

# Diversity & Inclusion

## Our Mission

At Bailey Glasser, we believe the way to provide exceptional legal services is to have an extraordinary team of lawyers and staff with different backgrounds, experiences, and perspectives. Diverse and inclusive teams create a stronger organization that empowers individuals to produce the best results for our clients.

“Bailey Glasser's work requires us to understand, appreciate and anticipate diverse experiences and viewpoints,” said Benjamin L. Bailey, the firm’s co-founding partner. “We do a better, more creative job if our people bring different backgrounds and perspectives to the table. It’s also important to Brian Glasser and me, personally, that we continue to build this firm as a place where the very best lawyers and staff, from all backgrounds, including often-underrepresented groups, can excel and realize their potential.”

We live these values by promoting a culture within our firm of fairness and respect, where talented contributors have a path to long-term success. As part of that effort, we formally developed **Women@BG** to promote camaraderie and professional development for all women lawyers in the firm.

We actively recruit and mentor minority and women lawyers. One-third of our practice group leaders are women and half of our associates are women. We also support our lawyers and staff devoting time to organizations that promote diversity in the legal profession, as well as pro bono cases and causes that advance diversity and equality. This past year our work has included advising the Drum Major Institute on its corporate restructuring, co-counseling with Public Justice on Title IX litigation, and participating in the Lawyers’ Committee for Civil Rights’ Election Protection Coalition.

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## Black History Month 2022

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### 2022 Diversity Initiative Finalist - National Law Journal: Elite Trial Lawyers

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#### Employee Highlights

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BG lawyers Lorren Patterson, and Alexandra Serber serve in leadership positions in Women's Bar Association of DC (WBA DC). Lorren and Alex serve as the co-chairs of the Women and Finance Committee at the WBA DC. In their roles, both Lorren and Alex actively work to design and drive the success of women lawyers in the finance world.

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BG Paralegal, Vanessa Pierre advocates to decrease food insecurity in minority neighborhoods in the Washington, DC area through gardening, food education, and food banks. She was recently featured in the Washington Post where she talked about how she strives to improve her community with the work she does. Vanessa is a member of the Capital Area Food Bank's Client Leadership Council (CLC), a group of like-minded individuals from across the DC area taking part in a ten-month advocacy training program aimed at empowering them to serve as effective agents of change in their communities.

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Carlos Duque's practice focuses on "alternative" businesses such as technology companies, FinTech, gaming, Daily Fantasy Sports and Esports (professional competitive videogaming). In August of 2020, Carlos launched a new Esports & Online Gaming practice within the firm. "I have been consistently amazed by BG's incredible support in allowing me to run my practice with a degree of autonomy and independence that simply would not be available at any other comparable firm. Although my areas of focus are by no means traditional or within the firm's historical practice, I feel supported in my endeavors at every level," Carlos said.

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BG lawyer, Britney Little concentrates her practice on representing clients in matters related to corporate, commercial, criminal defense, and investigations. She gained extensive trial experience representing hundreds indigent clients as an assistant public defender in Baltimore County, Maryland. Since joining the firm, Britney has used her prior experience to advocate for an inclusive community for our employees and the clients we serve. Please check out the video here where she discusses her experience at the firm.

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As the head of Bailey Glasser's eDiscovery practice, BG Partner Katherine Charonko has led the firm, as well as the lawyers we work with, in adopting innovative approaches to data analytics in litigation. Katherine works with lawyers from across the country on complex litigation against some of the largest companies in the world. Not only is Katherine a recognized leader in electronically stored information (ESI), she recently became a new mom. Please view the video here where she talks about how she balances motherhood with her professional career.

### **From Diversity Partner Elizabeth Ryan**

Bailey Glasser's Diversity Committee is chaired by our Diversity Partner, Elizabeth Ryan, and includes members of our staff who hail from a variety of backgrounds and who support the firm's efforts to create the most inclusive work environment possible.

"Increasing diversity is a priority for all of us at Bailey Glasser. We believe creating a culture where all voices are heard is integral to our legal work and improves the services we provide to our clients. We are committed to recruiting, developing, retaining and promoting talented lawyers and staff with diverse backgrounds and experiences across our offices." - Elizabeth Ryan.

**Women@BG Women@BG is a dynamic network of women attorneys at Bailey Glasser. Through workshops and monthly meetings, develops and promotes leadership, community, mentorship, and expertise among the talented women at our firm. Throughout 2020, Women@BG hosted virtual business development trainings, wine tastings, and a two-day long workshop for women attorneys titled “Design Your Success Intensive.” Women@BG also connects the women practicing across all fourteen of our offices by partnering them to chat one-on-one through virtual coffees and to share experiences and accomplishments.**

## **In The News**

Drum Major Institute

Dartmouth College Agrees to Reinstate Women’s Golf, Swimming & Diving; Develop Gender Equity Plan; and Comply with Title IX

East Carolina University Agrees to Reinstate Women’s Swimming, Diving & Tennis; Develop Gender Equity Plan; and Comply with Title IX

Bailey Glasser Federal Appeals Court Victory: Police Officer Must Stand Trial in Fatal Shooting

William & Mary University Agrees to Reinstate Women’s Gymnastics, Swimming and Volleyball; Comply Fully with Title IX in Two Years to Avoid Suit

Breast Cancer Awareness Month

Brown University to Reinstate Women’s Equestrian and Fencing To Comply with Title IX and Provide Equal Opportunity for Women Athletes

In Recognition Of Domestic Violence Awareness Month, Bailey Glasser Encourages Contributions To Survivor Support Agencies

Bailey Glasser Names Elizabeth Ryan Diversity Partner

**Mansfield Rule Certification Program As an affirmative step towards achieving these goals, Bailey Glasser is participating in the Mansfield Rule Certification program. The Mansfield Rule program requires the firm to commit to affirmatively consider a broad and diverse pool of candidates when making hiring decisions, and when selecting lawyers for leadership roles and high-profile positions within the firm. More information**

**about the initiative can be found here.**