

Jackson Walker

Diversity & Inclusion Make Us Stronger

At Jackson Walker, we are dedicated to creating a supportive, inclusive environment where each one of our attorneys and business professionals feels a sense of belonging. By actively recruiting, retaining, and advancing a diverse team, we are better equipped to serve our sophisticated, global clients and contribute to making our communities better places.

Diversity Recognition



Mansfield Rule
Certified 2022-2023

Mansfield Rule Certified
2022-2023



LEADERSHIP
COUNCIL
ON LEGAL
DIVERSITY

**The Leadership Council
on Legal Diversity (LCLD)**
2023 Top Performer



The American Lawyer's
2023 Diversity Scorecard:
*Recognized Among
Top National Law Firms*



Chambers Associate:
The Elite
Diversity, Equity &
Inclusion 2024

2025 Vault Best Law Firms for Diversity Rankings

#9

Overall Diversity

#9

Diversity for Individuals
with Disabilities

#11

Racial &
Ethnic Diversity

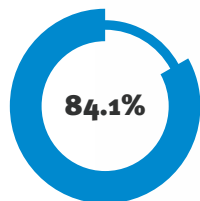
#15

Diversity for LGBTQ+
Individuals

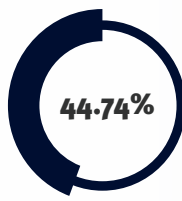
#20

Diversity for Women

Diverse Summer Associates, 2024



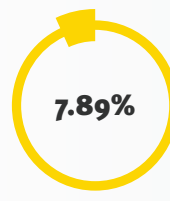
Diverse



People of Color



Women



LGBTQ+

Diversity Programs Involvement

including, but not limited to:

- LCLD 1L Scholars Program
- Momentum Education
- PracticePro 1L Diversity Scholar Program
- PracticePro Pre-Law Diversity Scholarship
- UT Minority Women Pursuing Law Fellow Programs
- UHLC Pre-Law Pipeline Programs
- Youth Justice Alliance



At Jackson Walker, we believe that a sense of belonging is the cornerstone of our culture. We are dedicated to creating an inclusive environment where every team member feels valued and supported, knowing their unique contributions make a difference.

Chad Cole | Social Impact & Sustainability Manager

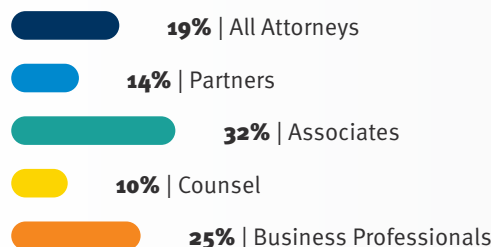


Jackson Walker believes in everyone and strives to ensure that each individual feels included and truly belongs. We know that when our team members have a strong sense of belonging, it not only enhances our firm but also benefits our clients.

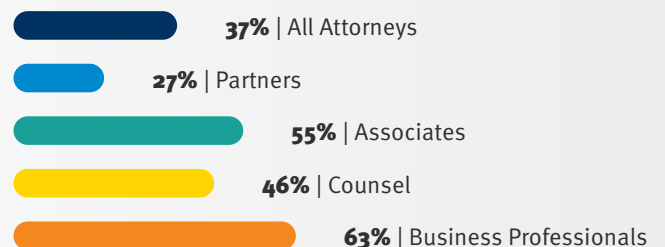
Suzan Kedron | Diversity & Inclusion Committee Chair

Firm Diversity Breakdown AS OF JUNE 1, 2024

Underrepresented Racial & Ethnic Attorneys & Business Professionals



Women Attorneys & Business Professionals



Lawyer Resource Groups

Our LRGs promote diversity, cultural awareness, and an inclusive work environment.



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 | *First Generation LRG*



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*



What really distinguishes Jackson Walker is our culture and our sense of belonging.

Monica Pace Messick | *JW²LRG*



I believe JW has created spaces where people can share their experiences and perspectives in an open format.

Michael Drab | *Abilities LRG*



Belonging is important to me, and I believe it's important to JW culture, because we're known for being a firm where relationships matter.

Courtney White | *Black LRG*



The ultimate result of our collective efforts is a feeling of home—a place where your presence is never in question.

Roderick Faulk | *Veterans LRG*

Diversity & Inclusion Committee Initiatives



D&I Hours

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



JW Perspectives Newsletter

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



Mansfield Rule

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



As part of Jackson Walker's commitment to promoting justice in and through the legal profession for the LGBTQ+ community, the Firm supports **Lambda Legal** and **The National LGBTQ+ Bar Association**, and we sponsor the annual **Lavender Law Conference** for LGBTQ+ and ally legal professionals.



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.



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.



"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*