

# Banner Witcoff

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Chicago, IL; Washington, DC; Boston, MA; Portland, OR

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Mr. Chunhsi Andy Mu, President

**Diversity team leader(s):** Mr. Azuka C. Dike, Diversity Committee Chair, Attorney and Shareholder

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	125	123
U.S. offices only	125	123

## Law Firm Demographic Profile

### Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	16	6
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	6	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	1	1
<b>Total</b>	<b>24</b>	<b>12</b>

#### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	4	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>5</b>	<b>7</b>

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	43	10
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	5	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>51</b>	<b>10</b>

#### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	3	2
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	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>4</b>

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	15	2
African-American/Black	1	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	1	0
<b>Total</b>	<b>17</b>	<b>2</b>

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	11	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	4	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	1	0
<b>Total</b>	<b>15</b>	<b>5</b>

## Strategic Plan and Diversity Leadership

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

Firm leaders communicate the importance of diversity and inclusion to all Banner Witcoff employees throughout the year in a variety of ways including through email, online postings, training sessions and in-person meetings and programs. Banner Witcoff's Diversity & Inclusion Committee is responsible for implementing the goals and initiatives of the firm's diversity program.

Diversity of Banner Witcoff's attorneys, other legal professionals and support staff is essential to the success of the firm as a whole. A diverse team of attorneys and professionals is reflective of the increasing diversity of the legal profession and country, including clients, attorneys, judges, and jurors. Thus, diversity is more than just a goal to be achieved. Diversity benefits the firm's ability to represent our clients.

With this understanding, Banner Witcoff is dedicated to diversity, inclusion, equal opportunity and a culture of mutual respect within the firm and in our relationships with our clients. Our firm is committed to recruit, retain, mentor, and promote a diverse work force. Our firm implements a strong equal opportunity policy that values the similarities and differences of its individual attorneys and other employees.

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

Mr. Azuka C. Dike, Attorney, Shareholder and Chair of the Diversity 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?

No

### 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: 8

Total hours spent on diversity: [No response]

Comments: We do not track this.

### 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.

Banner Witcoff's Diversity & Inclusion Committee is responsible for implementing the goals and initiatives of the firm's diversity program.

To attain the firm's diversity and inclusion goals, the Committee created seven subcommittees:

1. Mentoring & Retention, 2. Recruiting, 3. Undergraduate Student Outreach, 4. Women's Initiatives, 5. Banner Witcoff Diversity Fellowship, 6. Industry Outreach, and 7. Communications.

### 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?

Banner Witcoff maintains a formal diversity program focused on recruiting, hiring, mentoring and retaining minority and women attorneys.

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

Annually

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

The Diversity & Inclusion Committee is held accountable by the firm's Board of Directors for setting and achieving its goals annually. All progress is communicated to the Board and to the firm's attorneys.

### 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	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	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			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	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			Provide accommodations specific to mothers (e.g., lactation rooms)
X			Implement policies to address gender pay equity



X			Other (please specify): A formal affinity group for women was established in May 2019.
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## 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		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



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.

Banner Witcoff is exploring opportunities for undergrad outreach with multiple universities and engineering schools. The firm is also exploring opportunities with its clients for outreach to undergrads. The firm has participated in Student IP Society programs at Virginia Tech and is exploring opportunities to do the same with other institutions.



## Recruitment - New Associates

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

*Ivy League law schools:* None

*Other private law schools:* American, Catholic, Chicago, Chicago-Kent, DePaul, Georgetown, George Washington, Loyola — Chicago, Northeastern, Northwestern, Notre Dame, Washington U

*Public state law schools:* Alabama, George Mason, Illinois, Iowa, Michigan, Virginia, William & Mary, Wisconsin

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

*Diversity job fairs:* None

### 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 Donald W. Banner Diversity Fellowship:

Created to strengthen diversity and inclusion in the field of intellectual property law, the fellowship provides 1L and 2L students with the opportunity to participate in the firm's summer associate program and \$5,000 for law school tuition or other school-related expenses. Recipients who accept full-time positions with Banner Witcoff receive an additional \$5,000 financial award.

The fellowship is open to 1L and 2L students who attend an ABA-accredited law school in the United States and identify as members of a historically underrepresented group in intellectual property law or possess a demonstrated commitment to strengthening diversity and inclusion in the legal profession.

