

Greenspoon Marder LLP

2019 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Boca Raton, Denver, Ft. Lauderdale, Iselin, Las Vegas, Los Angeles, Miami, Naples, New York, Orlando, Phoenix, Portland, San Diego, Tallahassee, Tampa, West Palm Beach
Satellite Offices: Albuquerque, Ft. Lauderdale (Cypress Creek), Dublin, Hunt Valley, Miami (Merrick Pointe), Miami Beach, Nashville, Nevada City, Scottsdale, Washington, D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Gerald Greenspoon and Michael Marder, Co-Managing Directors
Diversity team leader(s): Myrna Maysonet, Chief Diversity Officer

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2018
Worldwide	240	232
U.S. offices only	240	232

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

ASSOCIATES (2018)

	Men	Women
White/Caucasian	41	29
African-American/Black	0	2
Hispanic/Latinx	6	11
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	1	0
Multiracial	1	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	51	45

SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	13	5
African-American/Black	0	0
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	16	8

EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	77	22
African-American/Black	0	0
Hispanic/Latinx	5	3
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	84	27

NON-EQUITY PARTNERS (2018)

	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

OF COUNSEL (2018)

	Men	Women
White/Caucasian	12	9
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	n/a	n/a
Total	16	9

NEW HIRES (2018)

	Men	Women
White/Caucasian	22	12
African-American/Black	0	1
Hispanic/Latinx	4	5
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	29	21

Strategic Plan and Diversity Leadership

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

Our firm communicates the importance of diversity via e-mails, our firm website, newsletters, social media and meetings.

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

Partner and Chief Diversity Office, Myrna Maysonet, leads the diversity initiatives at the firm.

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 2018, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 10

Total hours spent on diversity: 1000

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.

Greenspoon Marder and our Management Committee are committed to diversity because it complements our core strengths and enhances our ability to serve our clients.

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?

Greenspoon Marder has taken a formal approach to our set of diversity initiatives by working with a variety of organizations who promote diversity, including the National Diversity Council, to increase and encourage diversity at the firm.

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

Ongoing/Regular Meetings

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

Providing statistics and progress the committee has made to diversify the firm's ranks.

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		Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
	X		Support law firm's internal affinity networks
	X		Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			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			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			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			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.

Greenspoon Marder hosts students from the "My Future is Now" program which serves as a mentorship program for diverse students at a local high school in South Florida. Additionally, our attorneys have participated in a variety of speaking engagements at local middle schools, high schools and colleges speaking on their role as an attorney and motivating students to gain a bigger vision on their future.



Recruitment - New Associates

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

Ivy League law schools: Yes

Other private law schools: Yes

Public state law schools: Yes

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

Diversity job fairs: Yes

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?

[No response]



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	13	5
African-American/Black	0	0
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	16	8

OFFERS MADE* (2018)

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

	Men	Women
White/Caucasian	5	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	5	2

OFFERS ACCEPTED* (2018)

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

	Men	Women
White/Caucasian	5	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	5	2

NEITHER ACCEPTED NOR DECLINED (2018)

* 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 (2018)

	Men	Women
White/Caucasian	12	4
African-American/Black	0	1
Hispanic/Latinx	2	4
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	15	10

LATERAL OF COUNSEL HIRES (2018)

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

LATERAL PARTNER HIRES* (2018)

* Both equity and non-equity

	Men	Women
White/Caucasian	6	5
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	1	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	8	8

NEW PARTNERS PROMOTED* (2018)

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

	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	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	1

NEW EQUITY PARTNERS* (2018)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	7	6
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	1	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	9	9

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?

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 2018

1ST-YEAR ASSOCIATES

	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	n/a	n/a
Total	2	1

2ND-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	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	1	1

3RD-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	n/a	n/a
Total	1	0

4TH-YEAR ASSOCIATES

	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

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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	n/a	n/a
Total	0	1

6TH-YEAR ASSOCIATES

	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	2	2

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2018

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	n/a	n/a
Total	1	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	1
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	n/a	n/a
Total	1	1

OF COUNSEL

	Men	Women
White/Caucasian	5	2
African-American/Black	0	0
Hispanic/Latinx	0	1
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	n/a	n/a
Total	6	3

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	0	0

EQUITY PARTNERS

	Men	Women
White/Caucasian	3	2
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	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	4	3

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?

