



DIVERSE BY DESIGN

Diversity, Equity, and Inclusion (DEI)
2023 ANNUAL REPORT



Greenberg, Traurig, LLP



GreenbergTraurigLLP



GT_Law



GT_Law

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2024: UNITED IN RESILIENCE. DRIVEN BY INNOVATION.
ACHIEVING IMPACTFUL INCLUSION.

LETTER TO OUR CLIENTS, COLLEAGUES, & FRIENDS OF THE FIRM



Greetings,

In 2023, historic global challenges impacted us all. When we chose our 2023 theme – “Focused. Intentional. Transformative.” (F.I.T.) – we did not realize just how relevant those words would be. As we look forward to what 2024 holds for Greenberg Traurig (GT)’s Diversity, Equity and Inclusion Initiative (DEI), we see opportunities to strengthen our resilience; expand our vision of inclusion, impact, and innovation; and have our values and diligence continue to speak for themselves.

GT has been in the transformation business since its inception, and our carefully crafted DEI vision remains consistent yet dynamic. Our strength lies in the diverse contributions and perseverance of our professionals, client collaborators, like-minded organizations, and communities, and we are grateful for a coalition that values our commitments to DEI, innovation, and respect and empowerment of the individual.

Since day one of the firm’s founding in 1967, GT has been a place where everyone is welcome and can bring their true selves. Our founders, who faced religious and cultural discrimination, baked diversity and tolerance into their nascent firm’s DNA.

GT IS A MOSAIC

More than 55 years after GT's founding, we continue to define diversity as we did when GT was an underdog local firm of three, and diversity, equity, and inclusion continue to be at the core of who we are as a firm and as individuals. Our view of diversity is robust and runs deep. Our diverse, worldwide workforce includes people of different races, national origins, genders, gender identities or expressions, sexual orientations, religions, disabilities, veteran status, and more.

We are proud that, with a combined total of more than 4,000 attorneys and professional staff in 47 offices across 14 countries and four continents, GT is a mosaic of individuals, experiences, outlooks, and beliefs. We live our diversity, and the history of our firm will always be a constant influence and source of inspiration to feed our spirit of innovation. This is what enables us to serve clients more effectively and more creatively, addressing their legal matters with teams that include professionals of varying perspectives, cultures, and lived experiences.

Thank you for sharing your time with us. We look forward to working together as we continue to be a firm focused on being "F.I.T." for DEI.

In Service,



Nikki Lewis Simon, Senior Vice President, Shareholder and Chief Diversity, Equity & Inclusion Officer
On behalf of the Firm

2023

FOCUSED INTENTIONAL TRANSFORMATIVE

GT's DEI theme for 2023 was "**Focused, Intentional and Transformative (F. I. T.)**," and we were exactly that. Our goal was to magnify voices and continue elevating the firm's targeted DEI strategy, while remaining true to our foundational commitment. We continue to refine our internal initiatives, programming, and client collaborations, so that we can focus our global platform to better serve the individuals and partners who give it power through the breadth of their talents and experiences. This dedicated program champions intentional inclusion and seeks transformative, measurable results.

We framed F. I. T. as GT's next phase for crafting the best legal teams and agenda for 2023, and our firmwide dedication to put action to words allowed us to continue to strengthen our network of DEI partners, add more top talent to our bench, and nurture a culture of forward-looking servant leadership. Our transformative approach remains successful and uninterrupted as demonstrated by our DEI "wins" this year.



DIVERSITY BY THE NUMBERS

**200+**

DEI-related surveys,
RFPs, RFIs

**150+**

DEI-related individual,
practice, and
regional awards

**280+**

Client, affinity, student, DEI
events & programs, hosted,
attended, or sponsored

**46.25%**

of attorneys elevated in 2023
to shareholder or of counsel
were diverse attorneys*

**45+**

Cultural and religious
days of recognition

*gender, racial, ethnic, LGBTQ+, veteran

DIVERSITY AWARDS & RANKINGS



% OF AFRICAN AMERICAN PARTNERS &
HISPANIC/LATINO PARTNERS



% OF MENA (MIDDLE EASTERN OR
NORTH AFRICAN) PARTNERS



% OF EXECUTIVE COMMITTEE MINORITY MEMBERS (PARTNERS) & INDIGENOUS PEOPLE ATTORNEYS
(NON-PARTNERS)



