

Carlton Fields, P.A.

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Gary L. Sasso, President and CEO	Hispanic or Latinx	Male	

Executive Committee

Total Number of Attorneys on Committee: 17

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	5	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

Firm does not track disability information

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

Nancy J. Faggianelli, Chief Diversity Officer

DEI Committee

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

Yes

In what year was the committee formed?

2001

Total Number of Attorneys on DEI Committee: **45**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	34	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	0	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	27	9	0	0
Two or More Races	0	0	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

Firm does not track disability information

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

333 Total attorneys in U.S. offices

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

U.S. Associates

76 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	40	36	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	3	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	4	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	32	27	0	0
Two or More Races	1	1	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

Firm does not track disability information

2021 Vault Law Firm Diversity Survey

U.S. Equity Partners

184 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	134	50	0	0
American Indian or Alaska Native	1	0	0	0
Asian	4	2	0	0
Black or African-American	5	4	0	0
Hispanic or Latinx	10	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	112	39	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	5	0	0
LGBTQ+ Individuals	0	5	0	0
Individuals with Disabilities	0	0	0	0

Firm does not track disability information

U.S. Non-Equity Partners

0 Total Non-Equity Partners

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

2021 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

67 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	52	15	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	4	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	46	12	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

Firm does not track disability information

U.S. Non-Partner-Track Attorneys

6 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	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

Firm does not track disability information

2021 Vault Law Firm Diversity Survey

U.S. Law Clerks

2 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	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

13 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	5	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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	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

Firm does not track disability information

2021 Vault Law Firm Diversity Survey

U.S. Hiring Committee

12 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	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

Firm does not track disability information

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?

Yes If yes, describe the firm’s targets:

Carlton Fields aims to have attorney demographics that match or exceed representation of women and minorities in the American Bar Association and state bars in the areas where the firm has offices.

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?

Commitment to diversity is an integral part of the firm's annual strategic plan. Diversity is a standing agenda item for the quarterly meeting of managing partners. Firm leaders work directly with the chief diversity officer to ensure implementation of diversity initiatives, including staffing in-house programs, client teams, and matters with diverse teams. Work assignments and hours billed to key client matters are reviewed to ensure diverse attorneys are included.

Firm managers are held accountable for implementing the objectives outlined in the strategic plan. They further the firm's efforts to increase representation of diverse lawyers in the firm, and develop and implement policies and practices that define and transmit the firm's commitment to diversity. Managers report progress at the quarterly managers' meetings to ensure continual monitoring.

A balanced 360-degree scorecard for managers is used to measure key performance standards, including promoting diversity. Currently, practice group leaders rate themselves on how well they are promoting diversity in their practice groups and among shareholders. Firm attorneys and government consultants also rank their practice group leaders on their diversity initiatives and other performance standards. The firm is in the process of adopting a question about diversity efforts to appear on all shareholders' self-evaluations. The scorecard results are considered during performance reviews and to determine managers' compensation.

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

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

If applicable, describe any other initiatives taken:

In addition to sessions with two consultants working with Carlton Fields this year, the CEO led a workshop for practice group leaders and talent managers to identify specific steps they will take to promote DEI in their groups.

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 University

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.)

No

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

2021 Vault Law Firm Diversity Survey

Scholarships

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

No

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2020
Scholarships	

Link:

Internships

Link:

Fellowships

Link:

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

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.)?

The firm has implemented interviewer training and behavioral interview questions.

Summer Associates

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

Summer associates are encouraged to join business resource group meetings and other firm DEI events.

2021 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

No

0 Total 1L summer associates at the firm 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

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?

2021 Vault Law Firm Diversity Survey

2L Summer Associates

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

7 Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	2	0	0
Two or More Races	0	0	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

2L Summer Associates Who Received Offers

7 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	2	0	0
Two or More Races	0	0	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

2L Summer Associates Who Accepted Offers

4 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	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

Firm does not track disability information

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?

