

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Keith Moskowitz, Chairperson and Interim CEO of Dentons		Male	
Mary Wilson, Dentons US Managing Partner	White	Female	

Executive Committee

Total Number of Attorneys on Committee: **18**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	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	10	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	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

Ada Ejikeme, Head of Diversity and Inclusion

DEI Committee

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

Yes

In what year was the committee formed?

2017

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	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

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

740 Total attorneys in U.S. offices

11,319 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

275 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	131	144	0	0
American Indian or Alaska Native	0	4	0	0
Asian	11	26	0	0
Black or African-American	6	10	0	0
Hispanic or Latinx	6	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	102	89	0	0
Two or More Races	4	5	0	0
Other or Unknown	2	1	0	0
Additional Demographics	12	16	0	0
LGBTQ+ Individuals	7	10	0	0
Individuals with Disabilities	5	6	0	0

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U.S. Equity Partners

384 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	289	95	0	0
American Indian or Alaska Native	0	0	0	0
Asian	20	7	0	0
Black or African-American	9	2	0	0
Hispanic or Latinx	8	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	245	83	0	0
Two or More Races	6	0	0	0
Other or Unknown	1	1	0	0
Additional Demographics	14	6	0	0
LGBTQ+ Individuals	4	2	0	0
Individuals with Disabilities	10	4	0	0

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

All our partners have equity.

2021 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

110 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	70	40	0	0
American Indian or Alaska Native	2	0	0	0
Asian	2	4	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	62	32	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	1	0	0
Additional Demographics	8	3	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	6	3	0	0

U.S. Non-Partner-Track Attorneys

18 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	14	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	4	9	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	1	1	0	0

2021 Vault Law Firm Diversity Survey

U.S. Law Clerks

1 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	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	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

18 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	4	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	13	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

2021 Vault Law Firm Diversity Survey

U.S. Hiring Committee

4 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	3	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	1	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

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
- Yes** 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:

In accordance with Mansfield Rule, our goal is considering at least 30% of the lawyers for partnership, leadership ranks, and hires are women or diverse.

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?

Diversity and inclusion are essential to the success and strength of our Firm and the quality of our advice to, and representation of, our clients. As such, our partner compensation process includes the requirement that all partners a self-review form describing their contributions to the Firm's diversity and inclusion efforts and related outreach outside of any pro bono and corporate responsibility efforts. We encourage partners to address efforts such as the following:

- Building diverse teams on client matters, new business pitches or in their practice group;*
- Introduction of diverse lawyers to clients and/or other members of the Firm;*
- Mentoring or sponsoring diverse lawyers in the Firm or outside of the Firm;*
- Participation in the Firm's diversity and inclusion efforts and programs; and/or*
- Any activities in their local communities that provide opportunities to build the pipeline of diverse*

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:

As part of the Firm's Diversity and Inclusion discussion series, we host programs open to employees, clients, diversity leaders, and other industry champions throughout the legal profession addressing a wide range of diversity and inclusion topics. Past program topics have included cultural diversity, elimination of bias and diversity-specific career and leadership development.

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

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?

We recruit in the following schools: Columbia, Emory, Georgetown, George Washington, Howard, KU, Northwestern, NYU, St. Louis University, University of Chicago, University of Denver, University of Colorado, and Wash University in St. Louis.

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>BARBRI Law Preview Scholarships Link:</i>	5

Internships

LCLD 1L Scholars Program / Colorado Pledge to Diversity Program Link: **44562**

Fellowships

Link:

2021 Vault Law Firm Diversity Survey

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 Career Fair, Southeastern Minority Job Fair, Northeast Black Law Students 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.)?

In partnership with Percipio, an online training vendor, our talent team are supported with various trainings, including bias in recruiting functions. The Firm also hosts unconscious bias and inclusive leadership training to educate our workforce and align with our policies and values. Additionally, the Firm is preparing to launch an interview training program for 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.)?

Dentons integrates Diversity and Inclusion in our Summer Associate Programming each year. As part of the Summer Associate onboarding, the Head of Diversity and Inclusion presents on Firm D&I initiatives and ways Summer Associates can engage. Our Summer Associate Portal Page includes Firm D&I resources and we also include inclusion elements into our Summer Associate Scavenger Hunt. Our diverse Summer Associates are paired with diverse mentors periodically throughout the program and are able to connect with the Firm's various affinity groups. Summer Associates are also invited to all Firm D&I programming. For example, in 2020, Summer Associates were encouraged to participate in our ongoing Town Hall meetings, which were held to encourage open dialog about issues related to racism.

