

KUTAKROCK

Inclusive Engagement Annual Report 2024

*connections*  
Building Strong Teams and Communities

# Connections:

## Building Strong Teams *and* Communities

One of Kutak Rock's main areas of focus (based on our firmwide organizational inclusive engagement and well-being survey) is how to create, support, and strengthen connections and belonging among firm members across all offices, in and around our communities, and with our clients. You'll read in this report that in 2024 we enjoyed many successes, including new ways of communicating with each other, new formats for training and education, mindful interactions with clients, and new relationships with like-minded organizations around the country—and the world (see p. 11).

As an example, in February 2024 the firm debuted a new online gathering format at the annual Partnership Meeting that fostered thoughtful, interactive discussions based on a predetermined theme. The idea was to provide a forum for thought-provoking conversation that required little to no preparation, thus removing as many barriers to participation as possible.

The result was a series of brief online meetings in one of three focus areas. Two groups read all or portions of books that 1) addressed poverty and profit in America, and 2) recounted a fictional account of a boys' reform school. The third group discussed podcasts and TED Talks relating to well-being in the workplace.

Due to overwhelming positive feedback, this format was introduced to the firm at large and two more Pop-Up Dialogues—originating with firm members—were held during 2024 (see p. 7 and p. 9).

We'd also like to draw attention to some purposeful structural elements of this report. In just these first few paragraphs, we've already referred to three other pages that contain further pertinent information on elements we've touched on. As you move through the report, you'll see a significant number of other cross-references. E.g. – you'll see the Housing for All Project mentioned in several sections under various headings, as well as KutakCares and the Pop-Up Dialogues mentioned above. Creating, supporting, and strengthening relationships requires collaboration. Collaboration crosses office, practice, and position boundaries. Just as a spider's web can survive if one anchor point is disturbed, so can relationships, communication, and a sense of belonging. There will always be disturbances in the workplace and in the legal field, let alone inclusive engagement, but we're stronger for having woven collaboration and psychological safety into our culture, systems, and structures.



### All In! Inclusive Engagement Quarterly Connection

We launched "All In! Inclusive Engagement Quarterly Connection," an hour-long virtual meeting held four times per year to introduce—and reintroduce—firm members to the amazing things happening throughout the firm to support and improve inclusiveness, engagement, diversity, and career support at every level.

Based on feedback from participants, "All In!" received a makeover in October 2024 that allowed both the Inclusive Engagement Department and attendees to connect on a more personal level. Similar to the Pop-Up Dialogue concept mentioned above—and the popularity of our ongoing Dolly Chugh Book Club Dialogues—the emphasis is on interactive discussion with plenty of opportunities to ask questions. More than 341 people attended "All In!" in 2024.

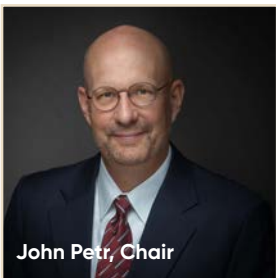
## Office of the Chair

Welcome to Kutak Rock's 2024 Inclusive Engagement Annual Report. We're honored that you've taken the time to learn more about the great things happening not only within the firm itself, but in the communities in which we live and work. Although this report covers 2024, our firm will celebrate its 60th anniversary in 2025 and we're availing ourselves of the opportunity to reflect on our [past](#), our present, and our possible futures.

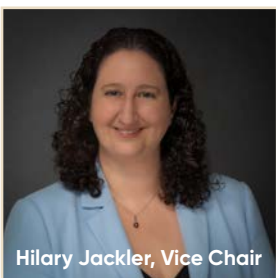
What we've found is a consistent, steady march toward something better—better client service, better demographic representation, better career support, better personal engagement, better flexibility and better mental health in an often high-stress work environment. There is no magical finish line at the end of this march, and we believe our founders knew, and expected, that we would pick up where they left off and continue to strive toward the ideals they set down in our visionary founding charter, which included treating everyone with respect and as a whole person, free to pursue their interests and to serve their communities via pro bono, community engagement, and philanthropy.

