



2022 DEI Year in Review



Al Orr, CEO

At Reinhart, we place a high value on DEI, and we are fully invested in maintaining an environment that attracts and sustains talented attorneys and business professionals with diverse backgrounds and experience.

We are committed to providing fair and equitable opportunities to our entire workforce. We understand that a diverse workforce provides the highest value for client services by forging solutions to problems from different perspectives. Likewise, our vendors best serve us when they represent a diverse supplier network for goods and services needed by the firm—this is why Reinhart supports doing business with minority-, women-, LGBTQ+-, veteran-, and service-disabled-veteran-owned businesses.

While we track our ongoing progress towards our goals, diversity is more to us than simply metrics. Our firm leadership has embraced a long-term strategy focused on strengthening a culture of transparency, partnering with our attorneys and professionals on career development, and understanding the modern challenges of work and life for our employees and our clients. We are also committed to several related objectives, including building strong relationships through our partnerships with diverse groups in the community, law schools and bar associations.

The following report provides insights into our DEI journey so far and shares our thoughts and objectives for the future. The report also demonstrates the diversity of our talent and how we are working towards increasing diversity throughout the firm.

I welcome any questions that you may have about this report at aorr@reinhartlaw.com. Thank you for your partnership and for your interest in this important part of our firm's culture.

A handwritten signature in black ink, appearing to read "Al Orr". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.



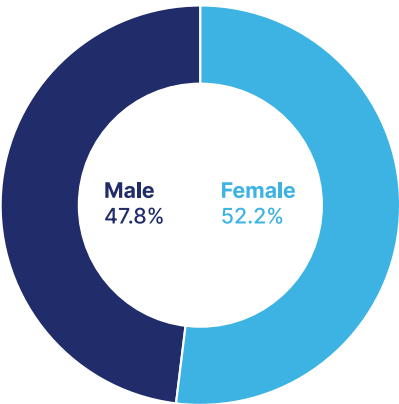
Our Commitment to Diversity, Equity and Inclusion

DEI is a cornerstone of our firm's culture and business operations and is an essential element in meeting our clients' needs. That's why we are dedicated to providing programs, partnerships, benefits and recruiting efforts focused on growing and sustaining

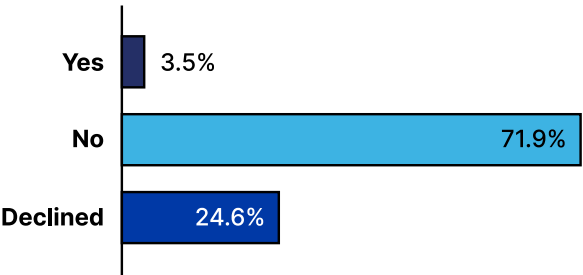
a more diverse workforce that embraces all genders, gender identities, races, colors, national origins, ages, ethnicities, creeds, religions and sexual orientations, as well as veterans and persons with disabilities.

