

Freshfields Bruckhaus Deringer US LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Austria: Vienna, Belgium: Brussels, China: Beijing, Hong Kong, Shanghai, Bahrain, France: Paris, Germany: Berlin, Cologne, Dusseldorf, Frankfurt, Hamburg, Munich, Italy: Milan, Rome, Japan: Tokyo, Netherlands: Amsterdam, Russia: Moscow, Singapore, Spain: Madrid, United Kingdom: London, Manchester, United States: New York, Washington, D.C., United Arab Emirates: Abu Dhabi, Dubai, Vietnam: Hanoi

DIVERSITY LEADERSHIP

Head(s) of Firm: US Region: Matthew Herman, US Managing Partner, Edward Braham, Senior Partner

Diversity team leader(s): Gabrielle Mitchell, Head of Human Resources, US Region, Helen Ouseley, Global Head of Diversity & Inclusion

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	2183	2173
U.S. offices only	189	182

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	25	34
African-American/Black	0	3
Hispanic/Latinx	9	8
Alaska Native/American Indian	0	0
Asian	2	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	2
Openly LGBTQ	2	3
Individuals with Disabilities	0	3
Total	42	60

4 women and 4 men in our associate population have made the decision to not disclose their racial/ethnic identity

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	4	7
African-American/Black	1	0
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	9	7

One of our male summer associates made the choice to not self-identify his race/ethnicity. In addition, LGBT status was initiated in late 2019, for that reason our summer associates were not asked to identify

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	28	9
African-American/Black	2	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	1	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	34	11

NON-EQUITY PARTNERS (2019)

	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

OF COUNSEL (2019)

	Men	Women
White/Caucasian	15	2
African-American/Black	1	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	19	6

2 women and 1 man in our Counsel population have made the decision not to disclose their racial/ethnic identity

NEW HIRES (2019)

	Men	Women
White/Caucasian	7	10
African-American/Black	0	1
Hispanic/Latinx	5	3
Alaska Native/American Indian	1	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	17	18

Two of our new hires, one woman and one man, have made the decision not to disclose their racial/ethnic identity

Strategic Plan and Diversity Leadership

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

Freshfields demonstrates our commitment to diversity and inclusion through multiple mediums.

A number of our partners are involved externally with charitable organizations or networks that promote diversity and inclusion, a few examples of which are: New York LGBT Bar Association, Harlem Grown, and Legal Outreach.

Our firm also demonstrates our commitment to diversity through investments in scholarships, events and pro bono work. Our US regional managing partner is our sponsor for our Mansfield Rule certification, beginning May 2020.

Our internal efforts include numerous partners who hold leadership roles with our affinity networks, and make up our US D&I Committee. Our US affinity groups are Halo and Halo Champions (LGBTQ+ community), Black affinity network, Asian-American affinity network, Latin American affinity network, our Women's network and our Valor and Valor Champion network (Military Veterans and support community). A major component of inclusion for Freshfields is choosing actions and words that represent the broader community without excluding any group, as such, we welcome people identifying their preferred gender pronouns in their email signatures for all colleagues.

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

Edward Braham, Senior Partner leads our responsible business strategy and Helen Ouseley, Global Head of Diversity and Inclusion.

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: 6

Total hours spent on diversity: [No response]

Comments: Our diversity committee numbers are based on US Region participation only.

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

Yes

If yes or partially, please explain.

Our priorities for diversity and inclusion are aligned to the firm's priorities and our broader efforts around talent, wellbeing and engagement in support of our people and our client goals.

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?

Both formal and informal.

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?

We have a global internal target for women promotions to partnership - partners are responsible for holding each other accountable on progress against this target and success can be measured against this. Individual partners also have specific roles as sponsors and leaders on diversity programs, and all partner contributions will be reviewed in relation to their role creating an inclusive culture in their personal development discussions and 360 feedback each year.

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		Formalize diversity plan and committee with action steps and accountability to management
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		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	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	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	X		Increase the number of minority attorneys at the partnership level
X			Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	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		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X			Increase the number of women in leadership positions
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			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	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		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
X			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		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



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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.

International Rescue Committee is a community investment partner of Freshfields whose mission is to help refugees assimilate to new countries. Their Leaders in Training program (LIT) helps guide high school students academically and through the college application process. Annually, Freshfields US hosts 12 LIT students to explore the different types of careers at law firms.



