



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
C. Wade Cooper, Managing Partner	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: **8**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>
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	5	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**2021 Vault Law Firm Diversity Survey**

**DEI Professional**

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

**Yes**

**Name and Title**

L. Suzan Kedron, Partner and Chair of Diversity & Inclusion Committee

**DEI Committee**

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

**Yes**

In what year was the committee formed?

**More than 20 years ago**

Total Number of Attorneys on DEI Committee: **120**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>67</b>	<b>53</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	5	8	0	0
Black or African-American	5	9	0	0
Hispanic or Latinx	16	11	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	39	24	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	1	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**

430 Total attorneys in U.S. offices

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

**U.S. Associates**

111 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>54</b>	<b>57</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	1	3	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	8	8	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	43	40	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	1	1	0	0

2021 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

111 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>88</b>	<b>23</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	4	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	81	19	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	2	0	0	0

**U.S. Non-Equity Partners**

147 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>110</b>	<b>37</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	2	1	0	0
Black or African-American	5	3	0	0
Hispanic or Latinx	8	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	93	30	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	3	0	0	0

2021 Vault Law Firm Diversity Survey

**U.S. Counsel / Of Counsel**

55 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>28</b>	<b>27</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	3	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	27	20	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	1	0	0

**U.S. Non-Partner-Track Attorneys**

6 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

**U.S. Law Clerks**

36 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>17</b>	<b>19</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	5	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	10	0	0
Two or More Races	3	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	0	0	0	0

These were our summer associates during Summer 2020.

**U.S. Office Managing Partners**

7 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>
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	5	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

**U.S. Hiring Committee**

7 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>
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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	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:

*We are participating in Mansfield 5.0 and are using their metrics as targets.*

**2021 Vault Law Firm Diversity Survey**

**Accountability**

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

**Yes**

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

*D&I achievements are one factor in the compensation process.*



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**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
- No** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- No** Retained a DEI consultant to conduct a

If applicable, describe any other initiatives taken:

**RECRUITMENT AND HIRING**

**HBCUs**

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

**Yes**

If yes, which HBCUs does the firm hire from?

*Southern University Law School; Texas Southern Thurgood Marshall School of Law; Howard University Law School*

**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?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2020
<b>Scholarships</b>	
PracticePro Diversity Scholar at Texas Southern University; 1L Leadership Council on Legal Diversity Scholar Summit Link: <a href="https://www.practicepro.cc/1l-diversity-scholars-program/">https://www.practicepro.cc/1l-diversity-scholars-program/</a> <a href="https://www.lclldnet.org/programs/1l-scholars/">https://www.lclldnet.org/programs/1l-scholars/</a>	<b>1 PracticePro Scholar, 1 LCLD Scholar</b>

**Internships**

Houston Bar Association’s Diversity and Inclusion Committee (formerly Minority Opportunities in the Legal Profession (“MOILP”)) Link: <a href="https://www.hba.org/?pg=Diversity-and-Inclusion-formerly-MOILP">https://www.hba.org/?pg=Diversity-and-Inclusion-formerly-MOILP</a>	<b>1</b>
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**Fellowships**

Austin Bar Association’s Diversity Fellowship Program Link: <a href="https://www.austinbar.org/for-attorneys/committees/diversity-committee/">https://www.austinbar.org/for-attorneys/committees/diversity-committee/</a>	<b>1</b>
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**Career Fairs**

Does the firm participate in legal diversity career fairs?

**Yes**

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

*Sunbelt Diversity Recruitment Program; Southeastern Minority Job Fair; Black Law Student Associate 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.)?

*We include HR professionals to help spot bias during the hiring process; we seek out diverse candidates and consider candidates from a variety of law schools; we encourage a diverse applicant pool; we discourage inferences about familial obligations; and we focus on asking performance-related questions during the interview.*

**2021 Vault Law Firm Diversity Survey**

**Summer Associates**

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

*At the start of our Summer Associate Program, we host a panel discussion focused on diversity and inclusion. Throughout the summer program, each summer associate is assigned an attorney who provides guidance, mentorship, and helps with integration into the Firm. Over the course of the program, students work on projects within their preferred practice areas and attend client meetings, closing, negotiations, depositions, trials, and courtroom hearings. We also offer a social calendar in each city for summer associates to get to know each other and our attorneys. At the conclusion of this year's program, the Firm's Diversity & Inclusion Committee Chair, Suzan Kedron, met with each summer associate for a one-on-one exit interview, during which she offered to be a resource as they embark on their next academic year.*

**2021 Vault Law Firm Diversity Survey**

**1L Summer Associates**

Does the firm hire 1L summer associates?