No Response

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 (2018)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	n/a	n/a	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 2018

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	19	4
African-American/Black	0	0
Hispanic/Latinx	0	2
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	n/a	n/a
Total	19	7

HIRING COMMITTEE*

* Attorneys on Hiring 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	0	0

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	0	0

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	0	0

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	n/a	4
African-American/Black	n/a	1
Hispanic/Latinx	n/a	4
Alaska Native/American Indian	n/a	n/a
Asian	n/a	1
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	10

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2018)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	n/a	n/a	n/a
Number of such positions held by:			
Minorities	n/a	n/a	n/a
Women	n/a	n/a	n/a
LGBTQ attorneys	n/a	n/a	n/a
Individuals with Disabilities	n/a	n/a	n/a

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?

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

Greenspoon Marder is a national full-service business law firm with over 200 attorneys and 26 locations across the United States. We serve Fortune 500, middle-market public and private companies, start-ups, emerging businesses, individuals and entrepreneurs around the world. Our firm takes pride in the fact that we organically and deliberately foster, mentor, support, and empower all of our employees. Greenspoon Marder is committed to diversity because it complements our core strengths and enhances our ability to serve our clients. Our differences unite us and allow us to become more resilient and adaptable, so that we best understand the varying needs of our clients and business partners. Our firm has a robust policy of equal employment opportunity, including initiatives for diversity enhancement and aggressive anti-harassment policies. Greenspoon Marder sustains a family-focused and interconnected working environment that aims to facilitate positive work/life balance. Our attorneys and staff regularly support and engage in community outreach efforts. Our firm also promotes diversity through partnerships with clients and other community, business and legal organizations.

The firm is taking big strides in the business of law including diversity. Our firm's make-up is regularly changing and adding dynamics and strengths that help us better service and connect with our clients. We are comprised of almost 70% female employees, 37% of our employees identify as racial or ethnic minorities including: Hispanics, Asians, African-Americans, Pacific Islanders and LGBTQ; and Latins make-up about 20% of our employees firm wide. Over 30% of the firm's attorneys are female, as well as over 20% of the management committee. We are working on diversifying our ranks more and more each day.

The firm is committed to the continued development of programs and policies that maintain and support a diverse workforce including specific Women's Initiatives and LGBT Initiatives. Also, as part of our firm's diversity initiative, Greenspoon Marder consistently reviews and adjusts its methods of outreach to ensure it attracts a diverse pool of legal and professional talent, which includes its outreach to law schools and prominence in a wide variety of publications that attract and appeal to a diverse audience.

In 2016, Greenspoon Marder was selected as an "Exceptional Employer Award" for employing people with disabilities. The firm was among a select group of recipients to receive this award with ten businesses honored overall. The Agency for Persons with Disabilities (APD), Blind Services, and Vocational Rehabilitation presented the Exceptional Employer Awards to companies that have a strong commitment to employing people with disabilities. The firm was also recognized as a "Family Friendly Firm" by the Florida Association of Women Lawyers.

In 2018, Greenspoon Marder was recognized as one of the best law firms for female attorneys. The firm was ranked 14th on Law360's "Best Law Firms for Female Attorneys" list. The ranking was determined by taking into account the relative gender diversity of the firm's attorney workforce.

Within the same year, Greenspoon Marder was named among the most inclusive and diverse law firms by Daily Business Review. Firms were evaluated in three key areas: racial/ethnic diversity, LGBT diversity, and gender diversity. Rankings were determined in each of the three groups and calculated by the total percentage of identifying attorneys per category. Greenspoon Marder was listed as a forerunner in each category.

In 2019, Greenspoon Marder was recognized by Chambers Women in Law Awards as an "Outstanding Firm in Advancing Gender Diversity and Inclusion." Deputy Managing Partner, Rebecca Bratter, was shortlisted in the "Outstanding Contribution to Furthering the Advancement of Diversity" category, partner Myrna Maysonet was shortlisted in the "LGBT Equality Lawyer of the Year" category and senior associate Alicia Lewis was shortlisted as a "Future Leader—Minority Lawyer" category for 2019. The awards reflect the outstanding contributions to furthering the advancement of women in the law through gender diversity, inclusion, promotion programs and mentoring.

