

Day Pitney LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Hartford, West Hartford, New Haven, Greenwich, Stamford, CT; Boca Raton, Delray Beach, Miami, West Palm Beach, FL; Boston, MA; New York, NY; Parsippany, NJ; Washington, DC

DIVERSITY LEADERSHIP

Head(s) of Firm: Thomas Goldberg, Managing Partner

Diversity team leader(s): Tommy Shi, Director of Diversity & Inclusion and Benjamin Haglund, Chair of the Diversity & Inclusion Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	282	290
U.S. offices only	282	290

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	50	43
African-American/Black	0	1
Hispanic/Latinx	3	2
Alaska Native/American Indian	0	0
Asian	1	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	5	7
Openly LGBTQ	1	3
Individuals with Disabilities	2	0
Total	59	58

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	6	4
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	7	8

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	66	20
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	67	22

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	24	18
African-American/Black	0	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	25	20

OF COUNSEL (2019)

	Men	Women
White/Caucasian	25	11
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	27	12

NEW HIRES (2019)

	Men	Women
White/Caucasian	22	14
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	5
Openly LGBTQ	0	2
Individuals with Disabilities	0	0
Total	26	25

Strategic Plan and Diversity Leadership

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

Diversity is a core value of the Firm and its importance is communicated by the Executive Committee and leadership through content at firm-wide meetings, partner meetings and business unit meetings. Diversity and Inclusion content is also communicated through the Firm's internal portal and by the Firm's three affinity groups: Women Working Together (women), the Day Pitney Alliance (LGBTQ) and the Day Pitney Attorneys of Color.

The Firm continues to be one of very few similarly situated law firms with a full-time and nonbillable Director of Diversity & Inclusion. Members of the Executive Committee, together with the Director of Diversity & Inclusion and the chair of the Diversity & Inclusion Committee, periodically meet to discuss the Firm's strategic diversity and inclusion plan and goals.

Our Diversity & Inclusion Committee, comprised of attorneys (including the Managing Partner) and staff, meets monthly. We post ongoing diversity-related activities, including Firm-wide cultural celebrations and relevant articles of interest internally. The external Firm website is updated regularly and features a description of the Firm's diversity efforts and diversity-related articles of interest.

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

The Director of Diversity & Inclusion and the Chair of the Diversity & Inclusion Committee

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, 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: 13

Total hours spent on diversity: 373

Comments: This does not include the time devoted to Firm diversity initiatives by the Director of Diversity & Inclusion and all other attorneys in the Firm that bill time to diversity-related activities or the various other administrative personnel who are members of the Diversity & Inclusion Committee and whose overall responsibilities include work on the Firm's diversity initiatives.

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?

Formal

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

The Director of Diversity & Inclusion and the Chair of the Diversity & Inclusion Committee regularly communicate with the Firm's Managing Partner and the Executive Committee.

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

The Director of Diversity & Inclusion and the Diversity & Inclusion Committee communicate regularly with the Executive Committee. Throughout the year, the Executive Committee, Hiring Committee, Diversity & Inclusion Committee, and the Director of Diversity & Inclusion meet to review the Firm's diversity strategy, and specific initiatives and programs. Each business unit also has a diversity and inclusion plan, which is reviewed and monitored by the Executive Committee, the chair of the Diversity & Inclusion Committee and the Director of Diversity & Inclusion. We review and discuss demographic data, details about programs, and diversity measures of success. We also discuss areas of concern and opportunities to improve. We are collaborative in nature and work closely to improve the way we work to ensure everyone has an opportunity for success.

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			Undertake communication from firm management that diversity is a top priority of the firm
X	X		Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X	X		Focus on strengthening firm's mentoring program
X	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	X		Coordinate or work with clients on diversity issues
X	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		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	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

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	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
		X	Implement policies to address gender pay equity



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ 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 LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
			Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

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	X		Focus on strengthening firm's mentoring program for attorneys with disabilities
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



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 minority 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.

The firm supports Just the Beginning — A Pipeline Organization by hosting each summer a group of inner city high school students for an afternoon of discussions with firm lawyers on topics such as succeeding in law school, a day in the life of a practicing attorney, and various substantive subjects.

Firm attorneys and staff participate in "Read to a Child" at two elementary schools in Hartford, CT.



