

introducing

Adler Allwaters
DEI Data Analyst



SPOTLIGHTS

Get To Know Barnes & Thornburg's New DEI Data Analyst, Adler Allwaters

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As part of its continued commitment to diversity, equity and inclusion at the firm, Barnes & Thornburg recently hired Adler Allwaters as its DEI Data Analyst. Adler, who obtained his J.D. from Vermont Law School, has over 15 years of data analyst experience with 13 of those years being in the legal field.

The DEI Data Analyst role will help Barnes & Thornburg more closely track the journey of its underrepresented talent at the firm. We are excited to see the tangible effects Adler will have on this role. Get to know Adler on a personal level by reading his Q+A piece.

Can you tell us about your career journey thus far?

I have worked professionally in various positions over the years that required strong technical and analytical skills. I began working as a business analyst and healthcare management consultant for one of the nation's top public sector consulting firms based in Boston. My journey moved deeper into healthcare as a healthcare data analyst for a New England-based HMO. I transitioned to the legal environment after law school and a judicial clerkship by working for a major U.S. publishing house in a role requiring contract and data analysis skills. Prior to joining Barnes & Thornburg, I worked for an international U.S. law firm, where I was the senior legal data analyst for its litigation practice group.

What led you to apply for the DEI Data Analyst role?

I saw many similarities in the skill set between this role and my previous role as an analyst for the litigation practice group. Additionally, I was fascinated by the concept of using DEI analytics to advance the efforts of

the firm and ensure diversity in the work environment. I also enjoy the analytical challenges of using data to convey a story or show patterns. The DEI role seemed like a natural fit for my skills, interest and experience.

What is your biggest goal while in this role?

My biggest goal is to automate DEI requests so internal teams and firm leaders will be able to quickly access reports in real time and pull the metrics of interest to their request.

How can data tell a story about an organization's DEI efforts?

Data can disclose a lot about an organization's efforts to achieve a measurable goal. When an organization speaks in an aspirational tone but lacks concrete and measurable efforts to achieve those specific goals, the data can expose that deficiency. Data can easily show how much effort an organization is making to increase hiring across diverse groups and provide verifiable and quantifiable data to support those efforts. Those numbers will easily tell everyone how committed an organization really is about its DEI initiatives.

What is one thing you want team Barnes & Thornburg to know about you as you take on this new challenge?

I bring strong technical skills to this role and will be looking for avenues to help enhance and advance the visibility of the DEI team with my skills.

What is a mantra you live by?

Live every day with purpose; lead by example and make a meaningful difference in society.