

Impact Report

EVERYDAY ACTIONS MAKE CHANGE HAPPEN



2022

Brownstein



Everyday Actions Make Change Happen

2022 INTRODUCTION 3

- 3 *A Letter From Our Managing Partner*
- 4 *Making Change Happen by the Numbers*

SPREADING GOOD KARMA 5

- 5 *Karma Bucks Program and Participants*
- 8 *Holiday Karma*
- 9 *Ukraine Relief Drive*

SHARING OUR SKILLS 10

- 10 *Pro Bono Summary*
- 11 *Corporate Clinic for Nonprofits*
- 12 *Pro Bono Stories*

SERVING ON BOARDS 13

- 13 *Board Service Summary*

SUPPORTING LOCAL ORGANIZATIONS 14

- 14 *Charitable Contributions Summary*
- 15 *Jewish Family Service's Inaugural Community Award*

DIVERSITY, EQUITY AND INCLUSION 16

- 16 *DEI Summary and Awareness Initiatives*
- 18 *Inclusion Efforts and Awards*



A MESSAGE FROM

Rich Benenson

As a firm our team uses expertise, innovation and collaboration to advance solutions to our clients' biggest challenges. We use this same approach to address the biggest challenges facing our communities.

When I reflect on our collective community impact in 2022, I'm proud to be surrounded by a talented team of innovators, dreamers and doers. We are a community of people who believe in the power of engagement through incremental, everyday actions designed to influence major change—and our communities are better because of it.


In 2022, our firm donated almost \$2 million to 320 nonprofits and provided over 10,000 hours of pro bono support throughout all of our markets. We proved the power of everyday action by completing 131 local Karma events including service days in support of relief efforts in Ukraine, 5K races for local organizations, our annual holiday gift giving to underserved communities and so much more.

We celebrated our impact in 2022 by receiving the inaugural Jewish Family Service of Colorado's Brownstein Hyatt Farber Schreck Community Leadership Award. This recognition was earned thanks to our founders' dedication and leadership

in the community and in support of this organization over the last 50 years, a legacy we continue today. We were also honored to receive 2022 The Civic 50 Honoree by CSR Solutions of Colorado and Points of Light award, the Charles Crittenton Community Partner Award, all while being ranked No. 47 on *The American Lawyer's* 2022 National Pro Bono Rankings. Our leaders exemplify this impact, and we applaud Norm Brownstein for receiving the Lamplighter Award from American Friends of Lubavitch.

The following Impact Report tells the story of our commitment to the community in 2022. It captures the volunteer moments, charitable contributions and pro bono services that our team shared with communities across the country. Each of these actions made change happen.

Thank you to each of my colleagues for taking action in 2022. We couldn't have done it without you.



Rich Benenson
Managing Partner



BY THE NUMBERS

Making Change Happen

The infographic consists of ten data points arranged in a grid, each accompanied by a small photograph. The data points are: 498 Total Volunteers (photo of a woman with a dog), \$30M Total All-Time Contributions (photo of a woman with a gift), 131 Karma Projects (photo of two men), 70% of Attorneys Serving on Boards (photo of a man with documents), 5,301 Total Volunteer Hours (photo of two men), \$5,074,127 Pro Bono Cash Value (photo of a man with documents), 282 Employees Participating in Karma Projects (photo of a man with documents), 10,870 Total Pro Bono Hours (photo of five cyclists), and 77% of Attorneys Participating in Pro Bono (photo of a woman working).

498 TOTAL VOLUNTEERS	\$30M TOTAL ALL-TIME CONTRIBUTIONS	131 KARMA PROJECTS
70% OF ATTORNEYS SERVING ON BOARDS	5,301 TOTAL VOLUNTEER HOURS	282 EMPLOYEES PARTICIPATING IN KARMA PROJECTS
\$5,074,127 PRO BONO CASH VALUE	10,870 TOTAL PRO BONO HOURS	77% OF ATTORNEYS PARTICIPATING IN PRO BONO



We're Giving Back

In 2021, Brownstein launched our Karma Bucks program as a way to recognize employees who exemplify the firm's core value of Giving Back. We're thrilled to announce that in its second year, 126 Brownstein employees earned Karma Bucks by participating in four or more Karma volunteer projects during the year. The donations went to the organization of their choice.