Recruitment - New Associates

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

Ivy League law schools: Columbia University, Cornell University, Duke University, Harvard University, University of Pennsylvania, and Yale University

Other private law schools: Boston College, Boston University, Brooklyn Law School, Cardozo School of Law, Emory University, Fordham University, George Washington University, Georgetown University, New York University, Northeastern University, Quinnipiac University, Seton Hall University, St. John's University, University of Miami, University of Notre Dame, Villanova University and Washington University

Public state law schools: Rutgers University, University of Connecticut, University of Florida, University of Michigan and University of Virginia

Law schools of Historically Black Colleges and Universities (HBCUs): Howard University

Diversity job fairs: New Jersey Law Firm Group, Boston Lawyers Group and Northeast BLSA Job Fair

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)

We support named and general scholarships for diverse law students through our partnership with diverse bar associations and organizations.

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

We currently do not have any programs specifically targeted at first-year law students.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	6	4
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	7	8

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	6	4
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	8

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	5	4
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	5	8

NEITHER ACCEPTED NOR DECLINED (2019)

* 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/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	9	8
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	3
Openly LGBTQ	0	0
Individuals with Disabilities	1	0
Total	13	15

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	6	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	3

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	3	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	1

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	7	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	7	4

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	1

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ 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
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- 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:

Barrer Legal Search, Exacta Global, Springboard Search Group and VOYlegal LLC



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	1

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	2

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	2

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	2

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	0

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	5	3
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	5	4

OF COUNSEL

	Men	Women
White/Caucasian	15	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	16	4

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	4	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	2

EQUITY PARTNERS

	Men	Women
White/Caucasian	2	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	2

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, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority 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 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)

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

Yes

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?

None

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

As of 12/31/19, there were five part time equity partners. We are unable to determine the total number of attorneys that worked part time at any point during their career as an attorney at the firm.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	2	9	11	117
Of counsel	14	4	18	39
Non-equity partner	3	5	8	45
Equity partner	1	4	5	89



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	5	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	2

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	7	5
African-American/Black	0	1
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	9	9

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/Latinx	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 LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

The Firm does not have a Partner Review Committee.

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/Latinx	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 LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

The Firm does not have an Associate Review Committee.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	5	3
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	7	6

Committee members above include the Chairs of Day Pitney Attorneys of Color (DPAC), Women Working Together (WWT), and Day Pitney Alliance, as well as the Firm's Managing Partner. In addition to the members reflected above, the Director of Diversity & Inclusion, the Chief Talent Officer, and the Chief Business Development and Marketing Officer also serve on the Committee.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	11	16	15
Number of such positions held by:			
Minorities	1	1	5
Women	3	6	8
LGBTQ attorneys	0	0	1
Individuals with Disabilities	0	0	0

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? 13

Minorities heading offices: [No response]

Women heading offices: [No response]

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: [No response]

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: [No response]

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

Day Pitney is committed to diversity and inclusiveness. We foster diversity within our firm and the communities we live in. Diversity is one of the firm's core values. We believe people of diverse skills, opinions, perspectives, lifestyles, ideas, thinking and knowledge make us a stronger, more productive law firm. We actively seek out people who distinguish themselves from the pack — people of diverse ethnicity, culture, race, national origin, age, religion, disabilities, gender, gender identity, sexual orientation, political affiliation and veteran status.

Spearheading this commitment is the Executive Committee, the Director of Diversity & Inclusion and the cross-office Diversity & Inclusion Committee and other key members of the firm. The Director of Diversity & Inclusion is responsible for furthering the firm's diversity objectives and implementing the firm's diversity plan, which ensures the firm's focus on diversity as a core value. The members of the Diversity & Inclusion Committee and staff serve as thought leaders, ambassadors and advocates on diversity, inclusion, and equity initiatives and issues.

While we are proud of what the firm has achieved over the years, we continue to build on those accomplishments. One of the ways we're doing this is through internal affinity groups such as Day Pitney Attorneys of Color (DPAC), which is a network comprising all attorneys of color throughout the firm and which aims to foster an inclusive environment that helps ensure the success of minority attorneys. Others are Women Working Together (WWT), which provides mutual support, professional growth and community service opportunities to women attorneys at the firm and to clients, and the Day Pitney Alliance, which provides an avenue for Day Pitney employees, regardless of sexual orientation or role within the firm, to express support for LGBTQ people, and promote awareness of and support for LGBTQ causes and concerns.

