



DICKINSON *WRIGHT*

20
23

*Annual Diversity, Equity &
Inclusion Report*

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Always Part of Who We Are: A Message from CEO Michael C. Hammer

Welcome to Dickinson Wright's 2023 Diversity, Equity, and Inclusion Annual Report! We are pleased to share with you some of our firm's biggest accomplishments in DEI this year. In each of our offices, Dickinson Wright attorneys and staff worked together to achieve the goals outlined in our Diversity Action Plan, set ambitious new targets, and—perhaps most crucially—engaged in meaningful service projects, one-on-one mentorship and sponsorship, and a myriad of internal and external programs that kept us connected.



Diversity, equity, and inclusion are not new concepts to Dickinson Wright, our attorneys, or our staff members. Our firm's commitment to DEI is longstanding. From being one of the first law firms in the region to elect women and diverse Members more than fifty years ago, to now remaining a leader among our law firm peers, Dickinson Wright has long understood that diversity is fundamental both to the practice of law and to a resilient, effective, and equitable organization.

These core values propel Dickinson Wright still today and result in the many successes that we celebrate in the following pages. And while we believe this report communicates clearly and passionately who we are as a law firm, we also know that there is more yet to do. I personally look forward to continuing to champion these important initiatives and creating an organization buoyed by the varied perspectives, diverse life experiences, and creative insights that drive success for our clients and enable all of our attorneys to reach their full potential.

Continuing the Good Work: A Message from Aaron Burrell & Kathy Zelenock, Diversity, Equity and Inclusion Committee Co-Chairs

Our chosen DEI theme in 2023 was “Building the Beloved Community,” and we devoted much of our time and energy to assuring that Dickinson Wright’s internal community, and our impacts on the communities in which we live and work, continued to reflect our values. Our DEI Committee and a record number of our attorneys and staff enthusiastically helped to pursue these objectives in a multitude of initiatives large and small.

We invested more than ever into internal professional development programs—such as our Associate Sponsor Program, expanded Affinity Group offerings, and educational book club discussions—and external initiatives designed strengthen our partnership pipelines and identify top diverse talent, culminating in the most diverse new hire class and partner promotion cohort in recent memory. We used our firm platform to speak up on issues of importance, joining calls to action to ensure environments for lawyers and law students that are safe, civil, and free from anti-Semitism, Islamophobia, racism, or bigotry of any kind. And along the way, we picked up a variety of influential industry and diversity awards for our efforts.



We know that many challenges remain, and we relish the opportunity to continue to roll-up our sleeves in an effort to make a meaningful change. We are proud to share with you a snapshot of our many successes this year, and we encourage you to be participants in this enduring and important work. Together, we can make a lasting impact.

Meet the DEI Committee

Dickinson Wright's Diversity, Equity and Inclusion Committee (DEIC) is a coalition of dedicated and influential attorneys and staff hailing from all corners of our national footprint. The DEIC devotes countless hours to implementing the firm's Diversity Action Plan, coordinating the firm's recruitment, retention, and advancement initiatives, and advancing the Committee's Mission Statement and Charge.

DEIC membership includes:

- Equity and non-equity partners, associates and senior staff;
- The Firm's General Counsel, and;
- Three members of the Management Group.

The DEIC reports directly to the firm's Management Group, encouraging collaboration, trust, and support at the highest level of firm leadership.



Aaron V. Burrell
*Member and Diversity, Equity
and Inclusion Committee Co-Chair*



Katheryne L. Zelenock
*Member and Diversity, Equity
and Inclusion Committee Co-Chair*



Jake R. McMillian
*Director of Diversity, Equity
and Inclusion*



Cynthia L. Alexander
Deputy CEO & Member
| Las Vegas, Troy



Andrew J. Alvarado
Associate | Austin



Robert L. Avers
Member | Ann Arbor, Lansing



Tracy Bergeron Lucha
Partner | Toronto



Joshua L. Burgener
Member | Nashville



Flavia Campbell
Member | Phoenix



J. Benjamin Dolan
Deputy CEO & Member | Troy



Melissa B. Eisen
Director, Professional
Resources & Development |
Toronto



Patrick B. Green
Member | Detroit



Jill S. Ingber
Sr. Director of Attorney
Recruitment &
Professional Development
| Troy



Jeffrey H. Kass
Member | Denver



John L. Krieger
Member | Las Vegas



Kathy Le
Partner | Toronto



Leslee M. Lewis
Member | Grand Rapids



James A. Martone
Member | Troy



Jomy J. Methipara
Member | Washington D.C.



