



Our Year in Review

Diversity & Inclusion Annual Report

2021 Vedder Price

VedderPrice

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A Message from Andrew Torre

Chair of the Diversity & Inclusion Committee



Andrew Torre

Shareholder

Chair, Real Estate Group

Chair, Diversity & Inclusion Committee

On behalf of the Diversity & Inclusion Committee and firm leadership, I'm pleased to share with you the Vedder Price 2021 Diversity & Inclusion Annual Report. In its pages are highlights of the many initiatives the firm diligently nurtured last year to further our vision of a firm and legal profession where diversity and inclusion are both celebrated and recognized for their ability to make us stronger.

From extending scholarships to law school students from underrepresented backgrounds, to providing profile-building leadership and advancement opportunities to Vedder's diverse lawyers at all levels, diversity and inclusion remains a core tenet of our culture and integral to the framework of our operations. In late 2021, the firm further committed resources when we hired Merisa Lima as Vedder's first Director of Diversity and Inclusion.

Most importantly, our progress in this area is reflected in the accomplishments and recognition of our talented diverse lawyers and professional staff. And by this measurement, I assure you we're on the right track. Now in my second year as Chair of the Diversity & Inclusion Committee, I look forward to what's ahead in 2022.

I hope you enjoy reading through our annual report. If any program sparks your interest, we always welcome new engagement, energy, input, and ideas from any lawyer or colleague across the firm; whether diverse or a supportive ally. After all, it's up to us to build the firm and the profession we envision for a better future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Andrew Torre', written in a cursive style.

DIVERSITY & INCLUSION SNAPSHOT

We're proud of the progress we made last year to advance our diversity and inclusion mission. Here's a quick snapshot of our 2021 accomplishments broken down by the numbers.

Our 2021 Summer Class



50% of the firm's board of directors—Vedder's highest governing committee—includes diverse and women shareholders

Diverse & Women Shareholders Lead

38%
of Firm-Wide Practice Groups

Celebrated **4 years**
as a Member of the **Leadership Council On Legal Diversity**

29 Members of the
Diversity & Inclusion Committee

Since 2005, Vedder has supported a total of

19 1L Diversity & Inclusion Scholars
from **8** law schools

Vedder **lawyers** and **paralegals** donated
9,200.8
pro bono hours
to those in need in our communities

12 lawyers selected for the *Fellows Program* and *Pathfinders Program* sponsored by the **Leadership Council on Legal Diversity** since 2018

MISSION & COMMITMENT

Our Point Of View

Diversity and inclusion are core values of Vedder Price and integral to the way we run our business. We also recognize the strength of our commitment to diversity and inclusion is integral to a positive workplace, the growth of our lawyers and staff, and the success of our firm.

Our Commitment

Vedder Price is an equal opportunity employer. We are committed to maintaining and enhancing a diverse workforce that recognizes, respects and appreciates the differences among us and promotes both the individual success of our people and our ability to serve clients to the best of our ability as an organization.

Our Approach

We promote and support diversity and inclusion within our firm by recruiting, hiring, retaining, training, developing and advancing a diverse group of lawyers and staff on the basis of demonstrated merit and performance. Our commitment manifests itself in the development of policies, initiatives and best practices to promote diversity and inclusion and engage everyone in that endeavor.



AFFINITY GROUPS: Find Your Community

Our Affinity Groups foster a sense of community and collaboration within the firm while promoting a culture of inclusive leadership. They offer crucial professional development programs, mentoring relationships and networking opportunities. Each group also offers an additional welcoming environment where lawyers can grow in the profession and connect with colleagues who share similar interests across the firm.

Vedder Diverse

Vedder Diverse is a formal initiative, that supports the firm’s recruitment, retention and advancement of diverse lawyers, while giving those lawyers additional opportunities to expand their practices. While focused on diversity and inclusion matters, Vedder Diverse provides training and guidance to all firm lawyers. With support from the Diversity & Inclusion Committee, Vedder Diverse sponsors programming across all offices, including networking and business development events, discussions, informational lunches and mentoring relationships.

