THE PERCENTAGE OF MINORITY PARTNERS: In the *Minority Law Journal's* Diversity Scorecard, Gordon & Rees rose from #170 in 2005 to #73 in 2007 as a result of increasing the number of minority partners to 9.4% in 2007 from 3.6% in 2005. In 2007, Notre Dame Law School presented New York partner Mercedes Colwin with the Graciela Olivarez Award for outstanding achievement as "a leading Hispanic lawyer of the highest ethical and moral standards."

2007

DOUBLE THE PERCENTAGE OF MINORITY ATTORNEYS: In the *Minority Law Journal's* Diversity Scorecard, Gordon & Rees rose from #170 in 2005 to #73 in 2007 as a result of increasing the number of minority lawyers to 13.1% in 2007 from 6.1% in 2005. Nearly 20% of new attorney hires in 2007 were minorities.



2008

TOP 15% OF LAW FIRMS: Gordon & Rees ranked in the top 15% of the largest U.S. law firms with the highest percentage of minority partners. (*Minority Law Journal's* 2008 Diversity Scorecard)

PEAK PERFORMANCE: Gordon & Rees received a "Peak Performance" award from San Diego-based National University's Center for Organizational Excellence, recognizing organizations that have "the ability to sustain long-term performance that maximizes the potential of the individuals in the company as well as the overall organization."

FEATURED LEADER: In the 2008 issue of *MultiCultural Law* magazine, a Houston partner was featured in a Leadership column interview titled "Leading the Way with Integrity and Advocacy."

LAW STUDENT DIVERSITY PROGRAMS: The San Diego, San Francisco, and Orange County offices hosted annual diversity receptions for second year law students; the Los Angeles office participated in an annual "A Day At Law School" program designed to encourage high school students of color to attend law school; and the Denver office sponsored a law student diversity forum featuring the first Hispanic Member of the Colorado Supreme Court.

2009

DIVERSITY SCORECARD: Gordon & Rees advanced to #56 in 2009 from #170 in 2005 in the annual "Diversity Scorecard" compiled by the *Minority Law Journal*. The firm ascended to top tier rankings based on higher-than-average percentages of both minority partners and minority lawyers.

- Gordon & Rees had 13.4% minority lawyers overall, compared to the national average of 10.8%.
- Gordon & Rees had 10.3% minority partners, compared to the national average of 6.3%.

CORPORATE EQUALITY INDEX: Gordon & Rees scored 95 out of 100 in the Human Rights Campaign Foundation's Corporate Equality Index.

MULTICULTURAL LAW'S TOP LAW FIRMS: 2009 was the fourth consecutive year Gordon & Rees was listed in *MultiCultural Law* magazine's primary diversity category rankings:

- Top 100 Law Firms for Diversity
- Top 50 Law Firms for Partners
- Top 50 Law Firms for Associates
- Top 50 Law Firms for Women

"WOMEN IN LAW FIRMS STUDY" 2009: Based on the firm's percentage of women lawyers (36.1%) and the percentage of women partners (18.1%), *The American Lawyer* ranked Gordon & Rees in the top tier at #78 out of 210 of the largest U.S. law firms.

Achieving Our Vision

GORDON & REES 2010: Ripples of Long-Lasting Change

Gordon & Rees promotes diversity by encouraging our lawyers to join diversity-related organizations that provide opportunities to lead change, share best practices, and benchmark with clients. Throughout our national offices, we also develop, sponsor, and participate in diversity programs and events hosted by legal and business organizations.



DIVERSITY LEADERSHIP IN AREAS OF LAW THROUGHOUT THE U.S.

NATIONAL “DIVERSITY FOR SUCCESS” SEMINAR: Gordon & Rees co-sponsored the Defense Research Institute’s 2010 national Diversity for Success Seminar. San Francisco partner Dominic Campodonico is the chair of the marketing subcommittee for both the DRI Diversity Steering Committee and the DRI Diversity for Success Seminar Steering Committee.

WOMEN’S INITIATIVE PROGRAM: Gordon & Rees’s Women’s Initiative Program hosted networking events for our women attorneys and clients in nearly all of our offices in 2010. Sara Thorpe, the San Francisco partner who leads the program, was inducted into the *San Francisco Business Times*’ “Forever Influential Honor Roll” of women in 2010.

LESBIAN, GAY, BISEXUAL AND TRANSGENDER IN-HOUSE COUNSEL RECEPTION: Gordon & Rees co-sponsored the National LGBT Bar Association’s “Out & Proud In-House Counsel Reception” in San Francisco, part of a series of national receptions to “honor

our outstanding corporate counsel and straight allies for their efforts to recognize and expand LGBT legal diversity in the profession.” Gordon & Rees scored 95 out of 100 in the Human Rights Campaign Foundation’s 2010 Corporate Equality Index.

INTERNATIONAL WOMEN’S INSOLVENCY & RESTRUCTURING CONFEDERATION: Gordon & Rees co-sponsored a reception for the Mountain/Desert Network of IWIRC. The event was led by Denver associate Megan Adeyemo, Treasurer of the Mountain/Desert Network.

TEXAS MINORITY COUNSEL PROGRAM: Gordon & Rees co-sponsored the 2010 Texas Minority Counsel Program. Dallas partner Andrew Wallace was on the Steering Committee for the program and partner Mary Goodrich Nix and associate Soña Garcia served on the Dallas City Planning Committee for the program.

