



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Andrew J. Levander, Chair	White	Male	
Henry N. Nassau, Chief Executive Officer	White	Male	

Executive Committee

Total Number of Attorneys on Committee: **14**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	4	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	7	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

there are members on the Executive Committee outside of the US

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

Satra Sampson-Arokium, Chief Diversity, Equity and Inclusion Officer

Praveena Nallainathan, Global Director Diversity and Incusion

DEI Committee

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

Yes

In what year was the committee formed?

2015

Total Number of Attorneys on DEI Committee: 20

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

There are members of the DEI Committee outside of the US.

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

2021 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS**Attorney Headcount**

637 Total attorneys in U.S. offices

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

U.S. Associates

349 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	193	156	0	0
American Indian or Alaska Native	0	0	0	0
Asian	19	28	0	0
Black or African-American	2	9	0	0
Hispanic or Latinx	10	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	152	110	0	0
Two or More Races	8	0	0	0
Other or Unknown	2	2	0	0
Additional Demographics	11	7	0	0
LGBTQ+ Individuals	11	7	0	0
Individuals with Disabilities	0	0	0	0

Dechert does not track disability.

2021 Vault Law Firm Diversity Survey

U.S. Equity Partners

116 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	95	21	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	4	0	0	0
Hispanic or Latinx	3	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	86	19	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	2	0	0
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	0	0	0	0

Dechert does not track disability.

U.S. Non-Equity Partners

104 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	82	22	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	2	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	71	19	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

Dechert does not track disability.

2021 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

40 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	12	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	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	26	11	0	0
Two or More Races	0	0	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

Dechert does not track disability.

U.S. Non-Partner-Track Attorneys

18 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	9	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	9	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

Dechert does not track disability.

2021 Vault Law Firm Diversity Survey

U.S. Law Clerks

10 Total Law Clerks

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

Dechert does not track disability.

U.S. Office Managing Partners

13 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	3	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

Dechert has offices outside of the US that are led by women and people of color.

2021 Vault Law Firm Diversity Survey

U.S. Hiring Committee

17 Total U.S. Hiring Committee Attorneys

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	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	4	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

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:

Dechert achieved Mansfield Rule Plus Certification for 2020, as a result of the firm's strong commitment to moving the needle on diversity, equity and inclusion. This certification recognizes law firms that have increased the representation of historically underrepresented lawyers in law firm leadership by broadening the pool of women, lawyers of color and LGBTQ+ lawyers who are considered for significant governance roles, senior lateral openings and promotions. In addition, Dechert achieved Mansfield "Plus" status, which means that the firm reached 30% diverse lawyer representation in a notable number of current leadership roles and committees.

2021 Vault Law Firm Diversity Survey

Accountability

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

No

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

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
- Yes** 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 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.)

Yes

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

Ivy league, public and private law schools: Columbia, University of Pennsylvania, Harvard, Yale, Cornell, American, Catholic, Chicago, Duke, Georgetown, Northwestern, NYU, Stanford, Vanderbilt, Boston, Boston University, Drexel Fordham, George Washington, Hofstra, Villanova, Michigan, University of Virginia, Penn State, Temple, University of North Carolina and Wake Forest

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 Fair, Philadelphia Area Diversity Job 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.)?

Second Look Initiative – Applications are reviewed by the firm's hiring partner and Chief DEI officer. Structured interviewing (Summer Associates) and Blind Submissions (Lateral Partners).

2021 Vault Law Firm Diversity Survey

Summer Associates

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

Summer Associates are provided mentoring (associates and partners); they become members of Affinity Group meetings, attend cultural / diversity events, and are included in our looking after each other check-in calls from the DEI team.