% OF INDIGENOUS PEOPLE PARTNERS



% OF AFRICAN AMERICAN ATTORNEYS &
MINORITY OFFICE MANAGING PARTNERS

Among the *Am Law* Top 20, ALM Diversity Scorecard rankings, 2023

- ▶ **Diversity, Equity & Inclusion Team Award**, Women, Influence & Power in Law Awards, *Corporate Counsel*, 2023
- ▶ **Partner in Diversity**, DEI Medallion, State Bar of Nevada, 2023
- ▶ **Bloomberg Law's Diversity, Equity, and Inclusion Framework**, 2022-2023
- ▶ **Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion** (Score of 100), Human Rights Campaign (HRC) Foundation, Corporate Equality Index, 2023-2024
- ▶ **Best Places to Work LGBTQ+ Certification** (Score of 100), Mexico City Office, HRC Equidad MX



MANSFIELD 6.0 CERTIFICATION PLUS

GT ACHIEVED MANSFIELD RULE 6.0 CERTIFICATION PLUS.

The Mansfield Rule Certification Program, facilitated by The Diversity Lab, focuses on equal opportunity, fairness, and inclusivity. The Mansfield Certification requirements are anchored in the consideration of expanded talent pools considered for select positions and open roles within the law firm and the implementation of and access to transparent processes. Utilizing the Mansfield framework, the firm's progress and outcomes are measured and documented through Mansfield Certification Plus Metrics. In August 2023, GT achieved Mansfield 6.0 Certification Plus. We are excited about our ongoing participation in Mansfield given the program's alignment with the firm's commitment to opportunities for advancement that are inclusive for everyone.

Mansfield Rule 6.0 Certified Plus is just one of many bona fide credentials that demonstrate GT's commitment to diversity, equity, and inclusion, as well as our commitment to achieving substantive successes integral to the future and success of our organization.



GT *DRIVES* SOCIAL JUSTICE



SOCIAL, RACIAL, AND ECONOMIC JUSTICE ACTION PLAN

Throughout 2023, GT launched several new initiatives and advanced ongoing efforts within our Social, Racial, and Economic Justice Action Plan. These efforts included membership in or acceptance of the following:

NEW IN 2023

- ▶ Anti-Defamation League Workplace Pledge to Fight Antisemitism [\[More\]](#)
- ▶ Diversity Lab Disability Commitment Pledge [\[More\]](#)
- ▶ McDonald's Pledge to Boost Spending at Minority-Owned Suppliers [\[More\]](#)

CONTINUED SUPPORT

- ▶ ABA Pledge for Change: Disability Diversity in the Legal Profession [\[More\]](#)
- ▶ Employer Support of the Guard and Reserve (ESGR) Statement of Support Program [\[More\]](#)
- ▶ Equal Representation for Expert Witnesses Pledge (ERE) [\[More\]](#)
- ▶ General Counsel for Diversity & Inclusion's (UK) Statement of Support [\[More\]](#)

- ▶ Greater Houston Partnership's Racial Equity Statement [\[More\]](#)
- ▶ Houston Bar Association's Gender Fairness Commitment Statement [\[More\]](#)
- ▶ Increasing Diversity in Innovation Pledge [\[More\]](#)
- ▶ Law Firm Antiracism Alliance [\[More\]](#)
- ▶ McDonald's Mutual Commitment to Diversity, Equity, and Inclusion [\[More\]](#)
- ▶ National Council on Patent Practicum: Diversity Pledge [\[More\]](#)
- ▶ Orlando Economic Partnership's Diversity, Equity, and Inclusion Pledge [\[More\]](#)
- ▶ Principles for the Empowerment of Women (WEPS Principles) Pledge [\[More\]](#)
- ▶ The Alliance for Asian American Justice [\[More\]](#)





GT'S SOCIAL JUSTICE ACTION ACADEMY

As part of our Social, Racial, and Economic Justice Action Plan, GT launched the Social Justice Action Academy (SJAA) as a collaborative effort between GT DRIVES and GT's Hoffman Professionalism Center.

The effort aims to educate and train GT employees on matters of race, justice, and equity; to facilitate and encourage “Courageous Conversations” on the topics of race and social justice; and to drive forward meaningful change consistent with the action plan.



EQUALITY TOOLKIT: Content and resources to raise awareness on DEI topics and empower the GT community.



COURAGEOUS CONVERSATIONS: On this web series, guests share personal experiences with social injustice and racism, and their efforts to create positive change.