MIAMI WOMEN'S CHAMBER OF COMMERCE: Gordon & Rees hosted a networking breakfast for the Women's Chamber of Commerce of Miami-Dade County. The event was held in our Miami office and hosted by partner Lynn Gollin, senior counsel Truth Fisher, and associates Sara Paris and Capri Trigo.

DIVERSE PERSPECTIVES ON THE KEYS TO SUCCESS: The Denver office sponsored its third annual "Life After Law School: Secrets to Success" program featuring advice and guidance from diverse Colorado lawyers in public and private practice. The program is led by Denver partner Franz Hardy, Chair of Gordon & Rees's Diversity Committee. Franz is a member of the Boards of the Asian Pacific American Bar Association of Colorado and the Center for Legal Inclusiveness.

NATIONAL CONVENTION FOR COMMERCIAL REAL ESTATE WOMEN: San Francisco senior counsel Natasha Chalmers was a Co-Chair of the 2010 National Convention for Commercial Real Estate Women. Natasha is on the Membership Committee of the San Francisco Chapter and she spoke at the 2010 UCREW Student Session designed to encourage women students to pursue careers in real estate.

College of the Law. Keasara, Maria, and Michael graduated from Hastings and were former BLSA members

NATIONAL ASSOCIATION OF INSURANCE WOMEN: Dallas office senior counsel Tracy Graves Wolf and associate Christina McCracken provided an update on "Medicare Secondary Payor Rules and New Reporting Requirements" at a meeting of the Dallas chapter of NAIW. Tracy is the President and Christina is the Vice-President of the Dallas chapter.

NATIONAL INSURANCE COVERAGE CONFERENCES: Gordon & Rees co-sponsored the 2010 Insurance Coverage and Practice Symposium provided by the Defense Research Institute. New Jersey partner Elizabeth Lorell spoke on the topic of "Insurance Coverage in a Virtual World." Elizabeth is the New Jersey office liaison to the firm's Diversity Committee. At DRI's 15th Annual Meeting, San Francisco Insurance Group partner and leader of the firm's Women's Initiative Program, Sara Thorpe, moderated a panel discussion on the topic of "A New Decade's Headaches - What Keeps Insurance Executives Awake at Night?" San Francisco associate Marie Trimble also participated in the event and



HOSPITALITY LAW TREATISE: Las Vegas senior counsel S. Denise McCurry co-authored the "Law and Ethics" section of "Hospitality: An Introduction," the premier textbook for the hospitality industry, published in 2010. Denise has received the Rose Award from the Professional Black Women's Alliance and the Women Changing America Award from the National Action Network.

NATIONAL ASSOCIATION OF WOMEN IN CONSTRUCTION: Orange County partner Rosemary Carson was the featured speaker on the topic of Green Building Construction Liabilities at a meeting of the Orange County Chapter of the National Association of Women in Construction. Ms. Carson is on the Legal Advisory Committee of the Associated General Contractors and her involvement in NAWC is accompanied by Phoenix senior counsel Molly Machold who serves on the Legislative Awareness Committee of the Greater Phoenix Chapter.

LAW STUDENT DIVERSITY RECEPTIONS: The San Diego office hosted its third annual, and largest, reception for diverse second-year law students and prospective summer associates. The San Francisco office also hosted an annual Diversity Reception for the University of San Francisco School of Law where Dean Jeffrey Brand thanked the firm for its "unwavering commitment to diversity." San Francisco partner Jack McCowan and associates Keasara Williams, Maria Jones, and Michael Wilson, Jr. attended the "Meet the 1Ls" event of the Black Law Students Association of the University of California Hastings

serves on the Steering Committee of the Young Lawyers Committee and Employment Law Committee.

CROSS-CULTURES AND THE LAW: Orange County partner Patricia Lee-Gulley spoke about "Understanding Cross-Cultural Relations to Counter Implicit Bias" at a program hosted by Western State University College of Law. Patricia is on the Boards of the California Minority Counsel Program and the Orange County Asian American Bar Association, and is a Vice-President at the Orange County Women Lawyers Association and a member of the Diversity/Equal Justice Committee of the Orange County Bar Association.

LATINA/O BAR ASSOCIATION OF WASHINGTON: Gordon & Rees sponsored the Annual Banquet of the Latina/o Bar Association of Washington. Seattle associate Monica Torrez is Chair of the Mentor Programs Committee of the LBAW.

PROFESSIONAL LIABILITY UNDERWRITING SOCIETY: New York partner Mercedes Colwin moderated a panel discussion on the "Hidden Risks of EPLI Discrimination Claims" at the International PLUS Conference in 2010. Mercedes, a legal news analyst on the Fox News Network, has received the Graciela Olivarez Award from Notre Dame Law School recognizing her as "a leading Hispanic lawyer of the highest ethical and moral standards."



DIVERSITY AT GORDON & REES

VISION, ACTION, RESULTS

ABOUT GORDON & REES LLP

Gordon & Rees was founded in San Francisco in 1974 and has become a national litigation and business transactions firm with more than 400 attorneys throughout the United States. Our continued national growth has been recognized by *The National Law Journal*, which has ranked Gordon & Rees as one of the nation's top 10 growth leaders, and *The American Lawyer*, which has tracked the firm's rapid rise from #176 in 2005 to #154 in 2010 on the *AmLaw* 200 list of the largest U.S. law firms.

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FLORIDA
MIAMI

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ATLANTA
ILLINOIS
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