2021 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

4 Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	1	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	7
LGBTQ+ Individuals	0	1	0	3
Individuals with Disabilities	0	0	0	4

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?

One Summer Associate was hired through the LCLD Scholars Program. One Summer Associate was hired through the Colorado Pledge to Diversity Program.

2021 Vault Law Firm Diversity Survey

2L Summer Associates

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

29 Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	16	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	1	1	0	0
Native Hawaiian or Other Pacific Islander	1	1	0	0
White	9	10	0	0
Two or More Races	1	1	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

2L Summer Associates Who Received Offers

29 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	16	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	1	1	0	0
Native Hawaiian or Other Pacific Islander	1	1	0	0
White	9	10	0	0
Two or More Races	1	1	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

2L Summer Associates Who Accepted Offers

28 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	15	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	1	1	0	0
White	9	10	0	0
Two or More Races	1	1	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

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?

One Summer Associate was hired through the Lavender Law Career Fair. One Summer Associate was hired through the Southeast Minority Job Fair. One Summer Associate was a returning 1L, who was previously hired as part of the LCLD Scholars

New Attorneys Hired

54 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	25	0	0
American Indian or Alaska Native	1	0	0	0
Asian	2	5	0	0
Black or African-American	4	2	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	16	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	6	0	0
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	2	4	0	0

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:

Dentons' Asian, Black, Hispanic/Latinx, LGBTQ+, Native American, Parents and Carers and People with Disabilities groups help foster an inclusive culture across the US.

Affinity Groups Cont'd

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

The Firm provides support to our affinity groups through various structures, including the following:

- oA dedicated D&I team and D&I Committee*
- oProfessional development programs and resources*
- oBusiness development opportunities*
- oSponsorship of D&I events and conferences*
- oCultural Heritage Month Programs*
- oClient engagement opportunities*
- oFirm wide newsletters that support their programs and group updates*
- oCEO lunches to discuss ways to drive our inclusive efforts*
- oFunding in support programs and events*

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:

Dentons has hosted diversity and inclusion retreats bringing together diverse lawyers, members of the Firm's Diversity and Inclusion Committee and US leadership and we intend to continue hosting such retreats in the future. Industry thought leaders and consultants facilitated activities and discussions around recruitment, retention and key business development strategies for diverse lawyers.

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:

Dentons' Executive Mentoring Program pairs US Board members with Black and LGBTQ+ associates. This two-way mentoring program is designed to increase awareness of differences and foster the exchange of ideas to support the career development of our associates.

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 Dentons US Associates Committee connects with Firm Leadership and Practice Group Leadership on events, priorities, and topics of interest at the Firm. They connect with the partnership on how to enhance the associate experience.

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?

The Firm commemorates important dates honoring diversity through our Diversity and Inclusion Speaker Series and Cultural Heritage Month celebrations. The Firm coordinates discussions and interviews with high-profile speakers, authors, attorneys, clients, and others to recognize the cultural heritage of our peers and the contributions of these groups to our community. Annual celebrations include Black History Month, International Women's Day, Asian American and Pacific American Heritage, Pride Month, Hispanic/Latinx Heritage, Disability Awareness, and Native American Heritage.

oBlack History Month: The Firm has welcomed Eugene Robinson, a Pulitzer Prize-winning columnist for the Washington Post and political analyst for MSNBC, to the Firm for a thought-provoking conversation on race relations and diversity; and Professor Eddie S. Glaude, Jr., who provided his analysis of our recent national reckoning around race and how this moment differs from others in history. Professor Glaude also offered advice about how to pursue allyship without alienating others.

oInternational Women's Day speakers include Joanne Lipman, a bestselling author and CNBC contributor, to discuss the #MeToo movement and how people of all genders can work together to eliminate gender bias, Former Prime Minister of Australia Julia Gillard, who spoke about her experiences as a world leader, as an advocate for increasing women in leadership and as the author of Women and Leadership: Real Lives, Real Lessons.

oAsian American Pacific Islander Heritage Month speakers have included Dale Minami, co-founder of the Asian Law Caucus, who addressed the stigmatic behaviors and bias the COVID-19 pandemic has wrought on Asians and Asian Americans, as well as how we can combat discrimination and protect the civil rights of threatened US populations. We also hosted a discussion between Frank Wu, president of Queens College, City University of New York, and New York Congresswoman Grace Meng, which covered the history of the "model minority myth"; the importance of AAPI representation in government, higher education and other leadership roles; and the COVID-19 Hate Crimes Act adopted just minutes before our event by the House of Representatives and signed into law.