Additionally, we have established an LGBTQ Planning Group in our Individual Client practice group specifically designed to serve and support the LGBTQ community.

Internally at the firm we have a Heritage Month Speaker Series that brings in speakers to discuss topics of importance related to the various heritage month celebrations. We have hosted the Director, Education & Interpretation at the Museum of African American History in Boston to discuss the history of African-Americans in Massachusetts, an assistant attorney general and member of the Hispanic National Bar Association task force created to raise awareness of the DREAM Act, the Director, Democracy Program at the Asian American Legal Defense and Education Fund to speak on the efforts to protect the rights of Asian American voters, the first female president of a major bank in Connecticut, and a panel presentation on marriage equality. These events are open to all employees at the firm and are broadcast live throughout all our offices.

Day Pitney also regularly sponsors and supports attendance at events put on by organizations dedicated to enhancing opportunities for minority lawyers and law students, such as the Boston Lawyers Group, the New Jersey Law Firm Group, the Lawyers Collaborative for Diversity, and various national and state minority bar associations. Day Pitney attorneys serve and have served in leadership positions in some of these organizations.

We are committed to working with our clients, professional colleagues, diversity organizations and others in the communities in which we practice as we pursue the common goal of a professional workplace where opportunity is available to all. We continue to strive to provide challenging opportunities, meaningful guidance and positive incentives to assist our professionals in achieving their greatest potential. In doing so, our goal is ultimately to create advantages from our differences and to achieve richer, broader and innovative results.

Some of the Diversity Bar Associations and Organizations the Firm supported in 2019 are:

- Asian American Bar Association of New York • Boston Lawyers Group • Connecticut Hispanic Bar Association of Connecticut • Cuban American Bar Association • Florida Association of Women Lawyers • Garden State Bar Association • GLBTQ Legal Advocates & Defenders (GLAD) • Hispanic Bar Association of New Jersey • Hispanic National Bar Association • Lawyers Collaborative for Diversity • Puerto Rican Legal Defense and Education Fund • Massachusetts Black Bar Association • New Jersey Muslim Lawyers Association • South Asian Bar Association of Connecticut • Tri-State Diversity Council

Awards and Recognition

- Recognized by the Human Rights Campaign Foundation as a "Best Place to Work for LGBTQ Equality" for achieving a 100% score on the Human Rights Campaign Foundation's 2017, 2018, 2019 and 2020 Corporate Equality Index.
- Achieved Mansfield Certification Plus recognition from Diversity Labs for having at least 30 percent women and attorneys of color in various leadership positions, 2018; Recently achieved Mansfield Certification Plus for the 2.0 iteration of the program, which also includes LGBTQ+ lawyers and measures consideration for roles in formal client pitch opportunities and senior lateral positions, 2019; In addition to meeting or exceeding the consideration requirements, successfully reached at least 30 percent diverse lawyer representation in a notable number of our current leadership roles and committees; Currently participating in the 3.0 version of the Mansfield Rule
- Ranked among the top 20 Am Law 200 firms for gender diversity, specifically, the percentage of female equity partners, in The American Lawyer's annual A-List ranking for 2018 and 2019
- Ranked among the top 50 law firms in the National Law Journal (NLJ) 500: Women's Scorecard in 2018 and 2019
- Received "Diversity Champion of the Year" award from the New Jersey Muslim Lawyers Association in 2019
- Ben Haglund honored by Seton Hall Law School for his work in advancing diversity and inclusion in law firms and law departments at Seton Hall Law School's 2018 Diversity Banquet
- Day Pitney's New Jersey office recognized by the New Jersey Law Journal as being the most diverse law firm in 3 out of 4 categories measured (female partners; female lawyers overall; minority lawyers overall) in 2014
- Received the Corporate Law Department of the Year Award from the Hispanic Bar Association of New Jersey in 2014
- Named one of the Top 100 Law Firms for Diversity by MultiCultural Law Magazine in 2011
- Received the Edwin Archer Randolph Diversity Award from The Lawyers Collaborative for Diversity in 2009