Our founders—Robert Kutak, Harold Rock, and Bill Campbell—each left an indelible mark on the firm. We're grateful for the examples and legacies they left and hope that they'd be pleased with the substantial efforts we've made, both internally and externally, to honor the inclusive ideals they set down six decades ago. If you're not already familiar with [Bob Kutak](#) (who passed away suddenly in 1983) and his work on what's become known as "[The Kutak Commission](#)," we invite you to learn more about him. Likewise, we lost [Harold Rock](#) in 2018 and [Bill Campbell](#) in 2019 but you can read about them—and their legacies—on our website and elsewhere.

We hope you'll indulge our self-reflection this year as a necessary exercise for charting a thoughtful path forward, and that you'll join us on this journey by taking a look at our 2024 report. We're proud of where we've come from and of our current culture of inclusiveness and belonging, but we're determined to chart a path toward an even more equitable future.



John Petr, Chair



Hilary Jackler, Vice Chair



“Our founders—Robert Kutak, Harold Rock, and Bill Campbell—each left an indelible mark on the firm. We're grateful for the examples and legacies they left and hope that they'd be pleased with the substantial efforts we've made, both internally and externally, to honor the inclusive ideals they set down six decades ago.”

# Diversity, Equity *and* Inclusiveness

## National Inclusiveness and Diversity Committee

Leo Tolstoy once wrote, "Everyone thinks of changing the world, but no one thinks of changing [oneself]." This is a perfect analogy for the internal groundwork that is often required before outward evidence of the National Inclusiveness and Diversity Committee's (NIDC) major contributions to moving the needle becomes apparent within the firm or our communities. First, we must change our own internal systems and structures before attempting to change the world.

In 2024 the NIDC concentrated on foundational work in four categories: compositional diversity; equity and equal opportunity; inclusiveness and engagement; and building strong teams and connections. Examples include offering programs at the annual Partnership Meeting; providing information on ways to build connection in hybrid work environments; working with Forum Group leaders (ERGs) to strengthen the programs, accessibility, and visibility; and laying preliminary groundwork for improved onboarding messaging about inclusive engagement at the firm.

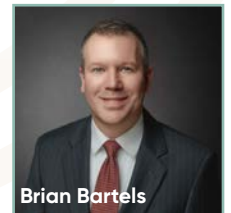
"We recognize that we're living in a post-pandemic world," said NIDC co-chair Brian Bartels. "Accordingly, it makes sense to focus our goals and tactics to meet the current needs of our firm members and teams. We want to remain among the best firms to work for and we're taking steps and helping build structures to ensure everyone has a chance to contribute to that effort."

"In our case, there's no such thing as overcommunication," said NIDC co-chair Meredith Webster. "Our message is simple: 'You belong here. We want all firm members to succeed, and we're committed to investing in and supporting each of them. We're also not afraid to be challenged that we can and should do more. Here are some ways we can work together to fulfill our commitment. How else can we help?'"

NIDC held:  
**22** committee and subcommittee meetings  
**5** full committee meetings  
**4** Executive Committee presentations  
**3** all-firm calls, and  
**7** prep meetings in 2024



Meredith Webster



Brian Bartels

## Nowhere Left to Go – Housing for All Project



The firm frequently offers trainings and education on timely topics. This year we teamed up with Ishvaku Vashishtha, the firm's Equal Justice Works Fellow (co-sponsored by U.S. Bank) to present "Nowhere Left to Go: The Question of Criminalizing Homelessness in *Grants Pass v. Johnson*" on June 24, just days before the Supreme Court handed down its opinion on the case.

Ishvaku co-authored an amicus brief as part of his work with Inner City Law Center in Los Angeles, and during this CLE he provided background, a summary of the oral arguments, and implications of the decision on those experiencing housing insecurity not only in L.A., but across the country. Firm Chair John Petr and Omaha Regional Tax Credits Department Co-Chair Jill Goldstein—who counsels U.S. Bank—were joined by Senior Executive Vice President and General Counsel of U.S. Bank Jim Chosy and Chief Counsel for U.S. Bank Impact Finance Sarah Markenson-Bussel.

## Pirical.

Every Inclusive Engagement program, email, training, strategy, tactic and plan is informed by data. For this reason, it's crucial that the department—and the firm—is working with accurate, accessible data that not only tracks numbers, but also takes into account firmwide and industry trends, and compares Kutak Rock's statistics to that of our peers.