2021 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

1 Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	1	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	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**

63 Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	26	37	0	0
American Indian or Alaska Native	1	0	0	0
Asian	4	9	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	23	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	3	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

63 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	26	37	0	0
American Indian or Alaska Native	1	0	0	0
Asian	4	9	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	23	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	3	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

48 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	28	0	0
American Indian or Alaska Native	1	0	0	0
Asian	4	7	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	18	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	0	0	0

0

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**33** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	13	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	3	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	9	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	0	0	0

includes US associates, counsel and partners

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:

Asian Affinity Group;

Black Lawyers Alliance

- *Dechert's Family Network*
- *Global Women's Initiative*
- *Greater Middle Eastern Alliance*
- *Latino Affinity Group*
- *LGBTQ Affinity Group*
- *Dechert Heroes (Veterans Affinity Group)*

2021 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Dechert's affinity groups support the development and retention of diverse lawyers and educate others about the history and traditions of their cultures. To effect change, we identify and address DEI-related issues and create new and recurring programming focused on the attainment of professional and business development skills. We offer mentoring circles, retreats and educational workshop for diverse lawyers. Reaching beyond Dechert, we engage with our communities through advocacy and pro bono. Each affinity group had a dedicated budget for meetings and events as well as administrative support.

2021 Vault Law Firm Diversity Survey

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:

Dechert holds a two-day Diversity Symposium for diverse associates, designed to help associates cultivate a wider professional and support network and to connect directly with firm leaders. By utilizing a 360° framework to explore career and life strategies for success and development, participants receive intensive exposure to advice, practical guidance, clients and inspiration, through lectures, workshops, networking and more.

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?

Yes

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

Dechert offers a variety of mentoring programs, including mentoring within practice groups that pairs associates with partner mentors; affinity group mentoring circles that include junior and senior lawyers; and SASS cohorts where senior women associates are grouped with women partner faculty.

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 Associates' Committee is the collective voice of associates and trainees firmwide to address issues of concern with the Global Legal Talent team and partnership.

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?

Diversity and Inclusion Week

As part of the firm’s inaugural diversity and inclusion week (July 20-24, 2020), Dechert hosted journalist and filmmaker Afua Hirsch for a provocative conversation about race, identity and belonging, as well as how what we learn (or don’t learn) about our history has an impact on racism and inequality today. The firm also launched a video to demonstrate the value of diversity, equity and inclusion to Dechert’s culture.

Cultural and Heritage Month Events

Dechert hosts annual events for Black History Month, Asian American and Pacific Islander Heritage Month, International Women’s Day, Veterans Day, Hispanic Heritage Month, Pride Month, Diwali and Lunar New Year. All Dechert lawyers and business services professionals are invited to join. Some events are also open to clients.

Juneteenth – A Day to Reflect and Recharge

Dechert was a market leader in giving time off to commemorate Juneteenth on June 19, 2020. Dechert encouraged our community to invest this time in learning about the tragic killing of George Floyd and others, the events of the last few months, and the history that preceded them.

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

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:

Dechert Career Connect: The Dechert Career Connect program was created in late 2018 to encourage diverse associates, including women, to form relationships with lawyers who are more senior to them. Associates who identify as diverse in the U.S. may invite other lawyers (diverse or non-diverse) at the firm to one firm-reimbursed meal each month. Invitations can be extended to any lawyer who is at least two years above the associate in terms of seniority. It is recommended that associates personally create professional development goals for their participation in this program (e.g., development of a particular skill or exposure to a specific type of work) and self-reflect on their development towards these goals through the connections they build through the program. In 2020 Career Connect is being expanded beyond the U.S.

Diversity Symposium: Dechert holds a two-day Diversity Symposium for diverse associates, designed to help associates cultivate a wider professional and support network and to connect directly with firm leaders. By utilizing a 360° framework to explore career and life strategies for success and development, participants receive intensive exposure to advice, practical guidance, clients and inspiration, through lectures, workshops, networking and more.