126 EMPLOYEES EARNED
KARMA BUCKS



CONGRATULATIONS AND THANK YOU TO THIS YEAR'S PARTICIPANTS AND PARTNER ORGANIZATIONS:

Steve Abelman
Denver Scholarship Foundation

Jonnica Alabart
Moms and Mutts Colorado Rescue for Pregnant and Nursing Dogs

Jan Alabart
Teaching The Autism Community Trades

Zoe Almy
Children's Hemiplegia and Stroke Association

Alana Anderson
Dumb Friends League

Elaine Bailey
Colorado Saint Bernard Rescue

Mary Barnes
Air Force Aid Society

Courtney Bartkus
Dumb Friends League

Georgianne Bates
Mile High United Way—Bridging the Gap

Bryant Becker
Planned Parenthood

Rich Benenson
Global Livingston Institute

Gillian Block
Three Square Food Bank

Ivy Capili
National Alliance on Mental Illness

Nikki Caravantes
National Alliance on Mental Illness

Kim Casario
Planned Parenthood

Margaret Cawthra
The Action Center

Christy Chambers
More Better Bikes

Lara Day
Denver Fire Department Foundation

Suzanne Daigle
Oregon Law Students Public Interest Fund

Hilary Dominguez
Alzheimer's Association

Denver Donchez
Fair Fight

Michaun Donner
My Second Home Rescue

Nicole Doty
Rocky Mountain Feline Rescue

Cindy Dreibelbis
Nevada GrantLab

Abby Dvorkin
Laboratory to Combat Human Trafficking

Affie Ellis
Boys & Girls Club of Cheyenne

Emily Ellis
Cystic Fibrosis Foundation

Susan Erlenborn
Colorado Soccer Foundation

KARMA BUCKS LIST *(continued)*



Liz Esposito

Central Sierra Resiliency Fund

Jami Fleming

National Eating Disorder Association

Emily Garnett

WeeCycle

Erica Gartenberg

Environmental Learning for Kids

Mandi Garufo

Mental Health Colorado

Bonnie Goergen

Life is Better Rescue

Peggy Guarino

Shade Tree of Las Vegas

Katelyn Hardee

My Front Door

Tracy Herrera

Now I Lay Me Down To Sleep

Pat Herron

Children International

Nolan Housh

Earth Island Institute

Monique Jammer

Nevada Homeless Alliance

Adam Jenkins

Gold Crown Foundation

Tristan Jensen

Mile High Canine Rescue

Tamala Jonas

Food Bank of the Rockies

Paula Kay

Shade Tree of Las Vegas

Mike King

Bike MS

Brandon La Tulippe

Project Helping

Erik Larsen

Bladder Exstrophy Research Center

Ambria Lawson

The Women's Earth and Climate Action Network

Justin Lerner

Project Angel Heart

Katlin Longfield

Jailbreak Husky Rescue

Janae Magee

Peruvian Hearts

Amma Marfowaa-Nuako

WeeCycle

Michelle Marsh

Community Ministry Food Pantry

Sara Martin

Twin Valley Youth Sports

Patricia Maynor

Helping Hands of Vegas Valley

Geordie McEachern

Metro Caring

Terri McNabb

Colorado Feline Foster Rescue

Sarah Mercer

National Sports Center for the Disabled

David Meschke

Girls on the Run of the Rockies

Barb Mica

Girls on the Run of the Rockies

Maria Miller

Planned Parenthood

Jessica Molesworth

Sandy Hook Promise

Lyn Moore

Food Bank of Santa Barbara

Francisco Morales

Communities in Schools

Katie Moran

Dumb Friends League

Jamie Mulholland

Denver Dachshund Rescue & Transport

Anna-Liisa Mullis

Ray of Hope Cancer Foundation

Matthew Nilson

Sharing Connexion

Rae O'Dell

Share Village Las Vegas

Carrie Olgeirson

Bienvenidos Food Bank

Kathy Oster

Dumb Friends League

Angela Otto

Castleman Disease Collaborative Network

