



2018 GENDER FAIRNESS COMMITMENT STATEMENT

WHEREAS the Houston Bar Association (“HBA”) announced its Gender Fairness Initiative in 2003 patterned after similar programs of other bar associations; and

WHEREAS the HBA established a Gender Fairness Task Force to develop programs and policies to promote equality for women in law offices and corporate law departments; and

WHEREAS during the 2006-2007 bar year, the Task Force became a standing committee of the HBA and is now known as the Gender Fairness Committee; and

WHEREAS studies of the legal industry indicate that women remain underrepresented in law firms and among general counsel, law school deans, and the judiciary;

NOW THEREFORE on behalf of my law firm/law department, I commit to taking concrete action to achieve the following objectives:

1. To achieve a material increase in the number of women at the partnership level and/or in leadership positions in law firms and corporate/public sector law departments by 2020;
2. To develop and implement objective and unbiased criteria and procedures for the evaluation and promotion of women attorneys to partner and/or into leadership positions;
3. To promote policies, practices, sponsorship opportunities, and transparency to retain and advance women attorneys and to achieve gender parity;
4. To support processes to obtain feedback from employees regarding the advancement of women attorneys;
5. To offer formal and/or informal networking opportunities, client development activities, and mentoring programs to women attorneys at all levels to help women enhance their professional skills and develop their professional networks and client relationships;
6. To identify and promote opportunities for women attorneys at all levels to participate in career-advancing projects, leadership committees, practice groups, and management training to help enable women to assume significant management roles within their organizations; and
7. To allow for appropriate flexible work arrangements that present an equitable and viable option for all attorneys.

Robert G. Reedy

Signature

Porter Hodges LLP

Name of Organization

Date executed: 1/29/19

Please return this signed form via regular mail, e-mail or fax to: Tara Shockley, Houston Bar Association, 1111 Bagby Street, FLB 200, Houston, TX 77002; Phone: 713-759-1133; Fax: 713-759-1710; taras@hba.org