

Kansas City Law Firm Commitment to Diversity

We, the undersigned law firms serving the greater Kansas City area, recognize that diversity of people and ideas is vital to our culture, vital to our success as a profession, and vital to our ability to attract and retain the talented individuals we need to achieve our aspirations in business. As attorneys, we understand better than most the meaning of the words "Equal Opportunity." Yet we are acutely aware that, in Kansas City, as elsewhere, the legal profession has not achieved sufficient diversity in our ranks.

We agree to join together because it is apparent to each of us that, despite individual efforts and good intentions, we have been unsuccessful in achieving the level of diversity that we want to attain. We also believe that Kansas City's law firms must take a leadership role and make positive and determined efforts to achieve needed diversity.

We recognize that individual member firms vary greatly in size, management style and resources. We expect, therefore, that the member firms will adopt different structures, different programs, and different strategies to guide efforts in increasing diversity. However, we also recognize that there is strength in developing a collective effort that can benefit all firms.

We understand that the necessary changes will not be achieved by good intentions alone. In order to achieve meaningful, measurable and lasting progress toward inclusion of diverse legal talent, it is necessary for us to not only commit philosophically to those goals, individually and collectively, but to work towards goals that we as a group believe will have a positive impact.

The undersigned have signed this commitment on this 11th Day of December 2003, to evidence our pledge to the goals as set forth herein:

Baker Sterchi Cowden & Rice, LLC
Berkowitz Stanton Brandt William & Shaw LLP
Bioff Finucane Coffey Holland & Hosler, LLP
Blackwell Sanders Peper Martin, LLP
Bryan Cave, LLP
Constangy Brooks & Smith, LLC
Dysart Taylor Lay Cotter & McMonigle, PC
Fields & Brown
Foland, Wickens, Eisfelder, Roper & Hofer, PC
Husch & Eppenberger, LLC
King Hershey, PC
Lathrop & Gage, LC
Levy & Craig, PC
Lewis, Rice & Fingersh, LC
McQuain, DeHardt & Rosenbloom, PC
Polsinelli Shalton Welte Suelthaus PC
Seigfreid, Bingham Levy Selzer & Gee, PC
Sherman, Taff & Bangert, PC
Shook Hardy & Bacon, LLP
Shughart Thomson & Kilroy, PC
Sonnenschein Nath & Rosenthal
Spencer Fane Britt & Browne, LLP
Stinson Morrison Hecker, LLP
Swanson Midgley, LLC
The Sly James Firm, Trial Lawyers, PC
Van Osdol, Magruder, Erickson & Redmond, PC
Wallace, Saunders, Austin, Brown & Enochs, Chartered
The Wirken Law Group, PC