Applicants also must meet other criteria, including academic merit, a commitment to the pursuit of a career in the field, an interest in a career at Banner Witcoff, and demonstrated leadership qualities and community involvement.

To be considered, applicants must submit a completed application form to Jennifer Lee at [jlee@bannerwitcoff.com](mailto:jlee@bannerwitcoff.com), along with their resume, academic transcripts, legal writing sample (five-10 pages), and one-page statement describing how diversity has influenced the applicants' decision to pursue a legal career or how they will help increase diversity in the field of IP law.



## Recruitment - New Associates

## ALL 2L SUMMER ASSOCIATES (2019)

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

## OFFERS MADE\* (2019)

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

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

## OFFERS ACCEPTED\* (2019)

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

	Men	Women
White/Caucasian	3	0
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	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>2</b>

## 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
<b>Total</b>	<b>0</b>	<b>0</b>

## Recruitment - Lateral Associates and Partners

## LATERAL ASSOCIATE HIRES (2019)

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

## LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	5	0
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
<b>Total</b>	<b>6</b>	<b>0</b>

## LATERAL PARTNER HIRES\* (2019)

\* Both equity and non-equity

	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
<b>Total</b>	<b>0</b>	<b>0</b>

## NEW PARTNERS PROMOTED\* (2019)

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

	Men	Women
White/Caucasian	9	3
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	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>9</b>	<b>4</b>

## NEW EQUITY PARTNERS\* (2019)

\* Whether hired laterally or promoted from within

	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	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>6</b>	<b>2</b>

### 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)

Banner Witcoff is considering the Mansfield Rule certification. Banner Witcoff is active within The Leadership Council on Legal Diversity (LCLD) and AC Dike, chair of the firm's D&I Committee, is a LCLD Fellow. Banner Witcoff offers the Donald W. Banner Diversity Fellowship for Law Students in an effort to attract diverse attorneys to the firm. More information can be found on [www.bannerwitcoff.com](http://www.bannerwitcoff.com).

#### 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:

David Carrie; Elite Search Consultants; McClure Harrison; eXacta Global



## Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019*

## 1ST-YEAR ASSOCIATES

	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
<b>Total</b>	<b>0</b>	<b>0</b>

## 2ND-YEAR ASSOCIATES

	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
<b>Total</b>	<b>0</b>	<b>0</b>

## 3RD-YEAR ASSOCIATES

	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
<b>Total</b>	<b>0</b>	<b>0</b>

## 4TH-YEAR ASSOCIATES

	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
<b>Total</b>	<b>0</b>	<b>0</b>

## 5TH-YEAR ASSOCIATES

	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
<b>Total</b>	<b>0</b>	<b>0</b>

## 6TH-YEAR ASSOCIATES

	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
<b>Total</b>	<b>0</b>	<b>0</b>

## Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019***7TH-YEAR ASSOCIATES**

	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
<b>Total</b>	<b>0</b>	<b>0</b>

**8TH-YEAR PLUS 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
<b>Total</b>	<b>2</b>	<b>0</b>

**OF COUNSEL**

	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
<b>Total</b>	<b>1</b>	<b>0</b>

**NON-EQUITY PARTNERS**

	Men	Women
White/Caucasian	2	0
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
<b>Total</b>	<b>3</b>	<b>0</b>

**EQUITY PARTNERS**

	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
<b>Total</b>	<b>0</b>	<b>0</b>

### 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?

Alternative work schedules are evaluated on a case-by-case basis.

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

4





**Retention and Professional Development**

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	36
Of counsel	10	2	12	19
Non-equity partner	0	0	0	7
Equity partner	2	4	6	61



## Management Demographic Profile

*FIRMWIDE COMMITTEES 2019***EXECUTIVE/MANAGEMENT COMMITTEE\***

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	3	1
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	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>5</b>	<b>1</b>

**HIRING COMMITTEE\***

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	1	3
African-American/Black	1	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
<b>Total</b>	<b>3</b>	<b>3</b>

**PARTNER REVIEW COMMITTEE\***

\* Attorneys on the Partner Review Committee or equivalent

	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	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>0</b>

**ASSOCIATE REVIEW COMMITTEE\***

\* Attorneys on the Associate Review Committee or equivalent

	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	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>0</b>

**ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT**

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

## Management Demographic Profile

## OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	0	0	24
Number of such positions held by:			
Minorities	0	0	4
Women	0	0	6
LGBTQ attorneys	0	0	0
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? 4

*Minorities heading offices:* Banner Witcoff does not have office heads. The firm's Board of Directors governs all offices.

