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WilmerHale is proud to support the Vault/MCCA Law Firm Diversity Survey and Database. We applaud Vault and MCCA's commitment to promoting diversity and inclusion in the workplace.

WilmerHale

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

1875 Pennsylvania Ave NW
Washington, DC 20006
Phone: (202) 663-6000
Fax: (202) 663-6363
www.WilmerHale.com



LOCATIONS

Beijing, Berlin, Boston, Brussels, Denver, Frankfurt, London, Los Angeles, New York, Palo Alto, San Francisco, Washington DC

DIVERSITY LEADERSHIP

Head(s) of Firm: Susan Murley, Co-Managing Partner; Robert Novick, Co-Managing Partner

Diversity team leader(s): Tracey West, Director, Diversity and Inclusion

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	1044	1080
U.S. offices only	947	979

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	227	200
African-American/Black	11	21
Hispanic/Latinx	12	13
Alaska Native/American Indian	0	0
Asian	32	42
Native Hawaiian/Pacific Islander	0	0
Multiracial	9	8
Openly LGBTQ	29	15
Individuals with Disabilities	n/a	n/a
Total	291	284

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	17	33
African-American/Black	1	5
Hispanic/Latinx	0	5
Alaska Native/American Indian	0	0
Asian	8	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	5	3
Individuals with Disabilities	n/a	n/a
Total	26	53

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	157	42
African-American/Black	5	4
Hispanic/Latinx	4	1
Alaska Native/American Indian	0	0
Asian	8	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	3	1
Individuals with Disabilities	n/a	n/a
Total	176	54

NON-EQUITY PARTNERS (2019)

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

OF COUNSEL (2019)

	Men	Women
White/Caucasian	88	69
African-American/Black	1	5
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	3	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	94	80

NEW HIRES (2019)

	Men	Women
White/Caucasian	72	43
African-American/Black	2	7
Hispanic/Latinx	6	6
Alaska Native/American Indian	0	0
Asian	8	12
Native Hawaiian/Pacific Islander	0	0
Multiracial	6	5
Openly LGBTQ	12	2
Individuals with Disabilities	n/a	n/a
Total	94	73

Strategic Plan and Diversity Leadership

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

The firm regularly communicates the importance of diversity through annual State of the Firm addresses, weekly firm-wide Managing Partner Updates, partner retreats, a dedicated diversity website (www.wilmerhalediversity.com), and our Diversity Speaker Series Program. In addition to the Diversity Committee, the firm also has a Diversity and Inclusion team comprised of a Director and two Managers, which are full-time, firmwide positions responsible for executing the firm's diversity and inclusion strategy. In addition to these positions to lead diversity and inclusion management, leadership provides a robust budget to support all diversity and inclusion activities.

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

Tracey West, Director, Diversity and Inclusion

Does your law firm currently have a diversity committee?

Yes

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

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 83

Total hours spent on diversity: 2072

Comments: Attorneys who are a part of our Diversity Committees and/or Women's Leadership Initiative billed 2072.2 hours in furtherance of the firm's diversity initiatives in 2019. We recognize the amount of time our attorneys spend on diversity and inclusion initiatives is greater than the number of hours billed. We also have three, full-time Diversity and Inclusion professionals, as well as broader administrative staff who also dedicate a portion of their time to diversity and inclusion efforts.

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.

While we are proud of our diversity and inclusion efforts thus far, we remain intentional about our commitment and are realistic about the work we have yet to do. We have focused our Strategic 2020 Goals in the following key areas: 1. Leadership Commitment; 2. Professional Development/Inclusive Workplaces; 3. Recruiting & Attracting Diverse Attorneys; and 4. Partnering with Clients and Alumni.

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?

For the first time this year, as part of the partner compensation process, partners have been asked to summarize their demonstrated efforts to help meet the firm's diversity and inclusion goals. We recently held our inaugural Diversity Summit, and developed a new approach to networking and mentorship through Diversity Mentoring Circles. We continue to provide in-firm Implicit Bias training for all attorneys and are developing programming for all staff members as well.

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

The Firm's Executive Diversity and Inclusion Committee, chaired by the co-Managing partners, meets six times a year to review progress towards firmwide D&I goals.

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

Periodic assessments and reports help the Management Committee evaluate the progress of the firm's diversity and inclusion efforts. The Firm recently established a firmwide Executive Diversity and Inclusion Committee led by the firm's co-managing partners, which will elevate and enhance our firmwide focus on these issues; serve as a resource for firm leadership in setting strategy for our diversity and inclusion initiatives, including gender-based programming; and monitor the firm's progress toward diversity and inclusivity. The Director of Diversity and Inclusion briefs the co-managing partners regularly on progress toward the 2020 Strategic Goals between EDIC meetings, which the co-managing partners chair. Lawyer participation in the firm's diversity efforts is tracked by a separate diversity billing code, and diversity contributions is one of several factors considered for partner compensation.