Chairs



Joseph H. Kye
Shareholder
Chicago



Andrew Torre
Shareholder
Chicago

Vedder Parents

Our Affinity Group for parents provides lawyers who are soon-to-be parents, or who are returning from leave following the birth, adoption, foster or placement of a child in their homes, with structured support from other experienced lawyer-parents at the firm. New parents are paired with a parent mentor team—ideally composed of at least one shareholder and one associate mentor—who can provide guidance and insight to mentees who are learning to navigate and succeed in their dual roles as parents and lawyers at the firm. Through the firm and Vedder Parents, lawyer parents are also offered various parent-centric benefits, including the services of Milk Stork and backup childcare services through Bright Horizons.

Chairs



Elizabeth N. Hall
Shareholder
Chicago

AFFINITY GROUPS

Women at Vedder Empowering Success

Women at Vedder Empowering Success (WAVES) is focused on promoting the retention and advancement of Vedder’s women lawyers by providing mentorship and professional and performance development opportunities. Through panel and group discussions, social events, networking and training, WAVES strives to enhance and strengthen the experiences and capabilities of the firm’s women lawyers.

Chairs



Elizabeth N. Hall
Chicago



Stephanie Sparks
Dallas



Candice Zee
Los Angeles

Vedder Pride

Vedder Price’s LGBTQ+ Affinity group was established to help increase the visibility of LGBTQ+ members of the firm and to provide a forum for discussion of LGBTQ+ matters that affect the firm, its clients and the communities in which we live. Vedder Pride works to create initiatives that boost equality in our firm, to support our LGBTQ+ colleagues and to build a true community, together with our allies, across our offices. Vedder Pride also seeks to work with partners in society and business to further the group’s goals, and to expand our understanding of LGBTQ+ issues and the impact we can all make, as we work towards equality. Vedder Price stands proudly with its LGBTQ+ employees and their allies and strives to create a safe environment that is supportive, open and inviting for all of its diverse employees.

Chairs



Daniel Lange
Chicago



John Pearson
London

PROGRAMS & EVENTS

A Year Of Connecting & Learning



1L DIVERSITY & INCLUSION SCHOLARSHIP

Recruiting Diverse Law Students

Vedder's 1L Diversity & Inclusion Scholarship has provided outstanding diverse law students with the opportunity to spend the summer after their first year of law school with us, learning directly from our senior Associates and Shareholders. Recruiting talented diverse law students is fundamental to our commitment to creating a diverse and inclusive legal profession where lawyers of color only represent 15% of all attorneys.

About the Scholarship

- Established in 2005
- Celebrated 16 years in 2021
- Guarantees a Summer Associate position in our Chicago or New York offices
- Includes a monetary award for law-school-related expenses
- Scholars enjoy substantive work assignments, Associate experience and gain invaluable experience for future success
- Offers opportunities to socialize and network with Shareholders and associates across the firm

“By investing in the next generation of lawyers, we seek to expand and enrich the talent pool across the legal field.”

-Andrew Torre, Chair of Vedder Price's Diversity Committee

19 total number of Vedder
1L D&I Scholars since 2005

\$10,000
total award per Scholar

\$115,000
total monetary award given
to Vedder 1L D&I Scholars
since 2005

Vedder 1L Scholars have attended Fordham University School of Law, John Marshall Law School, Loyola University Chicago School of Law, Northwestern University Pritzker School of Law, University of Chicago Law School, University of Illinois Chicago School of Law, University of Michigan Law School and Vanderbilt University Law School.

1L DIVERSITY & INCLUSION SCHOLARSHIP

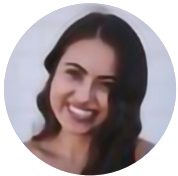
Vedder's 2021 Scholars



Martin Martinez
University of Chicago Law School
Diversity Scholar in Chicago Office

"I know the value that is added in having a workplace that reflects the cultures, knowledge and various experiences that make up our society. I believe that diversity promotes creativity and new ideas—leading to better quality of work."