*Women heading offices:* Banner Witcoff does not have office heads. The firm's Board of Directors governs all offices.

*LGBTQ attorneys heading offices:* Banner Witcoff does not have office heads. The firm's Board of Directors governs all offices.

*Individuals with Disabilities heading offices:* Banner Witcoff does not have office heads. The firm's Board of Directors governs all offices.

## PRACTICE GROUP/DEPARTMENT LEADERS

*Minorities heading practices:* Banner Witcoff does not have office heads. The firm's Board of Directors governs all offices.

*Women heading practices:* Banner Witcoff does not have office heads. The firm's Board of Directors governs all offices.

*LGBTQ attorneys heading practices:* Banner Witcoff does not have office heads. The firm's Board of Directors governs all offices.

*Individuals with Disabilities heading practices:* Banner Witcoff does not have office heads. The firm's Board of Directors governs all offices.

## COMMITTEE LEADERS

*Minorities heading committees:* Steve Chang, CLE, (6); Azuka Dike, Diversity (8); Shambhavi Patel, Mentoring Co-Chair (6); Rajit Kapur, Recruiting Co-Chair (6)

*Women heading committees:* Heather Smith-Carra, Associate Co-Chair (5); Shambhavi Patel, Mentoring Co-Chair (6); Victoria Webb, New Attorney Education (7); Katie Laatsch Fink, Recruiting Co-Chair (6); Kim Devine, Summer Associate Program Co-Chair (6); Anna King, Trademark (7)

*LGBTQ attorneys heading committees:* n/a

*Individuals with Disabilities heading committees:* n/a



### The Firm Says

2019 Banner Witcoff Diversity & Inclusion Highlights:

May 2019: Banner Witcoff Announced Recipients of Donald W. Banner Diversity Fellowship

Banner Witcoff selected four law students as the 2019 recipients of the Donald W. Banner Diversity Fellowship. Created by the firm to strengthen diversity and inclusion in the field of intellectual property law, the fellowship provides recipients with \$5,000 for law school tuition or other school-related expenses.

The 2019 recipients are:

Robert Chou, a second-year law student at Northwestern University Pritzker School of Law. He earned his undergraduate degree in biomedical engineering from University of Texas.

Rebecca Ding, a second-year law student at The George Washington University Law School. She graduated from Peking University with a degree in electric engineering and computer science.

Emily M. Ross, a first-year law student at Northwestern University Pritzker School of Law. She earned her undergraduate degree in general engineering from Harvey Mudd College.

Alessandra Schaszberger, a first-year law student at American University Washington College of Law. She graduated from Columbia University with a degree in biomedical engineering.

May 2019: Banner Witcoff Women's Alliance (BWWA) formed

The BWWA was created and hosted multiple events for BWWA members in the firm's Chicago and DC offices.

July 2019: Banner Witcoff sponsored/hosted the Association of Corporate Counsel (ACC) Chicago's Diversity Summer Internship Program.

July 2019: Banner Witcoff sponsored/hosted the American Bar Foundation (ABF) Research Diversity Fellowship Program.

July 2019: As part of the firm's Summer Associate Program, Banner Witcoff attorneys and summer associates held a lunch program on the topic of Implicit Bias in the firm's Chicago office.

August 2019: As part of the firm's Summer Associate Program, Banner Witcoff attorneys and summer associates held a lunch program on D&I issues in the firm's DC office. Guest speakers included Rawle Andrews Jr., Esq., Vice President at AARP and Yolanda Hawkins-Bautista, Associate General Counsel at Freddie Mac.

December 2019: Banner Witcoff attorney Azuka Dike was selected to participate in the 2020 Fellows Program of the Leadership Council on Legal Diversity (LCLD). Banner Witcoff is a member law firm of the LCLD, a national organization made up of corporate counsel and law firm managing partners dedicated to creating a more diverse and inclusive legal profession.