Global Women's Initiative (GWI): Dechert's GWI empower women to succeed by fostering an environment that provides opportunities for their development, advancement and leadership within the firm. Members of the GWI meet regularly with firm leadership to identify and implement initiatives that promote opportunities for women to advance and lead throughout the firm. Individual offices provide additional formal and informal support for women lawyers. Among Dechert's initiatives that focus on women are formal and informal mentoring, development training, meetings and events for summer associates, internal and external networking, special interest events, and leadership training. The GWI launched the Sponsorship and Sustained Support Program, otherwise known as SASS, for senior women associates to help navigate the path to partnership. Local GWI Chapters host welcome receptions for new women associates each year. The GWI also hosts business and legal community events, including women's networking events for International Women's Day. Local Women Liaison Initiative Local Women Liaisons (LWL) is part of Dechert's Global Women's Initiative and a supplement to the already active GWI initiatives. Women are selected to serve in a leadership role and lead their respective local office women's initiatives. Each local office is responsible for planning professional development panels, brown bag lunches, museum visits, or career development panels. Other events can range from welcome receptions for new women and summer and fall associates. Some of the events are client-facing giving women an opportunity to build client relationships and networking opportunities.

Lunch and Learn Empowerment Series for Diverse Associates: The firm's Lunch and Learn Empowerment Series provides an opportunity for diverse associates and counsel to share knowledge and skills gleaned from external workshops and professional development programs with other diverse associates and counsel at Dechert. The sessions are held quarterly and often include guest contributors from the partnership ranks.

Sponsorship and Sustained Support (SASS): The firm's Sponsorship and Sustained Support (SASS) program, launched in 2015, is designed to help women associates navigate the path to partnership. SASS provides targeted individual and small group support, which includes general information sessions; skill-level appropriate training; individualized attention from Dechert partners; access to consultants and advisors; and networking opportunities. In the five years prior to its implementation, 18 percent of lawyers promoted to partner were women. In the five years since its implementation, 31 percent were women.

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

To increase transparency, goal-setting and follow-through, Dechert designed and launched a diversity dashboard that helps firm leaders see where things are working effectively, and where more attention is needed. The Chief Diversity, Equity and Inclusion Officer meets monthly or quarterly with practice group leaders, practice group diversity liaison partners, and practice group administrators to review hours, work quality and assignments.

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):

Chart Your Own Course, bar association conferences, Leadership Council on Legal Diversity (LCLD) fellows and pathfinders

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

Commitment to diversity, equity and inclusion stems from the top. Our partners have been participating in quarterly, interactive sessions on inclusive leadership since 2018. Topics include affinity bias, attribution bias, covering, in and out-groups, priming, unconscious bias, actionable allyship and inclusive leadership in times of crisis. Interactive sessions include dramatizations that prompt conversations long after the programming ends.

To increase transparency, goal-setting and follow-through, Dechert designed and launched a diversity dashboard that helps firm leaders see where things are working effectively, and where more attention is needed. The Chief Diversity, Equity and Inclusion Officer meets monthly or quarterly with practice group leaders, practice group diversity liaison partners, and practice group administrators to review hours, work quality and assignments.

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

Dechert's Upward Review process is conducted by an external company. It aims to empower lawyers with feedback from a broad, diverse group. An essential part of our culture is respecting and valuing everyone's voice. We encourage everyone to provide feedback to eligible lawyers – partners, counsel, national partners and associates in their fourth year and more senior. We support our community by helping each other to be better. We want our leaders to be the best they can be, and we also want to empower all Dechert employees to have a voice. Upward Reviews make our community stronger when people provide thoughtful, respectful feedback.

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?

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

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:

Counsel position

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.

870%

Promotions to Partnership

8 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	4	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	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	4	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

US promotions only

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?

Lockstep

2021 Vault Law Firm Diversity Survey

Bonuses

Are associate bonuses lockstep or discretionary?

Lockstep

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:

an alternative schedule does not affect an associate's path to partnership.

2021 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

43 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	5	0	0
Equity Partners	6	2	0	0
Non-equity Partners	11	5	0	0
Counsel / Of Counsel	3	5	0	0
Non-Partner-Track Attorneys	2	3	0	0

US attorneys only

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:

the firm offers reimbursement for employees or their partners, including same-sex partners, for in vitro fertilization, egg freezing, and other fertility procedures. There are employee assistance programs and health advocate services available.

2021 Vault Law Firm Diversity Survey

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?

12 weeks plus 8 additional weeks for birth mother

Parental Leave Policy

Describe the firm's parental leave policy.