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
	X		Other (please specify): We have initiatives to recruit, retain and advance minority lawyers, and we provide them with internal and external networking and business development opportunities.



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			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
	X		Other (please specify): Our Women's Leadership Initiative promotes the retention and advancement of women lawyers by offering tailored career development initiatives for women; and promoting networks of women lawyers through internal events and external sponsorships.



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.

WilmerHale's community model is predicated on the belief that long-term funding to a select group of nonprofit partners, along with volunteer efforts and the provision of in-kind professional and legal assistance, will build the capacity of the organizations and increase the likelihood of successful outcomes. This model allows the firm to identify specific non-profit partners in each of our office communities to create a unique relationship, including: A. Cathedral High School is an urban, co-educational school in Boston's South End that serves approximately 270 students who represent a diverse mix of ethnic, economic and faith backgrounds. WilmerHale holds college workshops for the school and a schoolwide career day with access to 70 Boston professionals as well as hires summer interns. B. Discovering Justice prepares young people to value the justice system, realize the power of their own voices, and embrace civic responsibility by connecting classrooms and courtrooms. The firm holds mock trials each semester with diverse middle school students in Boston and Palo Alto. The students come into the firm, forming close relationships with attorneys and legal staff during their weekly sessions. C. Hyde Square Task Force serves Latino youth in the Boston neighborhood of Jamaica Plain. Career and professional workshops are offered to over 60 high school youth with over 40 WilmerHale staff and lawyers and the firm hires summer interns. D. Maya Angelou Public Charter School creates learning environments in lower-income Washington DC communities where teens who have not succeeded in traditional schools can reach their full potential. The firm contributes and manages targeted volunteer workshops with the Diversity and Women's Leadership Initiatives and weekly individual youth tutoring/mentoring.



Recruitment - New Associates

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

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

Other private law schools: Boston College, Boston University, University of Chicago, Duke University, Fordham University, Georgetown University, George Washington University, Howard University, Loyola Law School-Los Angeles, Northeastern University, Northwestern University, New York University, Santa Clara University, Stanford University, Suffolk University, University of Southern California, University of Denver, and University of San Francisco

Public state law schools: University of California - Berkeley, University of California - Davis, University of California - Hastings, University of California - Los Angeles, University of Colorado-Boulder, University of Michigan, University of Washington, and University of Virginia

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

Diversity job fairs: Bay Area Diversity Career Fair, Boston Lawyer's Group Boston Job Fair, Northeast BLSA Job Fair, BU BLSA Job Fairs and Lavender Law Fair

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

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

Our Boston office participates in the Boston Lawyer's Group Diverse 1L program and we are exploring joining similar programs in other cities where we have offices as well. We offer one LCLD scholarship to help build the pipeline of diverse talent entering the profession. The firm also sponsors PracticePro, which is a program designed to help diverse first year law students acclimate to law school, maximize success both academically and beyond, and form lasting relationships with peers and practicing attorneys. Additionally, the firm participates in first-year (1L) on-campus programs (e.g., mock interview programs, interview workshops, and panel presentations), career forums, networking receptions, and holds 1L diversity receptions for students at schools where we recruit on campus. The firm also participates in Law Preview and Sponsors for Educational Opportunity's (SEO) Corporate Law Program. Law Preview is a week-long program offered to rising 1L students that introduces them to law school by teaching them how to prepare for class, read cases and take law school examinations. SEO exposes rising 1L law students of color to legal practice through a summer internship with law firms and legal departments. The DC office participates in the Leadership Council on Legal Diversity (LCLD) 1L Scholars Program, which offers diverse first year law students an opportunity to participate in the firm's summer program and also work side-by-side with a firm client, to provide students joint summer experiences and enhanced professional development opportunities.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	17	33
African-American/Black	1	5
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	0
Asian	8	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	5	3
Individuals with Disabilities	n/a	n/a
Total	26	50

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	17	33
African-American/Black	1	5
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	0
Asian	8	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	5	3
Individuals with Disabilities	n/a	n/a
Total	26	50

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	11	25
African-American/Black	1	4
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	6	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	4	3
Individuals with Disabilities	n/a	n/a
Total	18	38

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	4	7
African-American/Black	0	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	6	11

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	59	39
African-American/Black	2	6
Hispanic/Latinx	5	5
Alaska Native/American Indian	0	0
Asian	7	11
Native Hawaiian/Pacific Islander	0	0
Multiracial	6	5
Openly LGBTQ	12	2
Individuals with Disabilities	n/a	n/a
Total	79	66

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	3	3
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	3

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	10	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	1	0
Individuals with Disabilities	n/a	n/a
Total	10	1

