

Buckley LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

2001 M Street NW
Suite 500
Washington, DC 20036
Phone: 202-349-8000
Fax: 202-349-8080
<https://buckleyfirm.com/>

LOCATIONS

Washington, DC, Los Angeles, San Francisco, New York, Chicago, London

DIVERSITY LEADERSHIP

Head(s) of Firm: Benjamin Klubes, Managing Partner

Diversity team leader(s): Jonice Gray Tucker, Co-Chair Diversity Committee; Valerie Hletko, Co-Chair Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	125	124
U.S. offices only	124	123

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	15	18
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	18	19

SUMMER ASSOCIATES (2019)

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

We do not track information regarding disabilities.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	24	9
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	24	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

Consistent with our policy for responding to all surveys, we do not provide information regarding Equity versus non-Equity Partners and have disclosed information for all Partners here.

See comment to Sections 2.4

OF COUNSEL (2019)

	Men	Women
White/Caucasian	24	15
African-American/Black	2	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	4	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	32	19

NEW HIRES (2019)

	Men	Women
White/Caucasian	4	3
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	0	0
Individuals with Disabilities	n/a	n/a
Total	5	3

Strategic Plan and Diversity Leadership

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

e-mails, website, meetings, including required diversity and inclusion training

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

Jonice Gray Tucker and Valerie Hletko, Co-Chairs of our 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?

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: 5

Total hours spent on diversity: [No response]

Comments: The firm does not track time spent on diversity initiatives separately from administrative time.

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 efforts to recruit and retain diverse attorneys and foster inclusion are consistent with Management's priorities. One of the Chairs of the Diversity Committee is also a member of our Board.

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

Yes

If yes, is it formal or informal?

formal

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

The firm periodically reviews diversity progress and results. While this has not been done at specific intervals, it will now be done at regular intervals, at least twice a year.

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

The entire firm holds itself accountable for results.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Undertake communication from firm management that diversity is a top priority of the firm
X	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	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		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	X		Increase the number of minority attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
			Other (please specify): We conduct firmwide mandatory diversity training every other year rather than annually.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
X	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
X	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	X		Increase the number of LGBTQ attorneys at the partnership level
X	X		Increase the number of LGBTQ attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
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.

[No response]



Recruitment - New Associates

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

Ivy League law schools: We do not do OCI at any Ivy League law schools (Boston University School of Law is the only law school at which we do OCI as per below). We post our open positions at all of the Ivy League law schools.

Other private law schools: Boston University School of Law is the only law school at which we do OCI because of their banking law programs. We post our open positions at a large number of other private law schools.

Public state law schools: We do not do OCI at any public state law schools (Boston University School of Law is the only law school at which we do OCI as per above). We post our open positions at a large number of public state schools.

Law schools of Historically Black Colleges and Universities (HBCUs): As per above, we do not do OCI at law schools of any HBCUs. We have participated in, and hired a Summer Associate for this summer through, the virtual OCI program of a law school of a HBCU.

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?

We have participated in the Leadership Council on Legal Diversity's 1L Scholar Program each of the past four summers. We are participating again this summer, and our two 1L LCLD Scholars from last summer will be joining us for part of this summer as well.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

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

OFFERS MADE* (2019)

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

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

OFFERS ACCEPTED* (2019)

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

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

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	n/a	n/a
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	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	n/a	n/a
Total	2	0

LATERAL OF COUNSEL HIRES (2019)

	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	n/a	n/a
Total	1	0

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	n/a	n/a
Total	0	0

NEW PARTNERS PROMOTED* (2019)

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

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

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	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

Consistent with our policy for all surveys, we do not provide information for Equity versus Non-Equity Partners.

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 have signed on to participate in Mansfield Rule 2021.

