

Diversity & Inclusion Make Us Stronger

135+

Years



7

Offices

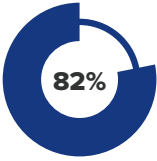
450+

Attorneys

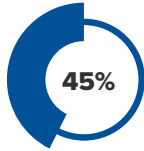
#1

Largest Firm in Texas

DIVERSE SUMMER ASSOCIATES, 2022



Diverse



People of Color



Women



DIVERSITY PROGRAMS INVOLVEMENT *including, but not limited to:*

- Akins High Law Practicum
- Austin Bar 1L Diversity Fellow
- Houston Urban Debate League
- LCLD 1L Scholars Program
- PracticePro 1L Diversity Scholar Program
- PracticePro Pre-Law Diversity Scholarship
- SMU Pre-Law Scholars Program
- UH Urban Experience Program's Summer Bridge Program
- UHLC Pre-Law Pipeline Program
- UT Minority Women Pursuing Law Fellow Programs
- Youth Justice Alliance

FIRM DIVERSITY BREAKDOWN

All Attorneys

38% | Women

17% | People of Color

Partners

25% | Women

14% | People of Color

Associates

56% | Women

26% | People of Color

Counsel

50% | Women

12% | People of Color

Staff

78% | Women

37% | People of Color

AS OF JUNE 2022

DIVERSITY RECOGNITION



MCCA's Diversity Scorecard:
Top 10 midsize law firms



The Diversity & Flexibility Alliance "Tipping the Scales":
Top 30 law firm for promoting women to partnership



The American Lawyer's
2022 Diversity Scorecard:
#70 among national law firms

2023 VAULT BEST LAW FIRMS FOR DIVERSITY RANKINGS

#13

Racial & Ethnic Diversity

#21

Best Law Firms for Diversity Rankings

#24

Diversity for Women

#28

Diversity for Individuals with Disabilities



“We’re really invested in our associates, not just when they get here and how many hours they bill, but who they are as a person and that they are growing in the communities that they go back to. Our Firm’s long-term commitment is to make each and every one of them a partner.”

“I want to make sure that our attorneys of color and our attorneys who are part of my constituency, that we’re focusing on them. We want to give everyone the tools to succeed, and make sure that everything’s okay, so that we can be there to help them.”

Suzan Kedron | Diversity Committee Chair

Chad Cole | Diversity & Inclusion Engagement Manager

DIVERSITY & INCLUSION COMMITTEE INITIATIVES



D&I Hours

provide opportunities for attorneys and staff to listen, learn, and get engaged in making a difference.



JW Perspectives Newsletter

celebrates the accomplishments of our diverse attorneys and staff and provides regular updates on our progress.



Lawyer Resource Groups

Lawyer Resource Groups (LRGs) promote diversity, cultural awareness, and an inclusive work environment.



Mansfield Rule

pushes the boundaries necessary to boost diversity within firm leadership in order to promote equity.

LAMBDA LEGAL

Jackson Walker supports Lambda Legal—an organization that works for civil rights for lesbians, gay men, bisexuals, transgender people, and those living with HIV, through litigation, education, and public policy efforts.



Sponsor and participant of the **2022 Lavender Law Conference & Career Fair**



Launched in 2013, **PracticePro** is a legal education startup committed to improving the legal profession by training attorneys who are better prepared for law practice. In January 2022, Jackson Walker and PracticePro partnered to launch a Pre-Law Diversity Scholarship for underrepresented college students and graduates seeking a legal career.

Visit JW.com/diversity to learn more about D&I at Jackson Walker.

PRO-BONO INITIATIVES

Our dedicated pro bono program helps ensure equal access to justice by all members of society. In 2022, Jackson Walker’s biggest pro bono and public service success was the creation of new partnerships with legal services organizations to advance equity in the justice system, to address the COVID-19 pandemic, to help Texans affected by the February winter storm, and to support journalists who covered the election and vote counting in Texas. JW attorneys also receive 50 hours of billable credit for pro bono work.



Buried Alive Project

Helping individuals serving life sentences for non-violent drug offenses



Community Labs

San Antonio COVID-19 testing



Promise of Justice

Representing inmates convicted by non-unanimous juries



Reporters Committee for Freedom of the Press

Supported Election Integrity Project



“Jackson Walker brings our hallmark level of care, prudent judgment, and outcome-driven strategy to our pro bono clients.”

Edwin Buffmire | Pro Bono Committee Chair