WEBINARS AND TRAININGS: Internal library of curated programming.



DYNAMIC DIALOGUES: The GT DRIVES podcast focuses on developments in DEI.



COURAGEOUS CONVERSATIONS

GT's "Courageous Conversations" is a series of internal and external programs where we have the opportunity to hear about personal experiences, as well as what others are learning – all with the goal of contributing to our collective empathy and creating positive change.

BELOW ARE SOME OF THE PROGRAMS OFFERED IN 2023:



Black History Month Fireside Chat, **Bruce Jackson**, Associate General Counsel, Managing Director of Strategic Partnership, Office of the President at Microsoft Corporation, shared his journey growing up in the inner-city, studying law, working with pioneering icons of the music industry, and pivoting his career into the technology industry.

During **Mental Health Awareness Month**, **Marcia Narine Weldon**, Lawyer, Executive Coach, and Founder of Illuminating Wisdom, LLC, discussed the science behind mental health challenges in the legal profession.



Honoring **Juneteenth, John W. Rogers, Jr.**, Chairman and Co-CEO of Ariel Investments, who founded and leads the first minority-owned asset management firm in the United States, spoke of his grandfather, J.B. Stradford, who was owner of the Stradford Hotel, the largest Black-owned hotel in the United States at the time of the 1921 Tulsa Race Massacre.



Honoring **Hispanic Heritage Month**, we featured **Maria Quiñones Sánchez**, the trailblazing former City Councilwoman, who made history as the first Latina elected to the Philadelphia City Council. She graciously shared her remarkable journey.



Honoring **Veterans Day**, retired **Colonel John Boggs**, trailblazer and luminary in the realm of leadership coaching, development, and inclusive practices, shared his military journey and learned experiences. He also shared what the military taught him about integrating people of diverse backgrounds into a cohesive unit and what companies can do to support their veteran colleagues in the work force.

SPECIAL THANKS TO THE GT PROFESSIONALS WHO MODERATED, HOSTED, AND SUPPORTED THESE PRESENTATIONS:



Jeff Chiow

Washington, D.C. Shareholder,
Veterans@GT Affinity Group Co-Chair



Arthur Don

Chicago Shareholder



Tim Gustavson

Director of Wellness & Retirement Savings



Ana Montalbán

Philadelphia Shareholder,
SomosGT Co-Chair



Frank M. Placenti

Phoenix Shareholder, U.S. Corporate
Governance Practice Head



Francisco Sánchez

Miami Shareholder, SomosGT Co-Chair



Natasha Wilson

Shareholder, GAIN Co-Chair

FORUMS FOR ALL.

AFFINITY GROUPS

This year, our affinity groups continued to provide engaging programs, social events, open forums, and community support for our diverse attorneys and their allies.

We continually explore opportunities to expand our affinity group offerings. A hallmark of our affinity groups is that they are open to all attorneys, and allies are strongly encouraged to join and participate.

OUR CURRENT AFFINITY GROUPS INCLUDE:

- **GAIN – Greenberg Traurig African American Inclusion Network**
- **GTAAG – Greenberg Traurig Asian American Affinity Group**
 - Asian Pacific American Affinity Group
 - South Asian American Affinity Group
- **GTWI – Greenberg Traurig's Women's Initiative**
- **LGBTQ+ Affinity Group**
- **SomosGT – Latino Affinity Group**
- **Veterans@GT Affinity Group**

Following are highlights from each group.



Magnifying diversity, equity, and inclusion through positive collaborations with clients and community organizations is a core component of our award-winning DEI programming. We are proud of our wholehearted dedication to empowering the individual and implementing a strategic vision that is a testament to the real-life benefits of inclusion, not just for our firm, but also for the legal profession, and ultimately for our clients. DEI is in our DNA and in everything we do.