Mr. Martinez assisted in the firm's Corporate, Labor & Employment and Litigation practice areas. Prior to attending the University of Chicago Law School, Mr. Martinez served as a Community and Organizational Affairs Coordinator and Bankruptcy Court Help Desk Coordinator for Legal Aid Chicago, where he established community clinics to educate Chicagoans on issues surrounding debt and bankruptcy. Mr. Martinez received his undergraduate degree from Brown University and traveled the country as a varsity track athlete, earning All-American honors. He also served as a 1L representative for the Latinx Law Students Association and is a Tony Patiño Fellow-Elect.



Hayleigh Shobar
University of Chicago Law School
Diversity Scholar in New York Office

"As the first member of my family to pursue professional education, the Diversity Scholarship is a tremendous honor. My mom did not have the opportunity to attend college, so she worked hard to prioritize education for me and my brother. I attribute my love of learning the law to the curiosity she fostered in me growing up and feel very lucky to start my legal career as a Diversity Scholar at Vedder."

Ms. Shobar assisted the firm's Labor & Employment and Litigation practice areas. As an undergraduate of the University of California, Berkeley, Ms. Shobar was the recipient of the Cal Alumni Student Association Leadership Award and worked as a caseworker for the ASUC Legal Clinic. At the University of Chicago Law School, she is a member of the Latinx Law Students Association as well as a 1L representative for the Law Women's Caucus and Environmental Law Society.



SPONSORSHIPS & ORGANIZATIONS

Building the Best Version of Our Profession

Vedder believes that creating a more diverse, equitable and inclusive legal profession requires more than focusing on what we can do alone as a firm. True progress results from collaboration, engagement and strategic investment with external organizations as equally dedicated to building a dynamic and diverse legal profession, we proudly sponsored the following diverse bar association, affinity groups and events.

Organizations



Events

Association of Corporate Counsel Chicago
Chicago—Women Lawyers' Event—
Lessons Learned from 2020—01/21/2021

Equality Illinois Virtual Gala—02/06/2021

Cornell Law School's Professional
Development Bootcamp—03/5-6/2021

Hispanic National Bar Association for
the Corporate Counsel
Conference—03/16–18/2021

Asian Human Services "A Virtual Night
at the Theater"—05/20/2021

Women Lawyers Association of LA—
In-House Counsel Driving
Change—06/10/2021

Women's Bar Association of DC
Foundation Annual Dinner—10/06/2021

International Aviation
Woman's Association (IAWA)
Conference—10/13–15/2021

South Asian Bar Association of Chicago
Annual Gala—11/13/2021

TransLatin@ Coalition GARRAS
Fashion Show—11/19/2021

SPONSORSHIPS & ORGANIZATIONS

Building the Best Version of Our Profession

The Leadership Council on Legal Diversity

Last year, Vedder Price celebrated its fourth year as part of the prestigious Leadership Council on Legal Diversity (LCLD), an organization of more than 275 corporate chief legal officers and law firm managing partners who have dedicated themselves to creating a truly diverse U.S. legal profession. LCLD programs are designed to attract, inspire and nurture talent within organizations, helping a new and more diverse generation of attorneys ascend to positions of leadership.

The firm is a member of the LCLD's landmark **Fellows Program** that works by identifying high potential attorneys from diverse backgrounds and setting them on the path to leadership within their organizations. In 2018, Vedder also joined the **Pathfinder Program**, an initiative to train high-performing, early career attorneys in critical career development.

2021 LCLD Fellow



Andrew Torre
Shareholder
Chicago

12 Shareholders in the Fellows Program from 2018–2021

8 Vedder lawyers in the Pathfinders Program from 2018–2021

Looking out For the Next Generation

Vedder lawyers also commit their time and skills as *mentors* and *career coaches* to diverse law students and their diverse student organizations, as well as community-based programs.