Mahesh K. Nayak
Member | Troy



Lloyd Pierre-Louis
Member | Columbus



James A. Plemmons
Deputy CEO & Member | Detroit



Linda M. Reyna
Chief Human Resources
Officer | Detroit



M. Katherine VanderVeen
Member | Denver, Detroit



Sharaé L. Williams
Associate | Ann Arbor



Kathryn S. Wood
Member | Troy

Dickinson Wright's Staff Diversity, Equity and Inclusion Committee consists of committed business professionals from across our firm footprint. The Staff DEIC plays a vital role in planning and coordinating the firm's internal DEI programs, including our Diversity Book Club series, our Martin Luther King, Jr. Day of Service programs, and staff diversity trainings. The Staff DEIC is also an integral resource for helping firm leadership understand the unique interests of our exceptional business professionals.



Jamie L. Dean
Director of HR Operations
| Troy



Ann C. Helms
Sr. Legal Assistant | Detroit



Elizabeth H. Gerhardt
IP Project Assistant
| Las Vegas



Michelle L. Lenning
Legal Assistant | Lexington



Leiana M. Monkman
Paralegal | Troy



Tracey J. Monroe
Applications Analyst | Troy



Traci L. Morris
Dr. IP Administration | Troy



Lillian Steuben
Manager of Knowledge
Management | Silicon Valley



Demetrius A. Symonds
Foreign Filing Manager
| Washington, DC



Judith L. Teem
Legal Assistant | Grand Rapids



Shamara M. Thomas
Immigration Case Coordinator
| Ann Arbor



Denise R. Toliver
Legal Assistant | Lexington



Lynell K. Wood
Paralegal | Phoenix



Our Diversity Breakdown

**Diverse = Women + POC + LGBTQ + Attorneys with disabilities, as of 1/1/24*

At Dickinson Wright, our success is driven by our people. Each year, our firm commits to new efforts to identify, recruit, and advance the best and brightest roster of attorneys possible. Our continued progress in growing a deep bench of diverse attorneys is a testament to Dickinson Wright's collegial and inclusive culture.

38%

All Attorneys

62%

Associates

73%

2023 Elevated Partners

30%

Members

60%

2023 Summer Associates

Working With External Partners to Tap Top Talent

At Dickinson Wright, we believe that the critical imperative of diversity in the profession need not be pursued alone. We also recognize that tapping top diverse talent requires consistent, intentional recruitment strategies and investment in external partners who share our values. Each year, we participate in dozens of national, statewide, and local recruitment initiatives and job fairs to discover the best, brightest, and most diverse talent possible.

Key external partnerships and annual diversity jobs fairs include:

- Leadership Council on Legal Diversity TL Scholars Program
- National LGBTQ+ Bar Association Lavender Law Job Fair
- National Black Law Students Association's Midwest Region Job Fair
- Wolverine Bar Association Diversity Clerkship Program
- Floyd Skinner Bar Association Minority Clerkship Program
- Arizona Diversity Legal Writing Program
- Nashville Bar Association's Damali Booker TL Minority Job Fair Project
- Cook County Bar Association's Minority Job Fair
- Howard University Law School On Campus Interview and Networking Session





Key Internal Initiatives

Diversity Data Dashboard & Associate Proactive Success Initiative

In fall 2023, Dickinson Wright's DEIC launched the Diversity Data Dashboard, a new data analytics resource that provides powerful insights into multiyear headcount trend lines across divisions, practice groups, offices, and attorney titles, allowing us to better understand where we are moving the diversity needle and where additional focus is needed. The tool also allows DEIC leadership to better monitor key associate performance metrics like billable hours, work allocation, and diversity on client teams.



The Diversity Data Dashboard also will be an essential resource for the DEIC's *Associate Proactive Success Initiative*. In this initiative, a small group of DEIC members review associate metrics every month to identify associates who might need additional support and mentorship. The initiative is intended to increase new cross-office and cross-practice relationships between associates and members.

Associate Sponsor Program

Dickinson Wright's Associate Sponsor Program serves as the firm's formal professional development and member pipeline initiative for mid-level diverse associates. Now in its second year, the Associate Sponsor Program pairs mid-level Associates ("Protégés") with an influential Equity Member ("Sponsor") in a three-year sponsorship relationship. The Program endeavors to support the Protégés as they strive for Income Membership and gives them the tools necessary for eventual Equity Membership and firm leadership. The sponsorship relationship is supplemented by quarterly skills development sessions focusing on the core competencies required for advancement.