While no single year is representative of the success or failure of our Diversity and Inclusion efforts, of the ten new (not inclusive of partners who returned to the Firm) lateral partners hired in 2019, 50% are diverse, including three women of color, and of the eleven partners elevated in 2020, a majority were women, including three women of color. We are proud of our efforts but understand there is still room to improve and continue to strive to make WilmerHale and the legal profession more diverse, equitable and inclusive. Underscoring this commitment, we recently achieved Mansfield 3.0 Certification Plus status for 2019. WilmerHale is one of 51 law firms in the nation to receive the Diversity Lab's highest designation for exceeding the requirements for certification. This designation requires that at least 30 percent of key leadership and committee positions must be held by lawyers who are women, people of color or LGBTQ+.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	20	2
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	22	5

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)

When the firm uses an external search firm, they are advised about the firm's commitment to diversity and inclusion and encouraged to identify diverse candidates.

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

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:

Not applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	3
African-American/Black	0	2
Hispanic/Latinx	1	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	4	6

2ND-YEAR ASSOCIATES

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

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	4
African-American/Black	0	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	0	0
Individuals with Disabilities	n/a	n/a
Total	6	5

4TH-YEAR ASSOCIATES

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

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	9	3
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	10	6

6TH-YEAR ASSOCIATES

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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	4
African-American/Black	0	0
Hispanic/Latinx	0	2
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	6

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	11	12
African-American/Black	1	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	13	17

OF COUNSEL

	Men	Women
White/Caucasian	6	13
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	7	14

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

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

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

Comments:

The firm has part-time and flex-time policies and considers all requests for alternative workload arrangements to address family, personal, or professional circumstances or goals. In all instances, alternative workload arrangements are considered on a case-by-case basis and discussed with department leadership. The firm, however, is quite liberal in approving such requests. The purpose of addressing these requests on a case-by-case basis is to ensure that alternative workload arrangements are the product of a meaningful discussion between the lawyer and his or her departmental leadership. It is often through these discussions that lawyers and department leadership can better understand each other's needs. Notwithstanding a formalized flex-time policy, we have a culture of flexibility, not of face time (i.e., time spent in the office). In addition to our formal flex-time and telecommuting program, many lawyers incorporate flexibility into their work lives without formally participating in these programs. We equip our lawyers with the technology they need to work effectively without having to come into the office, such as remote network access, Smart Phones, laptops, and a relationship with an at-home technical support service.

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?

An alternative workload arrangement (including a part-time schedule) does not affect the timing of a lawyer's promotion to counsel or partner. The firm offers a flexible career path structure—associate, senior associate counsel, special counsel and partner—that promotes lawyer development on a more individualized basis. In order to enhance retention, and to avoid any stigma relating to the pace of promotion, we have a flexible timeline for promotion from senior associate to counsel and from counsel to partner. After three and a half years, associates are eligible for promotion to senior associate. Senior associates are then eligible for promotion to counsel after three years, but depending upon individual circumstances, that track may be extended up to five years. Counsel are eligible for election to partner after two years, but that track may be extended up to four years. Special Counsel is a position at the firm intended for lawyers with specialized expertise and skills.

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

19



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	5	16	21	575
Of counsel	8	10	18	174
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	0	7	7	230



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	9	5
African-American/Black	1	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	0
Individuals with Disabilities	n/a	n/a
Total	11	6

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	38	20
African-American/Black	3	2
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	2
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
Total	45	27

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	8	6
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	8	6

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	72	22
African-American/Black	4	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
Total	79	25

We provided the number of partners who sit on the "Associate Review Committee" all of whom provide feedback and guidance to attorneys on partnership track even if they ultimately leave the firm or are not chosen for partnership.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	23	13
African-American/Black	7	10
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	8	13
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly LGBTQ	4	3
Individuals with Disabilities	n/a	n/a
Total	43	38

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	6	52	41
Number of such positions held by:			
Minorities	3	8	4
Women	1	12	12
LGBTQ attorneys	0	1	1
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? 7

Minorities heading offices: Mark Flanagan, Palo Alto (50); Anjan Sahni, New York, (182)

Women heading offices: Mindy Sooter (29); Catherine Carroll, DC (322)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Mark Fleming, Appellate & Supreme Court Litigation (24); Ron Machen, Investigations & Criminal Litigation (70); Anjan Sahni, Investigations & Criminal Litigation (70); Ken Salazar, Energy, Environmental & Natural Resources (12); Reginald Brown, Financial Institutions (9); Franca Gutierrez, Financial Institutions (9); Yoon-Young Lee, Broker — Dealer (16)

