

DIVERSITY, EQUITY, AND INCLUSION

USLAW NETWORK
FOUNDATION

DONOR PROSPECTUS



USLAW
NETWORK FOUNDATION

From the beginning of our organization, USLAW NETWORK has championed the cause of racial equality. We believe in the words of Dr. King, that people should be judged by the content of their character, and not the color of their skin. We support peaceful efforts to bring about an end to racism and bigotry in all its forms and look forward to the day when all Americans can live in peace and freedom.

— Statement from USLAW NETWORK in support of racial equality (June 2020)



USLAW NETWORK Diversity Council Mission Statement

As a national and global network, it is imperative that USLAW NETWORK is comprised of individuals who mirror the diversity of the communities in which we serve. The USLAW NETWORK Diversity Council, formed in 2017, is tasked with addressing the important issues of diversity and inclusion as they relate to member firms, practice groups, and clients. The Council provides a forum within USLAW that allows stakeholders to collaborate and exchange best practices in matters relating to recruitment, hiring and retention of diverse attorneys and administrative professionals, and to help facilitate a diverse and inclusive culture within USLAW that will enable our member firms to pursue additional business opportunities.

The USLAW NETWORK Diversity Council has an active leadership team and has already made a positive impact with various initiatives and many more planned. Among these, is the creation of the USLAW NETWORK Foundation, a 501(c)(3) charitable organization organized exclusively for charitable and educational purposes, including funding scholarships to provide financial assistance to diverse law students pursuing a legal education at an American Bar Association-accredited U.S. law school.

Areas of Focus:

- Develop and offer content and programming that focuses on diversity-specific issues within the legal arena.
- Share informational resources and best practices among USLAW firms.
- Promote USLAW's efforts externally to our member firms' clients.
- Assist USLAW firms to recruit and retain diverse attorneys.
- Build relationships and the USLAW brand with U.S. law schools and their students.
- Offer financial assistance to eligible diverse law school students.

MESSAGES FROM THE CEO AND THE DIVERSITY COUNCIL CHAIR



As CEO of the USLAW NETWORK for the past 21 years, I've witnessed a great deal of change in the legal environment; however, nothing as dramatic as the initiative to create a more diverse, inclusive and equitable law community.

According to U.S. News & World Report, in 2019 roughly 62% of law students were white, 12.7% Hispanic, 7.8% black and 6.3% Asian along with 4% describing themselves as biracial or multiracial. Among the ABA-accredited law schools, the statistics are worse. This may be caused from opportunity gaps, lack of income or inadequate outreach.

The USLAW NETWORK, working closely with our Diversity Council, is dedicated to being a part of the change and providing opportunities for diverse law students. We have created the USLAW NETWORK Foundation, a 501(c)(3) nonprofit organization solely focused on providing opportunities to assist diverse law school students achieve their goals.

USLAW NETWORK is ideally-suited to make an impact as we have member firms across the United States and are well on our way to develop close relationships with ABA-accredited law schools across the country.

We are seeking donations, contributions, and grants in order to continue to provide deserving minority law school students opportunities and expand the impact of the USLAW NETWORK in this critical initiative. If you are looking for a way to give back, either as an individual or with a company, please consider the USLAW NETWORK Foundation in your charitable planning.

Sincerely,

Roger M. Yaffe

Chief Executive Officer
USLAW NETWORK, Inc.



It has been over five years since the USLAW NETWORK Diversity Council was established. It has been my honor to serve as chair of the USLAW NETWORK Diversity Council and be able to see tangible results from our efforts.

While many of the USLAW member firms have their own diversity, equity and inclusion (DEI) initiatives, the USLAW NETWORK Diversity Council hopes to provide a powerful platform to enable us to make more impactful changes within the USLAW legal community and beyond.

The USLAW NETWORK Diversity Council worked closely with the USLAW NETWORK to create the USLAW NETWORK Foundation, which has provided an opportunity to make a tangible impact in the past year. Among these accomplishments are providing a diverse law school student scholarship program and hosting a virtual job fair for approximately 300 diverse 2L and 3L law school students. We are not finished. Future plans include launching a USLAW NETWORK Career Center for diverse law students and expanding our Diversity Council to include clients, corporate partners, and other key stakeholders in the legal community.

The USLAW member firms share DEI information and best practices with each other and are devoted to being a part of the change now and in the future.