BRIAN L. DUFFY, CHIEF EXECUTIVE OFFICER



GAIN – GREENBERG TRAURIG AFRICAN AMERICAN INCLUSION NETWORK

BY THE NUMBERS:

	73	PRESENTATIONS AND SPEAKING EVENTS BY MEMBERS
	55	AWARDS AND RECOGNITIONS OF MEMBERS
	37	THOUGHT LEADERSHIP (ALERTS AND ARTICLES) WRITTEN BY MEMBERS
	17	NEW GAIN MEMBERS

GAIN 2023 INITIATIVES AND HIGHLIGHTS:

- ▶ **2023 Virtual Mentor/Mentee Meet and Greet**
- ▶ **Black History Month**
 - Courageous Conversation with Bruce Jackson
 - Local office events including Stephen Smith (GAIN attendees received an autographed copy of his book) and Retired Major General Charles Frank Bolden Jr.
 - “Voices of GAIN” spotlighted members [Philip Person](#), [Jonathan Perry](#), [Tiffany Shimada](#), [Sherman Smith, III](#), [Whitney Edwards](#), [Steve Compere](#), [Nigel Masenda](#), and [Victoria Sparks](#)
- ▶ **Spring Virtual Business Development Speed Networking Event**
- ▶ **Live Recording Dynamic Dialogues Podcast:** Health Equity Maternity Health Disparities with Judge Hatchett (collaboration between GAIN, GTAAG, and SomosGT)

► **Juneteenth Celebrations**

- [Juneteenth recognition video](#)
- GAIN hosted its 3rd annual firmwide Juneteenth Trivia Fundraiser
- Courageous Conversations: Fireside Chat with John Rogers

► **Affinity Conference Sponsorship**

- 10th Annual MBK|MSK Fellowship Summit
- Corporate Counsel Women of Color (CCWC) in National Harbor, MD
 - GT DC hosted a welcome reception for clients and attendees
- GABWA Professional Development Academy Mixer
- 2023 Gate City Hall of Fame Gala
- Lawyers of Color Reception “Wonderful Women 2023”
- T.J. Reddick 31st Annual Scholarship and Awards Gala
- Museum of the African Diaspora Afropolitan Ball
- Wilkie D. Furguson, Jr. Bar Association 42nd Annual Gala
 - Nikki Lewis Simon recognized with the Richard E.S. Toomey Legal Legacy Award
- Client collaboration: a joint networking reception between GAIN and multinational financial services company’s Black affinity group
- 3rd Annual Member Meeting & Fall Virtual Homecoming Event

CO-CHAIRS:



Philip I. Person



Natasha L. Wilson

GTAAG

GTAAG – GT'S ASIAN AMERICAN AFFINITY GROUP

BY THE NUMBERS:



71

PRESENTATIONS AND SPEAKING EVENTS BY MEMBERS



36

AWARDS AND RECOGNITIONS OF MEMBERS



27

NEW GTAAG MEMBERS



22

THOUGHT LEADERSHIP (ALERTS AND ARTICLES) WRITTEN BY MEMBERS

GTAAG 2023 INITIATIVES AND HIGHLIGHTS:

- ▶ **Four GTAAG quarterly member calls** with AG co-chair guest speakers from SomosGT, GAIN, LGBTQ+ Equality, and Veterans@GT
- ▶ **Friday Member Forums**
- ▶ **May AAPI Heritage Month**
 - [Recognition video](#)
 - “Voices of GTAAG” spotlighted members [Ayshan Ibrahim](#), [Binny Seth](#), [Priya Singh](#), [Rowena Santos](#), [Allison Ng](#), and [Minho Seo](#)
 - Legal Eagle recognitions
 - CLE Program: *Evolving Asian American Experience: Parallels between U.S. Supreme Court Cases and Media Portrayals – CLE Program* presented by Paul Sarker and Sandy Chiu
 - GTAAG AAPI Celebration Virtual Get-Together and Trivia Contest



► [**Diwali recognition video**](#)

► **GT LA DEI Committee screened the documentary *Chosen* and a panel discussion**, produced and moderated by GTAAG member Alexander Kim. The in-person screening and panel were live streamed to GTAAG members.

► **Affinity conferences sponsored**

- SABA – Bronze sponsorship
 - GTAAG member Reena Bajowala received the Cornerstone Award
- NCVAA –Gold sponsorship
 - Chinh Pham recognized as a NCVAA Trailblazer
- NAPABA –Silver sponsorship
 - Gregory Swartz recognized as a Best Under 40

CO-CHAIRS:



Richard Kim
(Term Begins in 2024)



Bina Palnitkar



Chinh Pham
(Term Ends in 2024)



Julia Singh
(Term Begins in 2024)



GTWI – GREENBERG TRAURIG’S WOMEN’S INITIATIVE

BY THE NUMBERS:



850+ AWARDS, DIRECTORIES, ACCOLADES AND APPOINTMENTS APPLAUDED



500+ THOUGHT LEADERSHIP (ALERTS AND ARTICLES) WRITTEN BY MEMBERS



34 LATERAL WOMEN SHAREHOLDERS AND OF COUNSEL WELCOMED

GTWI 2023 INITIATIVE AND HIGHLIGHTS:

- ▶ **6th Good to Great class graduated**, further supporting GT women leaders with their business development goals
- ▶ **GTWI Global Program**
- ▶ **Adding value to your client relationships with tailored programs**
 - In May, GTWI hosted an internal global program on how to add value to your client relationships with tailored programming. During the event, attendees heard how some GT attorneys are offering in-house trainings for their clients as a way to strengthen relationships, demonstrate value, and maintain visibility.