Most recently, Greenspoon Marder is ranked amongst the top 100 law firms on American Lawyer's 2019 Diversity Scorecard. American Lawyer publishes the Diversity Scorecard each year to provide a snapshot of where the industry is headed. The firm moved up 5 spots from last year's rankings to 80 for 2019.

Several of the firm's female executives and attorneys were featured in Profile magazine's "No Glass Ceiling at Greenspoon Marder." Deputy Managing Partner, Rebecca Bratter, Chief Marketing Officer, Michelle Martinez Reyes, Partners Rachel K. Gillette, Beth-Ann Krimsky, Myrna Maysonet and Deborah Baker-Egozi, and Associates Alicia Lewis and Dana Somerstein gathered at the firm's headquarters for a roundtable discussion about how the distinctive culture at the firm came about naturally, the struggles they have seen women face at other organizations, and why celebrating diversity has strengthened the firm's relationship with their clients, as well as the people and communities in which they live and work.

Additionally, the firm was recognized by the Beijing Friendship Association with the Professional Contribution Award as a "Firm of the Year." The firm recently supported their Annual Gala & Installation Dinner where partner, James Turken, accepted the award and gave opening remarks. The event helped enhance the footprints in the American-Chinese communities and helps the organization diligently give back to the society. Additionally, the organization named Greenspoon Marder the Beijing Friendship Association USA's Beijing Cultural Ambassador for 2018-2020.

In 2019, Greenspoon Marder was certified as a Unique Abilities Partner by the department of Economic Opportunity. The certification recognizes businesses and organizations that are committed to hiring and supporting causes that benefit individuals with disabilities. The Unique Abilities Partner Program recognizes businesses that are committed to providing career and financial opportunities to individuals with unique abilities. Participating businesses demonstrate their dedication to strengthening communities and the economy by helping those with untapped talents become more independent and by partnering with other businesses, organizations and state resources in this endeavor.

The firm has continuously encouraged and inspired diversity throughout the firm. Several female employees have been appointed to leadership positions, including Deputy Managing Partner Rebecca Bratter, Chief Marketing Officer Michelle Martinez Reyes, Chief People and Development Officer Gabriela Marder, Chair of the Cannabis Practice, Chief Recruiting Officer Christina Pappas and Chief Diversity Officer Myrna Maysonet.

In 2019, Greenspoon Marder appointed Myrna Maysonet as the Chief Diversity Officer. Ms. Maysonet joined Greenspoon Marder in 2000 and went on to become the first female partner. She has since served as a mentor to the firm's diversity and even worked to provide same sex benefits a decade before it was considered to become a law. Ms. Maysonet is an advocate for LGBTQ and women's rights and incorporates these values into her practice. She has covered these issues in a number of speaking engagements and panel discussions. Ms. Maysonet is regularly featured on local, national and Hispanic networks. Most recently, Ms. Maysonet received the "2019 LGBT Leadership Award" from the National Diversity Council and named as one of the Orlando Business Journal's "2019 Women Who Mean Business" honorees.

Greenspoon Marder is now working regularly as an annual corporate partner of the National Diversity Council (NDC) across the U.S., and in key markets in which the firm works such as Florida, New York, New Jersey and California. The NDC is dedicated to being both a resource and an advocate for the value of diversity and inclusion. In 2008, the NDC created the National Women in Leadership Symposium to showcase the exceptional women leaders across the United States. The focus of this annual event is to bring together a diverse mix of successful women leaders who, through the discussion of topics relevant to today's issues will educate, inspire and encourage women to reflect on their own goals and status. In March, Greenspoon Marder partner Myrna Maysonet and Chief Marketing Officer (CMO) Michelle Martinez Reyes were both featured speakers for the event.

Greenspoon Marder's unyielding commitment to diversity can be seen through its inclusive corporate culture, copious outreach efforts, national partnerships, public accolades, and in the office each and every day. The firm is determined to not only continue this commitment, but also to further expand upon its current efforts to promote diversity both in the company and in the community overall.