Morgan Parsons

Colorado Freedom Fund

Susan Petrovich

Return to Freedom Wild Horse Conservation

Charlotte Phelps

Florence Crittenton Services

Melissa Poole-Knight

Children's Hospital Colorado

Norma Rivera

Leukemia & Lymphoma Society

Josh Roometa

Denver Botanic Gardens

Andrew Rothberg

WeeCycle

Kati Rothgery

Highlight Catholic Ministries

Valerie Rush

Dumb Friends League

Audrey Ryan

Longmont Humane Society

Sarah Ryszkowski

Wish of a Lifetime

Liz Sanchez

Alzheimer's Foundation of America

KARMA BUCKS LIST (continued)



Jonathan Sandler
OpenEm Foundation

Melissa Santiago
Brent's Place

Amy Santos
Women's Bean Project

Amalia Sax-Bolder
Rose Community Foundation—Roots and Branches

Ashley Schobert
Miracle Network Dance Marathon

Frank Schreck
Nathan Adelson Hospice

Carie Schroeder
COBALT

Ellen Schulhofer
World Central Kitchen

Kara Schumacher
Parkinson's Association of the Rockies

Laura Seidl
Primate Aflame Charities

Samantha Sewell
Dumb Friends League

Demelza Shaefer
Razom for Ukraine

Sarah Sibert
Women for Women International

Dean Simpson
Dumb Friends League

Hannah Skewes
Colorado Coalition Against Sexual Assault

Mandie Sohn
Friends of Charlie's Place

Andi Stader
Colorado Outward Bound School

Rene Starry
Boys & Girls Club of Metro Denver

Alison Sullivan
Denver Zoo

Doris Sullivan
Dumb Friends League

Wendy Taylor
Lucky Dog Animal Rescue

Melanie Taylor
World Central Kitchen

Jamie Thalgott
Las Vegas Metropolitan Police Department Foundation

Margaux Trammell
Dumb Friends League

Rebecca Tucker
Sister Song

Cindy Turner
Dumb Friends League—Harmony

Debbie Vanderleest
Dumb Friends League

Sonia Vermeys
Lutheran Social Services of Nevada

Mary Wagner
Queer Meals

Laura Waters
The Bail Project

Patricia Weant
Make A Wish Colorado

Kelsey Weaver
Colorado Open Lands

Martine Wells
Ronald McDonald House Charities of Denver

Hana Wells
Dumb Friends League

Rebecca Whitaker
St. Jude Children's Research Hospital

Pat Williamson
Bootstraps

Louisa Wilson
Morgan Adams Foundation

Diana Wilson
The Nature Conservancy

Taylor Wright
Denver Dream Center

Erin York
Triple Negative Breast Cancer Foundation

Karma projects not only provide a chance to volunteer with my colleagues, but they allow us to work together to make an impact. From supporting the Brown Bag Lady with comfort kits, to our annual Turkey Trot for the Celiac Disease Foundation, these projects are an exceptional way to give back as a collective. They also allow us to select projects that **are meaningful to multiple members of our team.**"

JONATHAN SANDLER
Los Angeles Office Managing Partner

Spreading Cheer

At the end of each year, the Brownstein offices spread holiday cheer by partnering with local organizations and supporting their end of year needs. This year, we partnered with organizations across the country to give back to the communities where our employees live and work.

Capital Area R.E.A.C.H

Our Washington, D.C., office partnered with Capital Area R.E.A.C.H., a nonprofit committed to helping young people in Northern Virginia, Maryland and Washington, D.C., by hosting a holiday shopping spree for students in the program.

