



2017
DIVERSITY & INCLUSION

Different Perspectives & Voices



At Michael Best, diversity is one of our core values, and we are committed to fostering a diverse, inclusive culture; hiring and retaining diverse professionals; and helping advance their careers. We uphold that commitment through a variety of programs and initiatives.

All of Michael Best's diversity initiatives are guided by our Diversity & Inclusion Committee. Composed of attorneys and human resources professionals, including practice group leaders, the committee takes an active role in recruitment, retention, and firm policy. Programs and initiatives are implemented by the Diversity Action Committee, a sub-committee made up of attorneys, paralegals, and technical professionals.

Michael Best is proud to support many other community organizations whose diversity and inclusion goals and vision closely align with ours. Recent examples of our partnerships include:

- AIDS Resource Center of Wisconsin
- AIDS Walk Wisconsin
- Comfort Cases
- Erie Neighborhood House
- Gads Hill Center
- Kostopulos Dream Foundation
- Milwaukee Debate League
- Northwestern University Youth Impact Program
- Second Harvest Foodbank of Southern Wisconsin
- United Community Center
- Urban League of Greater Madison
- Wisconsin LGBT Chamber of Commerce

JORGE M. LEON

Diversity & Inclusion Committee Chair
jleon@michaelbest.com
T. 312.596.5831

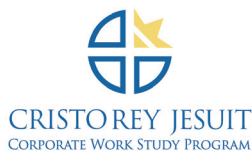
"Michael Best recognizes the positive impact diversity and inclusion creates within the firm. We continue to build on the welcoming atmosphere already in place, and aspire to stay on top of current and future LGBTQ matters." – Jorge M. Leon

2017 Diversity & Inclusion Initiatives



100% on Corporate Equality Index – Human Rights Campaign Foundation

Michael Best received a perfect score of 100 percent on the Human Rights Campaign Foundation's 2017 Corporate Equality Index, a national benchmarking tool on corporate policies and practices pertinent to lesbian, gay, bisexual, and transgender (LGBT) employees. The perfect score earns Michael Best distinction among the "Best Places to Work for LGBT Equality" and reflects a commitment to our workplace equality with respect to tangible policies, benefits, and practices.



Investing in Our Future

Our Milwaukee office participates in a corporate work study program with students from Cristo Rey Jesuit High School. Students from various backgrounds and economically disadvantaged families are given the opportunity to spend one day a week at Michael Best throughout the school year in order to finance their education while gaining real-world working experience in a professional environment.



Wisconsin Law Journal Diversity in Business Awards

Michael Best was recognized by the Wisconsin Law Journal in the 2017 Diversity in Business Awards. The awards program celebrates individuals and/or organizations who have demonstrated a significant contribution toward creating a diverse and inclusive business/academic/social community through the implementation of policies, procedures, initiatives, and/or programs.



LEADING the Way – Lawyers & Engineers Advancing Diversity

Lawyers & Engineers Advancing Diversity (LEAD), our affinity group for racially and LGBT diverse team members and their allies, is fully committed to promoting and sustaining a diverse and inclusive environment within the firm. We recognize that building and fostering this type of environment will strengthen the firm's recruitment and retention efforts, advance career development, and ensure the best service and results for our clients.



Gold Founding Member – Wisconsin LGBT Chamber of Commerce

Michael Best is proud to be a Gold Founding Member of the Wisconsin LGBT Chamber of Commerce, an organization of gay, lesbian, bisexual, transgender and LGBT-allied businesses, corporations and professionals throughout the state of Wisconsin focused on being a strong pro-fairness business community.



Top Law Firm for Commitment to LGBT Diversity – Equality Illinois

Michael Best was again recognized as a top law firm for LGBT diversity and inclusive practices in the 2017 Equality Illinois "Raising the Bar" report. Based upon results of the annual Equality Illinois Law Firm Survey, the report identifies Michael Best as one of 40 Illinois law firms leading the way in providing a welcoming and fair work environment for LGBT employees and engaging with the LGBT community.



Best Efforts Firmwide Volunteer Day

The goal of Best Efforts is to provide a fun, meaningful way for attorneys and staff in all our offices to give back to our communities as part of a team on the same day. Members of our Diversity Action Committee from each office selected a local charity to support, and all Michael Best employees and partners are encouraged to volunteer for their local charity on the same workday.