AWARDS & HONORS

Shining Examples

Join us in celebrating and congratulating Vedder's diverse lawyers recognized last year for their leadership skills, legal expertise and actions to advance diversity and inclusion in the profession.



Andrew Torre selected for the *Leadership Council on Legal Diversity Fellows Program*

Michelle Olson Named as one of the three new firm **Shareholders**



Justine L. Chilvers recognized in Aviation at the *Euromoney Legal Media Group Americas "Rising Star Awards"*

Anthony Pacheco named to the *Los Angeles Business Journal's* annual list of "Leaders of Influence: Top Litigators & Trial Lawyers"



Jacqueline Helmrick Carlson and Shelby Parnes received the "Emerging Leaders Award" from *The M&A Advisor*

PRO BONO & PUBLIC SERVICE

Perfect Partners

Vedder's diversity and inclusion mission is inextricably linked with our pro bono and public service initiatives. Both reflect our values as a firm and our shared commitment to strengthening the communities we work in and call home. The firm's pro bono and public service initiatives offer our attorneys rewarding opportunities to extend their legal skills and expertise to vulnerable populations, organizations advocating for racial justice and social equity, and those who may not otherwise be able to advocate for themselves in the justice system.

1,104.4 hours

logged in 2021 by the Vedder Price Pro Bono Committee

\$5+ million

estimated value of pro bono services provided by Vedder last year

53%

of Vedder lawyers provided pro bono legal assistance in 2021

THE COMPANY WE KEEP Our Pro Bono Partner Organizations

Cara Chicago | Change Summer, Inc. | Chicago Appleseed Fund for Justice
Chicago Lawyers' Committee for Civil Rights | Chicago Volunteer Legal
Services | DC Coalition Against Domestic Violence | Help for Heroes | Kids
in Need of Defense LawWorks (UK) | Legal Aid Chicago | National Immigrant
Justice Center | Paladin | Public Counsel | Raphael House | Safer Foundation
| Talbot Interfaith Shelter | TransLatin@ Coalition | Urban Gateways

MEET THE DIVERSITY & INCLUSION COMMITTEE

Vedder's Diversity & Inclusion Committee ensures the firm's diversity and inclusion mission and initiatives are successfully implemented, promoted and prioritized in our global offices, the communities in which we work and in the broader legal profession. The 29-member committee reflects the diverse perspectives we value and includes representatives from a broad spectrum of our firm.

This year, we also welcome our first director of diversity and inclusion to our professional staff.

Chair, Diversity & Inclusion Committee



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Diversity & Inclusion Department



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CHICAGO



Jacqueline Helmrick Carlson
Shareholder



Danielle Meltzer Cassel
Shareholder



Michael M. Eidelman
Shareholder



Elizabeth N. Hall
Shareholder,
Co-Chair, WAVES
Chair, Vedder Parents



Ryan S. Hedges
Shareholder



Joseph H. Kye
Shareholder,
Co-Chair, Vedder Diverse



Daniel B. Lange
Shareholder,
Co-Chair, Vedder Pride



Sudip Mitra
Associate



Jeanah Park
Shareholder



Venu V. Talanki
Shareholder



Benjamin O. Williams
Shareholder

MEET THE DIVERSITY & INCLUSION COMMITTEE

DALLAS



Stephanie Sparks
Shareholder
Co-Chair, WAVES

LONDON



John Pearson
Solicitor
Co-Chair, Vedder Pride



Jonathan Maude
Shareholder

LOS ANGELES



Candice Zee
Shareholder
Co-Chair, WAVES

WASHINGTON, D.C.



Anand Ramana
Shareholder

Thank you to everyone across the firm who supported and contributed to the success of our 2021 diversity and inclusion initiatives.



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Chicago • New York • Washington, DC • London
San Francisco • Los Angeles • Singapore • Dallas

Vedder Price P.C. is affiliated with Vedder Price LLP, which operates in England and Wales, Vedder Price (CA), LLP, which operates in California, and Vedder Price Pte. Ltd., which operates in Singapore.

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