

Diversity Report

2019-2020

VedderPrice

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.

2019 Chambers Survey – *Number 3* Law Firm Diversity



29-member Diversity Committee



Vedder Price Diversity Scholarship

Established in 2005

Offered in both Chicago and New York

\$10,000 award for law school costs and Summer Associate Program placement after first year of law school



WAVES

(Women at Vedder Empowering Success)

Promotes recruitment, retention and advancement of women

Includes networking events and business development training



Membership in Leadership Council on Legal Diversity

Sponsoring numerous affinity organizations for bars and law student groups

Providing financial support through its fundraisers

LA Business Journal – Top Minority Lawyers



Anthony Pacheco
Shareholder
Los Angeles



Candice T. Zee
Shareholder
Los Angeles

Chicago Bar Association Pathway to Partnership



Benjamin O. Williams
Shareholder
Chicago

Diversity

Vedder Price recognizes that its commitment to diversity and inclusion is a vital component to a positive work environment and the strength of our firm. Diversity is one of our core values and is integral to the way we run our firm. We promote and support diversity within our firm by recruiting, hiring, retaining, training, developing and advancing a diverse group of attorneys and other employees on the basis of demonstrated merit and performance. Our commitment manifests itself in the development of policies and best practices to promote diversity and to engage everyone in that endeavor.

We are committed to maintaining and enhancing a diverse workforce and inclusive work environment—one that recognizes, respects and appreciates the individual differences among us and promotes both the individual success of our people and our effectiveness in serving clients to the best of our ability as an organization. Vedder Price is an equal opportunity employer. Our attorneys and staff members are recruited, retained and promoted regardless of their race, color, disability, religion, age, marital status, veteran status, gender, national origin, sexual orientation, genetic information, medical condition or disability, or any other protected status under federal, state or local law.



Diversity Committee

Our Diversity Committee ensures that efforts to promote and enhance diversity and a culture of inclusiveness remain a priority at Vedder Price. Chaired by Jeanah Park from 2018 to 2020 and Andy Torre from 2020 to the present, our Diversity Committee is charged with ensuring our firm reflects the rich diversity of the communities and clients we serve. To ensure that our commitment to diversity permeates all aspects of our operations, this Committee includes representatives from a broad spectrum of attorneys at our firm, including members of our Board of Directors, chairs of our Associate Evaluation Committee and Hiring Committee, our Director of Associate Development, and our Manager of Legal Recruiting.

Vedder Diverse is a formal diverse attorneys initiative at Vedder Price that supports the firm's recruitment, retention and advancement of diverse attorneys, while giving those attorneys additional opportunities to expand their practices. While focused on diversity matters, Vedder Diverse provides training and guidance to all Vedder attorneys. Vedder Diverse, with support from the Diversity Committee, sponsors programming across all offices, including networking and business development events, discussions, informational lunches and mentoring relationships. Shareholders David M. Hernandez of the Washington, DC office, Ji Woon Kim of the Singapore office, Joseph H. Kye of the Chicago office, and Andrew Torre of the Chicago office are the co-chairs of Vedder Diverse and lead activities in their respective offices.

Vedder Price's Women's Initiative, "Women at Vedder Empowering Success" or "WAVES," was created to enhance the firm's commitment to gender diversity—a key priority for us and the clients we serve. The WAVES mission is to support the firm's women attorneys in developing the skills and strategies to be successful in their practices, at the firm and in the community. Through discussions, events, networking opportunities and business development training, WAVES strives to enhance our attorneys' abilities and strengthen connections with our clients. Under the direction of the Diversity Committee, WAVES is currently co-chaired by women shareholders across five offices: Amy L. Bess of the Washington, DC office, Blythe E. Lovinger of the New York office, Elizabeth N. Hall of the Chicago office, Michelle

L. Landry of the San Francisco office, and Candice T. Zee of the Los Angeles office. The group is also supported by Laurel Dearborn, Director of Associate Development. At Vedder, we endeavor to provide women with the means to make waves and create a significant impact in their professional careers.

