

Baker & Hostetler LLP

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Paul M. Schmidt, Chairman	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 15

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

DEI Professional

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm’s diversity, equity, and inclusion initiatives?

Yes

Name and Title

Leah N. Fisher, Director of Inclusion and Diversity

DEI Committee

Does the firm have a diversity, equity, and inclusion committee or the equivalent?

Yes

In what year was the committee formed?

2000

Total Number of Attorneys on DEI Committee: **26**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	13	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	3	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	7	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? **N/A**

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials?

Yes

ATTORNEY DEMOGRAPHICS

Attorney Headcount

955 Total attorneys in U.S. offices

955 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

339 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	158	181	0	0
American Indian or Alaska Native	0	2	0	0
Asian	6	14	0	0
Black or African-American	8	16	0	0
Hispanic or Latinx	5	13	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	137	132	0	0
Two or More Races	2	4	0	0
Other or Unknown	0	0	0	0
Additional Demographics	7	5	0	0
LGBTQ+ Individuals	7	5	0	0
Individuals with Disabilities	0	0	0	0

do not track individuals with disabilities

2021 Vault Law Firm Diversity Survey

U.S. Equity Partners

339 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	255	84	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	3	0	0
Black or African-American	6	3	0	0
Hispanic or Latinx	8	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	234	76	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	2	0	0
LGBTQ+ Individuals	5	2	0	0
Individuals with Disabilities	0	0	0	0

do not track individuals with disabilities

U.S. Non-Equity Partners

111 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	92	19	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	91	16	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

do not track individuals with disabilities

2021 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

94 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	62	32	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	3	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	56	26	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	1	0	0
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

do not track individuals with disabilities

U.S. Non-Partner-Track Attorneys

72 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	36	36	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	3	0	0
Black or African-American	4	5	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	26	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

do not track individuals with disabilities

2021 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

16 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

do not track individuals with disabilities

2021 Vault Law Firm Diversity Survey

U.S. Hiring Committee

17 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	7	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

This refers to only the chairs of the hiring committee demographics

FORMAL PROCESSES AND GOALS

Metrics

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes** Racial/ethnic identity
- Yes** Gender identity and gender expression
- Yes** Sexual orientation
- No** Disability

Measurement

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

No If yes, describe the firm’s targets:

2021 Vault Law Firm Diversity Survey

Accountability

Has the firm set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and/or leadership?

Yes

If yes, explain how the firm holds partners accountable for DEI achievements?

It is listed on yearly partner goals which is part of the compensation process. For 2021, we are beginning the Mansfield certification process.

2021 Vault Law Firm Diversity Survey

DEI Training

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- No** Retained a DEI consultant to conduct a

If applicable, describe any other initiatives taken:

RECRUITMENT AND HIRING

HBCUs

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

Yes

If yes, which HBCUs does the firm hire from?

Howard

Law Schools

Does the firm recruit at any other law schools specifically for diversity purposes, such as institutions with significant populations of students of color? (Note that we are looking for intentional recruiting efforts to broaden the pool of applicants and extend more opportunities to diverse students.)

Yes

If yes, which law schools does the firm recruit at specifically for diversity purposes?

Hofstra, New York Law School, South Texas College of Law

2021 Vault Law Firm Diversity Survey

Scholarships

Does the firm offer scholarships, internships, or fellowships to diverse law students?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2020
Scholarships	
<i>Paul White Scholarship Link:</i> https://www.bakerlaw.com/careers/lawstudents/diversity-fellowship-program	2

Internships

Link:

Fellowships

<i>Diversity Fellowship Link:</i> https://www.bakerlaw.com/careers/lawstudents/diversity-fellowship-program	3
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Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

If yes, list the diversity career fairs in which the firm participates

Lavender Law, SWBLSA, Veterans Legal Career Fair

Combating Implicit Bias

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

Implicit bias training has been CONDUCTED for lawyers across the firm for a number of years and last year our firm hosted an anti-racism training for all firm employees. The firm provides implicit bias related interview training for our lawyers conducting on-campus interviews as well as behavioral interview training questions.

2021 Vault Law Firm Diversity Survey

Summer Associates

In what ways does the firm support diverse summer associates (e.g., mentoring, training, events, etc.)?

The firm supports diverse summer associates by providing mentoring, affinity groups, weekly firmwide training and practice training and office diversity events. Our programming includes a specific focus on our inclusion and diversity programming and wellness initiatives for our attorneys.