The brainchild of Troy Member Jamie Martone (pictured right), the Associate Sponsor Program was piloted in 2022 with 19 Protégés and 12 Sponsors, and an additional 14 Protégés and 10 Sponsors were tapped last year. The Program has already seen great success, with four Protégés being elevated to Income Membership in the past two years. We look forward to welcoming a third cohort of Protégés and Sponsors in 2024!

Donuts for Diversity

After a nearly three year hiatus due to the COVID-19 pandemic, DEIC Leadership was excited to hit the road again in 2023, reviving our *Donuts for Diversity* office tour series. The *Donuts for Diversity* series is intended to help DEIC Leadership cement relationships with attorneys and staff across our office footprint, give insight into which DEI initiatives are making a difference and where we can improve, and spur new

engagement from our attorneys and staff. Informal yet informative, the *Donuts for Diversity* series is just one of many efforts undertaken to help each of our attorneys and staff find their place in our shared diversity goals.

DEIC Leadership thanks our colleagues in Phoenix, Columbus, Grand Rapids, and Lansing for their hospitality this year!

Women's Network Fly-In Initiative

Equity Members in Dickinson Wright's Women's Network launched a new initiative in 2023 aimed at supporting and inspiring the next generation women leaders in the firm. The Women's Network Fly-In Initiative brings some of the firm's most influential women Equity Members directly to women Associates practicing in smaller offices for professional and business development seminars and workshops, followed a group dinner and social activity to solidify these new inter-office relationships. The Fly-In Initiative was piloted in our Columbus office and featured Equity Members Monica Labe, Dana Ulrich, and Kathy Zelenock.



This innovative initiative supplements the Women's Networks' growing suite of internal programming, which includes monthly Women's Network lunches, a Women's Network Reception at the annual Firm Dinner, and a new monthly Women's Network Professional Development Series launching in January 2024.





Building Inclusive Connections: DW's Affinity Groups & Women's Network

As our firm continues to grow across North America, creating regular points of connection becomes more important than ever. Dickinson Wright's affinity groups provide forums for women and diverse attorneys to have candid conversations about success strategies and career advancement and create a law firm environment where all of our people feel seen and represented.

“Looking forward, I hope the Parents Affinity Group can encourage and support our lawyers in navigating parenthood and lawyering. No one should feel alone trying to figure out this important personal and professional milestone.”



Parents
Holly Zoe

“The Women’s Network is an essential resource for women attorneys of all levels. This group routinely provides roadmaps to success, individual mentorship, and community building that is vital to DW’s success.”



Hispanic/Latinx
Andrew Alverado

“It’s great to see the firm taking an active role in listening to our concerns, providing resources to support our shared goals of recruiting and retaining more diverse attorneys, and increasing DW’s name recognition across North America.”



Women’s Network
Kathy Zelenock

"I was thrilled to help launch the LGBTQ+ Affinity group, adding to Dickinson Wright's stellar internal networks for diverse lawyers. This Affinity Group reinforces our firm culture where everyone is empowered to be themselves at work and achieve a fruitful legal practice."

LGBTQ+
John Krieger



Jewish
Ben Cooper



"In these difficult times of stress and anxiety for all Jews, DW's Jewish Affinity Group provides Jewish attorneys and staff with a needed source of support and encouragement. Whether we are sharing pain or celebrating in joy, the JAG is a welcome addition to the firm's efforts."

"The Asian Pacific Islander Affinity Group is a great place for API attorneys from across our firm to meet each other, mentor each other, and share business. Our firm is growing, and our affinity groups are key to staying connected."

Asian Pacific Islander
Kathy Le



"The Black/African American Attorney Affinity Group expands our members' sense of firm community, and enhances each member's long-term practice development. Our members benefit every day from the Affinity Group's internal mentorship and external sponsorship opportunities."

Black/African American
Lloyd Pierre-Louis



Women Making Moves: DW Women Lead in the Firm and Industry

Dickinson Wright is proud of our robust and growing roster of women leaders. From chairing many influential firm committees and practice groups, to serving in key Firm Management positions, to leading prominent regional bar associations, Dickinson Wright's women attorneys are taking the reins.

