

OUT AT SHEPPARD



Out at Sheppard's mission is to increase visibility of and support for lesbian, gay, bisexual, transgender and queer attorneys and other professionals in keeping with Sheppard Mullin's overall commitment to diversity. The group assists in finding, hiring and retaining the best and brightest LGBTQ attorneys and encouraging them as they move into leadership roles at the firm. Out at Sheppard facilitates participation in law student outreach programs, actively participates in the Summer Associate program, and provides informal opportunities for mentorship, collaboration and camaraderie for attorneys in all stages of their careers. The group also serves as a resource for professional and business development, and as a communication link to the firm's leadership.

By contributing to the open and affirming culture at Sheppard Mullin, we aim to positively impact not only our own and our clients' workplaces, but also the larger communities in which we practice. We are committed to seeking out, encouraging and supporting meaningful pro bono work, community activism and volunteer opportunities to protect the rights and improve the lives of lesbian, gay, bisexual, transgender and queer individuals and their loved ones. For more information on Out at Sheppard, please contact our

co-chairs Jay Ramsey (jramsey@sheppardmullin.com), Candace Matson (cmatson@sheppardmullin.com), or Rob Guite (rguite@sheppardmullin.com).

Community Involvement

Sheppard Mullin has a strong tradition of supporting the LGBTQ community through pro bono work and charitable giving. The firm is proud to be a national sponsor of Lambda Legal and GLAAD. One of our LGBTQ partners sits on the Advisory Council of the Williams Institute, an LGBT research facility and think-tank at UCLA School of Law. In addition, Sheppard Mullin sponsors LGBTQ-related events and provides financial support to various LGBTQ community organizations.

Because of Sheppard Mullin's dedication to LGBTQ issues, GLAAD appointed Sheppard Mullin as its principal outside legal counsel from a competitive field. Pro bono matters for GLAAD have included event, venue, and vendor agreements for the GLAAD Media Awards, tax-related advice, employment contracts, and leasing projects. Sheppard Mullin attorneys and clients make it a point to attend the GLAAD Media Awards in New York and Los Angeles every year.

Pro bono matters with Lambda Legal have included assistance with an amicus brief opposing a challenge to an amendment to the California Education Code broadening the definition of gender to include sexual identity. Each year, Sheppard Mullin attorneys and clients attend Lambda events including the Lambda Legal Liberty Awards National Dinner in New York City.

In addition, our other pro bono efforts to support the LGBTQ community include:

- Serving as pro bono counsel to AID for AIDS.
- Frequently representing LGBTQ and HIV-positive clients from around the world who were forced to flee their homelands because of severe discrimination and persecution, and are seeking refuge, freedom, and asylum in the United States. Sheppard Mullin is proud to represent these clients in partnership with Immigration Equality, Human Rights First, Casa Cornelia and many other human rights organizations that work to protect the worldwide LGBTQ community.
- Securing the entitlements for a new headquarters and campus for the Los Angeles LGBT Center and its affordable housing partner. We also provide pro bono labor and employment advice, ADA and HIPPA advice, and transactional services in connection with the Center's "Host Homes" program and work with the Center on its AIDS/LifeCycle program.
- Serving as pro bono counsel for the San Francisco Pride Parade and as a parade sponsor. Our offices in San Francisco, Los Angeles, San Diego, New York and Washington, D.C. coordinate the enthusiastic support of our attorneys, staff, family members, friends and clients who march "loud and proud" in annual parades or participate in other Pride celebrations.

Sheppard Mullin attorneys hold leadership roles in many LGBTQ organizations, including:

- Lambda Legal (national)
- Lesbian & Gay Lawyers Association of Los Angeles
- The Williams Institute at UCLA Law School
- Tom Homann LGBT Bar Association (San Diego)
- LeGal (New York LGBT Bar Association)
- Bay Area Lawyers for Individual Freedom (San Francisco)

Sheppard Mullin is proud to have scored – for the 10th consecutive year – 100% on The Human Rights Campaign's 2020 Corporate Equality Index based on the firm's LGBTQ workplace benefits.



What our attorneys are saying...



"I am proud to be at a firm whose commitment to diversity, including the LGBTQ community, is so solid."

~ **Candace Matson**

*Construction and Infrastructure Partner, Los Angeles
Co-Chair, Out At Sheppard*



"Sheppard Mullin's demonstrated commitment to LGBTQ attorneys, through its support of pro bono and community organizations and through OAS, makes the firm an outstanding place to practice law. At Sheppard Mullin, everyone belongs."

~ **Robert Guite**

*Business Trials Partner, San Francisco
Co-Chair, Out At Sheppard*

SheppardMullin
 celebrates pride

