



## PUTTING DIVERSITY IN ACTION

By implementing diversity-related programs and initiatives, Holland & Knight is committed to being a leader in diversity, and dedicated to promoting a culture that values individual respect and dignity. In all our efforts – inside and outside of our firm – we go above and beyond the norm to encourage collaboration, inclusion and fairness.

We are proud of our efforts to increase and strengthen diversity and inclusion among our lawyers and staff. The firm has put diversity in action and has committed itself to being a leader with regard to inclusive policies for all firm employees through the establishment of:



A FIRMWIDE DIVERSITY COUNCIL



THE WOMEN'S INITIATIVE



LOCAL OFFICE DIVERSITY COMMITTEES



EDUCATION/OUTREACH PROGRAMS



AFFINITY GROUPS



AFFINITY MENTORING

In order for diversity to mean something, to be more than a superficial catch phrase, it must be incorporated into a firm's culture. Diversity must be put "in action" and made a priority. A firm must be committed not only to the members who are racially, ethnically or gender-diverse, but also to appreciate, celebrate, support and encourage the various thoughts, ideas and values that underlie those differences.

## AWARDS AND HONORS

Holland & Knight is proud of the local and national awards and recognition the firm has received for its accomplishments in the area of diversity and inclusion.

In recent years, the firm has received several accolades for its diversity efforts and successes, including:



### Human Right Campaign

Firm received "perfect score" on Annual Corporate Equality Index 2016 and 2015



### The Women in Law Empowerment Forum

2015 Gold Standard Certification: **Fifth time in a row** for providing women attorneys with opportunities for financial success and positions in firm leadership



### 2014 Chambers USA Women in the Law

"Most Innovative Gender Diversity Award"

Our Rising Stars® program – a one-year leadership, mentoring, marketing and management program for women attorneys – was honored for its activities that help women attorneys elevate their profiles in the profession and community



*The American Lawyer* magazine **High rankings** in ALM's 2014 Diversity Scorecard



### Asian American Chamber of Commerce

Firm received "2014 Champions of Diversity Award" in recognition of the firm's culture of diversity and inclusion in the workplace



### Daily Business Review

Awarded "2014 Top 25 Most Diverse Law Firms in South Florida"

Firm ranked **1st** for highest number of **Hispanic attorneys** and **LGBT attorneys**  
 Ranked **2nd** highest number of **African American attorneys**  
 Ranked **3rd** for highest number of **Women attorneys**

## » DIVERSITY COUNCIL, GROUPS AND COMMITTEES

### Diversity Council



- » Oversees diversity initiatives/programs
- » Provides support for diversity-related charitable/community organizations
- » Explores avenues for increasing diversity among suppliers/business partners
- » Includes a staff member and associate as full participating members, as well as our Managing Partner, Directors Committee Chair, each Affinity Group Leader and a Local Office Diversity Committee representative

### The Women's Initiative



The oldest of our diversity initiatives, the Women's Initiative is a respected and emulated program. Founded in the mid-1990s as an internal forum for women attorneys to voice their perspectives on creating a successful working environment, this initiative helps our women partners and associates increase new client business and expand relationships with existing clients and contacts.

### Affinity Groups



- » African American Affinity Group
- » Asian/Pacific Islander Affinity Group
- » Lesbian, Gay, Bisexual and Transgender (LGBT) Affinity Group
- » Hispanic Affinity Group
- » Native American Affinity Group
- » The Rising Stars® Program\*
- » Veterans Affinity Group

Through the firm's **Affinity Groups**, our diverse lawyers and staff are able to address the **distinct challenges and opportunities** that arise as a result of our differences.

By promoting and encouraging members, the Affinity Groups help to sustain an environment that is inclusive and supportive, which fosters both personal and professional success.

### Affinity Mentoring



- » Each associate may request an Affinity Mentor who is a senior member of the associate's Affinity Group
- » Affinity Mentors provide guidance and support, and are invaluable resources to associates as they navigate the firm
- » Internal career coaches monitor associates' professional growth and work with them to design and implement career development plans

### Local Office Diversity Committees



- » Each U.S. office has a standing Diversity Committee composed of lawyers and staff
- » Committees devise and implement programs and community outreach unique to their locations
- » Committee leaders and local Diversity Partner meet regularly to discuss issues and share information

### \*The Rising Stars® Program



**The Rising Stars® Program** is an outgrowth of the **Women's Initiative**, where "Rising Stars" are immersed in a formal leadership and marketing program for a year, followed by a continued commitment to support new participants and organize the group as a resource for clients.

The Rising Stars® program has received numerous accolades, including being recognized as a **"Best Practice"** by a number of groups and organizations dedicated to the advancement of women in the legal profession and business.

## » HOLLAND & KNIGHT EDUCATION, OUTREACH AND PIPELINE PROGRAMS

The Holland & Knight Charitable Foundation has established programs to **support education** and celebrate diversity in our communities.



- » Holland & Knight FAMU Scholarship
- » Holocaust Remembrance Project
- » Young Native Writers Essay Contest
- » Dream Scholarship Essay Contest

We participate in several **diversity pipeline programs** designed to **encourage students** who have been historically underrepresented in the legal field to consider entering the profession as well as to **provide resources** necessary to help them. We are also involved in a number of **diversity-focused** job fairs, and host seminars, mock interview programs and career panels at law schools.

## » GET CONNECTED



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## OFFICES

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