Liz Luckenbach: Liz Luckenbach (Member, Troy) serves as the Division Director for Dickinson Wright's Regulatory and Administrative practices, overseeing the productivity, professional development, and financing for eight practice groups and more than 70 attorneys. She also served in 2023 as the President of the Oakland County Bar Association, the largest voluntary bar association in Michigan, which boasts nearly 3,000 members, organizes dozens of committees, and manages essential legal services within the community.





Jennifer Ko Craft: Las Vegas Member Jennifer Ko Craft's impressive client portfolio contains some of the most recognizable names in the sports and entertainment industry, and her expertise made her an obvious selection to lead the ABA Forum on the Entertainment & Sports Industries, Licensing, Merchandising & Branding at various points in her career. Since 2023, Jennifer has also served as an elected member of Dickinson Wright's Governing Board, the highest governing body at the firm.

Kathryn Wood: The Diversity, Equity and Inclusion Committee is proud to have our members represented in the most influential positions of firm leadership. Kathryn Wood (Member, Detroit) is a founding member of the DEIC and currently serves as the firm's General Counsel, providing critical strategic guidance and a consistent voice of support amidst the changing legal landscape for organizational DEI programs.



Cindy Villanueva: Member Cindy Villanueva is a prominent leader in the Phoenix legal community and beyond. This year, she served as the President of Los Abogados, Arizona's Hispanic Bar Association, where she has been a Board Member since 2017. Cindy is also a Past Regional President of the Hispanic National Bar Association and was recently selected to be a Fellow for the Emerging Issues Committee for the International Trademark Association.



Pro Bono, Social Justice, and Community Involvement

Throughout our history, Dickinson Wright has been deeply committed to pro bono, social justice, and community involvement in all the places where we do business. As our firm has grown, so too has our focus on using our unique skillsets, licenses, and access to the justice system to make our communities better. In 2023, Dickinson Wright:

- Joined the Law Firm Antiracism Alliance, a coalition of over 300 law firms of all sizes that have committed to leveraging their own resources to identify and support pro bono efforts that target racial injustice.
- Received the 2023 “Access to Justice” Award from Legal Aid Center of Southern Nevada for the second consecutive year. The award is given to the law firm whose associates raise the most money per associate during the Associates Challenge.
- Joined Michigan’s leading law firms in delivering a formal statement to law schools imploring them to support campus environments that are free from anti-Semitism, Islamophobia, racism or any other form of violence, hatred or bigotry.
- Became founding signatories to the Leadership Council on Legal Diversity “Leaders to the Front” Pledge.
- Welcomed our first Fellow through the Arizona Diversity Legal Writing Program (DLWP) Fellow, a collaborative scholarship and training program between the Maricopa County Bar Association, the State Bar of Arizona, and Phoenix law firms.

MLK Service Day

In January, Dickinson Wright hosted our 9th Annual Martin Luther King, Jr. Day of Service projects across our national footprint. Attorneys and staff from all of our 20 offices participated in service projects with area non-profits that directly benefit the communities where we do business. Service projects included food repacking at the Forgotten Harvest Food Bank in metropolitan Detroit, Second Harvest Food Bank of Middle Tennessee, and the Central Texas Food Bank in Austin; a morning of volunteering for our four-legged friends with Noah's Animal House in Las Vegas and Beer City Dog Biscuits in Grand Rapids; and meal service at Martha's Table in Washington, D.C. In total, more than 200 Dickinson Wright attorneys and staff volunteered on or around Martin Luther King Jr., Day.

Additionally, the DEIC hosted a half-day of educational webinars and book clubs for the firm on the Friday preceding Martin Luther King, Jr. Day. Our keynote presentation—*All Labor Has Dignity: Working Together to Create the Beloved Community*—was delivered by University of Illinois Chicago Law Professor Teri McMurtry-Chubb. Emily Broder of the Michigan Anti-Defamation League also led a presentation to the firm titled *Contemporary Antisemitism: A Modern Dilemma with Ancient Roots*.

