

Brown Rudnick LLP

2012 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Boston; Dublin; Hartford; London; New York; Providence; Washington

DIVERSITY LEADERSHIP

Head(s) of Firm: Joseph F. Ryan, Chief Executive Officer

Diversity team leader(s): Franca DeRosa, Co-Chair of Diversity Committee; Robert Harris, Co-Chair of Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2011
Firmwide	207	212
U.S. offices only	167	175

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2011)

	Men	Women
White/Caucasian	40	28
African-American/Black	1	1
Hispanic/Latino	5	0
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	1
Multiracial	1	5
Openly GLBT	2	2
Attorneys with disabilities	0	0
Total	49	38

SUMMER ASSOCIATES (2011)

	Men	Women
White/Caucasian	13	4
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	13	9

EQUITY PARTNERS (2011)

	Men	Women
White/Caucasian	42	3
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	43	3

NON-EQUITY PARTNERS (2011)

	Men	Women
White/Caucasian	22	7
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	23	7

OF COUNSEL (2011)

	Men	Women
White/Caucasian	8	5
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	8	5

NEW HIRES (2011)

	Men	Women
White/Caucasian	15	8
African-American/Black	1	0
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	1
Multiracial	1	2
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	21	13

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

Brown Rudnick's leadership communicates the importance of diversity by (a) circulating policy statements; (b) conducting Respect and Dignity Training (anti-harassment and diversity training) on a regular basis; (c) maintaining open (and announced) office hours on weekly basis for discussion of diversity issues; (d) publishing diversity information in office bulletins on a weekly basis; (e) displaying a Diversity bulletin board for the exchange of information and ideas about diversity issues firm wide; and (f) sponsoring regular firm wide events to celebrate various diversity initiatives and to educate the firm on diversity issues. Diversity is one of the firm's core principles in our various hiring initiatives. Members of the Diversity committee meet with management on a regular basis to identify outreach and other initiatives that will emphasize the Firm's commitment to diversity.

Who has primary responsibility for leading diversity initiatives at your firm?

Joseph F. Ryan, Chief Executive Officer

Does your law firm currently have a diversity committee?

Yes

If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?

Yes

If yes, how many attorneys are on the committee, and in 2011, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 10

Total hours spent on diversity: [No response]

Comments: Brown Rudnick's Diversity Committee and its working group collectively spent several hundred hours in furtherance of the Firm's diversity initiatives. The exact number of hours is difficult to determine as this time is not tracked by the Firm.

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Brown Rudnick's diversity initiatives are developed and implemented both formally, through the Diversity Committee, and informally through recruiting, marketing, professional development and working group efforts.

How often does the firm's management review the firm's diversity progress/results?

Monthly

How is the firm's diversity committee and/or firm management held accountable for achieving results?

The Diversity Committee regularly evaluates all of its programs and initiatives to ensure their effectiveness. The committee's leadership meets with members of senior management who are accountable to the Firm for fulfilling the Firm's diversity goals.

Is your firm minority-owned or women-owned?

No

Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide diversity training for all attorneys and staff
X	X		Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
	X		Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	X		Increase the number of minority attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for minority attorneys
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
			Other (please specify): Brown Rudnick's Diverse Attorneys Working Group is an affinity group, comprised of attorneys of color across the firm, that are committed to strengthening diversity and inclusion within the firm.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
X	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Other (please specify): Brown Rudnick's Women's Initiatives Program focuses on retention and promotion of female attorneys with the Firm. Business development opportunities and communication are the primary areas of focus of the initiatives.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY GLBT ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
X			Increase the number of GLBT attorneys at the associate level
X	X		Increase the number of GLBT attorneys at the partnership level
	X		Increase the number of GLBT attorneys in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address gender identity
X			Other (please specify): Brown Rudnick has consistently received top rating of 100 percent on The Corporate Equality Index, an annual survey administered by the Human Rights Campaign Foundation



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

Through the Center of Public Interest, Brown Rudnick has brought to bear strong advocacy, volunteerism, and monetary support to help children, from preschoolers to high school students. One of the ways the Firm reaches out is through the Boston Lawyers Group Internship Program, which is a program for minority undergrad students who are considering a career in law. Through this program, the Firm designates an attorney mentor for each intern. The mentors meet with the interns regularly to provide guidance through the summer. Brown Rudnick has found this to be an effective and rewarding initiative.



