

Diversity and Inclusion Achievements

Our sustained commitment to diversity and inclusion has resulted in many achievements and recognitions for the firm including:

- **2011 Austin Law Firm Diversity Report Card** — Andrews Kurth earned an "A" on the 2011 Austin Law Firm Diversity Report Card issued by the Austin Asian American Bar Association, the Hispanic Bar Association of Austin and the Austin Black Lawyers Association. Through commitment to recruiting, training, retaining and promoting minority lawyers, Andrews Kurth has earned straight "A"s for close to ten years.
- **2011 Women of Color Achievement Award** — New York partner Donna Kim received the 2011 Women of Color Achievement Award presented by The Women Presidents' Organization (WPO), in partnership with American Express OPEN®, the small business division of American Express, and 100 Black Men of America.
- **MultiCultural Law** — Andrews Kurth was ranked 44th in the official rankings of the 2011 "Top 100 Law Firms for Diversity" by the publishers of *MultiCultural Law* magazine. Additionally, *MultiCultural Law* magazine ranked the firm 63rd in "Top 100 Law Firms for Women," 31st in "Top 50 Law Firms for Associates," 22nd in "Top 50 Law Firms for Partners," 13th in "Top Law Firms for Hispanic-Americans," and 5th in "Top 25 Law Firms for Native-Americans."
- **2011 Most Powerful and Influential Women of Texas** — Houston office Managing Partner Robin Russell was recognized by the National Diversity Council as one of the 2011 Most Powerful and Influential Women in Texas.
- **2011 Champion of Diversity** — Managing Partner Bob Jewell was recognized by the Texas Diversity Council as one of the 2011 Champions of Diversity.
- **2011 Community of Respect Designation** — Andrews Kurth was bestowed the 2011 Community of Respect designation by the Anti-Defamation League (ADL). The ADL is a non-profit organization dedicated to defending democratic ideals, safeguarding civil rights and combating prejudice, discrimination and bigotry of all kinds.
- **Baylor Law Alumna of the Month** — Houston office Managing Partner Robin Russell was recognized as the June 2011 Baylor Law Alumna of the Month.
- **DirectWomen** — An organization that supports the preparation and advocacy for women attorneys as members of corporate boards. Dallas Partner, Kathleen Wu, was selected as a member of the Board Institute class in 2009.
- **DiversityFIRST™ Award** — This award recognizes leaders across Texas for their individual achievements and commitment to diversity and inclusion. In 2009, Of Counsel, Jonathan Day, received the DiversityFIRST™ award.
- **CEO Diversity Leadership Award** — Managing Partner Bob Jewell was presented with this award by Diversity Best Practices in Washington, D.C., in November 2008. Our firm was one of only two law firms ever to receive this prestigious recognition.
- **Diversity Officer Leadership Award** — Partner and Chief Diversity Officer Elizabeth Campbell received this recognition in November 2008 from Diversity Best Practices in Washington, D.C.
- **Honoree, Ivy Educational & Charitable Foundation of Houston, Inc.** — Presented to Partner and Chief Diversity Officer Elizabeth Campbell, April 2009.
- **An Inclusive Law Firm for the LGBT Community** — "Andrews Kurth raises score 25 points to rate 95 on the 2011 Human Rights Campaign's Corporate Equality Index." Our efforts to continue to make our workplace more inclusive have been recognized. We scored 95 (out of a possible 100) on the Human Rights Campaign's survey designed to measure workplace LGBT equality. This is a significant achievement for us as we move our diversity and inclusion strategic work forward.
- **A Top Law Firm for Women** — For two consecutive years, *Working Mother* magazine and Flex-Time Lawyers LLC® named Andrews Kurth as one of the top law firms in the nation for women. The honor recognizes and celebrates the top 50 U.S. law firms who are committed to supporting the advancement and development of women in the legal profession. We are one of only two Texas-based law firms to receive this recognition in 2008 and 2009.
- **Influential Women** — Dallas lawyer Kathleen J. Wu was highlighted in the *Dallas Business Journal's* 2008 Most Influential Women, part of the publication's inaugural "Women in Business" awards program. Kathleen also earned a spot on the 2008 Most Powerful and Influential Women in Texas list in the premier issue of *Texas Diversity* magazine.
- **Leadership Texas** — The Foundation for Women's Resources accepted Partner Laura Trenaman in its 2008 program which provides education and training to Texas' women leaders.

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- **Texas Diversity Council** — Three partners from the Houston office were honored by the Council in 2008 for their efforts to promote diversity and inclusion in the legal and business communities. Howard Ayers received the Glass Ceiling Award, Elizabeth A. Campbell won the Legal Diversity Award and Doris Rodríguez received the DiversityFIRST™ award. Rodríguez was also named to the 2007 board of directors for the group.
- **DiversityFIRST™ Award** — Partner Gene Locke received the Texas Diversity Council's 2007 award which recognizes leaders across Texas for their individual achievements and commitment to diversity and inclusion. In 2009, Of Counsel Jonathan Day received the DiversityFIRST™ award.
- **Minority Hiring** — Andrews Kurth earned an "A" grade in 2007, the sixth year in a row for the firm, for exceptional minority hiring and recruitment efforts on the report card issued annually by minority bar associations in Austin.
- **National Diversity Council** — Partner and Chief Diversity Officer Elizabeth A. Campbell was named to the board of directors of the National Diversity Council in 2007. The organization serves as an educational resource and advocate for businesses seeking to strengthen their efforts in promoting diversity and inclusion.
- **Greater Houston Partnership** — Partner and Chief Diversity Officer Elizabeth A. Campbell was named to the Executive Women's Partnership Committee of the Greater Houston Partnership in 2007, joining Partner Diana Hudson. The Committee works to craft the strategies and policies that shape Houston's future. The Committee has more than 70 members from the region's leading energy companies, financial institutions, health care providers, professional service firms and other corporate entities.
- **Stakeholder 100™** — Associates Kevin Hardman and Raymond Randle were named to the group's Class of 2007. The inaugural program worked with industry leaders to identify top performing associates of color and joined with their law firms to deliver investments directed to their career development and impact.
- **Houston Bar Association** — Partner Doris Rodríguez was named one of three lawyers to co-chair the 2007-2008 Minority Opportunities in the Legal Profession Committee of the Houston Bar Association.
- **Asian Pacific Interest Section/State Bar of Texas** — Partner Kathleen J. Wu received the 2007 Justice David Wellington Chew Award from the Asian Pacific Interest Section of the State Bar of Texas. The award honors individuals whose selfless contributions benefit the Asian-Pacific American legal community of Texas.
- **American Jewish Congress** — The Southwest Region awarded the "Women of Spirit" 2007 award to Partner Kathleen J. Wu, recognizing her as a woman who has been diligent and spirited in pursuit of social justice.