

# building diversity



# inspiring inclusion



YOUR 50 STATE PARTNER™

# making it happen

Having a model workplace requires a culture of inclusion and a commitment to diversity that is supported by thoughtful planning and measured by real action.



goals

resources

mentors

leadership  
development

recruitment

retention

promotion

management

results

# our commitment



FRANZ HARDY  
*Diversity Committee Co-Chair*



LAURA DE SANTOS  
*Diversity Committee Co-Chair*

## **Although proud of our consistent**

**advancement** in diversity rankings, Gordon & Rees recognizes that surveys have little to do with building an inclusive environment. Instead, much like a home, inclusion is built brick by brick until all the pieces come together to form something revered and wonderful.

As Gordon & Rees continues to grow, we collectively thrive by cultivating an environment that values our differences. We take great pride in each and every individual's contribution to the firm. Our focus on inclusion creates an innovative workplace that fosters discussion and collaboration. Those perspectives and insights, in turn, benefit our clients as we advise and guide them on their legal needs.

As gatekeepers to the justice system, we know that attorneys are vital to ensuring the process and its members reflect the diverse values of our society. At Gordon & Rees, we take this charge seriously. We understand the need for real progress and lasting results. While these challenges are often difficult, we are committed to effectuating change, and we pledge that our firm will continue to reflect the multicultural world in which we live and work.



**ELIZABETH LORELL**

*Partner, New Jersey*

Most firms “talk the talk” on diversity issues, but Gordon & Rees “walks the walk.” Our lawyers have a joint goal in attracting, recruiting, hiring, retaining, and mentoring our diverse lawyers who have added to our tremendous talent pool. Diverse lawyers flourish here. This, frankly, makes us different than other firms and is just another reason why Gordon & Rees is a truly great place to work!



**MARIA GRANJEAN**

*Senior Counsel, Chicago*

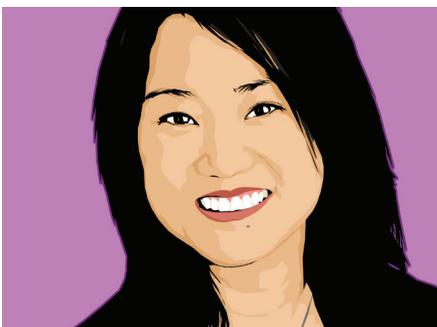
Since joining Gordon & Rees, I have come to appreciate the importance of our firm culture, which values one-on-one mentoring to ensure each attorney has the opportunity to develop professionally and produce excellent work. My experience at the firm has exceeded my expectations because I am surrounded by caring and friendly people who genuinely want to see me succeed.



**ALLEN ESTES**

*Partner, Seattle*

Gordon & Rees is a balanced law firm that excels at satisfying our clients’ needs using talented lawyers and staff from diverse backgrounds. I’m proud to be a partner here.



**SALLY KIM**

*Partner, Seattle*

Gordon & Rees’ commitment to diversity, inclusion, and cultural excellence is one of the great aspects of being a part of the firm. I am inspired by the dedication of the individuals who make the firm’s Diversity Committee what it is. I feel strongly that the participation and involvement of the diverse attorneys at the firm lead to the better understanding and representation of our clients.



**S. MANOJ JEGASOTHY**

*Managing Partner, Pittsburgh*

Gordon & Rees understands that a diverse law firm is necessary to represent our diverse clients and our diverse population. From the day I first met with Gordon & Rees partners to discuss opening the Pittsburgh office, I was struck by their true entrepreneurial zeal and their open-minded, inclusive attitude. That was no show; it is an attitude that is pervasive among all of the offices.



**ROBIN TAYLOR SYMONS**

*Co-Managing Partner, Miami*

Gordon & Rees’ “let’s make it happen” approach makes diversity a natural part of the firm’s growth. Reaching out to talented diverse candidates when opportunities arise, knowing that fit is assured, has given us a distinct edge and momentum. This approach creates a powerful advantage in attracting and retaining diverse attorneys and staff.



**MERCEDES COLWIN**  
*Partner, New York*

Long before diversity became a business necessity to remain competitive, Gordon & Rees embraced diversity initiatives out of a genuine desire to bring in multicultural influences to the firm. Ultimately the firm's commitment has led to dynamic record growth in diverse members. The pay off—a diverse firm committed to the success of its clients.



**KRISTIN REYNA DEHART**  
*Asst. Managing Partner, San Diego*

Gordon & Rees genuinely values people. Our associates, partners, and clients can only benefit from the differing viewpoints that a diverse team provides. Our initiatives are specifically dedicated to the support and advancement of women and traditionally under-represented groups because work still needs to be done to promote inclusiveness in our society and we need to be the change that we want to see.



**PATRICIA LEE-GULLEY**  
*Partner, Orange County*

Gordon & Rees' commitment to diversity is an ethos that flows beyond the firm, into the community. The firm's commitment is often manifested by our attorneys' active participation and leadership roles in local, statewide, and national diversity programs such as the Orange County Women Lawyers Association. As a diversity leader, Gordon & Rees does not hesitate to push the advancement of the diversity pipeline.