We appreciate your consideration to join us with a donation or contribution in order to continue to strategically plan and implement DEI initiatives in the legal community.

Sincerely,

Noble F. Allen

Chair, Diversity Council
USLAW NETWORK, Inc.
Partner, Chair, Diversity Equity & Inclusion Committee
Hinckley Allen (Hartford, CT)

USLAW NETWORK DIVERSITY COUNCIL

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Chair
Hinckley Allen
(Hartford, CT)



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*Steering Committee
Leader*
Williams Kastner
(Seattle, WA)



Merton A. Howard
*Steering Committee
Leader*
Hanson Bridgett LLP
(San Francisco, CA)



Earl W. Houston, II
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Leader*
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& Marston, P.C.
(Memphis, TN)



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Board Liaison
Wicker Smith
(Orlando, FL)

2022-23 DIVERSITY COUNCIL MEMBERS



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Lunacon
Construction Group
President and CEO



Oscar Cabanas
Wicker Smith
(Miami, FL)



Thomas DeMatteo
ABC Companies
Chief Legal Officer,
General Counsel
and Secretary



Keely Duke
Duke Evett
(Boise, ID)



Carmen Hernandez
Clayco
EVP, General
Counsel



Amanda Pennington Ketchum
Dysart Taylor
(Kansas City, MO)



Dan Longo
Murchison &
Cumming
(Los Angeles, CA)



Chris Martin
Great American
Custom Insurance
Services, Inc.
Divisional AVP,
Errors & Omissions



Jennifer Martinez
Hanson Bridgett LLP
(San Francisco, CA)



Arleen Milian
Murchison &
Cumming
(Los Angeles, CA)



Neil Mody
Connell Foley
(Roseland, NJ)



Bernice Nash
Helena-Agri
Enterprises
Senior Insurance
Claims Specialist



Candice Pinares-Baez
Hard Rock
Vice President of
Business Affairs



Nicholas Rauch
Larson • King, LLP
(St. Paul, MN)



Larry Schechtman
SmithAmundsen
(Chicago, IL)



Kenneth Wingate
Sweeny, Wingate
& Barrow
(Columbia, SC)

USLAW NETWORK LAW SCHOOL DIVERSITY SCHOLARSHIP PROGRAM

Recent studies show that ***one out of ten*** students from underrepresented groups have had to abandon a lifetime dream of becoming a lawyer, which means ***the legal field lost 10% of its potential diverse talent*** pool.



The USLAW NETWORK **Law School Diversity Scholarship Program** is solely **funded via donations** to the USLAW NETWORK Foundation, a **501(c)(3) nonprofit** organization.

USLAW NETWORK Law School Diversity Scholarship Program

Costs associated with law school may derail accomplished and highly motivated students from applying to law school or completing their Juris Doctor, or may deter them from attending the highest ranked schools because of higher tuition.

The USLAW NETWORK Law School Diversity Scholarship Program was created as part of the organization's commitment to helping eligible, diverse law students who are in need of financial assistance to achieve their academic and professional dreams. In order to be considered for scholarship, the student must be a member of an ethnic, racial, or other minority, and also demonstrate a commitment to issues of diversity, equity, inclusion, or social justice within their community.

The USLAW NETWORK Law School Diversity Scholarship Program made its debut in 2022 and awarded \$5,000 to ten students' tuition for the 2022-2023 academic year. In addition, recipients are invited to participate in the Fall USLAW NETWORK Client Conference, when applicable. The USLAW Diversity Council helps facilitate the scholarship application process. New scholarship applications will be available in early 2023 for the 2023-2024 academic year.



Several members of the USLAW NETWORK Diversity Council Leadership pictured with nine of the inaugural USLAW NETWORK Diversity Scholarship Program recipients at the Fall 2022 USLAW NETWORK Client Conference in Austin, Texas.

MEET THE 2022 DIVERSITY SCHOLARSHIP RECIPIENTS



Join us in
congratulating the
ten recipients of the
inaugural **USLAW
NETWORK Law
School Diversity
Scholarship** Program.