2023 14TH WOMEN'S BUSINESS FORUM

- The Greenberg Traurig Women's Initiative launched the Women's Business Forum (WBF) in 2007 to foster relationships between professional women, providing them with an opportunity to share ideas, develop new skills, and meet mentors and business contacts.
- On Sept. 29, GT hosted the 14th WBF in Miami, Florida with a theme of "Lift Women. Lift Humanity".
- The invitation-only event brought together more than 125 women leaders and attorneys for a day of empowering discussions on key issues impacting women in business and the many contributions of working women.
- Caroline O'Connor, President of Business Operations for the Miami Marlins, was recognized with the Diana P. Scott Integrity in Action Award, dedicated in memory of former Greenberg Traurig Shareholder Diana P. Scott, an early leader in the firm's Women's Initiative.
- The program also included a mentoring opportunity for girls from underserved communities. During an interactive workshop with Girls, Inc. of Greater Miami, about 50 elementary-school-aged girls joined the attendees to decorate puzzle pieces about notable women in history. Led by Virginia Akar, founding CEO of Girls Inc. of Greater Miami, the activity included table discussions focused on overcoming challenges and the impacts that these notable women had on society.

CO-CHAIRS:



Danielle L. Martin



Lisa C. McCurdy



Courtney E. McGuinn



Brigid F. Cech Samole



Susan L. Heller
(Senior Advisor)

LGBTQ+

LGBTQ+ EQUALITY AFFINITY GROUP

BY THE NUMBERS:

**19**

NEW LGBTQ+ MEMBERS

**7**

INDIVIDUAL MEMBER RECOGNITIONS FOR WORK DONE WITH THE LGBTQ+ COMMUNITY

FIRM RECOGNITIONS:

- Greenberg Traurig Earns Top Score in Human Rights Campaign (HRC) Foundation's 2023-2024 Corporate Equality Index
- GT Mexico scores 100% on HRC's Best Places to Work LGBTQ+ certification

SPONSORSHIPS:

- Out Leadership
- Outlaws
- Sacramento Equality Awards
- Victory Fund
- National Retail Federation's Retail Law Summit
- Miami-Dade Gay and Lesbian Lawyers Association (GALLA)
- Houston LGBTQ Chamber of Commerce
- National LGBTQ+ Bar
- William Way LGBT Community Center
- LEXUS International Gay Polo Tournament
- Pride and Passion at the Tampa Museum of Art
- SAVE Champions of Equality
- Pride Connection Mexico
- Equality California's San Francisco Pride Happy Hour
- Institute for Inclusion in the Legal Profession
- Silver State Equality Awards



- Abercrombie & Fitch (A&F Co.) “Challenge”
- LexLatin
- Annual Task Force Gala
- Equality California - Los Angeles Equality Awards
- Reaching Out MBA (ROMBA)
- Atlanta Mayor’s 5th Annual Pride Reception at City Hall
- The Center’s Annual Women’s Event

HONORING THE LGBTQ+ COMMUNITY:

- GT Mexico commemorated the “National Day for Labor Inclusion” by signing the 10 commitments of Pride Connection Mexico
- The GT London Pride Network celebrated the International Transgender Day of Visibility
- International Day Against Homophobia, Transphobia and Biphobia
- [LGBT History Month](#)
- [National Coming Out Day](#)
- Transgender Day of Remembrance

PRIDE CELEBRATIONS:

- Well-being and Mental Health in the LGBTQ+ community social media campaign
- Voices of Pride 2023 spotlighted members [Brandon Cox](#), [Alice Kessler](#), and [Jennifer Vincent](#)
- Local Pride celebrations in Amsterdam, Atlanta, Houston, London, Mexico City, Miami, Philadelphia, San Francisco, and Washington D.C.
- Entertainment and Media Practice Group Celebrated Pride Month
- GT London was proud to host Legal Pride Leadership Breakfast: In conversation with Brie Stevens-Hoare