oPride Month: The Firm invited a panel including Sarah Kate Ellis, president and CEO of GLAAD, and Jonathan Capehart, Washington Post editorial board member and MSNBC contributor, to speak regarding the impact of LGBTQ+ representation in media and popular culture. Our most recent program featured senior counsel Evan Wolfson, Human Rights Campaign legal director Sarah Warbelow, Point Foundation executive director and CEO Jorge Valencia and NCAA Division I swimmer and activist Schuyler Bailar for a wide-ranging conversation focused on the experience of transgender youth in the United States. Sparked by the breaking news regarding the final disposition of Gavin Grimm v. Gloucester County School Board, our panel discussed how the public and legal arguments regarding public access affects transgender people, recommended resources for parents of trans youth and discussed ways to be an ally to the trans community.

oNative American Heritage Month: Featured panelists Jessie Little Doe Baird, vice chairwoman of the Mashpee Wampanoag Tribe; Professor Matthew L.M. Fletcher, director of the Michigan State University College of Laws Indigenous Law and Policy Center and foundation professor of law; and Joe Valandra, executive director of the Native American Contractors Association joined us for a wide-ranging program on Native American culture, heritage and language, as well as the legal structures navigated by tribes and their members.

oHispanic Heritage Month featuring guests José Ramón González, executive vice president and general counsel for CNA, and Enrique Breceda, vice president and regional general counsel for the Americas at Chr. Hansen, to discuss Hispanic/Latinx representation in the legal profession, who discussed the impact of diversity imperatives on Hispanic/Latinx representation in the legal field and contemplated actions we can take in our professional and personal lives to embrace diverse identities.

The Firm acknowledges these important dates and other events honoring diversity in Firm-wide newsletters, social media platforms, firm-wide events and community discussions. For example:

oThe Firm commemorated Global Pride Day with a featured "Allyship" video and highlighted the various pro-bono and community efforts across Dentons Regions.

oThe Firm acknowledged Transgender Day of Remembrance with an interview by our LGBTQ+ affinity group chair and the Director of Community Engagement for the Transgender Justice Initiative, Human Rights Campaign (HRC), which was circulated Firm-wide.

oThe Firm celebrated the anniversary of the Americans with Disabilities Act and highlighted the legal work performed by Dentons to achieve full legal rights and access for people with disabilities in Firm-wide communications.

oThe Firm commemorated Juneteenth this year with a day off to encourage reflection.

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2021 Vault Law Firm Diversity Survey

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

oEmerge Sponsorship Program: Designed to advance diverse and women lawyers into partnership and leadership, this 18-month program pairs sponsors and protégés who work together in pursuing opportunities for business development and professional growth. Two-thirds of the 2018-20 Emerge Sponsorship Program protégés were promoted to partner.

oPreparing for Rain: Dedicated to helping women lawyers hone their rainmaking skills, this program consists of monthly events throughout the year to help women lawyers navigate their “five-year moment”—the years immediately preceding and following their promotion to partner—by addressing systemic and individual barriers to business development success often faced during this time. Sixty-five women have participated in the program since its inception in 2017.

oExecutive Mentoring Program: Dentons’ US Board members are paired with our Black and LGBTQ+ associates. This two-way mentoring program is designed to increase awareness of differences and foster the exchange of ideas to support the career development of our associates.

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:

Our signature professional development programs include the Emerge Sponsorship Program, Preparing for Rain Program and Executive Mentoring Program. Additionally, the Firm hosts various programs throughout the year geared toward career advancement, and business and client development for lawyers at all levels.

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

Dentons Practice Group Diversity Partner Initiative integrates diversity and inclusion at the practice group level to enhance the work allocation process, distribution of client development opportunities, and talent pipeline. The initiative was launched to ensure that our diversity and inclusion priorities are part of each practice's day-to-day activities, including staffing, recruiting, pitching, and mentoring. Firm leadership also works closely with practice group leaders and practice group diversity partners to ensure that the work allocation process is equitable and that all lawyers have equal access to meaningful work and client-facing opportunities.

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):

The Firm also support diverse associates in participating in highly competitive professional development programs to partnership, such as the Chicago Committee Pathway to Partnership; Leadership Council on Legal Diversity Fellows/Pathfinder Program; and the National Asian Pacific American Bar Association Leadership Advancement Program.