To ensure the highest quality demographic data is being captured and utilized, the firm invested in Pirical On Demand (POD), a data product that simplifies law firm people data and analytics, ensuring our decisions are based on the latest and most accurate information. At the same time, it also helps us respond quickly to the ever-increasing demand for demographics by benchmarking entities, surveys, and client RFPs.

This investment in technology is more clear evidence of the firm's commitment to our Inclusive Engagement programs and initiatives.

**700+** Number of unduplicated firm members who attended inclusive engagement sessions and events in 2024

# 100%

Of Kutak Rock's top leadership has completed both a Dolly Chugh Dialogue Group and LLABAR

## Anti-Bias, Anti-Racism at Kutak Rock

As of December 2024, more than 235 people have completed one of the offered ongoing dialogue groups centered around psychologist Dr. Dolly Chugh's work, *The Person You Mean to Be: How Good People Fight Bias*, including 100% of the firm's Executive Committee (EC). Long-term, widespread participation allows firm members to take part in thoughtful, productive, purposeful discussions using a shared vocabulary. Because the conversation around ABAR in the workplace is ongoing, the firm also continued quarterly one-hour discussions for graduates of the Dialogue Group to discuss timely topics. An especially popular topic is how to deal with difficult conversations around the holiday dinner table.

The next step in the firm's ABAR journey, the *Large Legal Anti-Bias, Anti-Racism (LLABAR) seminar*, launched in June 2021 and opened to all large law firms and corporate legal departments in March 2022. At the end of 2024, over 150 members of Kutak Rock and other firms and corporations have completed at least one LLABAR Seminar series.

## Pipeline



Kutak Rock offices across the country celebrated Law Day by visiting schools or welcoming students into our locations. Since 1958, Law Day has been a way to celebrate our legal system and introduce legal careers to students who may not otherwise be exposed to this information.

Kutak Rock is committed to providing children and teens opportunities to learn about careers in the legal field, whether as an attorney or the many professional staff positions essential to a successful firm. To support exposure for students, many of Kutak Rock's offices took part in a formal Law Day program in May and/or welcomed students into our offices for tours, programs, and question-and-answer sessions. On other occasions throughout the year, firm members attended school career fairs and [assemblies](#), made [classroom visits](#), and hosted [pre-law students](#).

“Our message is simple: ‘You belong here. We want all firm members to succeed, and we’re committed to investing in and supporting each of them.’”

- Meredith Webster, NIDC co-chair

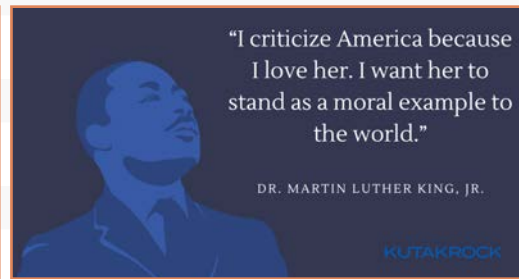


# Affinity Groups

## African Descent/Black Affinity Group

In January 2024 the African Descent, Black Affinity Group said goodbye to retiring and long-time leader Rachael Dantzler, but they sent her off in style with the very first “Rachael Dantzler ICE Award” in recognition of her exceptional Inclusiveness, Courage, and Excellence in service to the firm and the affinity group. The following month, the group created [heartfelt messages](#) to the firm and to our followers on social media commemorating Martin Luther King Jr.’s 95th birthday. To honor [Juneteenth](#), the group hosted the “As American As...” BINGO competition, designed to encourage firm members to get out and explore our communities, support Black-owned businesses, and learn more about equity and inclusivity. The culmination in July included the presentation “As American As... Institutions Through Black Eyes.” This was a thoughtful and educational discussion of the ways in which racial inequities have shaped American institutions.