Women heading practices: Amy Wigmore, Litigation/Controversy (400); Danielle Spinelli, Appellate & Supreme Court Litigation (24); Lisa Pirozzolo, Intellectual Property Litigation (93); Rachael Kent, International Arbitration (10); Jamie Gorelick, Regulatory & Government Affairs (95); Franca Gutierrez, Financial Institutions (9); Jamie Gorelick, Strategic Response & Counseling (27); Charlene Barshesky, Trade (12); Andrea Robinson, Securities (129); Susan Schroeder, Securities (129); Yoon-Young Lee, Broker — Dealer (16); Lia Der Marderosian, Transactional (161); Kimberly Wethly, Tax (15)

LGBTQ attorneys heading practices: Paul Wolfson, Appellate & Supreme Court Litigation (24)

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Andre Owens, Diversity Committee (72); Dino Wu, Diversity Committee (72); William Kim, Diversity Committee (72), Brenda Lee, Hiring Committee (81)

Women heading committees: Jamie Gorelick, Work-Life Balance Committee (6); Lisa Pirozzolo, Work-Life Balance Committee (6); Lillian Brown, Women's Leadership Initiative (119); Rosemary Reilly, Senior Associates Committee (76); Kimberly Parker, Pro Bono and Public Service Committee (32); Felicia Ellsworth, Pro Bono and Public Service Committee (32); Brenda Lee, Hiring Committee (81); Erin Sloane, Hiring Committee (81); Sarah Petty, Hiring Committee (81); Susan Murley, Management Committee (17); Susan Murley, Executive Diversity and Inclusion Committee (19); Cynthia Vreeland, Diversity Committee (72); Lisa Pirozzolo, Counsel Committee (32); Jamie Gorelick, Compensation Committee (29); Brooke Pinkerton, General Counsel (3)

LGBTQ attorneys heading committees: Alan Schoenfeld, Hiring Committee (72)

Individuals with Disabilities heading committees: [No response]



The Firm Says

Our commitment to diversity and inclusion starts at the top: for the first time this year, as part of the partner compensation process, partners will be asked to summarize their demonstrated efforts to help meet the firm's diversity and inclusion goals. We recently established a permanent Executive Diversity and Inclusion Committee (EDIC), held our inaugural Diversity Summit, and developed a new approach to networking and mentorship through Diversity Mentoring Circles.

The EDIC members are selected from practice group and regional office leadership and include the co-managing partners of the firm. It works closely with the regional Diversity Committee chairs in our Boston, Los Angeles, New York, Washington DC offices and the Western Region. Members of our Diversity and Inclusion team, which has been expanded to three, full-time diversity professionals, the EDIC, and the regional Diversity Committees work on firm-wide strategy and initiatives to support the recruitment, retention, and advancement of diverse attorneys.

In 2019, our first firm-wide Diversity Summit brought together over 270 diverse lawyers in Washington DC to focus on individual professional development and to discuss how to build a more inclusive workplace. This year, we will hold firm-wide events for each affinity group in conjunction with its respective national conference. Our Diversity Mentoring Circles are being piloted at the firm's New York, Boston and DC offices, and provide attorneys with opportunities to develop informal mentoring relationships within the firm through social events. With a focus on cutting across seniority, the circles are designed to introduce senior attorneys to junior attorneys and build relationships that carry over into substantive work.

While no single year is representative of the success or failure of our Diversity and Inclusion efforts, of the ten new (not inclusive of partners who returned to the Firm) lateral partners hired in 2019, 50% are diverse, including three women of color, and of the eleven partners elevated in 2020, a majority were women, including three women of color. We are proud of our efforts, but understand there is still room to improve and continue to strive to make WilmerHale and the legal profession more diverse, equitable and inclusive. Underscoring this commitment, we recently achieved Mansfield 3.0 Certification Plus status for 2019. WilmerHale is one of 51 law firms in the nation to receive the Diversity Lab's highest designation for exceeding the requirements for certification. This designation requires that at least 30 percent of key leadership and committee positions must be held by lawyers who are women, people of color or LGBTQ+.

Along with our Mansfield 3.0 Certification Plus designation, we are proud to be recognized with the following awards:

- The American Lawyer A-List names WilmerHale Among Nation's Top 20 for the 15th year since the list's inception in 2003; this prestigious list highlights the top 20 law firms in the nation that excel in associate satisfaction, diversity, finances, and pro bono.
- Asian Pacific American Bar Association of Silicon Valley presented WilmerHale with its 2019 Hope Award focused on law firm diversity, honoring one large firm each year whose organizational culture drives diversity and inclusiveness on a national scale.
- WilmerHale was recognized by Get Connected! in 2019 as a Diversity & Inclusion champion for leading the way in promoting and advancing diversity and inclusion in the legal community.
- Law360 — Listed as a "ceiling smasher" based on the percent of women equity partners for the second year in a row.
- WilmerHale earned a 100 percent rating in the Corporate Equality Index for the 12th consecutive year based on the annual Human Rights Campaign Foundation survey to identify the best places to work for LGBT equality.