2021 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

8 Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	1	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

Diversity Program Participants

If applicable, how many of the law students who participated in the firm’s 1L summer associate program in 2020 were hired through the firm’s diversity scholarship/internship/fellowship program?

2

2021 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2020? **Yes**

44 Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	21	23	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	16	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

39 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	22	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	16	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

38 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	21	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	15	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

4 acceptances will start after clerkship, starting one year later than others

2021 Vault Law Firm Diversity Survey

Diversity Program Participants

How many of the law students who participated in the firm’s 2L summer associate program in 2020 were hired through the firm’s diversity scholarship/internship/fellowship program?

4

New Attorneys Hired

37 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	20	0	0
American Indian or Alaska Native	0	1	0	0
Asian	1	3	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	10	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	0	0	0	0

do not track individuals with disabilities

Mandatory Arbitration

No Does the firm require associates to agree to mandatory arbitration as a condition of employment?

N/A Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Active Military/Veteran Affinity, Asian/South Pacific Affinity, Black Affinity, Disabilities Affinity, Hispanic/Latinx Affinity and LGBTQ Affinity

2021 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

What kind of support does the firm provide for its affinity groups or networks?

Our Affinity groups provide our diverse attorneys with forums to share experiences and interests, collaborate, network and partner with clients and outside organizations who share our commitment to increasing inclusion and diversity in the legal profession. The firm provides financial and mentoring support.

DEI Events

Does the firm host DE&I retreats or conferences? **Yes**
Does firm leadership attend these events? **Yes**

If applicable, provide more detail on the firms DE&I events:

BakerHostetler hosts a biennial conference for its diverse attorneys to gather with each other and firm management for training and discussion on issues facing diverse attorneys in the legal profession and at the firm. In addition to outside speakers, attorney panels and strategic planning discussions guided by the firm's affinity group leaders, the conference provides opportunities for informal networking among the firm's diverse attorneys.

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Reverse Mentoring

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

No

If applicable, elaborate on the firm's reverse mentoring program:

Associate Committee

Does the firm have an associate committee that consults with the partnership?

Yes

If applicable, describe how the associate committee engages with the partnership:

Certain larger offices have an associate committee, other offices are still in development.

2021 Vault Law Firm Diversity Survey

Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **Yes**

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

There are multiple web articles, attorney profiles and individual office activities.

NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

No

If applicable, describe the mentoring or sponsorship program

Professional Development

Does the firm offer professional development programs specifically for diverse attorneys?

Yes

If applicable, elaborate on the professional development programs available to diverse attorneys:

Promotion and advancement require strong investment. We pride ourselves on providing our diverse lawyers with opportunities to increase their exposure, experience and expertise. We are also incorporating inclusion and diversity into all associate professional development programs to ensure that all attorneys understand the firm's commitment and are prepared to play their part.

BakerHostetler is proud to launch the Accelerators Program in January 2021. This innovative, year-long professional development program is available only to diverse associates and is designed to provide participants with visibility into important firm administration and operational matters, the path to partnership and leadership opportunities, as well as important skills training for career advancement.

2021 Vault Law Firm Diversity Survey

Work Allocation

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

Yes

Describe how the firm monitors work distribution

Currently, we in development of a new Work Allocation system, designed to ensure that diverse attorneys have equal access to quality work assignments and significant client matters.

2021 Vault Law Firm Diversity Survey

External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- Yes** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

Yes

If applicable, describe the firm's initiatives to mitigate implicit bias

Implicit bias training has been CONDUCTED for lawyers across the firm for a number of years. There is a new work allocation program being developed to assist in eliminating implicit bias.

Upward Reviews

Does the performance review process include the opportunity for associates to provide anonymous upward reviews?

No

If applicable, describe the firm's initiatives to mitigate implicit bias

2021 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

- No** The firm is Mansfield Certified
- No** The firm is Mansfield Certified Plus
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- Yes** The firm has instituted other formal processes (please describe):

The firm begins the Mansfield certification process as of 7/15/21

Multi-tier Partnership

Does the firm have a multi-tiered partnership? **Yes**

Alternatives to Partnership

Does the firm have a multi-tiered partnership? **Yes**

If applicable, describe the alternatives to partnership:

We have counsel positions and staff attorneys.

2021 Vault Law Firm Diversity Survey

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2020 who started as associates at the firm.

Promotions to Partnership

16 Total Number of Attorneys Promoted to Partner in 2020 (includes promotions effective in 2020, not announced in 2020)

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

No

If so, how many hours can be applied to the firm’s billable hour target?

N/A

Compensation

Are associate salaries lockstep or discretionary?