Our Demographics

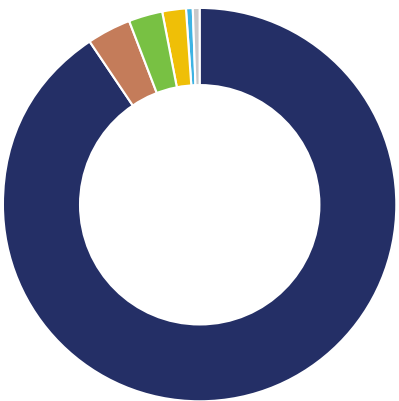
Gender



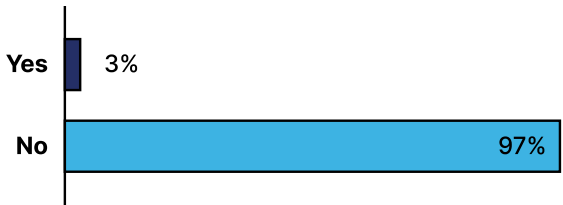
LGBTQ+



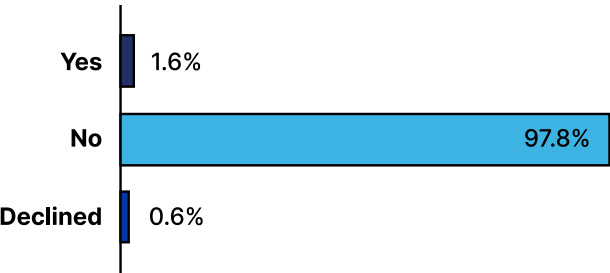
Race



Military Veteran



Disability

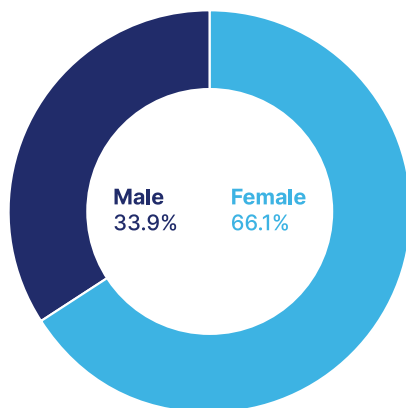


White	90.8%	Hispanic/Latino	3.5%	Asian	2.7%
Black/African American	1.9%	Two or More Races	0.8%		
American Indian/Alaska Native	0.3%				
Native Hawaiian/Other Pacific Islander	0%				

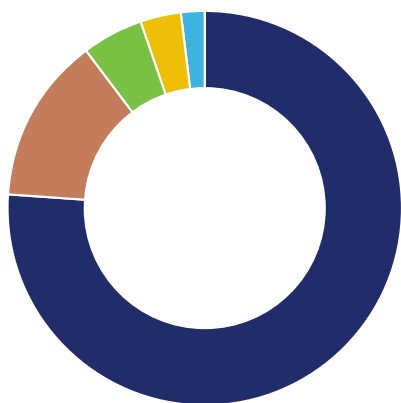
Diversity in hiring to build a more representative Reinhart

Total Firm Hires 2022

Gender



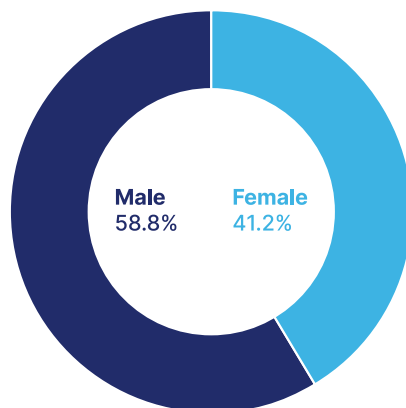
Race



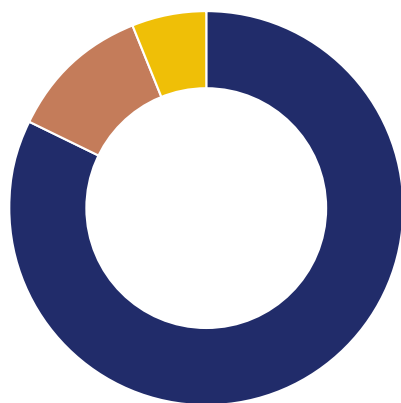
White	76.2%	Hispanic/Latino	13.6%	Asian	5.1%
Black/African American	3.4%	Two or More Races	1.7%		
American Indian/Alaska Native	0%				
Native Hawaiian/Other Pacific Islander	0%				

Attorney Hires 2022

Gender



Race



White	82.3%	Hispanic/Latino	11.8%	Asian	0%
Black/African American	5.9%	Two or More Races	0%		
American Indian/Alaska Native	0%				
Native Hawaiian/Other Pacific Islander	0%				

Equitable Recruitment

DEI Professional Development

Reinhart partnered with the following groups to create a more inclusive legal profession and maintain a robust pipeline of diverse talent:

- Black Law Students' Associations
- Hispanic Law Students' Associations
- LGBTQ Law Associations
- Q Law
- State Bar of Wisconsin's Diversity Committee
- Wisconsin Asian-American Bar Association
- Wisconsin Association of African American Lawyers' (WAAL)
- Wisconsin Hispanic Lawyers Association (WHLA)



This national initiative is the standard by which law firms track and measure efforts to close the gender and diversity gap in the legal profession. Reinhart achieved Mansfield Certification in 2022 for 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 the equity partnership and participation in client pitch meetings.



We created the Reinhart Bridges Program to promote equitable access to opportunities for growth and development among candidates from diverse backgrounds. The results of the 2022 Bridges Program reflect our commitment to building and sustaining diversity among our staff and within our profession.

- Held Bridges Advisory Program networking receptions in Milwaukee (for Marquette students) and Madison (for UW students) resulted in 39 diverse students being paired with an attorney mentor, a 50 percent increase over 2021.
- Our Bridges 1L Diversity Fellowship added two students to our 2022 Summer Associate Program.
- 1/3 of our 2022 Summer Associate class was diverse.