**CECILY MCLEOD**  
*Senior Counsel, Atlanta*

Gordon & Rees values associate inclusion and mentorship. Partners have openly included me in client meetings and shared professional advice, not only improving my billable work but also my professional growth. I appreciate that Gordon & Rees offices are truly a home away from home. You can trust that if a client has an issue outside of your practice or location, they will be taken care of.



**DOMINIC CAMPODONICO**  
*Partner, San Francisco*

Being at a firm that embraces and supports its diverse attorneys has always been important to me. While it has substantially grown since I joined the firm, Gordon & Rees has maintained its culture of inclusion and its commitment to diversity. I am proud to work for a firm that strives to ensure that the legal community is as diverse as the community we serve.



**LESLIE EASON**  
*Co-Managing Partner, Atlanta*

There is only so much a firm can talk about diversity. Our firm has moved from "talking about diversity" to the essential step of "doing diversity" via tangible efforts to hire, promote, and retain diverse talent. Our effort in this regard is something I have never experienced elsewhere to such great degree. I am honored to count myself among the ranks of such forward-minded professionals.

# key initiatives

## Affinity Groups

Recognizing that certain groups are traditionally under-represented in the legal profession, and that Gordon & Rees seeks to recruit, include, mentor, promote, and retain members of those groups, the firm's Diversity Committee has established four affinity groups to further the goals of diversity and inclusion.

- African American
- Asian American Pacific Islander
- Hispanic/Latino
- LGBT
- South Asian

## Women's Initiative

### fast facts:

Women represent

**42%** of Gordon & Rees attorneys and

**32%** of Gordon & Rees partners

*National Law Journal* ranked Gordon & Rees as a  
**"Top 40 Firm on the Women in Law Scorecard"**

Every year since 2005, at least

**35%** of the firm's attorneys have been women

Every year since 2005, at least

**18%** of the firm's partners have been women

"As the national chair of the Women's Initiative, my focus is to maintain diversity throughout all levels of the firm. Through the Women's Initiative we have added flexibility for working mothers, mentorship, access to opportunities, and education in marketing and leadership. We are committed to making our attorneys feel appreciated, valued, and most importantly, we want them to know that we have a vested interest in their future as leaders at our firm."



DEBRA MEPPEN

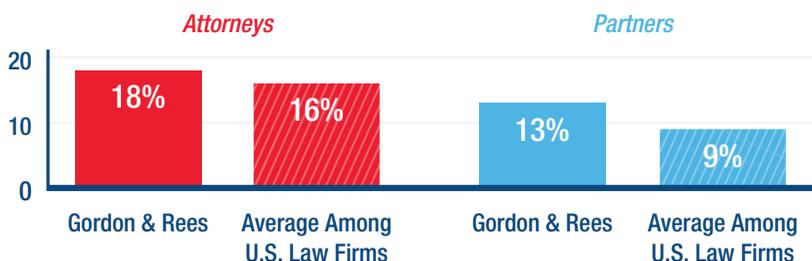
*National Chair, Women's Initiative*

# measuring up

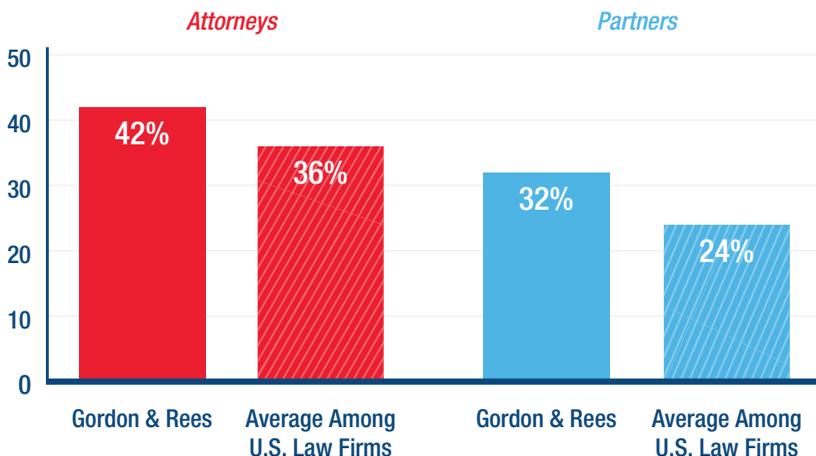
We are honored by the recognition received from publications around the country. However, the firm realizes that awards simply cannot measure how well we are doing to foster a culture of inclusion. For that measure, we always rely on our people.

## Diversity by the Numbers: Our Results

Percent Diverse



Percent Female



**Perfect score of 100 from 2016 to present on the Corporate Equality Index (CEI),** a national benchmarking survey and report on corporate policies and practices related to LGBT workplace equality, administered by the Human Rights Campaign Foundation. Gordon & Rees' efforts in satisfying all of the CEI's criteria results in a 100 score and the designation as a Best Place to Work for LGBT Equality.

**National Law Journal Women In Law Scorecard**  
**Top 40 Firms for Women Attorneys**

**American Lawyer Diversity Scorecard**  
**Top 50 Firms for Diversity**

For more information contact Franz Hardy at [fhardy@grsm.com](mailto:fhardy@grsm.com) or Laura De Santos at [ldeasantos@grsm.com](mailto:ldeasantos@grsm.com) or visit us at [www.grsm.com/diversity](http://www.grsm.com/diversity).



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