New Attorneys Hired

29 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	15	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	3	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	8	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

Firm does not track disability information

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:

LGBTQ+ Business Resource Group, Minority Business Resource Group, Women's Business Resource Group, African American Attorneys Group

Affinity Groups Cont'd

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

Through Carlton Fields' internal networking groups, lawyers are encouraged to participate in professional development programs designed for diverse attorneys with guest speakers. Each group meets regularly with senior firm leadership, including the firm's president and CEO. The firm also budgets for event sponsorships for organizations that support the goals of the business resource groups.

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:

The firm hosts an annual In-House Counsel Forum, a conference for in-house attorneys to discuss high-priority topics, including diversity, equity, and inclusion. Additionally, the firm's Client Advisory Board, which includes general counsel or managing counsel of select clients, held an interactive discussion in 2021 on "Implementing an Effective – and Legally Defensible – Diversity, Equity, and Inclusion (DEI) Program."

2021 Vault Law Firm Diversity Survey

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:

2021 Vault Law Firm Diversity Survey

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:

The Associate Relations Committee (ARC), which is comprised of associate representatives from each office, a shareholder who chairs the committee, and the firm's director of legal talent management (LTMD), meets monthly and discusses issues of interest to the firm's associate body. The ARC members provide agenda items for their meetings and are encouraged to raise questions and engage in a dialogue at any time about any associate concerns. The ARC's chair and LTMD assess any issues, confer with firm leadership, and provide responses to the ARC members regarding any identified concerns. Semiannually, all associates, including the ARC members, meet with the firm's CEO and COO in a setting that affords the opportunity to ask questions directly of, and engage in a dialogue with, the firm's leadership.

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?

Celebrations are held to commemorate Black history, women's history, and contributions made by LGBTQ+ Americans. Emails are sent to educate firm employees about the history and achievements of prominent minorities and women, and guest speakers are invited to the firm to share their experiences. Firm holidays include Martin Luther King Jr. Day and Juneteenth.

NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

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

Yes

If applicable, describe the mentoring or sponsorship program

Carlton Fields has a formal sponsorship program for Black junior shareholders and senior associates that aims to help them overcome barriers to receiving assignments and other opportunities. The firm also has mentorship in place for junior attorneys based on practice area.

2021 Vault Law Firm Diversity Survey

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:

Through the firm's internal networking groups, lawyers are encouraged to participate in professional development programs designed for diverse attorneys with guest speakers. The firm also budgets for sponsorships of voluntary bar association events that support the goals of the business resource groups.

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

Firm leaders work directly with the chief diversity officer to ensure implementation of diversity initiatives, including staffing in-house programs, client teams, and matters with diverse teams. Work assignments and hours billed to key client matters are reviewed to ensure diverse attorneys are included.

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):

Carlton Fields participates annually in the Leadership Council on Legal Diversity Fellows and Pathfinders Programs to provide diverse attorneys with practical tools for developing professional, leadership, and relationship-building skills.

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

Work assignments and hours billed to key client matters are reviewed to ensure diverse attorneys are included. Firm managers also recently completed diversity training from an outside consultant that addressed implicit bias, and further initiatives are being developed.

Upward Reviews

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

Yes

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

Practice group leaders undergo a 360-degree review process, which includes a chance for all attorneys in their practice groups to provide feedback on a variety of areas, including commitment to DEI.

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
- No** 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):

Carlton Fields has a formal goal to consider diverse sets of candidates for open positions. Currently, more than 30% of candidates considered by the firm are women and/or minorities. Of the firm's office managing shareholders as of Dec. 31, 2020, 38% are women and 15% are minorities. Attorneys elevated to shareholder in 2020 are 40% women and 40% minorities.

The firm also hires recruiting professionals who specialize in identifying diverse candidates; partners with bar associations serving women, minorities, LGBTQ+ lawyers, and lawyers with disabilities; participates in diversity job fairs; attends events at diversity legal organizations; develops and supports internal employee affinity groups; implemented procedures to ensure gender pay equity; adopted a dispute resolution process; works with diverse attorneys to develop career advancement plans; and introduces attorneys to key clients, including to lead engagements.

Multi-tier Partnership

Does the firm have a multi-tiered partnership? **No**

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

Attorneys joining the firm with non-equity status may have the title "of counsel," and there is also a "staff attorney" designation for associate-level attorneys who are not on the partnership track.