Partnering with Schools Across the Country

Our offices across the country partnered with elementary schools to ensure students had a positive and cheerful holiday season by providing gifts. The team in Denver partnered with Eagleton Elementary School, and the teams in Las Vegas and Reno partnered with Halle Hewetson Elementary School and Grace Warner Elementary School, respectively.

Comea Shelter

The offices in Santa Barbara and Cheyenne teamed up to provide essential winter clothing and food donations to the Comea Shelter, an emergency homeless shelter in Laramie County, Wyoming, that provides housing, free meals, case management and transportation assistance to individuals experiencing homelessness or who are at high risk.

Mercy Pedalers

The team in Sacramento spread some holiday cheer with a gift collection for Mercy Pedalers, a nonprofit organization of cyclists who reach out and provide support to men and women experiencing homelessness in the city.

University of New Mexico Children's Hospital

The team from our Albuquerque office provided gifts to families spending the holidays at the hospital, allowing young patients and their families to experience the cheer of the holiday season.

Sycamores

The offices in Los Angeles and San Diego worked together to provide holiday gift to support Sycamores, a nonprofit that serves nearly 17,000 Californians annually by providing hope and resilience to enrich the well-being of children.



Beyond our Local Communities

Giving back goes beyond our local communities. As Brownstein employees saw the crisis and war developing in Ukraine, they immediately looked for meaningful ways to work together to increase our collective impact.

You Give Goods

We initially partnered with You Give Goods to set up an emergency relief supply drive as a reliable and easy way for employee giving. The firm also matched the contributions from employees, doubling our impact and donating more than \$10,000 worth of essential supplies.

Project C.U.R.E.

Attorneys in Denver attended a Karma Project with Project C.U.R.E. where volunteers helped to sort and ready medical supplies that were shipped overseas to assist with humanitarian aid.



5,301
TOTAL VOLUNTEER HOURS

I joined Brownstein in 2021 in large part because I had been assured of the firm's commitment to its people and to our community. One of my greatest privileges at Brownstein is the opportunity to participate in the Karma program, which has confirmed that commitment and given me a new appreciation of the community and of the efforts of these remarkable nonprofits (and the firm's community impact department) **to do good."**

ANDREW ROTHBERG
Denver Associate

Our Commitment to Service

Brownstein understands the strengths and needs of nonprofit organizations in our communities. To demonstrate our commitment to service, we offer pro bono legal counsel and advice to ensure these essential community organizations have the quality representation they deserve. With almost 20 different pro bono teams ranging from arts and IP focuses to health care and civil rights, our pro bono work consists of:



\$5,074,127

TOTAL PRO BONO CASH VALUE



10,870

TOTAL PRO BONO HOURS

77%

OF ATTORNEYS PARTICIPATING IN PRO BONO



Pro Bono Clients with 50+ Hours of Legal Work

American Antitrust Institute

Aquaya

Blue Forest Finance Inc.

Collaboration Center Foundation

Colorado Inclusive Economy

Colorado Legal Services

Columbia Community Care

Denver Metro Chamber of Commerce

Equal Employment Opportunity Commission

Fair and Just Prosecution, A Project of the Tides Center

Family Promise

Family Tree, Inc.

Girls on the Run of the Rockies

High Fives Foundation

Jewish Family Service of Colorado

Justice and Mercy Legal Aid Clinic

Las Vegas Chamber of Commerce

Law Firm Antiracism Alliance

Legal Aid Center of Southern Nevada

Legal Aid Foundation

Mi Casa Pro Bono Patent Program

National Prayer Breakfast Foundation

The Neon Museum, Inc.

Northwest Colorado Health

One Colorado, Ltd.

PARS Equality Center

Presenting Denver

Re: Vision

Rocky Mountain Immigrant Advocacy Network

SeriesFest

The Greenway Foundation

The Park People

Westernaires, Inc.