CO-CHAIRS:



Brandon D. Cox



Alice L. Kessler

SOMOS GT

SomosGT – LATINO AFFINITY GROUP

BY THE NUMBERS:



105 PRESENTATIONS AND SPEAKING EVENTS BY MEMBERS



33 AWARDS AND RECOGNITIONS OF MEMBERS



26 THOUGHT LEADERSHIP (ALERTS AND ARTICLES) WRITTEN BY MEMBERS



22 NEW SomosGT MEMBERS

SomosGT 2023 INITIATIVES:

- ▶ Co-Chairs held semi-annual virtual office hours to welcome new members
- ▶ SomosGT presented “The Path to Partnership: How to Best Position Yourself for Elevation.”
 - Presenters included:
 - Angeles Garcia Cassin (Shareholder, Houston, Litigation)
 - Lolly Chauppette (Shareholder, Dallas, Real Estate)
 - Alejandra Garcia Earley (Shareholder, Chicago, Energy & Natural Resources)
 - Brad Kaufman (Co-President, Global Chairman of Professional Development and Integration and Co-Chair of the Securities Litigation Group, West Palm Beach, Litigation)
 - Josh Ludmir (Shareholder, Los Angeles, Entertainment & Media)



- Ana Montalbán (Shareholder, Philadelphia, Public Finance & Infrastructure)
- Francisco O. Sánchez, (Shareholder, Miami, Litigation)

► **Hispanic Heritage Month programming included:**

- Recognition video
- “Voices of SomosGT” spotlighted members Omar Parra, Ana Montalbán, Josh Ludmir, Evelyn Cobos, and Daniel Castro-Rodriguez
- SomosGT virtual get-together and trivia contest
- Courageous Conversation with Maria Quiñones Sánchez, the trailblazing former city councilwoman who made history as the first Latina elected to the Philadelphia City Council

► **Affinity conferences sponsored**

- Hispanic National Bar Association 2023 Corporate Counsel Conference in Phoenix, AZ
- Hispanic National Bar Association 2023 Annual Conference in Minneapolis, MN

CO-CHAIRS:



Josh Ludmir
(Term Begins in 2024)



Ana Montalbán



Francisco O. Sánchez
(Term Ends in 2024)

VETERANS@GT

Greenberg Traurig Veterans Affinity Group

BY THE NUMBERS:



55

VETERANS PRO BONO PROJECTS 2023 TOTAL (2,958 HOURS)



38

PRESENTATIONS, WEBINARS, SPEAKING EVENTS BY MEMBERS



28

AWARDS AND RECOGNITIONS OF MEMBERS



7

NEW VETERANS@GT MEMBERS

VETERANS@GT 2023 INITIATIVES AND HIGHLIGHTS:

- ▶ ABA Military Pro Bono Project Outstanding Services Award
- ▶ Grateful Americans Charity Veterans Charity Golf Classic
- ▶ Headstrong Annual Benefit Gala
- ▶ Memorial Day celebrations included:
 - [Recognition video](#)
 - Memorial Tribute videos by affinity group leaders: [John D. Altenburg Jr.](#), [Jeff Chiow](#), and [Adam Siegler](#) shared what Memorial Day means to them
- ▶ Veterans appeals training session led by The Veterans Consortium



- ▶ Veterans Consortium Awards reception
- ▶ Veterans Day celebrations included:
 - [Recognition video](#)
 - “Voices of Veterans@GT” spotlighted members [John D. Altenburg, Jr.](#) and [James D’Cruz](#)
 - Courageous Conversation with Ret. Marine Colonel John T. Boggs

CO-CHAIRS:



Major General (Ret.)
John Altenburg, Jr.



Jeffery Chiow



Joe Reeder



Adam Siegler



Colonel
Jennifer Zucker,
U.S. Army Reserve



Greenberg Traurig was created as an oasis from bias, wholeheartedly embracing unique differences and uplifting a diverse range of talents and voices. More than five decades later, we remain united in this mission, celebrating all that makes us a law firm where everyone can feel welcome to be their authentic selves and where clients can come to expect teams that thrive on a range of lived experiences, backgrounds, and viewpoints.

