

## Diversity, Equity & Inclusion



Providing the best legal service to our clients requires the strongest team. A rich diversity of talent fosters innovation and a wider variety of creative solutions for clients. In short, we are stronger together.

That's why we are deeply committed to recruiting, hiring and supporting a diverse workforce that embraces people of all backgrounds, genders, gender identities, sex, races, colors, national origins, ages, ethnicities, creeds, religions and sexual orientations, as well as veterans and persons with disabilities, and first-generation attorneys. The same principle extends to our vendors – they serve us best when they represent a diverse supplier network that reflects our community and our clients.

### Stronger Together

Reinhart's Diversity, Equity & Inclusion (DEI) Committee of partners, associates and staff helps guide our efforts to build a stronger, more diverse team. From internal programs that raise awareness and support career development to community initiatives that celebrate diversity, enrich students and more, we're creating a welcoming environment for all.

The DEI committee collaborates with Reinhart's affinity groups and Women's Forum, works to obtain annual Mansfield Rule certification and measures our progress toward our DEI goals. DEI ambassadors are representatives drawn from across practices and disciplines to support the DEI mission and attend related events and activities. Ambassadors also brainstorm new initiatives and offer valuable feedback.

#### Internal Engagement

<https://www.reinhartlaw.com/social-commitment/dei/internal-engagement>

#### Community-based Connections

<https://www.reinhartlaw.com/social-commitment/dei/community-based-connections>



### Building a Strong Profession

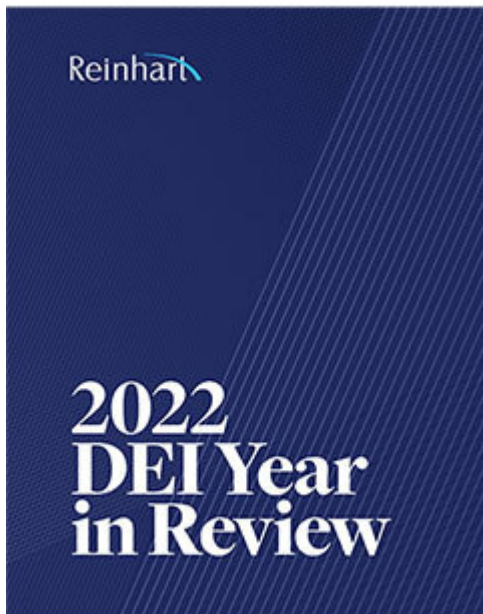
<https://www.reinhartlaw.com/social-commitment/dei/building-a-strong-profession>

### Women's Initiatives

<https://www.reinhartlaw.com/social-commitment/dei/womens-initiatives>

## DEI Year in Review

Each year we take a look back at our firm's progress in DEI, with a dedicated focus on the more inclusive future we are building for our attorneys, business professionals, staff and clients. Click below to review.



## Corporate Equality Index

It's true that you measure what matters. Reinhart consistently earns top scores on the Human Rights Campaign Foundation's [Corporate Equality Index](#). This premier benchmarking survey and reporting system measures our success in implementing LGBTQ+ friendly workplace practices.



## Mansfield Rule

Reinhart is working to close the gender and diversity gap in the legal profession. To put our ideals into action, we achieved [Mansfield Rule](#) certification showcasing the firm's commitment to a diverse leadership team, recruiting and retaining top talent from underrepresented groups, and ensuring that diverse lawyers are at the table for new business opportunities. This national initiative, administered by [Diversity Lab](#), is the standard by which law firms track and measure that they are affirmatively considering at least 30 percent women, lawyers from underrepresented racial/ethnic groups, lawyers with disabilities and LGBTQ+ lawyers for top leadership roles, senior-level lateral hiring, promotions into equity partnership and participation in client pitch meetings.

### Pro Bono

<https://www.reinhartlaw.com/social-commitment/pro-bono>

### Community Ties

<https://www.reinhartlaw.com/social-commitment/community-ties>