



HLB HOOPER
LUNDY
BOOKMAN

2024 DEI UPDATE

Hooper, Lundy & Bookman remains committed to fostering a workplace and profession of inclusion that better reflects the diversity of our communities, through initiatives that ensure equal opportunities for everyone.

HOW WE'RE DOING

DEI By the Numbers

83%

C-Suite professional staff who are women and/or from underrepresented groups

80%

Associates hired in 2024 who were women

69%

Senior Counsel and associates who are women

64%

Non-equity partners who are women

60%

Senior Counsel and associates who are from underrepresented groups

56%

Lawyers elevated to equity partnership in the past five years who were women and/or from underrepresented groups

39%

Lawyers and government relations professionals who are women

26%

Equity partners who are women and/or from underrepresented groups

**50
HOURS**

Billable hours credit available to each professional for DEI-related leadership, advocacy, training and development

DEI Committee

The DEI Committee, established in 2012, is made up of lawyers, government relations professionals and business staff, and since 2016 we have been guided by an evolving strategic plan designed to support professional elevation and reduce barriers for women and underrepresented groups and build connections across the firm.

Leadership

Women and individuals from historically underrepresented groups are represented at the highest levels of our leadership.

Recruiting

We adhere to the Mansfield Rule which tracks and measures whether law firms and legal departments are considering a broad pool of underrepresented talent – including women, LGBTQ+ lawyers, and lawyers with disabilities and from underrepresented racial and ethnic backgrounds – for recruitment, leadership roles and career advancement opportunities.

Supporting DEI in the Profession

We commit significant time and resources to sponsoring and partnering with organizations dedicated to advancing diversity within the legal profession.

As part of our current strategic plan, we are guided by the following goals: improving recruitment and retention, supporting people through life transitions, uniting people across departments and offices, and building a reputation for DEI. Our DEI committee holds monthly meetings, with significant and meaningful attendance from a large number of the firm's professionals. In addition to using these meetings for purposes of implementation of the strategic plan, they also serve as a forum for open discussions about current events surrounding DEI.

Health Equity

We work in collaboration with hospitals, health care providers and organizations across the country to develop and support programs aimed at addressing social determinants of health in the communities they serve. In 2024, HLB launched its [Health Equity Blog](#), keeping up to date with recent developments on the topic.

2024 DEI ACHIEVEMENTS

- ▶ One of 57 firms designated by Bloomberg as a [2024 DEI Framework Member](#).
- ▶ Awarded Midsize Mansfield Re-Certification for 2023-2024, and re-enrolled for participation in the 2024-2025 Midsize Mansfield Certification Cohort.
- ▶ Upgraded website accessibility compliance. A full audit revealed HLB as being among the top 3% of globally inclusive and accessible websites.
- ▶ Vault Law Top Ranked HLB as a Best Midsize Law Firms to Work For.
- ▶ Stephanie Gross named 2024 Fellow for Leadership Council for Legal Diversity (LCLD), and continuation of work under managing partner's LCLD pledge.
- ▶ Launched HLB's [Health Equity Blog](#).
- ▶ [Be My Eyes Service Project](#), with HLB employees acting as sighted volunteers to assist blind and visually impaired people remotely.
- ▶ Participated in the [American Bar Association's Model Diversity Survey](#).
- ▶ Added professional staff to [HLB's Professionals website directory](#).
- ▶ Conducted retention survey to help inform policies to support retention efforts.
- ▶ Continued heritage month featured stories of diverse pioneers and leaders in health care and the legal profession.
- ▶ Continuation of dedicated subcommittee work focused on various initiatives within HLB's DEI strategic plan.
- ▶ Developed a comprehensive list of new administrative matter numbers for the time entry system to track non-billable efforts that contribute to the firm's success.
- ▶ Engaged in 919 hours of pro bono work.
- ▶ Engaged in 190 hours of DEI-focused billable credit.
- ▶ Finalized and published HLB Disability Accommodations Menu on firm Intranet.