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League schools: Columbia Law School, Cornell University, Harvard Law School and the University of Pennsylvania.

Other private schools: Benjamin N. Cardozo School of Law, Boston College, Boston University, Brooklyn Law School, University of Fordham Law School, Franklin Pierce Law Center, Hofstra University School of Law, George Washington University, Georgetown University Law Center, New York University, Northeastern University, and Roger Williams University.

Public state schools: University of Connecticut, University of Virginia and Suffolk University.

Historically Black Colleges and Universities (HBCUs): N/A

Diversity job fairs: Boston Lawyers Group Job Fair in Boston and Washington DC.

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

Brown Rudnick attends the Boston Lawyers Group Reception in Boston and Washington Dc.

Do you have any programs specifically targeted at first-year students?

Boston University SALSA/LALSA Interview & Resume clinic for first-year law students.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2011)

	Men	Women
White/Caucasian	13	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	13	8

OFFERS MADE* (2011)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	13	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	13	8

OFFERS ACCEPTED* (2011)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	13	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	13	8

NEITHER ACCEPTED NOR DECLINED (2011)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2011)

	Men	Women
White/Caucasian	3	3
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	3	3

LATERAL OF COUNSEL HIRES (2011)

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	4	1

LATERAL PARTNER HIRES* (2011)

* Both equity and non-equity

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	2	1

NEW PARTNERS PROMOTED* (2011)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	3	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	3	1

NEW EQUITY PARTNERS* (2011)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	3	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	3	1

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, gay/lesbian or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Yes

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

J. Smith Associates, Dresam Advisors Legal Search Consultants, Gillard & Associates, Kovensky Daniels, and NewinCo, Inc.



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2011**1ST-YEAR ASSOCIATES**

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2011**7TH-YEAR ASSOCIATES**

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

OF COUNSEL

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

We do not release specific attrition data.

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, gay/lesbian attorneys, or attorneys with disabilities or physical challenges)
- Increase/review compensation relative to competition
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of non-white men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly non-white attorneys (i.e., minority attorneys, for whom research indicates a greater inclusion problem), are not being excluded:
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

The Firm takes specific steps to reduce the attrition rate of diverse attorneys by identifying, initiating and supporting programs that will enhance the diversity of the Firm and the success of its diverse employees, such as through mentoring, work allocation, and business development.

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

Comments:

We recognize that alternative work schedules can be effective tools to accommodate non-work responsibilities and outside demands on attorneys time and also provide a viable platform to develop successful careers.

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

Attorneys on flexible work arrangements remain eligible for advancement, including partnership. Attorneys working reduced hours will be considered on the equivalent time standard of full time attorneys but on a pro-rated basis. For example, an associate working on a 75 percent schedule can be eligible to be advanced on class for each 16 months worked. Other than this elongated schedule, it will have no other impact on an attorney's advancement at Brown Rudnick.

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

Brown Rudnick has had one equity partner work on a flexible work schedule.



Retention and Professional Development

PART-TIME ATTORNEYS (2011)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	3	3	87
Of counsel	0	0	0	14
Non-equity partner	2	2	4	40
Equity partner	0	0	0	46



Management Demographic Profile

FIRMWIDE COMMITTEES 2011

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	5	1
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	5	1

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	17	4
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	0	0
Attorneys with disabilities	0	0
Total	18	4

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly GLBT	n/a	n/a
Attorneys with disabilities	n/a	n/a
Total	n/a	n/a

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	3
African-American/Black	1	0
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly GLBT	1	0
Attorneys with disabilities	0	0
Total	6	4

Management Demographic Profile

OTHER LEADERSHIP ROLES 2011

Leadership positions (2011)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	n/a	16	12
Number of such positions held by:			
Minorities	n/a	0	1
Women	n/a	2	3
GLBT attorneys	n/a	0	0
Attorneys with disabilities	n/a	0	0

Brown Rudnick has no named office heads.