2023 Martin Luther King Jr. Day of Services Activities:

- **Ann Arbor, Detroit & Troy:** Volunteered at Forgotten Harvest Food Bank
- **Austin:** Volunteered at Central Texas Food Bank
- **Chicago:** Volunteered at Chicago Food Depository
- **Columbus:** Volunteered at Community Refugee & Immigration Services
- **Grand Rapids:** Volunteered at Beer City Dog Biscuits
- **Las Vegas/Reno:** In-Office Drive for Noah's Animal House
- **Nashville:** Volunteered at Second Harvest Food Bank
- **Phoenix:** Volunteered with Caring Coalition of Phoenix
- **Saginaw:** In-Office Drive for Heart of Saginaw
- **Washington, D.C.:** Volunteered at Martha's Table



2023 Champion of Diversity Award



Diversity, Equity and Inclusion Committee (DEIC) Co-Chair Aaron Burrell (Member, Commercial Litigation, Detroit) was selected to receive **Dickinson Wright's 2023 Champion of Diversity Award**. This annual award is granted by the DEIC for extraordinary contributions to and transformative leadership in diversity initiatives inside and outside the Firm. Nominations for the award were received from attorneys across the firm, and Aaron's selection reflects both a career unrivaled in its dedication creating equal opportunities for colleagues and clients of all backgrounds, as well as an enormous amount of respect and admiration from his DW peers. Aaron joins a distinguished list of Champions honorees who have been instrumental in shaping Dickinson Wright's reputation as a leader in diversity, equity, and inclusion.

Aaron joined Dickinson Wright as a Summer Associate in 2009, returned as a first year Associate in 2010, and became a Member in 2017. Through both exceptional lawyering and incomparable leadership efforts, Aaron has seen a meteoric rise both inside and outside of the firm. Co-Chair of the DEIC for the past several years, Aaron led the drafting of the firm's inaugural Diversity Action Plan, is the founder of Dickinson Wright's original affinity group—the Minority Initiative at Dickinson Wright—and is the architect countless other diversity initiatives at the firm. Aaron's commitment to diversity also extends deep into the legal profession, through the State of Michigan and beyond.

In 2021, Aaron was named to the ABA Commission on Racial and Ethnic Diversity in the Profession, focusing his energies on research and program development aimed at diversifying the bench and bar at all levels.

Among other leadership positions, Aaron is also a Past President of the D. Augustus Straker Bar Association, has served as Co-Chair of the State Bar of Michigan's Equal Access Initiative, as a member of the Board of Commissioners of the State Bar of Michigan, and as an affiliate representative of the National Bar Association. This resume of professional involvement is matched by his list of accolades, local and national, to which the Champion of Diversity Award is added.

"It has been one of the greatest pleasures of my professional life to work with Aaron on diversity, equity and inclusion issues," said Troy Member and DEIC Co-Chair Kathy Zelenock. "Aaron's steady voice and vision, thoughtful perspective, and good-humored determination make him a great leader for these efforts. We are so fortunate to have him in the firm, and I am so pleased for him to receive this award."

Aaron's visionary leadership, passion, and ingenuity are an inspiration, and his ceaseless efforts in advancing diversity, equity, and inclusion will benefit Dickinson Wright and the profession in untold ways. The Diversity, Equity and Inclusion Committee is proud to present Aaron Burrell with the 2023 Champion of Diversity Award.



Aaron Burrell pictured with Kathy Zelenock and Anna Maiuri, founding Co-Chairs of the DEIC.

Manuel Cardona & Angelina Delmastro Tapped for ACTL Diversity Trial Advocacy Program

Associates Angelina (Lina) Delmastro (Detroit) and Manuel (Manny) Cardona (Columbus) were selected to participate in the prestigious American College of Trial Lawyers (ACTL) “Diversity Trial Advocacy Program” in Spring 2023. Spearheaded by renowned litigator Thomas J. Heiden, a retired partner from one of the world’s largest law firms, the Diversity Trial Advocacy Program brings together young litigators from across the country and leads them through a weekend-long mock trial—from opening statements, to cross examinations, and through to an ultimate trial judgment.

Capped at no more than 50 participants per year, invitation to the Diversity Trial Advocacy Program is extremely competitive. Described by Dickinson Wright recommenders as “bright, ambitious, and truly indispensable members of our litigation team,” Lina and Manny were selected based upon their many years of high-caliber lawyering at the firm.



Lina Delmastro & Manny Cardona, pictured right, with members of their ACTL trial team.

Christy McDonald Receives Crain's Grand Rapids Inaugural "Notable Leaders in DEI" Award



Member Christy McDonald (Grand Rapids) received Crain's Grand Rapids magazine's inaugural "Notable Leaders in DEI" Award in Summer 2023. Joining a cohort of two dozen of West Michigan's brightest leaders, Christy was selected for her tireless efforts supporting parents at DW—including support in drafting the firm's industry leading parental leave policy—and for her client advocacy in diversity, human resources, and training matters.