RICHARD A. ROSENBAUM, EXECUTIVE CHAIRMAN

INAUGURAL AFFINITY GROUPS SUMMIT

DNA FORUM

DIVERSITY • INNOVATION • ACTION

In 2023, GT was proud to convene, in an online format, the firm's inaugural summit for all affinity groups. The GT Affinity Groups Virtual Summit 2023: DNA Forum provided an opportunity for attorneys to connect across affinity groups, foster networking and business development opportunities and develop actionable items to further professional development. The Summit also presented a valuable opportunity to further involve attorneys at all levels in firm DEI.

Programming included guest speakers from a wide range of industries, GT shareholders and professional staff, and inter-affinity group networking. GT clients invited to participate included in-house counsel from:

- **A MAJOR U.S. BANKING INSTITUTION;**
- **A MULTINATIONAL TELECOMMUNICATIONS CONGLOMERATE; AND**
- **A MAJOR COMMERCIAL REAL ESTATE FIRM.**

Attendance was strong from all affinity groups and all attorney levels and included allies and non-members. Moving forward we will continue to support GT affinity groups, leverage feedback from our attorneys and provide offerings via the firm's platform within and across groups spaces.

CLIENT COLLABORATIONS

GT regularly collaborates with clients, combining our shared values, resources, and efforts to maximize our ability to foster diversity and inclusion. We partner with clients to develop programs as well as participate in existing client initiatives.

Points of continued collaboration or new joint programs include:



Creating a diverse mentoring program with a multinational investment bank with a focus on professional leadership and development while also offering mentorship and support. The goals of this network are to increase attorney retention and help strengthen leadership succession and success, especially within diverse groups.



Hosting a networking event between GT and a multinational financial services company's Black affinity groups.



Serving as a Diversity Champion by hosting our first intern through our partnership with a multinational technology conglomerate and the National Council on Patent Practicum and Patent Pipeline Program, a skills-based patent prosecution credentialing initiative targeting college students from underserved communities to grow the number of diverse patent agents and patent attorneys.



Partnering with a large telecommunications company to provide summer internship opportunities to students attending Historically Black Colleges and Universities (HBCUs), giving them exposure to both in-house and outside counsel experiences. The program also provides funding for law school applications and LSAT preparatory courses.

SUPPORTING FUTURE GT LEADERS

LAW STUDENT RECRUITMENT & PIPELINE EFFORTS

Our DEI team commits a portion of its budget and efforts to supporting and broadening the pipeline of diverse talent.

Sponsorship or participation in the programs include:

- ▶ Achievement Fellowships Program in collaboration with the J. Reuben Clark Law School at Brigham Young University and the S.J. Quinney College of Law at the University of Utah
- ▶ Arizona State University Law Public Interest Fellowship Program
- ▶ Boston Lawyers Group
- ▶ Boston Fair for Law Students of Color
- ▶ Council on Legal Education Opportunity, Inc. (CLEO)
- ▶ Cook County Minority Job Fair
- ▶ Florida International University's Annual Diversity Day
- ▶ 5th Annual HBCU Tech Law Summit
- ▶ Kozyak Minority Mentoring Foundation, Annual Welcome Reception for Black Law Students at University of Miami, Florida International University, Nova Southeastern University, and Barry University



- ▶ Lavender Law Fair
- ▶ Leadership Council on Legal Diversity 1L Scholars Program
- ▶ Midwest-California-Georgia Consortium
- ▶ Minority Corporate Counsel Association
- ▶ Morris Brown College Foundation
- ▶ Sacramento Employers Diversity Collective
- ▶ Southeastern Minority Job Fair
- ▶ Texas School of Law Pipeline Program
- ▶ The 19th Annual National Black Pre-Law Conference and Law Fair 2023
- ▶ Twin Cities Diversity in Practice 1L Clerkship
- ▶ University of Miami Law DE&I Committee Panel

THE EFFORT STARTS ATHOME

LOCAL INCLUSION EFFORTS

GT has long been known for its innovative organizational strategies and entrepreneurial culture. Our firm's commitment to DEI is in our DNA and has been from the start. The strength in our strategy lies in our commitment at all levels of our company.

In 2023, we were proud to see local offices and individual attorneys revamp their local efforts with new, standing DEI working groups. Local working groups are "boots on the ground" that lead our offices in mentorships and sponsorships, cultural celebrations, local programming, and community service.