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## Women’s Initiative

The firm’s Women’s Initiative hosts several gatherings each year including topical programming and/or speakers for women attorneys and staff. In 2024 the Initiative created the “Women Supporting Women Challenge” to encourage colleagues to support women-owned businesses and write positive reviews. Their [International Women’s Day message](#) centered on the theme, “Inspire Inclusion” and the necessity of equity and intersectionality to creating true inclusion. The initiative’s 2024 programming ended with a fun and informative [Halloween Happy Hour Trivia](#) that brought people together for laughs, connection, and prizes for correct answers.

Meanwhile, six women from the firm attended the National Association of Women Lawyers’ (NAWL) 2024 Annual Meeting in Chicago in July, where they celebrated the organization’s 125th anniversary. One of them was Deborah Froling, who served as NAWL president from 2013–2014. She contributed an [article](#) to *Women Lawyer’s Journal* on the three trailblazing women lawyers after whom NAWL named three annual awards.



## Affinity Group of Asian Pacific Americans

In addition to quarterly meetings and celebrating [Asian American Pacific Islander Heritage Month](#) in May, the Affinity Group of Asian Pacific Americans (AGAPA) was proud to be represented by five members who attended the 2024 [National Asian Pacific American Bar Association](#) (NAPABA) Convention in Seattle. They were also joined by a sixth person who officially became a firm member shortly after the convention. The annual gathering of attorneys, judges, law professors, and law students is meant to bring meaningful insights, networking opportunities, and perspective to the legal community.

## LGBTQIA and Allies Affinity Group

Celebration and community took center stage for the LGBTQIA + Allies Affinity Group in 2024. This year's [Pride Month message](#) centered on celebrating and supporting the full spectrum of identities within the community. And speaking of community, this year saw the return of Omaha's [Pride Mixer](#) (on hiatus since the Pandemic), which brought together area employee resource group leaders ahead of the [Heartland Pride Parade](#) and Festival on July 13. A few weeks later, several attorneys traveled to Washington, D.C. for the LGBTQ+ Bar Association's [Lavender Law Conference and Career Fair](#). They were joined by colleagues from our Washington office who helped hand out fun gifts while speaking with attorneys seeking to learn more about what Kutak Rock has to offer its LGBTQIA+ members. In October, the group posted a supportive message for [National Coming Out Day](#), and—as part of the 2024 KutakCares Caring Campaign (see p. 9)—the Omaha contingency organized a clothing, toiletry, and food drive for [Omaha ForUs](#), the only LGBTQ+ community center in the area.

## Servicemembers, Veterans, and Their Families Affinity Group

The firm's Servicemembers, Veterans, and Their Families Affinity Group was busy in 2024, beginning with [Memorial Day](#) in May. In addition to composing a message for firm members, several attorneys and their families helped lay wreaths at Omaha National Cemetery. The next month, several more participated in At Ease, USA's Forge Ahead 5K to support PTSD Awareness Month. Kutak Rock has long been a supporter and sponsor of At Ease, a nonprofit founded in 2009 to provide no-cost treatment for active military, veterans, and their families living with PTSD. Members attend its benefit luncheon in Omaha each year. National POW/MIA Day took place in September and the group [published a message](#) to remember those who were/are imprisoned or unaccounted for as a result of their military service. Similarly, on [Veterans Day](#) they reminded us of the challenges that veterans face and how much a simple "thank-you" can mean. Finally, in addition to profiling a member in each of the Inclusive Engagement Department's quarterly internal newsletters, four members were featured in a special issue of *Attorney at Law Magazine* called "Veterans in Law." View the issue [here](#).

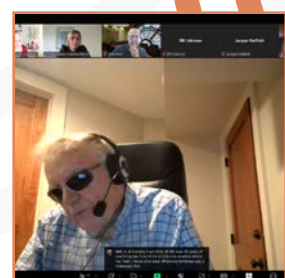
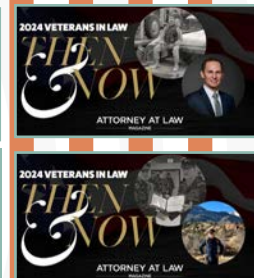
The firm's eight affinity groups conducted  
**32** meetings and **40+** programs in 2024

## Hispanic Affinity Group

Kutak Rock partners Ed Gonzales, Vanessa Alvarez, and Randy Delgado attended the Hispanic National Bar Association's 2024 [Corporate Counsel Conference](#) in Seattle in April. In addition to attending timely and informative panels, they also renewed relationships, made new connections, and enjoyed attending the Top Lawyers Under 40 Awards Reception at Chihuly Garden and Glass. This fall, they combined [Día de los Muertos](#)—Day of the Dead—with Halloween by inviting firm members to play several rounds of online Lotería, a centuries-old game featuring brightly colored artwork that is similar to bingo. ¡Buenas!