White Buffalo Land Trust

Sharing Our Resources

One way Brownstein invests in our communities through giving back is by providing high-quality legal support to nonprofit organizations who would otherwise be unable to afford it. From 501(C)(3) formations and bylaw drafting and review to assisting nonprofits with mergers and tax compliance, our pro bono corporate work helps dozens of nonprofits each year. This commitment to sharing our resources and talents has enabled our team to work on projects that are important to them and their communities.



Our Corporate Governance Clients Include:

Academic Language Therapy Association
Amp The Cause
Chill Foundation
National Multiple Sclerosis Society, Colorado Chapter
National Multiple Sclerosis Society, Home Office
Colorado Bar Association
Colorado Haiti Project, Inc.
Colorado Life Bioscience Innovations
Columbia Community Care, Inc.
Denver Bike Sharing
Enlightened Inclusion
Environmental Learning For Kids

Epic Experiences
Equal Employment Opportunity Commission
Jewish Family Service Of Colorado
Mile High 360
National Alliance For Grieving Children
National Multiple Sclerosis Society
Ray of Hope Cancer Foundation
Ronald McDonald House Charities Of Denver Inc.
Santa Barbara Bicycle Coalition
Spark The Change Colorado
The Denver Public Library Friends Foundation
The Neon Museum, Inc.

Enabling Pro Bono

Pro Bono work enables our employees to support individuals and nonprofits through advice and counsel. All attorneys are encouraged to do pro bono work and are able to do so for causes and organizations that are important to them.



Punk Rock Saves Lives

Brownstein Pro Bono client Punk Rock Saves Lives believes PUNK is all about community: Positivity. Unity. Nurture. Kindness. Focusing on the lives of the communities in which we live, serve and play, PRSL strives to produce positive outcomes at shows, festivals and events by promoting positive messages of change focusing on health concerns, equal rights, human rights, and more. A Brownstein team lead by Peter Ajeman helped Punk Rock Saves Lives obtain federal trademark registrations for its flagship mark, PUNK ROCK SAVES LIVES, by navigating the USPTO's initial refusal to register our client's marks. A Consent and Coexistence Agreement was negotiated so that all marks now peacefully coexist on the *Federal Register*.

Blue Forest Finance, Inc.

Another Brownstein Pro Bono client, Blue Forest Finance, is a mission-driven, nonprofit organization leveraging financial innovation to create sustainable investment solutions to environmental challenges. Their mission is to create a world where financial collaboration sustains resilient landscapes, ecosystems and communities. A Brownstein team including Elisabeth Esposito, Ryan Waterman, Chris Murray, Tenley Oldak, Pete Goodloe, Mack Carlson, Laura Yraceburu, Jordan Cohen and others assisted Blue Forest in implementing forest restoration projects in California and Washington, worked on bipartisan legislation that would enhance conservation finance opportunities across federal lands, and provided counsel on partnership agreements with federal agencies that will increase the pace and scale of forest restoration across the West.

Westernaires

Employees in Denver worked with the Westernaires, a nonprofit organization that encourages leadership through horsemanship, to provide legal advice so they can continue to provide youth in the community with opportunities to train and care for horses. Since 2019 a Brownstein team led by Caitlin Quander, Michael Smith and Chad Hinton has helped Westernaires navigate stormwater compliance challenges associated with its activities at the Jefferson County Fairgrounds. Our work started as responding to and negotiating with the Water Quality Control Division and Jefferson County, and it culminated in Jefferson County conveying approximately 20 acres of land to Westernaires after we negotiated the termination of a 1998 easement agreement and drafted and negotiated a land transfer agreement, restrictive covenant agreement, reciprocal easement agreement, and related exhibits. Westernaires recently closed on the property following county commissioner approval, which will safeguard Westernaires' ability to continue operating at the Jefferson County Fairgrounds for years to come.