Reinhart was proud to receive a score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

Internal Engagement

DEI Committee – Reinhart’s active DEI Committee of shareholders, 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.

DEI Internal Programming

Celebrations of Diversity: Black History Month, Women’s History Month, Arab Heritage Month, Asian Pacific Islander Heritage Month, Pride Month, Hispanic Heritage Month, National Disability Employee Awareness Month, Native American Heritage Month, Veteran’s Day, Transgender Awareness Week.

Dr. Jerry Kang: Presentations on Implicit Bias for Leaders – Dr. Kang demonstrated the “science behind bias” with data visualization and interactive exercises to show that human brains are hard-wired to see things a certain way. He also explored consistency in approach for assigning work, professional development and ensuring equity in the path to partner.

Building Civility program with Matt Glowacki – Focused on normalizing hardship among all people, this moving and engaging presentation explored how apparent and non-apparent disabilities impact each of us.

Unconscious Bias program with Judge Derek Mosley – Judge Mosley engaged our staff and attorneys in a spirited discussion of how this important dynamic affects our profession and the judicial system.

DEI Ambassadors – Drawn from all facets of the firm, this group supports our DEI mission through active engagement with external communities and via contributions at regular meetings where they provide valuable insights and feedback related to the DEI mission.

Employee Resource Groups

LGBTQ+ ERG – This group of LGBTQ+ attorneys, paraprofessionals, staff and allies works together to make Reinhart, and the legal profession, a safe and inclusive environment for the LGBTQ+ community.

Women’s Forum – The Reinhart Women’s Forum is a valuable resource dedicated to maintaining an environment where women can flourish and become leaders within our firm and throughout the communities we serve.

Working Mothers ERG – This group fosters a supportive and welcoming space by providing a platform for moms to connect in meaningful ways and share information and resources relevant to raising a family while balancing a rewarding career.

Veterans ERG – This group coordinates recognition efforts for various veteran-centric federal holidays and educates colleagues on issues, challenges and topics related to military service.



Community-based Connections

Our attorneys, paralegals and support staff contribute their time, talent and resources as donors, volunteers, board members and advisers to organizations that strengthen our communities. By partnering with a diverse group of local organizations, we contribute to building a better, more equitable quality of life for all to enjoy.

Cristo Rey – Reinhart’s Milwaukee office hosted four students for the full school year through the Cristo Rey Corporate Work Study Program, providing crucial hands-on, professional work experience.

MLK Day of Service – Partnering with United Way of Greater Milwaukee & Waukesha County, along with other local and national nonprofit organizations, the firm recognized this holiday by offering attorneys and staff opportunities to serve their local communities and support meaningful civic initiatives.

Juneteenth Day Celebration – Partnered with America’s Black Holocaust Museum to underwrite their Juneteenth Day community stage and tour the museum with attorneys and staff.

TEMPO Milwaukee – Working to accelerate, advance and elevate women leaders in the community, Reinhart sponsored multiple events including the Tempo Mentor Awards Luncheon and the Leadership Summit.

Girl Scouts of Wisconsin Southeast “Career in the Law” mentoring session – Reinhart women attorneys joined with a client keynote speaker to share their personal journeys during a virtual session with Girl Scouts from across southeastern Wisconsin.

In addition, Reinhart supports, sponsors and actively engages with a wide range of community based organizations, many of which are focused primarily on increasing diversity, equity and inclusion.

Reinhart DEI Committee



Jessica Hutson Polakowski

DEI Committee Co-Chair
jpolakowski@reinhartlaw.com



Joseph D. Shumow

DEI Committee Co-Chair
jshumow@reinhartlaw.com



Mark A. Cameli

mcameli@reinhartlaw.com



Gordon M. Wright

gwright@reinhartlaw.com



Tomás Clasen

tclasen@reinhartlaw.com



Beth J. Bahr

bbahr@reinhartlaw.com



Andrew D. Narrai

anarrai@reinhartlaw.com



Kristina E. Somers

ksomers@reinhartlaw.com

Added 2023



Xavier E. Prather

xprather@reinhartlaw.com

Added 2023



Maya S. Zahn Rhine

mrhine@reinhartlaw.com

Added 2023



Melissa Kunding

mkunding@reinhartlaw.com

Added 2023