## Individuals with Disabilities Affinity Group

Kutak Rock's Individuals with Disabilities Affinity Group hosted the third (and fourth) Pop-Up Dialogue of the year. The two-part series took place in July to bring awareness to Disability Pride Month and the meaning behind its accompanying flag, created in 2019. Participants were given the opportunity to learn about the different types of disabilities represented, ableism, neurodivergence in the workplace, and how to support colleagues who are disabled.





# Supporting Careers



## Attorney Professional Development Committee

Kutak Rock's Attorney Professional Development Committee (APDC) was created to address the unique needs of associates navigating their path to partnership and those who work closely with them. Quarterly trainings included information on the business of law generally and at the firm; leveraging resources; and how to navigate annual evaluations and annual business plans. The APDC also hosted an online networking event for new partners and a training at the Partnership Meeting in February, plus a [retreat for associates](#) in April. The retreat featured a [hygiene kit-packing activity](#) using 7,500 items purchased by members of the firm as part of the Housing for All Project. They were delivered to Youth Emergency Services (YES), an Omaha nonprofit that provides housing and support to youth experiencing instability, crisis, and homelessness.



## Staff Professional Development Committee

The Staff Professional Development Committee (SPDC) coordinated staff development sessions that covered various topics of firm operations, legal practice areas and technical knowledge. Approximately 250 individuals connected to these sessions. The SPDC supports existing and local training opportunities and provides firmwide training sessions tailored to the professional development needs of the firm's staff members.

## Pro Bono

Following the success of 2023's Pro Bono Challenge, the Pro Bono and Community Service Committee issued a Summer Splash Challenge to encourage engagement over the summer months. All attorneys were provided with helpful resources including an FAQ, access to regional pro bono opportunities (both in-person and online), checklists, policies, and procedures. As a result, the firm saw a 13% increase in pro bono hours over last year. Awards were given to the attorney with the most hours in each regional office.

Firm members also participated in [Financial Institution Pro Bono Day \(FIPBD\)](#) in April. Our Little Rock office partnered with Legal Aid of Arkansas and Bank OZK to host a Central Arkansas Housing Stability Legal Clinic to address clients' needs regarding beneficiary deeds and vital records accessibility. Many other examples of pro bono activities can be seen on our social media platforms.



**↑13%** The percent increase in pro bono hours over previous year





## Equal Justice Works - Housing for All Project

As mentioned earlier in this report, Kutak Rock teamed up with Ishvaku Vashishtha, the firm’s Equal Justice Works Fellow (co-sponsored by U.S. Bank) throughout 2024. Before “Nowhere Left to Go” in late June, Kutak Rock partners attending the Partnership Meeting in February were tasked with participating in our KutakCares Hygiene Kit Drive to benefit Inner City Law Center (ICLC)—where Ishvaku is completing his fellowship—by purchasing items from ICLC’s Amazon wish list. The list sold out and had to be replenished several times. As a result, thousands of items were delivered to our Los Angeles office and stored there until October, when members of the Inclusive Engagement Department joined our colleagues in our L.A. office, along with representatives from ICLC, to [assemble approximately 225 hygiene kits](#). Many of the kits were distributed Oct. 3 during ICLC’s Community Connect Day resources fair.

# 10,000

## The number of items purchased for hygiene kits during the annual Partnership Meeting

## “The Barber of Little Rock” Pop-Up Dialogue – Housing for All Project



Inspired by a Pop-Up Dialogue on *Evicted* by Matthew Desmond at the 2024 Partnership Meeting, Little Rock public finance partner Jim Hathaway hosted a dialogue on the 2023 Oscar-nominated documentary short, “The Barber of Little Rock,” that follows the work of Arlo Washington, an African-American barber who founded a nonprofit community bank dedicated to providing economic opportunities for his community that mainstream banks rarely offer. The May 2 session was well-attended and well-received and resulted in a wealth of thoughtful dialogue that dovetailed with the firm’s Housing for All Project.



