

Jackson Walker

Diversity & Inclusion Make Us Stronger

135+

Years

6

Offices

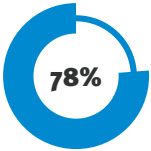
~500

Attorneys

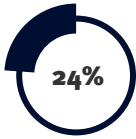
#1

Largest Firm in Texas

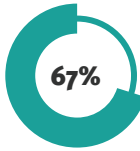
Diverse Summer Associates, 2023



Diverse



People of Color



Women



LGBTQ+



Diversity Programs Involvement *including, but not limited to:*

- Akins High Law Practicum
- Austin Bar 1L Diversity Fellow
- LCLD 1L Scholars Program
- PracticePro 1L Diversity Scholar Program
- PracticePro Pre-Law Diversity Scholarship
- UT Minority Women Pursuing Law Fellow Programs
- Youth Justice Alliance

Firm Diversity Breakdown

All Attorneys

37.2% | Women

20.3% | People of Color

Counsel

49% | Women

12.2% | People of Color

Partners

26% | Women

16.1% | People of Color

Staff

78.6% | Women

33.2% | People of Color

Associates

43.9% | Women

31.4% | People of Color

AS OF JUNE 1, 2023

Diversity Recognition



Mansfield Certified Plus 2022



The Leadership Council on Legal Diversity (LCLD)
2022 Compass Award

THE AMERICAN LAWYER

The American Lawyer's
2023 Diversity Scorecard:
#61 among national law firms

2024 Vault Best Law Firms for Diversity Rankings

#21

Overall Diversity

#22

Diversity for Women

#21

Diversity for Individuals with Disabilities

#22

Racial & Ethnic Diversity



Our LRGs provide us with an opportunity learn about each other, not just as colleagues or fellow attorneys, but as human beings —promoting empathy and fostering relationships—and solidifying an atmosphere of equality, inclusivity and belonging.

Sang Shin | *The First Generation LRG Chair*



Our LRG has served as a forum for attorneys to regularly gather, to share their experiences, seek guidance, and develop mentorship opportunities across offices, practice groups and seniority.

Shari Mao | *Asian-American LRG*



There is a place for everyone at Jackson Walker – this is a place where we understand that a diversity of experiences is an asset, where unique perspectives are valued, where individuals are supported and accomplishments are celebrated.

Joe Guajardo | *LGBTQ+ LRG*

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

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.



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. Jackson Walker is the proud recipient of the 2023 Diversity Leadership Award.



Visit [JW.com/diversity](https://www.jw.com/diversity) to learn more about D&I at Jackson Walker.

Pro-Bono Initiatives

Jackson Walker's award-winning pro bono program demonstrates its values and commitment to representing clients of limited economic means who would otherwise be unable to afford legal services. We do this to improve the law and the legal system, and to help ensure equal access to justice by all members of society. Engaging in public interest legal service also provides valuable experience for our attorneys and gets them further engaged with the community. JW attorneys also receive 50 hours of billable credit for pro bono work.



**Asylum & University of Houston
Expungement Program**



Buried Alive Project
*Helping individuals serving
life sentences for non-violent
drug offenses*



**Human Rights Initiative
North Texas**



Promise of Justice
*Representing inmates
convicted by
non-unanimous juries*



"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*