



COMMITMENT TO DIVERSITY

Conner & Winters is committed to developing an inclusive workplace and enhancing diversity throughout the firm, as well as within our communities. Our active Diversity Committee takes the lead in establishing diversity goals and in planning and coordinating diversity-related activities and sponsorships. In collaboration with the firm's Recruiting Committee, the Diversity Committee assists in expanding opportunities to recruit women and minority candidates, both directly out of law school and through lateral hiring. In its most recent Regional Inclusion Report, Conner & Winters was recognized for its leadership in diversity by MOSAIC, the diversity business council of the Tulsa Regional Chamber of Commerce.

Lawyers at Conner & Winters are actively involved in a number of diversity initiatives sponsored by civic and professional organizations. For example, the firm is a leading sponsor and host of the University of Tulsa College Of Law's Annual Minority Law Awareness Day. The final event of the day, which includes local high school and college students, is a reception and Q&A session for the students with attorneys at the firm's downtown Tulsa office. For many of the students, this is the first time they have been inside a law firm or had the opportunity to ask lawyers about the profession. For the firm, these projects are an opportunity to develop relationships with diverse students interested in the legal profession and to alert students, their school career counselors and the community generally of Conner & Winters' commitment to diversity and inclusiveness.

At Conner & Winters, we also have a Native American law practice group which works to serve historically disadvantaged Indian tribes and tribal communities. One example of such efforts is the group's participation in the Native American Rights Fund's "Supreme Court Project." The Supreme Court Project coordinates and assists tribes with the development and presentation of Indian law issues to the United States Supreme Court and the federal circuits. Conner & Winters also sponsors multiple events that serve Native American communities, such as the Native American Financial Officers' Association annual convention, symposiums committed to the development and recognition of Native American law academia, and the National Native American Law Student Association moot court competition.

Another example of our commitment diversity is the firm's Connecting Women program. Connecting Women is a forum which fosters connectivity and creates venues for enhanced mentoring, leadership, professional development, and networking opportunities for women in the firm and throughout the community. More information on Connecting Women can be found [here](#).

Commitment to Diversity

At Conner & Winters, we understand that our differences make us unique and that they help form a work environment based on independent thought and creativity. We believe that outstanding lawyers are not determined by race, nationality, gender, sexual orientation, or religion. Our attorneys and staff use varying backgrounds, experiences, and perspectives as unique assets in providing clients the best in legal services. By continuing to recruit, retain, develop and promote a diverse group of lawyers and staff, we serve the interests of our clients, our firm and our communities.

For any questions about the Firm's diversity program or sponsorships, please contact the firm's diversity chair, Daniel E. Gomez, at dgomez@cwlaw.com or (918) 586-8984. Mr. Gomez is a partner in the Firm's litigation group and works in the area of Native American law. He serves as a mayoral appointee to the Greater Tulsa Area Hispanic Affairs Commission, is a member and deputy regional president for the Hispanic National Bar Association, is a member and former chair of the Tulsa County Bar Association's Diversity Development Committee, is a member of Leadership Tulsa Class 53, and is a participant in the Tulsa Regional Chamber of Commerce's MOSAIC program. He also has performed pro bono work in immigration appeals in coordination with the University of Tulsa's Boesche Legal Clinic.