KutakCares began as a way for firm members to organize their philanthropic giving efforts, and to aid those suffering from natural disasters. The former consists of three planned campaigns. The first is an activity at the firm’s annual Partnership Meeting. Our 2024 meeting was largely held virtually throughout February. Partners were encouraged to purchase items from Inner City Law Center’s Amazon wish list to create hygiene kits to be handed out to those experiencing housing insecurity in Los Angeles’s Skid Row. They responded enthusiastically, buying out the list not once, not twice, but *three times!* (See above).



In late April, a string of record-breaking tornadoes tore through Nebraska and Iowa. The firm teamed up with United Way of the Midlands to raise funds for relief efforts.

At back-to-school time, firm members donated funds to SchoolHouse Connection, a national nonprofit that provides advocacy and assistance in partnership with programs to address children without stable housing.

Shortly after, Hurricane Helene swept through much of the Southeast, and while no one in our offices was directly affected, many in their communities were. The firm vetted and suggested two nonprofits providing relief in the area.

The year’s final firmwide effort was the 2024 Caring Campaign, during which many individuals and entire offices volunteered, performed community service, “adopted” children and families for the holidays, supported veterans, [laid wreaths](#), [collected food](#), toiletries and clothing, and a whole host of other selfless activities. Others donated directly to Feeding America.

# Well-Being *and* Mindfulness

32

Number of well-being tactics completed in the strategic plan in 2024

45

Number of Mindfulness sessions in 2024

## Well-Being Initiative

The Well-Being Initiative celebrated its three-year anniversary in October 2024. This year's Partnership Meeting presentation, titled "Better Client Service Through Better Teams," took an interactive deep dive into creating psychological safety in the workplace and the many positive effects it creates including increased productivity, better retention, and higher morale.

In May, a panel of attorneys bravely addressed the widespread issue of alcohol misuse in the legal industry during "Raising the Bar: Transforming Alcohol Norms in the Legal Industry." The conversation particularly focused on the book *I Didn't Believe it Either: One Dad's Discovery that Everything is Better Without Alcohol*, written by Omaha privacy and data security partner Todd Kinney, who shared his experiences. An insightful, brutally honest, and helpful panel discussion followed.

Fourth quarter can be a particularly stressful time with end-of-year duties, fiscal responsibilities, and a multitude of holidays. Knowing that a formal program would only add to our colleagues' to-do list, the Well-Being Initiative created the "Seasonal Self-Care" challenge to remind us to take care of ourselves (and others) and to do so at our own pace. Participants were given a "gameboard" with the categories of Mindfulness; Connection & Social Well-Being; Gratitude; Financial Well-Being; and Pro Bono & Community Service. Each category included suggestions of activities of varying levels of time and energy. Anyone who participated and reported their activities was placed into a drawing for a care package from the Initiative.

## Mindfulness

Launched in April 2020, our Mindfulness Group provides attorneys and staff with a way to manage stress, improve well-being, boost performance, and connect with others. The group offers weekly mindfulness resources on common workplace topics like "Asking for What You Need," "Identifying Priorities," and "Mindful Problem-Solving." Each session is recorded and available on-demand.

The group also used the Thanksgiving season to remind us of the power of gratitude. Read the message [here](#).



In 2024, Kutak Rock joined an international community of businesses and legal organizations dedicated to building healthier, more productive workplaces via the [Mindful Business Charter](#) (MBC). Begun in 2017 in London to address the causes of widespread mental distress among lawyers and legal professionals, **the MBC is a framework consisting of four pillars: 1) openness and respect among colleagues; 2) smart meetings and communication; 3) respecting rest periods and time off and; 4) mindful delegation.** In the months since joining, delegates from Kutak Rock have attended numerous meetings with MBC leadership and members to discuss international efforts to promote healthier, more sustainable workplaces.

