

“We serve our clients most effectively when we tackle challenges from diverse perspectives. We are committed to enhancing our diversity at every opportunity, and fostering an inclusive culture that thrives on different ideas, backgrounds and experiences.”

- Martin R. Lueck, Chairman, Robins Kaplan LLP Executive Board

COMMITMENT

\$41 MILLION

contributed since 1999 to charitable causes, including diversity scholarships and initiatives such as the Disability Rights Legal Center, Human Rights Campaign, and the United Negro College Fund.

INNOVATION

✓ LEAD Initiative

The Leaders Engaged in the Advancement of Diversity (LEAD) Initiative empowers firm leaders to take ownership of diversity by appointing a Diversity Champion on the Board, formulating a written plan to better ingrain diversity in hiring and advancement decisions, and regularly reporting to the board on demographic statistics.

✓ Support for Working Parents

Our industry-leading benefits for working parents offer all firm members 10 weeks of paid parental leave, in addition to medical leave for birth mothers, a ramp-up period of 3 months when transitioning back from leave, a parental leave mentoring program, and alternative work arrangement options for attorneys.

✓ Transgender Inclusion

The firm's LGBTQ Working Group designed a Transgender Inclusion guidebook to help foster understanding of transgender issues and includes considerations for firm members who are transitioning.



EXCELLENCE



Named 2017 Diversity Leader by *Profiles in Diversity Journal*; one of only 35 companies globally



Named by *Chambers USA* as the nation's Most Inclusive Firm for LGBT Lawyers



Since 2009, Robins Kaplan LLP has earned a perfect score on the Human Rights Campaign Corporate Equality Index



LEADERSHIP

20%

Industry Group
Leaders who
are LGBTQ

22%

Executive Board
Members who
are Women

86%

New associates
of color in the
2016 class



COMMUNITY

From their high school years through law school, we cultivate and nurture the interest of future attorneys of color through a variety of programs including:



- Diversity summer clerkships
- Diversity-oriented career fairs
- Internships for diverse high school students
- Partnership with Just the Beginning (JTB)- A Pipeline Organization

ROBINS  KAPLAN^{LLP}

REWRITING THE ODDS