

INCLUSION



Armstrong
Teasdale

2019 Diversity and Inclusion Report

WHAT INCLUSION MEANS TO ME

We are incredibly proud of what Armstrong Teasdale accomplished in 2018, and look ahead to the new year with enthusiasm and a fresh perspective.

Through active participation in the firm's inclusion initiatives, both attorneys and staff continue to foster Armstrong Teasdale's inclusive culture. Such activities provide opportunities for rich dialogue within the firm and drive excellent client service through our diverse perspectives.

Our clients expect inclusive service and consistently challenge us to align with diversity initiatives, and we take the mandate seriously. We are committed to diversifying client teams by ensuring that team leaders, supporting attorneys and professional staff are diverse, as we recognize it enables us to better serve our clients.

For the legal industry in particular, we understand that there are several paths to achieving a diverse and inclusive workplace. We are excited about the opportunity to continue our inclusive work, and in 2019, we will focus on a very deliberate approach and theme: "What Inclusion Means to Me." By recognizing, embracing and celebrating our differences, we will focus on how inclusion differs for each of our team members. Our strategic approach will involve meaningful conversations in three key areas – authenticity, inclusive communication and allyship – and help drive our actions as a firm. To help further our efforts in 2019, AT recently appointed a director responsible for the firm's inclusion efforts.

We challenge you to define inclusion on your own terms and seek out opportunities to bring that to light through actions in your workplace, community, or even your own home. We can achieve great things when we think differently together.

Sincerely,



Meshach Rhoades

Partner, Inclusion Committee Co-Chair



Sarah Sise

Partner, Inclusion Committee Co-Chair

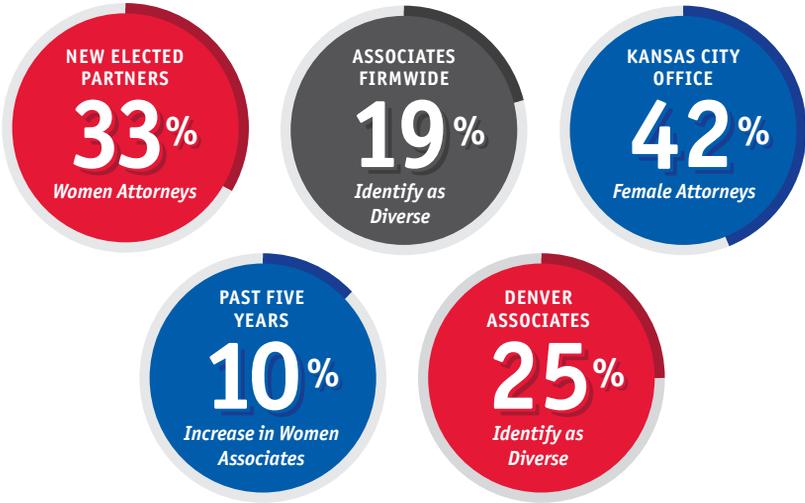


"I am inspired by seeing so many women attorneys on our management committee, in leadership positions, and serving as mentors across offices. Women leaders are championed here and contribute to the success of the firm and its future."

CARRIE SARHANGI LOVE
PARTNER

BY THE NUMBERS

Measuring our progress each year is critical to examining our evolution and developing a path forward. It gives us the opportunity to identify areas of strength, as well as areas for further improvement.



Above average of racially diverse associates in our largest markets, according to 2018 NALP data.

100

HRC EQUALITY INDEX SCORE

250+

PRACTICING ATTORNEYS

1901

YEAR FOUNDED

100+

EXPERIENCED LITIGATORS

145+

FORTUNE 500 COMPANIES SERVED

55+

PATENT ATTORNEYS, ENGINEERS & AGENTS

AFFILIATIONS AND ACCOLADES

The firm is affiliated with dozens of affinity groups and organizations that focus on driving diversity and inclusion through various programming. Armstrong Teasdale is honored to have earned a number of key recognitions in 2018, including:



Human Rights Campaign 2019 Corporate Equality Index
Earned the highest possible score: 100 percent.



Leadership Council on Legal Diversity (LCLD) Compass Award 2018
Attended programs to build a more open, diverse legal profession.



2018 Inclusiveness @ Work Award
Presented by the Center for Legal Inclusiveness.



2018 BTI Client Service A-Team
Named for the eighth year in a row.



Benchmark Litigation 2018 Missouri Firm of the Year
Excelled in litigation in the past year.



National Law Review 2018 Go-To Thought Leader
Recognized for key insight into the shifting litigation landscape.

PROGRAMS

Inclusion Week

In 2018, the firm launched a celebration of inclusion, highlighting the richness that diversity brings to our workplace. Participating in educational and fun activities hosted in all firm offices – including a TED-style talk and potluck luncheon – both attorneys and staff were challenged to expand their own definition of inclusion and increase their respective efforts in championing equality. The weeklong celebration was a great success and will continue annually.

Women’s Inclusion Network Events

Armstrong Teasdale was active in providing programming for women lawyers and professionals across the country. The firm hosted a number of key events including one in partnership with the Women’s Foundation of Greater St. Louis on “Women in Leadership Today: Perspectives and Insights” with insight from several top local executives; one in Kansas City focused on “Harnessing the Power of Disruption,” which featured a discussion with Lindsey Roy, CMO of Greetings at Hallmark Cards; and one in Denver titled “Raising a Champion,” which featured Michelle Lucero, General Counsel at Children’s Hospital Colorado speaking about the importance of championing women in business.

Firm Establishes Paid Parental Leave

In April, the firm announced a new Paid Parental Leave program for staff and attorneys with the goal of providing a benefit for all eligible parents of a new child, regardless of whether they are a father or a mother of a child through birth, adoption, foster placement or legal guardianship. The program provides four weeks of additional paid leave and gives working parents the support they need to be there for their families.



KATE KERR

DIRECTOR OF PROFESSIONAL
DEVELOPMENT AND INCLUSION



See what inclusion means to us at armstrongteasdale.com/inclusion.

Challenge yourself to define what inclusion means to you and take action in the new year.

INCLUSION MEANS

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