Isabella Ang
Brigham Young
University J.
Reuben Clark
Law School



Goldia Ezekwere
South Texas College
of Law, Houston



Tatiana Barraza
University of
Washington School
of Law



Jada Haynes
Southern University
Law Center



Ronesha Braxton
University of
Alabama School
of Law



Tatiyana Lewis
University of
Tennessee
College of Law



Ebony Cormier
Southern University
Law Center



Matthew Mayers
Syracuse University
College of Law



Brandon DeRojas
Tulane Law School



Victor Qiu
University of
California, Hastings
College of Law

VIRTUAL JOB FAIR FOR DIVERSE LAW SCHOOL STUDENTS



USLAW NETWORK hosts an annual Virtual Job Fair designed for second- and third-year diverse law school students to connect with USLAW member firms for both summer positions and for entry-level positions after graduation. The program offers students the opportunity to connect with our member firms across the country, allowing the ability to match the state in which they plan to take the bar examination. The job fair is offered at no cost for companies or students to participate.

USLAW NETWORK strives to connect with diverse law students and utilize this as an introduction to USLAW NETWORK and ongoing access to the USLAW NETWORK member firms. As such, USLAW provides a host of benefits to participating law students, including:

- Pre-interview webinar designed to help students prepare, choose good matches and maximize their job fair experience.
- Ongoing access to the USLAW NETWORK Career Center.
- Invitation to monthly business development webinars hosted by legal professionals, seasoned lawyers, corporate partners and other industry professionals.
- Access to Live Better, USLAW NETWORK and corporate partner, S-E-A's wellness program, webinars and events.
- Free subscription to the quarterly USLAW NETWORK Magazine and annual USLAW NETWORK Membership Directory.

Law School Connections

In the past, USLAW NETWORK has partnered with specific law schools, such as Howard University School of Law in Washington, D.C. and offered several recruiting efforts, including recruitment days to connect second- and third-year law students with USLAW member firms and inclusion in USLAW NETWORK local events.

In 2022, amidst the efforts involved in the scholarship program and virtual job fair, USLAW NETWORK has expanded its recruiting efforts to include over 100 ABA-accredited law schools, including all five historically black colleges, and anticipates through the efforts of the USLAW NETWORK Diversity Council initiatives, to partner with many more from coast to coast in the near future.

ABOUT USLAW NETWORK

USLAW NETWORK is an international organization composed of over 60 independent, full-service U.S. law firms, including more than 6,000 attorneys across the United States, Canada, Latin America, and Asia, and with affiliations in Europe through TELFA. USLAW launched in 2001 and comprises highly rated law firms who are part of the NETWORK by invitation only. USLAW firms are experienced in commercial and business law, employment and labor law, litigation, and other business-related areas of law. All firms have substantial trial experience. USLAW member firms provide legal representation to major corporations, insurance companies, and large and small businesses alike.

For more information, visit uslaw.org.

ALABAMA | BIRMINGHAM
Carr Allison

ARIZONA | PHOENIX
Jones, Skelton & Hochuli, P.L.C.

ARKANSAS | LITTLE ROCK
Quattlebaum, Grooms & Tull PLLC

CALIFORNIA | LOS ANGELES
Murchison & Cumming LLP

CALIFORNIA | SAN DIEGO
Klinedinst PC

CALIFORNIA | SAN FRANCISCO
Hanson Bridgett LLP

CALIFORNIA | SANTA BARBARA
Snyder Burnett Egerer, LLP

COLORADO | DENVER
Lewis Roca

CONNECTICUT | HARTFORD
Hinckley Allen

DELAWARE | WILMINGTON
Cooch and Taylor P.A.

FLORIDA | CENTRAL FLORIDA
Wicker Smith

FLORIDA | SOUTH FLORIDA
Wicker Smith

FLORIDA | TALLAHASSEE
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Duke Evett, PLLC

ILLINOIS | CHICAGO
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McCranie, Sistrunk, Anzelmo, Hardy
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Larson • King, LLP

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Carr Allison

MISSISSIPPI | RIDGELAND
Copeland, Cook, Taylor & Bush, P.A.

MISSOURI | ST. LOUIS
Lashly & Baer, P.C.

MONTANA | GREAT FALLS
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OREGON | PORTLAND
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PENNSYLVANIA | PHILADELPHIA
Sweeney & Sheehan, P.C.

PENNSYLVANIA | PITTSBURGH
Pion, Nerone, Girman, Winslow
& Smith, P.C.

RHODE ISLAND | PROVIDENCE
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SOUTH CAROLINA | COLUMBIA
Sweeny, Wingate & Barrow, P.A.