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.

Firm does not track

Promotions to Partnership

5 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	3	2	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	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

Firm does not track disability information

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?

Discretionary

Bonuses

Are associate bonuses lockstep or discretionary?

Discretionary

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

The firm does not publish this information.

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:

Working an alternative schedule has no impact on an attorney's ability to become a shareholder.

Attorneys Working Reduced Hours

52 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	0	0	0
Equity Partners	7	7	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	27	11	0	0
Non-Partner-Track Attorneys	0	0	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
No

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?

Yes

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

Attorneys who are primary and secondary caregivers receive 100% salary continuation for the time periods stated below.

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

16 weeks for the birth of a new natural child; 14 weeks for the new adoption of a child

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

4 weeks for the birth of a new natural child or the new adoption of a child

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

N/A

Parental Leave Policy

Describe the firm's parental leave policy.

It is the policy of the firm to provide attorneys with primary caregiver and secondary caregiver leave in connection with the birth of a new natural child. The firm will also provide primary and secondary caregiver leave in connection with the adoption of a child.

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
- No** Offers child care resources, such as onsite day care, back-up child care, etc.
- No** 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.

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?

- No** Provides gender-neutral restrooms/facilities
- Yes** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- No** 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?

- No** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- No** 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

9 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	4	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	3	4	0	0
Two or More Races	0	0	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

Firm does not track disability information

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	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	5	1	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

Firm does not track disability information

2021 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	2	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

Firm does not track disability information

SUCCESSES 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

Carlton Fields maintains a strong record of women and minorities in leadership positions. Over the last 15 years, our board of directors has been chaired consecutively by one of the first female lawyers in Tampa, who currently serves as head of our Appellate and Trial Support Practice; by a multiracial female shareholder who also served as head of our Tallahassee office and Government Consulting Practice; and by a Cuban-born shareholder who also has headed our Construction Practice and Tampa office. As of July 2021, our board of directors includes four women and four additional diverse shareholders (Asian American, Black, and Hispanic), and our CEO is Hispanic. Female shareholders serve as office managing shareholders of four of 11 of our offices, another office is headed by an Asian American shareholder, and still another by a Hispanic shareholder. Nine of our practice and industry groups are led by female shareholders (including Asian American, Black, Hispanic, and LGBTQ+ attorneys) and five such groups are led by diverse male shareholders (including Asian American, Black, and Hispanic attorneys), and each and every one of these groups has female or diverse attorneys in strategic positions of influence.

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

Our law firm was rated recently as the top Florida-based law firm for Black partners. The American Lawyer recognized Carlton Fields in 2020 for having a higher percentage of shareholders who are Black (4.2%) than any other Florida firm. Overall, 5.2% of Carlton Fields' attorneys are Black, while just 3% of The Florida Bar's members are Black attorneys.

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

Carlton Fields is devoted to the inclusion of LGBTQ+ employees. For 12 consecutive years, Carlton Fields received a perfect score of 100% on the Human Rights Campaign Foundation's Corporate Equality Index, which rates businesses according to their treatment of LGBTQ+ employees, consumers, and investors. Carlton Fields was one of the first large firms in Florida to extend benefits to domestic partners and to provide health insurance coverage for gender confirmation surgery.

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

Carlton Fields aims to educate everyone in the firm about implicit bias and how to understand and support each other in a more sophisticated way.

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

The firm aims to increase representation of diverse attorneys in leadership roles, including leadership of practices groups, offices, and committees.

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

Carlton Fields aims to have attorney demographics that match or exceed representation of women and minorities in the American Bar Association and state bars in the areas where the firm has offices.

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?

Candidates should ask for hard data from firms they are considering. The proof is in the pudding: Which attorneys are in leadership positions at the firm? What are the demographics of attorneys who are elevated to partnership? What is the firm doing to move forward and to continue to educate all of its members about diversity, equity, and inclusion? Does the firm take steps to ensure diverse attorneys are included in key client matters? These questions are a good starting point for candidates to determine if a firm is carrying out a commitment to DEI.