Recruitment - New Associates

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

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

Other private law schools: Albany, University of Chicago, Duke, Fordham, Georgetown, Northwestern, New York University, Stanford

Public state law schools: Berkeley, University of Michigan, University of Virginia

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

Diversity job fairs: Lavender, NEBSA

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)

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

The 1L program runs at the same time as our 2L summers' experience and includes an approximate 2 week secondment to one of our international office locations, depending on appropriate placement to the student's interests.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	4	5
African-American/Black	1	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	n/a	n/a
Individuals with Disabilities	0	0
Total	7	7

One of our summer associates, a man, has made the decision to not self-identify. Also, LGBT status was collected in late 2019, for that reason we do not have stats on this class of summer associates. This list does not include the 5 summer associates interviewed as part of the OCI process who joined our London office for their program.

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	4	5
African-American/Black	1	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	n/a	n/a
Individuals with Disabilities	0	0
Total	7	7

One of our summer associates, a man, has made the decision to not self-identify. In addition, LGBT status was collected in late 2019, for that reason we do not have stats on this class of summer associates. This list does not include the 5 summer associates interviewed as part of the OCI process who joined our London office for their program.

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	4	5
African-American/Black	1	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	n/a	n/a
Individuals with Disabilities	0	0
Total	7	7

One of our summer associates, a man, has made the decision to not self-identify. In addition, LGBT status was collected in late 2019, for that reason we do not have stats on this class of summer associates. This list does not include the 5 summer associates interviewed as part of the OCI process who joined our London office for their program.

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	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	0	0



Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	2	4
African-American/Black	0	0
Hispanic/Latinx	3	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	7	5

One of our male lateral associate joiners has opted to not disclose his racial/ethnic identity.

LATERAL OF COUNSEL HIRES (2019)

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

One of our women counsel hires has opted to not disclose her racial/ethnic identity.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	1	0
African-American/Black	1	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	1	0
Individuals with Disabilities	0	0
Total	2	0

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

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

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)

We are set to enter the next Mansfield Rule group in July 2020

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?

Unknown

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:

[No response]



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-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	n/a	n/a
Individuals with Disabilities	0	0
Total	1	0

LGBT status was collected in late 2019, for that reason we do not have data for our leavers

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	6	4

LGBT status was collected in late 2019, for that reason we do not have data for our leavers

3RD-YEAR ASSOCIATES

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

LGBT status was collected in late 2019, for that reason we do not have data for our leavers

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	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	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	4	1

LGBT status was collected in late 2019, for that reason we do not have data for our leavers

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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	1	2

LGBT status was collected in late 2019, for that reason we do not have data for our leavers

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	2
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	n/a	n/a
Individuals with Disabilities	0	0
Total	1	2

LGBT status was collected in late 2019, for that reason we do not have data for our leavers

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	n/a	n/a
Individuals with Disabilities	0	0
Total	1	0

LGBT status was collected in late 2019, for that reason we do not have data for our leavers

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	4	4
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	0	0
Total	5	6

LGBT status was collected in late 2019, for that reason we do not have data for our leavers

OF COUNSEL

	Men	Women
White/Caucasian	2	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	n/a	n/a
Individuals with Disabilities	0	0
Total	3	1

One of our counsels, a man, made the choice to not disclose his racial/ethnic identity. In addition, LGBT status was collected in late 2019, for that reason we do not have data for our leavers

NON-EQUITY PARTNERS

	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

EQUITY PARTNERS

	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	n/a	n/a
Individuals with Disabilities	0	0
Total	1	0

LGBT status was collected in late 2019, for that reason we do not have data for our leavers

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)

Currently reviewing and looking to adopt a gender neutral parental leave in the near future.

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?

We have a robust policy of agile and flexible work arrangements supporting our associates and partners.

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

[No response]



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	n/a	2	n/a	n/a
Of counsel	n/a	n/a	n/a	n/a
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	n/a	n/a	n/a	n/a



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	1	1
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

We have provided available data as it relates to US Representation on global committees. We collect data where permissible and culturally appropriate in other jurisdictions, but data protection and self-identification mean we are restricted in how this is shared/used.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

Numbers based on US Regional committee only

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	n/a	1
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	1	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

We have provided available data as it relates to US Representation on global committees. We collect data where permissible and culturally appropriate in other jurisdictions, but data protection and self-identification mean we are restricted in how this is shared/used.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	28	9
African-American/Black	2	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	1	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	34	11

All partners in the US Region participate

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	2	2
African-American/Black	1	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	1	0
Individuals with Disabilities	0	0
Total	3	3

Numbers based on US Regional committee only

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	1	7	19
Number of such positions held by:			
Minorities	0	3	5
Women	0	3	5
LGBTQ attorneys	0	0	1
Individuals with Disabilities	0	0	0

Our committees range from those with recognized chairs to those conducted in a more collegial setting. Rather than only highlight committee leaders, we reflect any committee involvement and the breakdown of representation on those committees.