**Yes**

**16** Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	4	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	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?

**None in 2020**

2021 Vault Law Firm Diversity Survey

**2L Summer Associates**

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

**20** Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	6	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Received Offers**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	3	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	5	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Accepted Offers**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>0</b>
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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	4	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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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?

**None in 2020**

**New Attorneys Hired**

31 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>20</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	13	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	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:



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**CULTURE AND COMMUNITY**

**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

*Abilities, Asian, Black, Hispanic, Immigrants, LGBTQ+, and Women*

**Affinity Groups Cont'd**

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

*The firm provides a budget for each affinity group to hold meetings and events.*

**DEI Events**

Does the firm host DE&I retreats or conferences? **No**

Does firm leadership attend these events?

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

N/A

**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?

**No**

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

2021 Vault Law Firm Diversity Survey

**Combating Structural Racism**

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **No**

**Cultural Awareness**

How does the firm commemorate important dates honoring diversity?

*These dates are on our calendar, and we include educational topics about them during our firmwide D&I Hours. For example, the following are some of the topics that were presented during their respective months:*

- *Historical context about Black Lives Matter as a movement and organization while identifying misconceptions about BLM*
- *The fight for LGBTQ+ rights that began in 1924 and the history since, including the AIDS crisis in the 1980s to the June 2020 SCOTUS decision*
- *The disproportionate incarceration of people of color and how our pro bono program is making an impact and getting results through partnerships with organizations like Buried Alive, Unanimous Jury, and UT's School of Law Actual Innocence Clinic*
- *School desegregation, including the Little Rock Nine and Houston desegregation, by way of the landmark Supreme Court decision Brown v. Board of Education that determined racial segregation in schools was unconstitutional*
- *What's in a Name: The history behind labels like Hispanic, Latino, and Latinx, including the origins and criticisms of each*
- *Personal experiences with PFLAG and the resources and support available to those who are interested*
- *From Shirley to Kamala: The Rise of Black Women in Politics, which included profiles Shirley Chisholm, Carol Moseley Braun, Maxine Waters, Stacey Abrams, and Kamala Harris*
- *The historical violence—both explicit and implicit—against Chinese Americans in the US*
- *The CROWN Act and its evolution to prohibit race-based hair discrimination at work and school*
- *The focus on website accessibility and what JW is doing to make jw.com as accessible as it can be*

**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

*To ensure our attorneys reach their maximum potential and achieve their goals, we have an Attorney Development team and a Mentorship Committee dedicated to supporting each individual's personal and professional growth through thoughtfully planned training, mentorship, and leadership development. Our Associate Mentor Program facilitates career development by focusing on achieving legal skills benchmarks and competencies in leadership, management, and business development. Our Business Development Mentor Program pairs associates with partners who excel in business development to help participants meet specific goals aligned with their personal career objectives over the course of a year. We continue to build upon this program with our Pathway to Partnership Program, which provides senior associates with information and resources needed to make a smooth and informed transition into partnership. Lastly, our Emerging Leaders Program teaches associates skills to develop into great leaders and offers support and funding to take leadership positions in the community and within Jackson Walker.*

**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:

*Please see our response to the Mentorship & Sponsorship question above.*



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**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

*Several attorneys and staff members review monthly hours reports, including the Director of Professional Development and practice group leaders. We are working on developing a report that our D&I Committee Chair can review as well. Each person reviewing the reports is looking at hours and ensuring that attorneys are staffed appropriately, and they try to identify if/when there are concerns so that they can be addressed in a timely manner.*

*Since we will participate in Mansfield 5.0, we will also be looking at how matters are staffed based on won pitches, too.*

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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):

*Our associates participate in many external DEI-related activities, events, and organizations. For example, JW associate Serene Ateek serves on the board of Genesis Young Leaders, and Serene led the Firm's support of the Masquerade event, which raised more than \$200,000 to benefit women and children who have experienced domestic violence. Other examples include participation in the Buried Alive Project, which fights injustice in the criminal justice system by reviewing cases of people who have received life sentences for non-violent drug convictions, and the Promise of Justice Initiative, which advocates for humane, fair, and equal treatment of individuals in the criminal justice system.*