Christy is a founder of Dickinson Wright's Parents Affinity Group, and she served as the group's Chairperson between 2018 and 2023. In this capacity, Christy was the hero of Dickinson Wright's stellar parental leave program, guiding new parents through off-boarding, onboarding, intermittent leave, and decisions about customizing their parental leave for their family. She has also led many panel discussions on behalf of the Women's Network regarding paths to advancement, work-life balance, and other issues related to diversity.

Christy routinely brings this same energy to her clients. Whether it is a multinational company trying to remain compliant with complex federal regulations or a local business drafting their first ever diversity policies, Christy counsels with wisdom, empathy, and top-notch lawyering instincts.

Kristen Hudson Leads Law School Moot Court Team to International Competition

Member Kristen Hudson, a commercial litigator in Dickinson Wright's Chicago and Austin offices, led a team of University of Illinois Chicago (UIC) law students to The Hague and Vienna, Austria for the Willem C. Vis International Commercial Arbitration Moot. Considered the "Olympics of Law School Moot Court Competitions," the Vis Competition is the largest arbitration moot court competition the world.

Dickinson Wright held a meet-and-greet fundraiser for Kristen's team in the Chicago office, and the DEIC and Chicago office sponsored the team's travel in 2023. "Our team is only able to compete in The Hague because of Dickinson Wright's support," Kristen explained. "UIC is the only public law school in Chicago. Most of my students don't have the resources of their own for this kind of travel, so it is incredibly impactful that DW pitched in."



Kristen has coached UIC's Vis Moot team since 2017. Each year, her teams have won top awards for briefing and oral advocacy, and many of her teams have made it to the elimination rounds. This year, one of Kristen's students won the prize for best oralist at the competition.

Caleb Green Named *World IP Review* Diversity Champion and Trailblazer

Las Vegas Associate Caleb Green was named a “Diversity Champion and Trailblazer” by *World Intellectual Property Review* (WIPR) for his work in diversity, equity, and inclusion at the firm, throughout the Nevada legal community, and in a variety of national bar associations. Distributed worldwide, WIPR is a quarterly magazine providing news and analysis on issues in intellectual property and the legal issues surrounding IP, trademark, and related specialties.

The WIPR Diversity Champions list celebrates those attorneys who have been persistent and indomitable in their efforts to make the profession more inclusive. Trailblazers were chosen for their impressive practice in IP and their determination to promote diversity, equity, and inclusion within the sector.

“We have seen a lot of branding mistakes by companies, and their lawyers, due to a lack of cultural awareness that can be tied to a lack of diversity in their trademark/branding teams and failure to include cultural, or social-political issues in their trademark and branding clearance processes,” Green said in his WIPR profile. “Trademarks and brand integration involve a great degree of consumer perception and engagement, so it behooves the firms and IP practitioners to maintain and continue their DEI initiatives.”



DW Maintains 100% HRC Score in 2023

For the sixth consecutive year, Dickinson Wright received a perfect 100% score on the annual Human Rights Campaign Corporate Equality Index (CEI), the nation's foremost benchmarking survey for LGBTQ+ workplace equality. Each year, the CEI scores companies based upon their LGBTQ+-inclusive policies, benefits, and workplace protections, their internal support structures, affinity groups, and professional development programs for LGBTQ+ employees, and their engagement within the broader LGBTQ+ community.

In 2023, the Human Rights Campaign implemented new criteria related to training, education, and corporate social responsibility, and they increased verification protocols requiring organizations to demonstrate more concretely than ever that our walk matches our talk. "Following the CEI's criteria changes this year, the number of companies who achieved a score of 100 *decreased* by about a third, and Dickinson Wright stands alone as the sole law firm in Michigan to receive top marks," said Jake McMillian, Director of Diversity, Equity and Inclusion. "All of us at Dickinson Wright are exceptionally proud that we hit the mark again this year, but we are also more vigilant than ever to make sure our firm continues to adhere to these critical industry best practices."



Awards and Recognitions

2023 HRC CEI

2023 National Action Network Arch
Towards Justice

2023 Lawyers of Color ASPIRE
Diversity Award

2023 LCLD Top Performer Award

2023 Arizona Women Lawyer's
Association "All In for Women" Award

2023 Michigan Lawyers Weekly
Empowering Women Award

2023 Legal Aid Center of Southern
Nevada "Access to Justice" Award



**EMPOWERING
WOMEN**





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