



# Diversity & Inclusion

## Steptoe Pride

### A Culture. A Commitment. A Way of Life.

Steptoe is committed to fostering a firm culture that is welcoming and supportive to members of the LGBTQ+ community.

Pride, Steptoe's affinity group for LGBTQ+ members and allies, ensures the firm meets its goals of inclusion within the firm and supports both equality and inclusion in the communities where we live and work through a variety of programs, including:

- Hosting speakers and events that address issues important to the LGBTQ+ community
- Offering a supportive space for dialogue concerning important LGBTQ+ issues
- Dedicating time and resources to pro bono work, including partnering with the Human Rights Campaign and Lambda Legal

This year, the Human Rights Campaign recognized Steptoe's commitment to equality with a perfect score on the Corporate Equality Index.

#### **Recent Events**

- Tracey Nadzieja, Maricopa County Superior Court Commissioner, presented her story as the first openly transgender judicial officer in Arizona and only the third in the United States. Before her judicial appointment, Commissioner Nadzieja was a civil litigation attorney in private practice for 24 years, most of which she spent practicing under the name of "Tom" before legally changing her name in 2016.
- Doron Ezickson from the Anti-Defamation League presented "The State of Hate in America and Strategies for Moving Forward," sharing statistics about the current state of decline of tolerance in today's society and how the internet has rapidly increased the ability to disseminate hate speech.
- Rachel Tiven, CEO of Lambda Legal, discussed the history of legal discrimination, legal developments impacting the LGBTQ+ community, and opportunities for civic engagement.

## Pride Season 2019 Celebrations

- Hosting a breakfast with Sharon McGowan, Legal Director and Chief Strategy Officer at Lambda Legal, to discuss the latest legal developments affecting the LGBTQ+ community and share Lambda Legal's work.
- Keynote Lunch with The Shepards: Judy and Dennis Shepard are the parents of Matthew Shepard, a 21-year-old student at the University of Wyoming who was murdered in October 1998 in what became one of the most high-profile cases highlighting hate-crimes against LGBTQ+ people. The Shepards will discuss their 20-year journey of advocating for LGBTQ+ acceptance.
- The lobby in our Washington, DC office will prominently feature both the LGBTQ+ Pride and Transgender Pride flags embracing the inclusion and nuances of gender and sexual identity.
- Transforming the Steptoe logo into rainbow colors, offering the option of adding one's preferred gender pronouns to the email signature block, hosting several Casual for a Cause events for LGBTQ+ charities and distributing Steptoe PRIDE t-shirts.
- Our New York office is participating in a Stonewall/NYPL exhibition trip and will have a presentation from LDIA co-founder Kat Van Nuffel about coming out at work.
- Our San Francisco office is working on a service-oriented project involving attorneys and staff that will engage underserved members of the LGBTQ+ community.
- The annual Evening OUT networking event with the LGBT Bar of DC will have more than 100 lawyers and staff from peer firms, industry, and academia in attendance. Kristin Beck, a retired United States Navy SEAL with 20 years of experience on special operations teams, including SEAL Team Six will be our keynote speaker. Kristin came out as a trans woman in 2013 and has been a key voice in the fight to end LGBTQ+ discrimination.