[\[See More Photos\]](#)

SUPPLIER DIVERSITY

The goal of GT's Supplier Diversity Program is to offer certified minority, women, LGBTQ+, veteran and service-disabled veteran owned businesses an opportunity to compete in our strategic sourcing and procurement process.

We are committed to engaging with businesses in the communities in which we live and work. We believe in strong supplier/customer relations that are based on premium, quality products and/or services, on-time deliveries, unparalleled service, the latest technologies, and competitive pricing. Accordingly, we allocate significant financial and other resources annually to advance the firm's focus on this effort, including mobilizing our national director of procurement within the firm to support this practice. We are also amenable to using diverse vendors and suppliers recommended by clients.

In accordance with our belief that achieving high performance as a firm requires the best people, an inclusive culture, and rich diversity that capitalizes on a diversity of skills and experiences, GT expects its vendors to be committed to DEI in their own sourcing as well as within the account team structure supporting GT business.

GT has also joined corporations interested in increasing spending on supplier or servicer diversity. One such action includes our signing for the following: Pledge for Corporate Diversity, Equity, and Inclusion in Orlando; the Expert Witness Pledge; McDonald's Pledge to Boost Spending at Minority-Owned Suppliers; and the Principles for the Empowerment of Women Pledge.

PRO BONO

GT is committed to supporting communities by providing pro bono legal services to numerous civic and charitable organizations through its award-winning global Pro Bono Program.

EQUAL JUSTICE WORKS (EJW) FELLOWS

Since 1999, the firm has invested over \$14.5 million through its Holly Skolnick Fellowship Foundation to support **201 Equal Justice Works Fellows**, with more set to be announced in 2024. To commemorate the 200+ fellows milestone, EJW highlighted the achievement during their annual event “Scales of Justice”. At the event, Caroline Heller, the Chair of Greenberg Traurig’s Pro Bono Program, introduced Senior Chairman Cesar Álvarez, who was honored for his leadership in the commencement of GT’s support of Equal Justice Works.

EJW fellowships last for two years, and each fellow works with a host organization concentrating on one legal issue or community for the duration of the program. These fellows have served in more than 50 cities across the U.S. and have provided more than 680,000 attorney hours on behalf of underrepresented populations. Among Greenberg Traurig’s former fellows, over 80 percent remain in public interest today.



The 2023 Fellows are part of the firm's \$5 million commitment over five years to support programs that address the causes and effects of systemic racism and seek to provide impoverished communities and individuals with economic and social rights. The public interest law fellows serve for two years.

HEADLINES

Below are just some of the headlines that highlight the work of our attorneys:

- ▶ **Greenberg Traurig Receives Awards for Pro Bono Service in Chicago, Salt Lake City Offices** [VIEW RELEASE](#)
- ▶ **Greenberg Traurig Is Recognized as 'Leading Light 2022' for its Outstanding Pro Bono Work** [VIEW RELEASE](#)
- ▶ **GT Receives ABA Military Pro Bono Project Outstanding Services Award** [VIEW RELEASE](#)
- ▶ **New Jersey Supreme Court Embraces Greenberg Traurig and Innocence Project Arguments to Adopt New Witness Identification Standards** [VIEW RELEASE](#)

Check out [GT's 2023 Pro Bono Annual Report](#) for more information on our Pro Bono program.

UNITED IN RESILIENCE. DRIVEN BY INNOVATION. ACHIEVING IMPACTFUL INCLUSION.

At GT, our goal is not only to build the best teams and partnerships but also to create a synergetic culture and system of cross-collaboration across our firm and with our clients.

As has been true in the past, in 2024, **resilience** and **innovation** will be key elements in the advancement of inclusion within the legal profession to maximize impact not only for those who already practice law, but also for students, related business professionals, and our collective communities.

For the next year, our goal is to continue to stay focused on core Greenberg Traurig values, diligently developing existing resources, sourcing more voices, and serving a growing roster of clients and organizations as like-minded collaborators.



A winning mindset is key to our vision of workplace inclusion: we have created a law firm where everyone can have an opportunity to achieve to their fullest potential. Additionally, as a firm we feel we have the obligation to expand access to justice for populations that historically have lacked that access. In doing so, our goal is to provide hope and replicate that mindset of success beyond our firm's doors, elevating our capability for significant impact and enhancing what we can offer to clients.

ERNEST LAMONT GREER, CO-PRESIDENT



GT *DRIVES*
DIVERSITY | RETENTION | INCLUSION | VALUE | ELEVATION | SUCCESS

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