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

The firm has the following processes in place to mitigate implicit bias:

- 1. Offer training programs to evaluators during the review process, including "Advanced Management Skills: Crafting Effective Reviews and Eliminating Bias" and "Delivering a Clear Message During Associate Reviews"*
- 2. Include the Practice Group Diversity Partner in conversations throughout the review process*
- 3. Include the Head of Diversity in conversations throughout the review process*
- 4. Include a Diversity & Inclusion representative in our Associate Development Committee*

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?

- Yes** The firm is Mansfield Certified
- Yes** The firm is Mansfield Certified Plus
- Yes** 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 arrangements are available to those whose practice is not expected to expand to partner level.

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.

47%

Promotions to Partnership

25 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	17	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	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	13	7	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	1	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.

Yes

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

Our new Diversity Creditable Hours Policy allows timekeepers to receive up to 50 hours of credit per year for specified diversity and inclusion activities.

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 associate compensation ranges.

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 does not impact an associate's path to partnership.

2021 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

60 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	14	0	0
Equity Partners	3	5	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	12	18	0	0
Non-Partner-Track Attorneys	1	5	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:

In-vitro fertilization and artificial insemination

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?

N/A

Parental Leave Policy

Describe the firm's parental leave policy.

The Firm offers 26 total weeks of leave (18 weeks 100% paid leave, 8 additional weeks of unpaid leave). This can be taken within first 12 months of birth/adoption

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.

We have a New Parent Outreach Program that provides a supportive gift and pairs new parents with a peer parent through the first 6 months after birth/adoption. There is also a Parents and Carers affinity group that gives all professionals an opportunity to connect with others to share their experiences and resources.

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
- No 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

0 Total Number of Departures among Associates 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

Departures among U.S. Partners

0 Total Number of Departures among U.S. Partners 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

0

2021 Vault Law Firm Diversity Survey

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

0 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys 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

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

Among the many accomplishments in fostering diversity and inclusion within the Firm, our top three are:

Executive Mentoring Program: In our focus to promote, develop and retain diverse lawyers, the Firm offers three signature professional development programs to advance women and diverse talent. We are proud of the launch of our third signature program, Executive Mentoring Program. The Program is designed to promote, mentor and retain Black and LGBTQ+ associates in this two way mentoring program with Dentons US Board members.

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

Listening Sessions: As part of the Firm's Initiative for Racial Equity, Dentons hosted twenty listening sessions across all US offices to allow employees to share their thoughts and experiences on important topics surrounding racial injustice. The feedback collected during these sessions led to new programs and initiatives, like our Allyship and A Fresh Start Initiative described below.

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

Affinity Group Expansion: In our effort to expand diversity and inclusion across the entire Firm, we have expanded all seven affinity groups to include lawyers, professionals, and staff. The Firm's affinity groups serve as ways to network, participate in business and professional development and foster inclusive conversations and strategic input on Firm strategy. One affinity group leader from each group also serves on the Firm's D&I Committee driving change through the five work streams reflected from the Strategic Plan.

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

In alignment with our Diversity and Inclusion Strategic Plan, the Firm is prioritizing the following diversity and inclusion initiatives to drive us forward:

Allyship Initiative: Following Dentons Global "2020 Year of the Ally" Campaign, the Firm launched the Allyship Initiative to connect, educate and create a safe space for all partners and employees to help build a more diverse and inclusive workforce. Through this initiative, all colleagues, including lawyers, professionals and staff are invited to participate in monthly educational discussions to activate Allyship and further diversity and inclusion within our Firm and beyond.

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

Revamp of Practice Group Diversity Partner Initiative: Based on feedback from the initial launch of the Practice Group Initiative, we are revamping the program to include specific practice group projects and best practices to enhance the work allocation process, distribution of client development opportunities, and talent pipeline.

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 Fresh Start Initiative - As Dentons prepares for the return of colleagues to the office this fall, we are focused on providing training and opportunities to increase cultural awareness and drive inclusive behavior. In continuing our commitment to leading courageous conversation across the Firm about D&I, Dentons is launching A Fresh Start. This new initiative is an experiential learning series for leadership in the Firm to address implicit bias and showcase best practices for inclusive leadership. These sessions will train our leaders to drive inclusive conversations in their day-to-day activity.

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?

In addition to formal initiatives, inquire about the commitment to diversity of Firm leadership. D&I is most successful when it has the support and activation from the top down.

oWhat are your ongoing practices and future plans to increase diversity and inclusion?

oHow does the Firm respond to colleagues who don't think diversity and inclusion is important?

oDoes the Firm have any procedures to eliminate bias from the hiring process?

oIf diverse interviewers are not scheduled, candidates should request to meet with diverse attorneys.