Making a Positive Impact

Brownstein employees are passionate about making a positive impact on our clients and our communities. To help our attorneys and policy professionals turn their passions into action, our director of Pro Bono and Community Impact works directly with employees to identify board service opportunities with organizations and causes close to their hearts.

In 2022, 70% of our attorneys across the country donated their time, expertise and resources to organizations through board service.

“Brownstein’s commitment to serving our community through nonprofit board service has been apparent to me since I first joined the firm. I joined the board of directors of The Center on Colfax in 2020 and now serve as the board co-chair. The Center is a community center that provides thousands of hours of programming to LGBTQ+ Coloradans, including producing Denver PrideFest, which is attended by over 550,000 people each year. **The experiences I have gained on the board at The Center have helped me develop my advisory and leadership skills** in new ways and I am grateful to have the opportunity to make an impact for a community I care about deeply.”

AMALIA SAX-BOLDER
Denver Shareholder

70% OF ATTORNEYS
SERVING ON
BOARDS



We Take Action

We take action to support our communities through charitable contributions. Every year, Brownstein contributes millions of dollars in donations and sponsorships to nonprofit organizations our employees care about. These financial contributions expand the impact of nonprofits and demonstrate our commitment to the issues that matter most to our team.

In 2022, we gave almost \$2 million to 320 nonprofits across the country.



ALMOST
\$2M
TO 320 NONPROFITS

Culture of Giving Back since 1968

Thanks to the leadership of Brownstein's founders, community service has always been a key component of the culture of the firm. In recognition of this commitment to the community, Brownstein was honored to receive Jewish Family Service of Colorado's (JFS) inaugural Brownstein Hyatt Farber Schreck Community Leadership Award at JFS' 150th Anniversary Executive Luncheon on April 4, 2022.



Jewish Family Service of Colorado

JFS is a nonprofit human services organization that improves the lives of individuals and families in need throughout Colorado. Offering over 30 impactful programs and services, JFS connects families to food security, housing stability, mental health counseling, aging care, employment support and disability services.

"JFS was there for me at a pivotal time in my childhood, which changed the course of my life and put me on a path to success. That experience showed me why helping others should always be a priority, and our firm's culture of giving back began the day we opened our doors in 1968," said Norm Brownstein, founder and chairman of Brownstein.

From the leadership of our founders to everyday commitments we make as an organization, Brownstein has been a trusted community partner to JFS for over 50 years. Due to his dedication to the organization, Brownstein's Founder and Chairman, Norm Brownstein, accepted the award on the firm's behalf.



46 JEWISH FAMILY SERVICE MATTERS (2000-2022)

“...helping others should always be a priority, and our firm’s culture of giving back began the day we opened our doors in 1968.”

NORM BROWNSTEIN
Founder and Chairman of Brownstein

Leading Progress Year-Round

Incremental actions lead to progress. It takes all of us to drive change. Fostering a more diverse, inclusive and equitable workforce creates stronger teams and exceptional outcomes for our clients. In 2022, our diversity, equity and inclusion efforts included cultural awareness celebrations, inclusion initiatives and training that promoted a more equitable Brownstein.

Cultural Awareness Initiatives

BLACK HISTORY MONTH, FEBRUARY

- Partnered with Communities in Schools in Clark County, Nevada, during Nevada Reading Week. We shared stories with 39 classrooms that highlighted the influence and contributions of African Americans and other individuals of African descent throughout history.
- Sent law students from University of Nevada, Las Vegas' (UNLV) Black Law Students Association and La Voz to the confirmation hearings of Justice Ketanji Brown Jackson in Washington, D.C.

HOLOCAUST REMEMBRANCE DAY (YOM HASHOAH), APRIL 27

- Hosted a Holocaust Survivors Story with Eric Cahn, a Holocaust survivor who shared his powerful story to help us reflect on our collective responsibility to confront hatred, prevent genocide and promote human dignity.

ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH, MAY

- Hosted "A Long March," the documentary of the untold history of Filipino American World War II veterans fighting for recognition and benefits due for honorable military service during the war.



