

2007 Diversity Action Plan

July 2007

I. Introduction

King & Spalding's commitment to diversity springs from our core values: professional excellence, collaboration, stewardship, and a commitment to help attract and develop diverse, high caliber talent throughout the firm. We recognize that maintaining a diverse and inclusive working environment requires constant focus and effort. Thus, we will continue to review our progress, develop and apply appropriate accountability measures, and build upon our progress in this area.

II. Mission Statement

We believe we will continue to achieve positive and sustained results through individual efforts by our lawyers, fully supported by the firm's resources to:

- Educate and train our attorneys on diversity and inclusion issues
- Recruit, mentor, train, and promote talented attorneys of diverse backgrounds and experiences
- Support our client's diversity goals and provide outstanding service to our clients
- Support diversity efforts in the community

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III. Firm-wide Diversity Committee

The Diversity Committee is a standing committee of the firm charged with developing and implementing ways to enhance diversity and monitor the progress of the firm's diversity-related efforts. The Committee is comprised of partners, associates, and administrative personnel from across the firm. The partners include at least one member of the firm's Policy Committee, the Part-Time Coordinating Partner, the Chairs of the Associate Evaluation and Partners Committees, at least one Practice Group Leader, and at least one Office Managing Partner.

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IV. Diversity Committee Action Steps

- A.** Services to the Firm as a Whole
- B.** Services to Internal Diverse Populations
- C.** Services to Clients and Other Stakeholders
- D.** Efforts to Support Diversity and Inclusion in the Legal Community

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A. Services to the Firm as a Whole

- Encourage firm leaders, partners, and others to participate in diversity related efforts:
 - Diversity Committee Chair spends approximately 60% of her time creating and implementing the firm's diversity action plan and programs
 - Other Diversity Committee members devote 150 hours per year
 - Policy Committee members devote 30 hours per year; each Policy Committee member serves as a liaison to at least one affinity/women's group
 - Other partners encouraged to devote a minimum of 15 hours per year
- Monitor success of diversity efforts and update Diversity Action Plan annually

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A. Services to the Firm as a Whole

- Serve as a contact and resource to partners regarding diversity issues (Diversity Committee Chair)
- Expand and maintain firm's diversity website
- Increase internal visibility of firm's diversity efforts and resources:
 - Create and maintain firm's diversity intranet site
 - Publish internal diversity newsletter
 - Meet with summer associates in each office to explain our diversity efforts
- Hold regular training programs for partners and associates

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A. Services to the Firm as a Whole

- Direct subcommittees focused on particular areas:
 - Recruiting and Hiring
 - Retention
 - Policies and Procedures

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B. Services to Internal Diverse Populations

- Establish and support 12 internal affinity groups. Each group:
 - has 2 partner liaisons (including 1 PC member)
 - meets at least quarterly
 - is encouraged to establish 2-3 annual goals
 - can request a dedicated page on the firm’s diversity intranet site
 - can request funding through the diversity committee

B. Services to Internal Diverse Populations Affinity Group Liaisons

Affinity Group	Liaisons	Women’s Group	Liaisons
Af. Am./Black Associates	Gaines/Bayman	Atlanta Women (1 st - 3 rd yr)	McDonald/ Kelley
Asian Associates	Patel/M. Smith	Atlanta Women (4 th yr. +)	Cohn/Baxley
International Associates	Miles/Alexander	DC Women	Stroman/ Rodriguez
Hispanic/Latino Associates	Valera/R. Smith	London Women	P. O’Neil/ Alexander
LGBT Associates	Griffin/Borders	Houston Women	McWhirter/ R. Smith
Part-time Associates	Blanco/M.Smith	New York Women	Zaccone/Cirillo

B. Services to Internal Diverse Populations

- Conduct periodic individual meetings with diverse associates (Diversity Committee Chair)
- Plan and host annual retreat for diverse attorneys
- Develop best practices for quickly and effectively transitioning women back into practice following maternity leave

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C. Services to Clients and Other Stakeholders

- Provide opportunities for clients to participate in diversity related events and programs sponsored by the firm and organizations in which we are active and/or support
- Explore opportunities to partner with clients on diversity related training, pro bono, civic, and/or charitable projects
- Assist in responding to client requests for information

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C. Services to Clients and Other Stakeholders

- Partner with minority and women owned law firms
 - Research and contact 15 to 20 minority and/or women owned firms across the country
 - Establish strategic partnering relationships with each firm and compile list of recommended firms
 - Work with strategic partners to find mutually beneficial business opportunities

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D. Efforts to Support Diversity and Inclusion In the Legal Community

- Provide up to four \$10,000 scholarships and summer clerkships to 2Ls from diverse backgrounds
- Provide \$10,000 1L scholarship through MCCA Lloyd M. Johnson minority scholarship program
- Provide annual 1L 90 minute writing program in Atlanta, DC and New York for diverse attorneys, continue sponsorship of similar program offered by Houston Bar Association
- Participate in local bar associations' minority 1L hiring program

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D. Efforts to Support Diversity and Inclusion In the Legal Community

- Participate in minority job fairs including: Southeastern Minority Job Fair, Lavendar Law Job Fair, Mid-Atlantic BLSA Job Fair, Harvard BLSA Job Fair, and Harvard Law School BLSA Job Fair
- Assist recruiting department in establishing and maintaining contact with promising diverse candidates
- Write and publish “Law Firm Diversity In Brief” series. These five page articles provide quick and practical guides to others in the legal community interested in diversity issues

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D. Efforts to Support Diversity and Inclusion In the Legal Community

- Participate in external diversity related organizations, conferences, and events. Examples:
 - Leadership Positions
 - Ed Aviles -- Board Member, Hispanic Bar Association of Houston
 - Khouane Ditthavong -- VP Communications, Asian Pacific American Bar Association of Greater Washington, D.C. Area
 - Harold Franklin -- President, Gate City Bar Association (Georgia's NBA Chapter and oldest African-American bar association)
 - Participation in Panels and Conferences
 - Kristi Hamlin -- Panelist at ABA's Houston Minority Judicial Intern Opportunity Program
 - Lynn Scott -- Panelist at Hildebrandt Institute's Third Annual Forum on Best Practices for Developing and Retaining Women Leaders in the Legal Profession
 - Carmen Toledo -- Panelist at Emory's No More Early Exits Conference

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