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**PROMOTION AND ADVANCEMENT**

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**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

*We avoid asking for volunteers for administrative work within the Firm and hold all attorneys equally accountable for administrative tasks; we give credit for D&I, mentoring, and committee work; we give equal credit for equal work done on assignments; and we monitor work assignments for disparities.*

**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

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**2021 Vault Law Firm Diversity Survey**

**Diverse Slate of Candidates**

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

- No** The firm is Mansfield Certified
- No** The firm is Mansfield Certified Plus
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- 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:

*Jackson Walker offers Senior Counsel, Of Counsel, and Staff Attorney positions.*

**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.

**Around 40%**

**Promotions to Partnership**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	2	1	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
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

**BILLABLE HOURS AND COMPENSATION**

**Credit for DEI Work**

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

**Yes**

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

*Diversity & Inclusion work is one factor in the partner compensation process.*

**Compensation**

Are associate salaries lockstep or discretionary?

**Hybrid**

**Bonuses**

Are associate bonuses lockstep or discretionary?

**Hybrid**

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

*No, we do not publish compensation ranges or actual compensation numbers.*

**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:

*The impact is on the timing of partnership consideration. Associates working part time will not be considered for income partnership in the same year as their full-time associate counterparts.*

2021 Vault Law Firm Diversity Survey

**Attorneys Working Reduced Hours**

1 Total Number of Attorneys Working Reduced Hours

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

Most of our Senior Counsel and Senior Partner attorneys work part-time hours but are paid on a formula basis and are not technically considered part time.

**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?

*Length of paid leave.*

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

*18 weeks*

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

*3 weeks*

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.

*Primary caregivers: 18 weeks paid + 6 weeks unpaid for any newly born child, recently-adopted child, or foster child.*

*Secondary caregivers: 3 weeks paid for any newly born child, recently-adopted child, or foster 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
- 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?

**In part (please elaborate):**

*Includes same-sex spouses but not partners.*

**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
- No** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes "gender identity and expression" as a protected category
- Yes** Other (please elaborate):  
*We are working on using gender-neutral pronouns in our policies and materials.*

**Accessibility**

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

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

**ATTRITION**

**Departures among U.S. Associates**

9 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>
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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>
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	10	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>
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	4	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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

*Together We Dine - The firm hosted 6 virtual "Together We Dine" events in 2020 in collaboration with Project Unity, wherein Jackson Walker attorneys and community members were led by trained facilitators in conversations about race relations, their own experiences, and the stories of their fellow diners. Together We Dine is an initiative that was launched by Pastor Ritchie Butler, who is a recurring outside speaker in connection with our D&I initiatives, and the program helped attorneys and staff to listen, learn, and engage with those from different backgrounds.*

**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**

*D&I Hours - Following the national and global protests surrounding the conversation about race and justice, we invited our attorneys and staff to have more open and honest conversations and to share their different perspectives. To raise more awareness, we engaged in a series of discussions through our Diversity & Inclusion Hours held for attorneys and staff. We hosted 4 D&I Hours in 2020.*

**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**

*Pillars of Success - In 2020, we established four key areas we are calling Pillars of Success to affirm our commitment to support the growth and advancement of our diverse attorneys: (1) Cultural Awareness & Human Resources, (2) Recruiting, (3) Professional Development/Advancement & Retention, and (4) Marketing & Business Development.*



**2021 Vault Law Firm Diversity Survey**

**Top Three Priorities**

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

**#1**

*We plan to continue to grow our Pillars of Success initiative.*

**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**

*We plan to participate in Mansfield 5.0 beginning in July.*

**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**

*We plan to host more D&I-focused training sessions.*

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**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?

*Our advice is to visit Jackson Walker's Diversity & Inclusion website, read our Diversity & Inclusion report, and ask to speak with a member of our D&I Committee to learn more about our diverse and inclusive work environment.*

*Examples of questions candidates should ask include asking more about the firm's D&I Committee's goals, what D&I efforts the firm is most proud of, how the firm's D&I Committee is structured, what types of D&I training the firm offers, and whether the firm has affinity groups.*