To follow through with our commitment to diversity, the firm created the Vedder Price Diversity Scholarship in 2005. The first scholarship was awarded in the fall of that same year. Eligible candidates are first-year law students. In 2016, the firm expanded the Diversity Scholarships to our New York office. Each scholarship includes a \$10,000 monetary award for law school-related expenses, as well as a guaranteed summer associate position in our Summer Associate Program after the scholarship recipient's first year of law school. Vedder Price actively sponsors or is involved in a wide variety of diverse bar and law student affinity organizations, including committing attorney time to mentor diverse law students and their student organizations. We also provide financial support to many such organizations. Vedder Price's Diversity Committee is committed to supporting our attorneys' requests to sponsor affinity group bar associations, legal and public interest organizations, and legal or other conferences and/or events. In February 2018, Vedder joined the 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 diverse U.S. legal profession. Their programs are designed to attract, inspire and nurture talent within organizations, helping a new and more diverse generation of attorneys achieve positions of leadership. As a member of the LCLD Fellows Program, Shareholder David M. Hernandez was named to the 2020 class of Fellows of the Leadership Council on Legal Diversity, and Shareholder Jeanah Park was named to the class of 2019. Launched in 2011, the LCLD's landmark Fellows Program works by identifying high-potential attorneys from diverse backgrounds and setting them on the path to leadership of their organizations. Vedder Price's fellows spend their Fellow Year participating in conferences, interactive leadership events and extensive contact with other members of the LCLD.