•The Firm offers employees up to a total of 20 weeks of paid and unpaid parental leave so that new parents may spend an extended period of time caring for and bonding with a newborn child or a child newly placed for adoption or foster care.

All regular employees who are parents of a newborn or newly adopted child are eligible for leave under this policy, regardless of gender, sexual orientation, gender identity or expression or any other protected characteristic. As used herein, "parent" means the mother, father or other person standing in loco parentis to the child (i.e., person who will be responsible for the child's day-to-day care and financial support.)

2021 Vault Law Firm Diversity Survey

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.

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
- 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?

- No 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):

2021 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

58 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	31	27	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	8	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	3	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	23	17	0	0
Two or More Races	1	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

US associates only

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	3	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	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

US partners only

2021 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	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

US counsel and non-partner track attorneys only

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

1. Building Understanding at Dechert

Shortly after publicly condemning the tragic and unconscionable deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and countless others, Dechert planned and implemented a comprehensive employee initiative designed to deepen its people's understanding of racism, anti-racist policies and ally-ship.

While other firms provided ad hoc resources in response to Black Lives Matter, the Dechert program is an ongoing, strategic initiative designed to address the issues underlying BLM. The initiative encompasses a number of resources and programs, including:

- A Diversity and Inclusion Toolkit, available on the firm's intranet and including hundreds of resources, such as articles, movies, podcasts, and access to training and volunteer opportunities.
- Virtual Forums for Black Employees, a resource that provides an opportunity for people to share how they are feeling, listen to each other and offer support in a safe space. The first forum in June 2020 was moderated by a mental health professional.
- Recognition of Juneteenth, the anniversary of the liberation of the last U.S. slaves in a Confederate state. In 2020, Dechert became one of the first law firms to recognize the date, closed its U.S. operations early to encourage a moment of reflection and learning. The anniversary has been designated a holiday in the U.S. in 2021.
- Stand Against Racism, a town hall and speaker series that addresses pivotal events related to racism and social justice. Notable speakers have included Afua Hirsch, a British writer, broadcaster and former barrister; Kevin Richardson, member of the Exonerated Five and advocate for criminal justice reform; former soccer goalkeeper Shaka Hislop, who addressed the issue of racism in sport; and former WNBA player Renee Montgomery, who discussed turning moments into momentum.

Most recently, Dechert's Stand Against Racism saw Emmy-nominated writer, activist and comedian Baratunde Thurston moderate a town hall session on the Derek Chauvin trial. The event, which offered insights into the trial and provided a space for reaction to the verdict and discussion of efforts to inspire police reform, drew more than 350 participants. No topic was off limits.

In terms of measurable outcomes, the results of these efforts are tangible. Hundreds of Dechert people tuned in for the virtual forums and speaker series. The D&I Toolkit website generated 8,000+ page views in just four months. Anecdotally, people are feeling supported.

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

Inclusive Leadership

Commitment to diversity, equity and inclusion stems from the top. Our partners have been participating in quarterly, interactive sessions on inclusive leadership since 2018. Topics include affinity bias, attribution bias, covering, in and out groups, priming, unconscious bias, and inclusive leadership in times of crisis. Interactive sessions include dramatizations that prompt conversations long after the programming ends. This program continues today, with the February 2021 session focused on actionable allyship. Inclusive leadership training has also been expanded to associates and business service professionals.

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

Diversity Liaison Partners

Selected to oversee the DEI efforts of their respective practice groups, diversity liaison partners collaborate with the Diversity, Equity and Inclusion team to exchange valuable information and insights. They monitor assignments for equitable distribution of opportunities and workflow and ensure that diverse individuals are being mentored/sponsored, advised on their development and promoted internally and externally to the firm and clients.

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

Retention

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

Equal work allocation

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

open and equal opportunity to firm leadership and partners

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?

1. *How important is diversity to the firm?*
2. *What are you personally doing to promote a diverse and inclusive work environment?*
3. *What resources and programs does the firm provide to support diverse lawyers in particular?*