“Joining the Mindful Business Charter was a natural next step in our evolving efforts to not just acknowledge and treat the symptoms of the well-being challenges that are endemic to our profession—which are well-documented—but to help prevent them from happening in the first place.” – Firm Chair John Petr

### Leadership Council on Legal Diversity



Attorneys Melissa Araiza and Collette Brashears served as Kutak Rock’s 2024 Pathfinders with the [Leadership Council on Legal Diversity \(LCLD\)](#), a program that provides participants with the opportunity to learn from top leaders in the legal profession as well as career development experts. Melissa is an associate in Omaha and a member of the Tax Credits group. [Colette](#) is a litigation associate in Fayetteville. The seven-month Pathfinders Program is designed to train high-performing attorneys who are early in their careers on foundational leadership and relationship-building skills.

Omaha Partner Ed Fox was named an LCLD Fellow. Designed for lawyers with eight to 15 years of experience, this year-long professional development program connects high-potential attorneys with leading general counsel, managing partners and their peers for mentoring and career guidance. Ed is a financial services litigation partner in Omaha and was also given an LCLD Atlas Award, designed to honor participants who showed the highest levels of engagement during their program.

All three attended events throughout the year, including meetings connected to the [15th Annual Membership Meeting](#) in September.



51

Number of well-being emails in 2024

# Awards



## Human Rights Campaign

Human Rights Campaign (HRC) has awarded Kutak Rock LLP its highest score of 100 on the 2025 [Corporate Equality Index](#) (CEI) for the ninth year in a row. The HRC CEI is the nation's foremost benchmarking survey and report on corporate policies and practices impacting LGBTQ employees. Earning a score of 100 distinguishes Kutak Rock as a recipient of the "Equality 100 Award: Leaders in LGBTQ+ Inclusion" (formerly referred to as "Best Places to Work for LGBTQ Equality").



## Bloomberg Law DEI Framework

For the fourth year in a row, Kutak Rock was named to [Bloomberg Law's Diversity, Equity & Inclusion \(DEI\) Framework](#). Begun in 2021, the Framework recognizes firms for their level of disclosure of diversity-related metrics and distinguished performances against six core pillars: demographics; leadership and talent pipeline; recruitment and retention; business innovation and strategy; marketing and diversity and inclusion in the community; and disclosure. Of particular note, Kutak Rock scored nearly 20 points above the average in Leadership & Talent Pipeline.





## Law360 Ceiling Smasher

In August 2024, Kutak Rock earned the title “Ceiling Smasher” among U.S. law firms for its outstanding record of promoting women attorneys to equity partnership, according to a report from Law360. The report stated that, industry-wide, while women may be promoted to partner, they are less likely to be equity partners. Kutak Rock ranked fifth among law firms comprised of 251-600 total attorneys with 33.8% of its equity partners being women. The national average for firms of all sizes is 25.9%. In addition, the firm was well above benchmarks and national averages in all areas related to women in leadership, including percentage of women serving on governance committees and as heads of offices.

## U.S. News & World Report “Best Companies to Work For”

Kutak Rock was named one of the best law firms to work for in *U.S. News & World Report's* [2024 Best Companies to Work For: Law Firms](#) list. The firm was rated among other leading law firms on factors that analyze how individual firms meet the needs and expectations of their employees compared to their competitors, considering several factors including quality of pay and benefits, work-life balance, job stability, physical and psychological comfort, belonging, and opportunities for professional development within each organization. The firm's Well-Being Initiative Group (W-BIG) was pleased that the firm's strategic and data-driven approach to employee support and satisfaction resonates with colleagues.



“This recognition is a testament to the firm’s commitment to soliciting and listening to employee feedback, which then serves as the basis of our three-year Well-Being Initiative Strategic Plan.”

- Stuart Hindmarsh, Well-Being Initiative Group co-chair

## Colorado Inclusiveness Recognitions

The [Denver Business Journal](#) ranked Kutak Rock in the **Top 5 law firms in Colorado** for the number of women attorneys and the **first in Denver at 42%**. Then in December, [Law Week Colorado](#) recognized Kutak Rock due to **36% of its attorneys being women partners** (five percent above the state average). The percentage of Kutak Rock **partners in Denver who identify as a racial minority also greatly exceeds the state average.**



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Inclusive Engagement Annual Report

