

**Karen M. Lockwood, Esq.**

With 24 years of experience as a law firm partner, Karen Lockwood possesses an insider's knowledge of how partnerships work. She understands the varied constituencies that professional firms need to satisfy, the large number of often-competing goals that they aim to achieve, and the difficulties that they often face in achieving these goals, including the very important goal of diversity.

As a law partner, Ms. Lockwood spent four years at a small firm that she co-founded, 10 years at a prominent Washington, D.C., midsize firm, and 10 years at a large global firm. She has worked for decades as a leader of internal law firm initiatives to advance and retain women, as a designer of ground-breaking bar projects to expand the breadth and understanding of diversity on a regional and national basis, and as a thought leader through her speaking and writing on the topic.

Ms. Lockwood uses her wide experience to help professionals devise initiatives that permit them to successfully attract, Immerse, and advance diverse talent. She teaches and lectures, creates workshops, conducts research, develops strategies, and facilitates firms' examination of their goals, stumbling blocks, and solutions. She also conducts special projects, workshops, and presentations for professional firms, companies, and agencies.

In her work, Ms. Lockwood relies on the insight that firms can achieve greater diversity only by "cracking the code" of business systems and structures in order to better cultivate and meld the talents of all professionals in the organization. Since she believes that most often the existing systems and structures make diversity hard to achieve, she always begins her discussions of diversity with the assurance that research and understanding will enable a firm to recognize its own issues and to correct them.

Her approach cuts across the core values of diversity, creativity, client responsiveness, client value, billing practices, and transformation of business models to help firms retain and advance all professionals -- those impacted by their diversity, and those not -- effectively and evenly.

Ms. Lockwood also believes that lawyers and other professionals wish to act with justice and to provide people with full access to leadership and power on the basis of ability and creativity, without regard to non-merit factors such as race, gender, ethnicity, and sexual orientation. She uses these positive instincts to help firms put into practice programs that are simply the right thing to do, from both an ethical and a business perspective.