



## LGBTQ Affinity Network

Each affinity network plays a key role in Hinshaw's Diversity, Equity & Inclusion program by:

- Offering a forum for networking and regular communication among diverse attorneys on topics of common interest
- Providing a platform to voice individual and group concerns and suggestions to firm management
- Promoting awareness of challenges and opportunities that may be unique to particular diverse groups
- Increasing the visibility and participation of our diverse attorneys within the firm
- Connecting our more senior diverse attorneys with diverse associates to provide an additional level of mentoring and career development coaching
- Actively participating in recruiting activities
- Identifying and coordinating marketing and business development opportunities
- Cultivating relationships with, and encouraging and supporting participation in, diverse bar associations, community organizations, and law student groups

### LGBTQ Affinity Network Statement

We are taking our efforts to the next level at Hinshaw as we double down on our commitment to diversity and expand our initiatives throughout the firm. We believe that a successful diversity, equity, and inclusion program requires intentionality across three initiatives—attorney development, relationship building, and civic engagement. Our attorney development is aimed at making our diverse attorneys the best in their field. Our relationship building helps form bonds of trust that make our teams stronger and more inclusive. Our civic engagement enables us to be leaders and agents of change in our respective communities. Hinshaw understands that diversity and inclusion cannot be successful in isolation.

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The LGBTQ Affinity Network is led by [David Alfini](#) and [Todd Young](#).