

DIVERSITY

We believe that being an equal opportunity firm means going beyond mere compliance with anti-discrimination legislation. At Shutts & Bowen LLP, we believe that our clients receive the highest quality service when their legal teams are drawn from professionals mirroring the increasing diversity of the marketplace. Our commitment to diversity is reflected in our firm's policies, programs and committees, and through our efforts to build and maintain a culture that values and gathers strength from differences, without regard to race; religion; age; gender; ethnicity; national origin; sexual orientation; medical conditions or disabilities; marital, veteran or family status; or any other category protected by law.

Cultivating Diversity

Shutts & Bowen recognizes the fundamental importance of achieving a diverse workforce of attorneys, professionals and support staff that bridges racial, gender, age, ethnic, national, sexual orientation and religious lines. Simply put, we believe that recruiting, developing and promoting talent is just good business. It is that diversity that enhances the creative strength of our legal team.

Moreover, in today's increasingly multicultural global environment, the firm recognizes that the relative success of our clients' business interests depends, in great part, on the judgments and divergent experiences that can only be found in a multifaceted, talented work force.

The firm's dedication to achieving diversity includes an emphasis on fostering a positive workplace environment that supports the professional development needs of our lawyers. Our commitment reflects the firm's strategic focus on a team-based approach to client service, marketing and community involvement. This approach enhances our ability to recruit and retain lawyers. Integrating our diversity efforts with our strategic plan also enables us to more fully develop economic opportunities and to encourage and support the professional and civic contributions of our attorneys.

Today, the firm is recognized for its efforts to reflect the diversity of the communities and clients it serves. The *Daily Business Review* has recognized the firm as one of the top five firms in Florida for the total number of minorities, top five for most Hispanic attorneys, and top eight for the number of women attorneys. Most recently, the firm was ranked No. 4 among our tiered group in the *Law360* 2020 Diversity Snapshot, and ranked No. 19 (nationally) on the *American Lawyer's* 2019 Diversity Scorecard.

As part of our ongoing efforts to hire and retain a diverse workforce, the firm actively participates in and supports a number of diversity programs. Most notably, the firm is a member of the [Leadership Council on Legal Diversity \(LCLD\)](#) and the [Diversity & Flexibility Alliance \(DFA\)](#). Through LCLD, Shutts participates in the Fellows and Pathfinder programs. Attorneys from our offices also participate in the organization's Law School Mentoring program. In 2019, Shutts & Bowen was awarded a "Tipping

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the Scales" Award by the DFA during the organization's Annual Conference. Through the award, the DFA recognized firms that had 50% or more women in their 2019 new partner class, as identified in their 2019 New Partner Report. Shutts was among 51 firms to be recognized. In addition to diversity programs within the firm, Shutts is proud to support diversity efforts in the community. Most recently, the firm became a sponsor of the ABA Section of Litigation's Judicial Intern Opportunity Program (JIOP). This program offers law students the opportunity to intern with a participating state or federal judge and expands opportunities in the legal profession.

Shutts understands that the legal profession has shown vast improvement in making diversity and inclusion a routine practice, but realizes significant work must still be done. Our diverse talent makes up the fabric of our firm and our goal is to be a leader and innovator in recruiting, cultivating and developing talent, regardless of race; religion; age; gender; ethnicity; national origin; sexual orientation; medical conditions or disabilities; marital, veteran or family status; or any other category protected by law, into the future leaders of the profession and the firm.

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