DIVERSITY, EQUITY, INCLUSION AND AWARENESS INITIATIVES

Cultural Awareness Initiatives, *continued*

LESBIAN, GAY, BISEXUAL TRANSGENDER AND QUEER+ (LGBTQ+) PRIDE MONTH, JUNE

- Ran in the Denver Pride 5k in support of The Center on Colfax. The PRIDE 5k helps raise funds to support programs and services for Colorado's LGBTQ+ community.
- Hosted Carl Charles for Obergefell: Transgender Rights Past, Present, and Future—to gain an understanding of the history, present and future of legal advocacy for transgender rights in the United States.

JUNETEENTH, JUNE 19

- Hosted Dr. Javon Johnson and Ami Divine for a spoken word and music event. Javon is an assistant professor of African American and African Diaspora Studies at UNLV and the author of "Killing Poetry: Blackness and the Making of Slam and Spoken World Communities." Ami is a singer-songwriter who fuses spoken word and poetry with music; she released her first album, "Spells," late last year.

HISPANIC HERITAGE MONTH, SEPTEMBER 15–OCTOBER 15

- Hosted a fireside chat featuring a conversation moderated by Francisco Morales, Brownstein policy advisor and J.D. law clerk, with Astrid Silva, an immigration activist and co-founder of the Dream Big Las Vegas organization, and Julian Escutia Rodriguez, the consul of Mexico in Las Vegas. The panel covered the current state of the Deferred Action for Childhood Arrivals (DACA) program, its future and proposed immigration legislation.

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH, OCTOBER

- Hosted a presentation featuring Megan Scremin, the CEO of Special Olympics Colorado, and Jeff Steron, a Special Olympics athlete. This discussion shed light on the importance of the Special Olympics and how to include and enable people with disabilities in the workplace by adjusting attitudes and behaviors.

NATIVE AMERICAN AND INDIGENOUS PEOPLE HERITAGE MONTH, NOVEMBER

- Hosted Shareholder Affie Ellis, "Missing and Murdered Indigenous Women—Now What?"



INCLUSION EFFORTS AND AWARDS

Our Pride

Inclusion

- Launched and invested in Employee Resource Groups, Tapestry and Brownstein Pride, and helped them gain independence.
- Rebranded and relaunched Women's Leadership Initiative.
- Updated DEI billable hours policy to include a broader range of opportunities to qualify for DEI billable hours.
- Engaged with consultants to benchmark our DEI progress and establish a strategic plan moving forward.
- Founding member of the Denver Law Firm Coalition on Racial Equity.



Awards

- 2022 Denver Business Journal DEI Award: Received the inaugural DBJ award recognizing Denver's top business for its DEI success and commitment to diverse communities.
- 100% on the Corporate Equality Index: Received the highest score on the Human Rights Campaign Foundation's benchmarking survey and report measuring corporate policies and practices related to LGBTQ equality.
- "Ceiling Smasher" in *Law 360's* 2022 Glass Ceiling Report: Ranking fourth among law firms of 251-600 attorneys with the highest representation of women in their equity partnerships.
- Mansfield Certification Plus from Diversity Lab: Recognized for boosting and sustaining diversity in leadership for attorneys with disabilities in addition to women, attorneys of color and LGBTQ+ lawyers.
- Seramont's 2022 Best Law Firms for Women: Recognized as a firm that utilizes best practices in recruiting, retaining, promoting and developing women lawyers.
- Aspire Diversity Award: Recognized by Lawyers of Color, a nonprofit organization devoted to promoting diversity in the legal profession, for diversity efforts.
- Best Law Firms for Women: Named top in the 30 law firms for women.



*Everyday actions
make change happen*

FOR MORE INFORMATION, PLEASE CONTACT:

Jayne B. Ritchie

Director of Pro Bono and Community Impact

303.223.1516 / jritchie@bhfs.com

Brownstein

