

## Diversity and Inclusion

### **When deciding among law firms, do you consider diversity and inclusion important?**

We do. At Andrews Kurth, diversity and inclusion are more than just "buzz words." They are core values and key to our business and people strategies.

We recognize that in order to compete for talent in today's marketplace, we must provide a workplace where everyone is treated with dignity and respect, and where everyone has the tools and resources to perform to his or her fullest potential.

### **Diversity and Inclusion Vision**

Andrews Kurth embraces diversity and inclusion as a business imperative and our responsibility. We strive to be a leader in the legal profession by building a high-performance team of diverse individuals to create a positive experience for our clients and firm community.

We define "diversity" broadly to respect such personal characteristics as race/ethnicity, gender, age, sexual orientation, gender identity or expression, religion and disability as well as our individual qualities, talents, perspectives, backgrounds and experiences.

By "inclusion" we recognize the importance and value of bringing together individuals and their different perspectives in our various workplace processes.

To advance our diversity and inclusion strategy, we have the following internal structures and resources in place:

- Diversity Committee with full-time Chief Diversity Officer
- Inclusive policies and benefits, e.g., medical and dental benefits for domestic partners
- New employee orientation and on-boarding, which includes our customized Diversity and Inclusion Orientation

In addition, our support for external organizations that help us with our recruitment and retention strategies includes the following:

- Black Students Leadership Conference, Southwestern Region
- HR Houston and HR Dallas
- Communities In School, a dropout prevention organization for at-risk high school students
- Houston Urban Debate League

At Andrews Kurth, we believe that diverse teams enhance our ability to deliver quality legal services to our clients. In short, broad perspectives generate great ideas.