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:

[No response]



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	n/a	n/a
Total	0	0

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	n/a	n/a
Total	0	0

3RD-YEAR ASSOCIATES

	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	n/a	n/a
Total	3	0

4TH-YEAR ASSOCIATES

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

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	n/a	n/a
Total	0	0

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	n/a	n/a
Total	0	0

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

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

8TH-YEAR PLUS 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	0	0
Individuals with Disabilities	n/a	n/a
Total	1	1

OF COUNSEL

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

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

Consistent with our policy for responding to all surveys, we do not provide information regarding Equity versus Non-equity Partners and have disclosed information regarding all Partners under "Equity Partners."

EQUITY PARTNERS

	Men	Women
White/Caucasian	3	1
African-American/Black	1	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	n/a	n/a
Total	4	2

Retention and Professional Development

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

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

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

Yes

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

None

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

3 current Partners (consistent with our policy for responding to all surveys, we do not provide information regarding Equity versus Non-equity Partners)



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	1	1	37
Of counsel	1	3	4	51
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	0	1	1	35



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

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

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	8	4
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	9	5

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	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	0	0
Individuals with Disabilities	n/a	n/a
Total	9	4

The firm does not have a Partner Review Committee or the equivalent.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	0	3
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	0	1
Individuals with Disabilities	n/a	n/a
Total	1	4

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	5	n/a	13
Number of such positions held by:			
Minorities	0	n/a	1
Women	1	n/a	4
LGBTQ attorneys	1	n/a	1
Individuals with Disabilities	n/a	n/a	n/a

We do not have practice groups or departments

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

U.S. OFFICE HEADS

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

Minorities heading offices: N/A

Women heading offices: Valerie Hletko, Chicago (8)

LGBTQ attorneys heading offices: Valerie Hletko, Chicago (8)

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: We do not have practice groups or departments

Women heading practices: We do not have practice groups or departments

LGBTQ attorneys heading practices: We do not have practice groups or departments

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Jonice Gray Tucker, Diversity Committee (5)

Women heading committees: Jonice Gray Tucker, Diversity Committee (5); Valerie Hletko, Diversity Committee (5); Amanda Lawrence, Hiring Committee (14); Caitlin Kasmar, Pro Bono Committee (15)

LGBTQ attorneys heading committees: Valerie Hletko, Diversity Committee (5)

Individuals with Disabilities heading committees: [No response]



The Firm Says

Buckley is strongly committed to diversity. The firm's commitment is rooted in the belief that each individual's unique background contributes a distinct and valuable perspective in our working environment, enriching the day-to-day experience of our professionals, and enabling us to better serve our clients. Buckley strives to ensure broad-based diversity within the firm by focusing on recruiting, retaining, and promoting professionals with diverse backgrounds including, but not limited to, diversity of race, ethnicity, age, gender, gender identity, religion, sexual orientation, and physical ability.

Converting our commitment into action, Buckley's Diversity Committee is charged with providing strategic guidance relative to the firm's mission of ensuring that we are appropriately diverse and inclusive with respect to culture and individual professionals.

In addition to continuing and building upon all of the efforts described below, the firm will be participating in Mansfield Rule 2021, through which we plan to further increase diversity in our leadership. Additionally, we also plan to fully embrace the opportunity of our resulting relationship with the Diversity Lab, their resources, and their network of companies and other law firms to promote inclusion and diversity throughout the firm, as we have over the past several years and continue to do through our relationship with the Leadership Council on Legal Diversity (which has acknowledged our level of participation with them by awarding us their Compass Award this year and last).

Recognition

Over the years, Buckley has been recognized for its diversity and inclusion efforts, including:

- Earning a perfect score for the fifth consecutive year in 2020 on the Human Rights Campaign Foundation's Corporate Equality Index, a national benchmarking survey reporting on corporate policies and practices related to LGBT workplace equality;
- Being ranked as the #3 Best Law Firm for Women in the 2019 Vault Rankings
- Being ranked on the American Lawyer's Diversity Scorecard for the past six years; and
- Receiving the Leadership Council on Legal Diversity's Compass Award each of the past two years.

