

# Waller Lansden Dortch & Davis, LLP

## 2017 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

511 Union Street  
Suite 2700  
Nashville, TN 37219  
Phone: 615 244 6380  
Fax: 615 244 6804  
[www.wallerlaw.com](http://www.wallerlaw.com)

### LOCATIONS

Nashville, TN; Memphis, TN; Birmingham, AL; Austin, TX

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Matthew R. Burnstein, Chairman

**Diversity team leader(s):** Matthew R. Burnstein, Chairman

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2016
Firmwide	255	236
U.S. offices only	255	236

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2016)

	Men	Women
White/Caucasian	54	29
African-American/Black	4	1
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	3	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>62</b>	<b>36</b>

#### SUMMER ASSOCIATES (2016)

	Men	Women
White/Caucasian	5	2
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>6</b>	<b>3</b>

#### EQUITY PARTNERS (2016)

	Men	Women
White/Caucasian	47	8
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>49</b>	<b>8</b>

#### NON-EQUITY PARTNERS (2016)

	Men	Women
White/Caucasian	48	12
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>50</b>	<b>12</b>

#### OF COUNSEL (2016)

	Men	Women
White/Caucasian	12	10
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>12</b>	<b>10</b>

#### NEW HIRES (2016)

	Men	Women
White/Caucasian	24	11
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>26</b>	<b>12</b>

### Strategic Plan and Diversity Leadership

**How does the firm's leadership communicate the importance of diversity to everyone at the firm?**

Emails, newsletters, website postings, events.

**Who has primary responsibility for leading diversity initiatives at your firm?**

Matthew R. Burnstein, Chairman

**Does your law firm currently have a diversity committee?**

Yes

**If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?**

Yes

**If yes, how many attorneys are on the committee, and in 2016, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?**

*Total attorneys on committee: 9*

*Total hours spent on diversity: 250*

**Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?**

Yes

**Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?**

Yes

**If yes, is it formal or informal?**

Formal

**How often does the firm's management review the firm's diversity progress/results?**

Annually

**How is the firm's diversity committee and/or firm management held accountable for achieving results?**

Statistics are presented and questions are asked at meetings that enable us to benchmark year-over-year.

**Is your firm minority-owned or women-owned?**

No



### Law Firm Diversity Initiatives

#### INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
	X		Conduct firmwide diversity training for all attorneys and staff
X			Focus on strengthening firm's mentoring program
	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
X			Focus on strengthening firm's mentoring program for minority attorneys
X			Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

#### INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
X			Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of GLBT attorneys at the associate level
	X		Increase the number of GLBT attorneys at the partnership level
	X		Increase the number of GLBT attorneys in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address gender identity

#### INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
		X	Increase the number of attorneys with disabilities at the associate level
		X	Increase the number of attorneys with disabilities at the partnership level
		X	Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities



### Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law
- Fund scholarships for minority high school or college students
- Mentor high school or college students
- Participate in or host mock trial programs or career events
- Provide internships or employment to minority high school or college students
- Outreach to middle school students

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

The annual Waller Diversity Scholarship is drawn from a \$100,000 endowment fund established in 2011 to honor a University of Tennessee, Knoxville College of Law student whose life has been guided by the example of Dr. Martin Luther King. The scholarship is renewable each semester for the three years the recipient attends law school and is part of Waller's effort to support the University of Tennessee College of Law's diversity recruiting program.



### Recruitment - New Associates

#### Does your firm annually recruit at any of the following types of institutions?

*Ivy League schools:* None

*Other private schools:* X

*Public state schools:* X

*Historically Black Colleges and Universities (HBCUs):* None

*Diversity job fairs:* X

#### Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students*
- Advertise in minority law student association publications*
- Participate in or host minority law student job fairs*
- Sponsor minority law student association events*
- Firm lawyers participate on career panels at schools*
- Outreach to leadership of minority student organizations*
- Scholarships or intern/fellowships for minority students*
- Other (please specify)*

#### Do you have any programs specifically targeted at first-year students?

Yes. We participate in LCLD's 1L Scholars program. We will have 3 diverse 1L students joining us this summer as 1L Scholars.





### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2016)

	Men	Women
White/Caucasian	5	2
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>6</b>	<b>3</b>

#### OFFERS MADE\* (2016)

\* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	4	2
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>5</b>	<b>3</b>

#### OFFERS ACCEPTED\* (2016)

\* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

#### NEITHER ACCEPTED NOR DECLINED (2016)

\* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2016)

	Men	Women
White/Caucasian	12	5
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>14</b>	<b>6</b>

#### LATERAL OF COUNSEL HIRES (2016)

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

#### LATERAL PARTNER HIRES\* (2016)

\* Both equity and non-equity

	Men	Women
White/Caucasian	9	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>9</b>	<b>1</b>

#### NEW PARTNERS PROMOTED\* (2016)

\* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	10	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>10</b>	<b>2</b>

#### NEW EQUITY PARTNERS\* (2016)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

## Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, gay/lesbian or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Unknown

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

[No response]



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2016

##### 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

##### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2016

##### 7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>2</b>	<b>2</b>

##### 8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	1
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>2</b>

##### OF COUNSEL

	Men	Women
White/Caucasian	0	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>3</b>

##### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	5	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>5</b>	<b>3</b>

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	0	0
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

### Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly non-white attorneys (i.e., minority attorneys, for whom research indicates a greater inclusion problem), are not being excluded:
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

Comments:

Alternative work schedules for associates may be approved by the Board on an individual basis after consideration of all relevant factors, including the needs of the Firm, the practice area, the associate's prior performance and the likelihood of success.