SOUTH DAKOTA | PIERRE
Riter Rogers, LLP

TENNESSEE | MEMPHIS
Martin, Tate, Morrow & Marston, P.C.

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Fee, Smith & Sharp, L.L.P.

TEXAS | HOUSTON
MehaffyWeber

UTAH | SALT LAKE CITY
Strong & Hanni, PC

VIRGINIA | RICHMOND
Moran Reeves & Conn PC

WASHINGTON | SEATTLE
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WEST VIRGINIA | CHARLESTON
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WISCONSIN | MILWAUKEE
Laffey, Leitner & Goode LLC

WYOMING | CASPER
Williams, Porter, Day and Neville PC

USLAW INTERNATIONAL

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Barreiro, Olivas, De Luca,
Jaca & Nicastro

BRAZIL | SÃO PAULO
Mundie e Advogados

CANADA | ALBERTA |
CALGARY & EDMONTON
Parlee McLaws LLP

CANADA | ONTARIO | OTTAWA
Kelly Santini

CANADA | QUEBEC | MONTREAL
Therrien Couture JoliCoeur

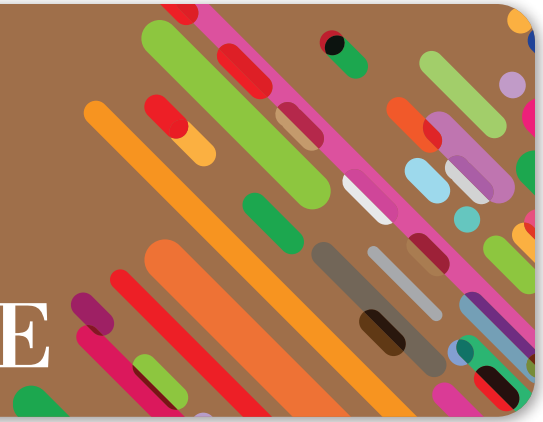
CHINA | SHANGHAI
Duan&Duan

MEXICO | MEXICO CITY
EC Rubio



Contact Cheryl@uslaw.org to learn more about how organizations can become involved with USLAW, our Diversity Council, and DEI/Foundation initiatives.

WE ARE CHANGING LIVES PLEASE CONSIDER HELPING US CONTINUE



We hope your organization will assist in this effort and ensure we can continue these amazing programs for diverse law school students into the foreseeable future. The majority of the students who benefited from the Foundation's efforts this year are first generation college graduates that have already overcome so much to attend law school. USLAW NETWORK Foundation is proud to have made a difference in nearly two dozen law students' (and their families') lives this past year.

The USLAW NETWORK Law School Diversity Scholarship Program made its debut in 2022 and awarded \$5,000 to ten students toward their tuition for the 2022-2023 academic year. In addition, the Foundation provided and paid for the opportunity for the recipients to join USLAW member attorneys, invited clients and corporate partners at the Fall 2022 USLAW NETWORK Client Conference in Austin, Texas.

The USLAW NETWORK Virtual Job Fair also launched its expanded platform in 2022 with a one day virtual booth-style event. Thus far, the introductions made during the Job Fair have produced several offers for 2023 summer associates at our member firms throughout the U.S.

Please help us continue to make a difference and consider a tax-deductible donation.

The USLAW NETWORK Foundation is a qualified section 501(c)(3) nonprofit organization. Contributions qualify as a charitable deduction for federal income tax purposes. Please print this page and fill out the donation pledge below and email to Cheryl@uslaw.org or call to discuss a customized gift at (216) 287-8348.

☐

YES, we will provide a donation to ensure the continuation and expansion of these programs in the future and allow USLAW NETWORK Foundation to continue to open doors for these well-deserved diverse law school students.

☐

Hero – \$10,000

☐

Champion – \$7,500

☐

Advocate – \$5,000

☐

Ally – \$2,500

☐

Activist – Customized Gift (suited to your organization's objectives)

Organization

Contact Name

Contact Title

Contact Email

Contact Phone

We appreciate your consideration and interest.

Please connect the Foundation to individuals within corporations that oversee nonprofit and/or DEI charitable contributions; share access to grants and additional sources of funds the Foundation may be eligible for; and/or provide access to reach an expanded list of ABA-accredited law school career and DEI professionals.