Hybrid

Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

If salaries and/or bonuses are discretionary or hybrid: Does the firm publish compensation ranges or actual compensation for each associate?

N/A

Flex-time Policy

Does the firm have a formal flex-time policy?

Yes

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

Yes

Partnership Eligibility

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

Yes

Please explain how working an alternative schedule may affect an associate's path to partnership:

It may take additional time to become a partner, however we have had associates on alternative schedules become partners.

Attorneys Working Reduced Hours

53 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	9	0	0
Equity Partners	0	10	0	0
Non-equity Partners	3	2	0	0
Counsel / Of Counsel	13	11	0	0
Non-Partner-Track Attorneys	4	1	0	0

WORKING PARENTS

Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support
Yes

If applicable, describe the family-planning resources available:

Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

Does the firm offer parental leave for adoption?

No

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

N/A

If yes: How much paid leave is available to primary caregivers?

N/A

If yes: How much paid leave is available to secondary caregivers?

N/A

If no: How much paid leave is available to those taking parental leave?

26 weeks

Parental Leave Policy

Describe the firm's parental leave policy.

Unless otherwise required by applicable law, attorneys and exempt staff are eligible for a Parental Leave of Absence if they work at least 24 hours per week on a non-temporary basis and have completed at least six months of continuous service with the Firm.

Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

The New Parent Program (NPP) is for all attorneys for any birth of a child. The NPP was developed with three main goals. First, to acknowledge this big life change. Second, to provide a way to have a positive way to continue and strengthen the relationship with BakerHostetler and the attorney. And third, to assist the new parent's return to work after a leave of absence and aid with retention.

The NPP is a highly personalized program that offers mentoring, gifts and other resources to support the new parent.

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

Yes

LGBTQ+ Inclusivity

What steps has the firm taken to create an inclusive environment for transgender and gender non-conforming individuals?

- Yes** Provides gender-neutral restrooms/facilities
- Yes** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes** Provides an opportunity for employees to share preferred pronouns
- Yes** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes "gender identity and expression" as a protected category
- No** Other (please elaborate):

Accessibility

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

- Yes** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes** Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes** Non-discrimination policy explicitly includes "disability" as a protected category
- No** Other (please elaborate):

ATTRITION

Departures among U.S. Associates

41 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	21	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	2	5	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	12	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

34 Total Number of Departures among U.S. Partners in 2020:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	31	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	30	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

2021 Vault Law Firm Diversity Survey

Departures among U.S. Counsel / Of Counsel and Non-Partner-Track Attorneys

16 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

SUCCESSSES AND PRIORITIES

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#1

The Accelerators Program is a year-long professional development program designed to provide coaching to diverse mid-level associates on a wide variety of topics. The program provides visibility into important Firm administration and operational matters, the path to partnership, leadership development and important skills training for career advancement.

2021 Vault Law Firm Diversity Survey

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#2

Partnership with LCLD programs for Fellows, Pathfinders and LCLD Scholars.

2021 Vault Law Firm Diversity Survey

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#3

Inclusion and Diversity Conference with keynote speaker available for everyone.

2021 Vault Law Firm Diversity Survey

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#1

We are in the process of beginning the Mansfield Certification Process.

2021 Vault Law Firm Diversity Survey

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#2

There will be a new workplace allocation process that will assist in monitor in the work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters.

2021 Vault Law Firm Diversity Survey

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#3

A greater number of promotion of diverse associates to partnership for 2021.

ADVICE TO CANDIDATES

Advice

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm’s commitment to diversity, equity, and inclusion?

At BakerHostetler, embracing people of all backgrounds is essential to our identity and to our business. Recruiting, developing and promoting diverse talent enables us to best serve our clients and makes us a stronger, more successful firm.

Our commitment to inclusion and diversity promotes the best in our practice, leadership and community. Fostering a supportive, inclusive environment allows us to bring together a variety of perspectives and experiences to provide creative solutions for the challenges our clients face. Greater understanding and appreciation for issues of race, gender, sexual orientation and culture also makes us better attorneys, a stronger firm and a more respectful place to work.

We demonstrate our commitment to inclusion and diversity in our targeted recruiting of minorities and women at all levels, representation of women and minority lawyers in management of the firm, our Paul D. White Scholarship Program, strategic partnerships with organizations dedicated to improving inclusion in the legal profession, our use of gender pronouns, our diversity-focused pro bono work, and our deep support of related organizations in the communities where we live and work.

We would encourage candidates to ask about our programs, review the Vault survey profile and most importantly speak to our attorneys.