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 5

Minorities heading offices: Brown Rudnick has no office heads.

Women heading offices: Brown Rudnick has no office heads.

GLBT attorneys heading offices: Brown Rudnick has no office heads.

Attorneys with disabilities heading offices: Brown Rudnick has no office heads.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: None

Women heading practices: Sonya Van de Graaff, Finance Practice Group (13); Louise Verrill, Restructuring Practice Group (41)

GLBT attorneys heading practices: None

Attorneys with disabilities heading practices: None

COMMITTEE LEADERS

Minorities heading committees: Robert Harris, Diversity Committee (10)

Women heading committees: Franca DeRosa, The Diversity Committee (10); Franca DeRosa, Hiring Committee (22); Laura Weiss, BRAID Committee (10)

GLBT attorneys heading committees: None

Attorneys with disabilities heading committees: None

The Firm Says

Brown Rudnick is committed to fostering a diverse and inclusive workforce. We look at diversity in the broadest terms, including culture, ethnicity, race, color, national origin, gender, physical disability, age, religion, sexual orientation, sexual expression and identity and believe that the richness of our varied experiences benefits each other, our communities and our clients. We are proud of the opportunities we provide and of our achievements to date, and are cognizant that our efforts must be ongoing.

In 1986, Brown Rudnick was a founding member of the Boston Lawyers Group, an organization that aims to achieve higher representation of candidates of color at major Boston law firms, and we continue to be an active sponsor. Additionally, we are an active member of the Connecticut Lawyers Collaborative for Diversity.

These organizations share a common goal: to attract, retain and promote attorneys of color in their respective areas of activity. Brown Rudnick has participated in many of Boston Lawyers Group's and Connecticut Lawyers Collaborative for Diversity's programs and activities, including the Boston Lawyers Group's Mentor Program for first year law students. Brown Rudnick is also the sole sponsor and host of Boston Lawyers Group's best practices lunch program for law students and practicing associates. We also participate in Boston Lawyers Group's job fairs for students of color in Boston, MA and Washington, DC and in events sponsored by local law schools and various affinity law student associations for diverse candidates.

Brown Rudnick's Diversity Committee is comprised of representatives from all our offices, all practice groups, and all levels of seniority and, to the extent they are identifiable, all constituencies. The Committee is actively engaged in identifying, initiating and supporting programs that will enhance the diversity of the Firm and the success of its diverse employees, such as through mentoring, work allocation, and business development.

In 2008, Brown Rudnick launched the Women's Initiative, a program to evaluate and improve the hiring, training, promotion, retention of and leadership by women professionals. In many ways, the Initiative has served as an incubator for the practices and programs that the Firm hopes ultimately will serve the interests of all diverse professionals.

Brown Rudnick supports the Diverse Attorneys Working Group which is an affinity organization, comprised of attorneys of color across the firm, that is committed to strengthening diversity and inclusion within the firm. The organization strives to accomplish this goal by providing support and mentorship to attorneys of color for professional development; raising awareness of the value and importance of diversity at Brown Rudnick; and building relationships with communities of color.

Our sustained commitment to diversity in our community is reflected in the work of the Brown Rudnick Center for the Public Interest, which focuses on supporting inner city education in the communities in which our offices are located and on the Firm's longstanding commitment to pro bono work. The Firm also provides substantial financial support to legal services programs and Bar Association foundations and programs.

Finally, Brown Rudnick attorneys and staff serve on many non-profit and community boards and they are active in Bar Associations and civic duties.