Committee Members



Jeanah Park
Shareholder, *Chair, 2018–2020*
Chicago



Andrew Torre
Shareholder, *Chair, 2020–Present*
Chicago



Amy L. Bess
Shareholder, WAVES Chair
Washington, DC



Danielle Meltzer Cassel
Shareholder
Chicago



Thomas R. Dee
Shareholder
Chicago



Michael M. Eidelman
Shareholder
Chicago



James V. Garvey
Shareholder
Chicago



Elizabeth N. Hall
Shareholder, WAVES Chair
Chicago



Ryan S. Hedges
Shareholder
Chicago



Ryan M. Helgeson
Associate
Chicago



Jacqueline M. Helmrick
Shareholder
Chicago



David M. Hernandez
Shareholder,
Vedder Diverse Co-Chair
Washington, DC



Raam S. Jani
Shareholder
Chicago



Ji Woon Kim
Shareholder,
Vedder Diverse Co-Chair
Singapore



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



Michelle L. Landry
Shareholder, WAVES Chair
San Francisco



Daniel B. Lange
Shareholder
Chicago



Blythe E. Lovinger
Shareholder, WAVES Chair
New York



Jonathan Maude
Partner
London



Sudip K. Mitra
Associate
Chicago



Cathy Gonzales O'Kelly
Shareholder
Chicago



Anthony Pacheco
Shareholder
Los Angeles



John Pearson
Solicitor
London



Anand V. Ramana
Shareholder
Washington, DC



Ethan E. Rii
Shareholder
Chicago



Venu V. Talanki
Shareholder
Chicago



Benjamin O. Williams
Shareholder
Chicago



Candice T. Zee
Shareholder, WAVES Chair
Los Angeles



Laurel A. Dearborn
Ex Officio, Director of
Associate Development
Chicago

Sponsored Events

- Lambda Legal – Bon Foster Event – 2/15/2019
- Women's Bar Association of DC 2019 Annual Dinner – 3/13/2019
- Coalition of Women's Initiatives – NY – 6/5/2019
- Women General Counsel High Tea – 6/14/2019
- South Asian Bar Association 2019 Conference – 6/20/2019
- Para Los Niños Shows – 6/24/2019
- Association of Corporate Counsel – New York City Women's Networking Event – 7/16/2019
- Filipino American Lawyers Association Summer Soiree – 8/1/2019
- Asian American Bar Association Installation and Awards Ceremony – 9/17/2019
- Women's Bar Association of DC Stars of the Bar – 9/19/2019
- University of Michigan Outlaws Gala – 10/16/2019
- National Museum of Mexican Art Día de los Muertos Ball Sponsorship – 11/2/2019
- National Asian Pacific American Bar Association Conference Sponsorship – 11/7/2019
- South Asian Bar Association Gala – 11/16/2019
- TransLatinx Coalition Fashion Show – 11/23/2019
- Leadership Council on Legal Diversity Holiday Event – 12/12/2019
- University of Illinois Diversity Firm Visit – 1/14/2020
- It's Just Black Lawyers Having Lunch – 1/23/2020
- Equality Illinois Gala – 2/1/2020
- Leadership Council on Legal Diversity Happy Hour – 2/20/2020
- Association of Corporate Counsel Care & Feeding Dinner Series – London – 3/5/2020
- Virtual Association of Corporate Counsel NY Event – 8/6/2020
- Northwestern Black Law Student Association Panel "How to Network in a Virtual World" – 9/29/2020
- Lambda Legal – Virtual Bon Foster – 10/21/2020
- Women's Bar Association Foundation Virtual Wine Tasting – 10/29/2020

Internal Events

- Attorney Meet and Eats – ongoing
- International Women's Day Fundraiser for the India Development and Relief Fund (IDRF) – 3/8/2019
- Diversity Committee Happy Hour – New York 3/14/2019
- Beyond Surveys and Guidelines: How Legal Departments and Outside Counsel Can Partner to Support Diversity and Inclusion in the Legal Profession – 6/5/2019
- Pride Celebration Breakfast – 6/26/2019
- Diversity Scholar Lunch – 7/24/2019
- DC Networking Event – 9/17/2019
- Chicago First Year Welcome Reception – 10/3/2019
- NY First Year Welcome Reception – 10/23/2019
- The Drake High Tea – 11/7/2019
- WAVES Holiday Party – New York – 12/10/2019
- WAVES Holiday Party – Chicago – 12/11/2019
- Singapore WAVES Celebration of Lunar New Year – 1/23/2020
- Lunar New Year Celebration in Chicago – 1/30/2020
- International Women's Day Breakfasts – 3/10/2020
- Vedder Parents: Staying Home and Staying Sane – 4/27/2020
- Pride Month Trivia Competition (donation to Southerners on New Ground) – June 2020
- WAVES Virtual Social Hours – 5/20/2020 & 6/17/2020 & 8/4/2020 & 11/12/2020
- LGBTQ People in the Workplace: Understanding the Impact of the Supreme Court's Decisions – Lambda Legal – 9/9/2020
- Helping Working Parents during COVID-19: Practical Strategies for Time Management and Sanity – 9/22/2020
- State of Sequoyah – 11/16/2020
- WAVES Holiday Event with National Network to End Domestic Violence (NNEDV) – 12/10/2020

Sponsored Organizations

- Asian Human Services
- Association of Corporate Counsel
- California Minority Counsel Program
- Chicago Committee of Minorities in Large Law Firms Membership
- Coalition of Women's Initiatives in Law – New York, Washington, DC, Illinois
- Illinois Equality Council
- Fordham Latin American Law Students Association
- International Aviation Women's Association
- Leadership Council on Legal Diversity Pathfinder and Fellow Programs
- New York University Disability Allied Law Students Association
- Northeast Black Law Students Association
- Northwestern Black Law Students Association
- Women's Bar Association of DC
- Women's Bar Association of Illinois



Summer Associate Diversity Scholars

2019

- Chicago – Ananya Hindupur, University of Michigan
- New York – Sahiba Chopra, Vanderbilt University

2020

- Chicago – Thomas Lopez, Stanford Law School
- New York – Rushi Patel, Columbia Law School

Connected Pro Bono Clients

- TransLatinx Coalition

Ongoing Mentoring Programs

- New Parent Mentoring
- Attorney Meet and Eats