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? 2

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: Noiana Marigo, Arbitration; Melissa Raciti-Knapp, Finance

Women heading practices: Noiana Marigo, Arbitration; Mary Lehner, ACT; Melissa Raciti-Knapp, Finance

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Note: our committees range from those with recognized chairs to those conducted in a more collegial setting. Where we have chairs, we will make the distinction. Jerome Ranawake, Benefits Committee (4), Community and Social Responsibility (2), Law School Recruiting(4); Tim Wilkins, Community and Social Responsibility (2), Women, Diversity & Mentoring (5); Sebastian Fain, Women, Diversity & Mentoring (5), Diversity Committee(6); Noiana Marigo, Women, Diversity & Mentoring(5), Diversity Committee(6); Nabeel Yousef, Women, Diversity and Mentoring, Diversity Committee (6)

Women heading committees: Note: our committees range from those with recognized chairs to those conducted in a more collegial setting. Where we have chairs, we will make the distinction. Caroline Richard, Benefits Committee (4); Mary Lehner, Law School Recruiting(4), Diversity Committee (6); Olivia Radin, MBD (Chair)(5); Noiana Marigo, Women, Diversity & Mentoring (5), Diversity Committee (6); Kim Zelnick, Women, Diversity & Mentoring (5), Diversity Committee(6)

LGBTQ attorneys heading committees: Paul Humphreys, Diversity Committee (6)

Individuals with Disabilities heading committees: [No response]



The Firm Says

At all levels of Freshfields, we are absolutely committed to driving diversity and inclusion forward — from grassroots efforts run by employees, to our partners whose leadership in this area is essential

The delivery of market leading advice depends on our ability to build and harness the creativity of diverse teams. To do this we must attract and retain the most talented lawyers from across the world by fostering an environment in which our people can flourish, inclusive of their gender, race or ethnicity, background, religion, abilities, sexual orientation, gender identity, or other dimensions of difference. We also understand that there are limits to what we can achieve on our own. Through active engagement and collaboration with our clients and external organizations we are working to create sustainable change in our profession, the business world and our wider communities.

2019 brought not only homegrown diverse partners, but 80% of our new lateral partner hires were diverse. They join an already impressive group of leaders. Noiana Marigo, head of our award-winning International Arbitration practice group was given the Latina Leadership Award from The National Hispanic Bar Foundation in 2019 and Linda Martin, named as Crain's New York Business Notable Women in Law.

We invited our population to reaffirm their self-identity and included LGBTQ+, and gender identity for the first time in the U.S, helping us to better understand our people and ensure we are focusing our inclusion efforts impactfully.

Some other examples of our work to promote diversity and inclusivity in the US region of the firm include:

- Unconscious bias training with world renown speaker Dr. Steve L. Robbins. His workshops received very positive feedback and we reinforced his teaching by adding our New York discrimination training, with additional bystander intervention, and requiring all our Washington, D.C. colleagues to train as well.
- 30% Club: Our US Head of Human Resources is on the Steering Committee — encouraging improved gender balance on boards.
- Equal Representation in Arbitration pledge —One of our partners is the founder and co-chair. As of April 2019, the Pledge has over 3,500 signatories from more than 110 countries.
- Participating in programs for diversity recruitment to reach a broad talent pool.
- We have committed to the next Mansfield certification beginning in July 2020/2021.
- In addition to our global Black Affinity Network (BAN), Women's Network, and Halo and Halo Champions (our LGBTQ+ network), we have created a US Asian, Hispanic and Military Veteran group.
- We have successfully certified and trained over 20 mental health first responders in the US Region/over 250 worldwide.
- International Rescue Committee is a community investment partner of Freshfields whose mission is to help refugees assimilate to new countries. Their Leaders in Training program (LIT) helps guide high school students academically and through the college application process. Annually, Freshfields US hosts 12 LIT students in a career day to explore the different types of careers at law firms.
- In the New York office, we take part in Legal Outreach, our 12th year of participation. We sponsor interns from underserved communities throughout New York City and provide them with supplemental education and training to prepare them for college.
- We participate in a global reverse mentoring program where senior leaders are mentored by colleagues from our affinity networks.

In the coming year, we look forward to sharing details on our new diversity fellowship, and adding to our summer associate class numbers specifically for our growing transactional practice.

Notes regarding our data:

-As an international firm, we collect data where permissible and culturally appropriate in other jurisdictions, but data protection and self-identification mean we are restricted in how this is shared/used. We have provided available data wherever possible.

-LGBT status was collected for the US Region in late 2019 to align with our global reporting, for that reason we cannot accurately report on our leavers' status, nor our summer associates in that specific field.

-We have a small population within our demographic who do not wish to self-identify; you will note the discrepancy in overall gender vs. racial/ethnic totals.