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

Working part time may mean that it could take longer to make partner as it would take longer to gain the same level of experience. Where an attorney who already has partner status decides to work part time, there would be no impact.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

2

### Retention and Professional Development

PART-TIME ATTORNEYS (2016)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	2	2	98
Of counsel	5	3	8	27
Non-equity partner	4	2	6	62
Equity partner	0	2	2	57



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2016

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	4	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>2</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>2</b>	<b>1</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>1</b>

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>1</b>

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	2
African-American/Black	1	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>6</b>	<b>3</b>



### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2016)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	0	8	13
Number of such positions held by:			
Minorities	0	0	1
Women	0	1	3
GLBT attorneys	0	0	0
Individuals with disabilities	0	0	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

#### U.S. OFFICE HEADS

How many offices does your firm have in the United States? 4

Minorities heading offices: 0

Women heading offices: 0

GLBT attorneys heading offices: 0

Individuals with disabilities heading offices: 0

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: 0

Women heading practices: MaryEllen Pickrell, Corporate (50)

GLBT attorneys heading practices: 0

Individuals with disabilities heading practices: 0

#### COMMITTEE LEADERS

Minorities heading committees: Vinh Duong, Diversity Committee (9)

Women heading committees: Tera Rica Murdock, Hiring Committee (4); Chanelle Acheson, Diversity Committee (9); Elle McCulty, Women's Leadership Committee (12)

GLBT attorneys heading committees: 0

Individuals with disabilities heading committees: 0



### The Firm Says

The mission of Waller's Diversity Program is to:

1. Attract, retain and facilitate the success of high potential diverse young attorneys;
2. Facilitate education about firm culture with respect to inclusion;
3. Drive change in same by establishing a two-way pipeline of communication;
4. Create a bona fide structure in which diverse associates can progress toward partnership and a long-term careers at Waller; and
5. Provide a window into the experience of the young diverse attorneys for those in a position to create change.

Waller was among the first firms in our community to elect female and African American partners. Former Waller partner Waverly Crenshaw was sworn in to the United States District Court of the Middle District of Tennessee in July 2016. Judge Crenshaw stood alone as minority partner in a majority law firm longer than any other African-American attorney in Nashville and was the first minority member of any Nashville law firm's Board of Directors.

In 1990, Waller became the first Tennessee law firm to establish scholarships for minority students at the University of Tennessee Knoxville College of Law. This commitment has continued for more than 25 years and is today exemplified by the annual Waller Diversity Scholarship. Part of our effort to support the UT College of Law's diversity recruiting program, the scholarship is drawn from an endowment fund established in 2011 to honor a University of Tennessee (UT), Knoxville College of Law student whose life has been guided by the example of Dr. Martin Luther King. The scholarship is renewable each semester for the three years the recipient attends law school. It is our hope that by honoring Dr. King's work for justice through this law school scholarship, future generations will be empowered to continue his legacy.

Waller is participating in the Leadership Council on Legal Diversity's (LCLD) 1L Scholars Program for the summer of 2017. The firm will sponsor first-year law students to attend the 1L LCLD Scholars Summit in Philadelphia in May, where they will have the opportunity to participate in mock interviews and attend seminars on networking, leadership, secrets to success, and more. The Scholars will then join Waller's Summer Associate Program in June and work alongside our attorneys, participating in live-matter projects and other assignments across all practice areas.

For nearly 20 years, the Women's Leadership Council has provided peer mentoring and specialized training programs addressing issues faced by women professionals at all stages of their practice careers. The Council organizes special networking events, and teaches business development skills. In 2013, the Council initiated and branded the "Shine the Light" series of documentary screenings on issues critical to women. The series includes a panel discussion with community leaders and experts on topics such as domestic violence and the challenges women and girls face to achieve self-empowerment and move into leadership positions. Around 90 guests attend each of these events.

Waller has offered coverage for same-sex domestic on all our insurance plans since 2007. Additionally, the firm is a signatory to the American Bar Association's Commission on Disability Rights' "Pledge for Change," an affirmation of Waller's commitment to disability diversity.

In 2016, Waller restructured and relaunched its diversity mentoring program with four primary objectives:

- Match diverse attorneys early in their careers with lawyers with high-value practice portfolios and proven records of success in the practice of law.
- Organize quarterly programs for diverse attorneys and their mentors in which legal industry leaders share their experiences with successful diversity initiatives. The next two programs will feature Kenji Yoshino speaking on the topic of "Diversity Does Not Mean Having to Choose Between Identity and Inclusion" and Chris DeSantis discussing "Generational Issues."
- Provide diverse attorneys with targeted training with respect to networking and business development in order for them to recognize the value of the contacts and communities to which they have access and facilitate professional relationships among their peers and colleagues.

Waller maintains corporate membership in, sponsorship of and active participation in organizations, such as:

- Napier Looby Bar Association;
- National Asian Pacific American Bar Association;
- Tennessee Stonewall Bar Association (Founding Sponsor); and
- Nashville Bar Association Minorities Opportunities Committee.

Recent diversity awards and honors earned by Waller include:

- 2017 – Nashville LGBT Chamber of Commerce Excellence in Business Award for Corporate Diversity
- 2016 – Nashville Coalition Against Domestic Violence Outstanding Business Award
- 2015 – Nashville Bar Association Diversity Committee Leadership Award
- 2014 – Nashville Bar Association Diversity Committee Leadership Award
- 2012 – UPS Outstanding Legal Services with a Diverse Legal Team Award