Recruitment, Retention, and Promotion

The Diversity Committee is instrumental in driving initiatives that are critical to recruiting diverse attorneys and fostering the professional development of attorneys with the firm. Collectively, these initiatives represent many of the finest examples of the firm's commitment to diversity and inclusion.

While we are a diverse firm, particularly given that we are just 11 years old, mid-sized, and in a niche practice, we continue to strive to enhance our diversity and inclusion programs. The firm's overall strategic planning for the past three years has focused on diversity and inclusion, with an emphasis on expanding our pipeline for diverse talent and the development of our diverse attorneys.

During this time, we have hired eight attorneys who identify as diverse (racially/ethnically or LGBT), and a third of our attorneys promoted to partner during this time identify as diverse - a significant number for a firm with approximately 125 attorneys. In addition, we have continued to expand our pipeline of diverse attorneys; for example, we have had one or two Leadership Council on Legal Diversity ("LCLD") Scholars as Summer Associates each of the past three summers and this summer as well. We are also on our third year of hosting a Sponsors for Educational Opportunity Law Fellow ("SEO"); the SEO Law program is open to African American, Hispanic, and Native American applicants starting law school in the fall.

Women's Initiatives

Additionally, the firm has a women's leadership development program. One of the goals of our Next Level Leadership Forum is the retention and promotion of diverse attorneys. This initiative develops leadership skills and provides networking opportunities for Senior Associates and Counsel and includes a Women's Leadership Luncheon series. The firm has experienced a high level of participation by our female attorneys in this program. The firm also has a "mothers' group," which provides opportunities for attorneys who are mothers to discuss issues affecting them and to provide advice, support, and mentorship to one another.

Association Relationships

The firm sponsors and participates in numerous affinity organizations, including, among others:

- Leadership Council on Legal Diversity - Firm attorneys have been nominated for and participated in the Fellows Program and the Pathways Program, both of which are designed to foster the professional growth of diverse attorneys, for each of the past six and four years respectively. The firm also participates in the 1L Scholars Program, through which we hire diverse 1L students who are committed to promoting diversity for summer associate positions. The firm received LCLD's Compass Award each of the past two years;
- Minority Corporate Counsel Association and Corporate Counsel Women of Color - The firm is an active member of MCCA and sponsor of CCWC, participating in their programs and utilizing their resources in our diversity retention and promotion efforts;
- Out Leadership - The firm is a member of Out Leadership, a network of business leaders who work within firms across an array of industries to promote LGBT equality, create business opportunities, and cultivate emerging leaders; and
- The DC Roadshow - The firm is a longstanding sponsor of and participant in the DC Roadshow, through which attorneys practicing at law firms deliver career development seminars for African American students at law schools nationwide.

Equal Opportunity and Prevention of Harassment Policies

The firm has a longstanding commitment to a work environment that respects the dignity and worth of each individual and is proud of the friendly and congenial relationships among individuals in the firm's offices and the fact these relationships reflect the professional context in which they occur. The firm's workplace-free harassment policy applies to partners & employees, as well as applicants for employment and third parties over whom the firm has control. Discriminatory harassment, including sexual harassment, will not be tolerated by the firm. The firm requires its partners and employees to avoid any behavior which creates or contributes to an intimidating, hostile, or offensive environment for any client, guest, or fellow employee, regardless of whether it is on any basis protected by applicable federal, state, or local law, including, but not limited to, age, sex, sexual orientation, gender, gender identity or expression, race, citizenship, ancestry, national or ethnic origin, color, religion or belief, marital status, parental status, pregnancy, childbirth or related medical condition, physical or mental disability, military and veteran status, and genetic information.



Domestic Partner Benefits

The firm's benefits, including medical, dental and vision provide coverage for domestic partners. Firm retirement and life insurance plans allow domestic partners to be listed as beneficiaries.

