



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Katya Jestin, Co-Managing Partner	White	Female	
Randall Mehrberg, Co-Managing Partner	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: **10**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	3	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

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**

Courtney Carter, Director of Diversity and Inclusion

Viktoriya Seredyuk, Diversity and Inclusion Specialist

**DEI Committee**

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

Yes

In what year was the committee formed?

Early 2000s

Total Number of Attorneys on DEI Committee: 24

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>13</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	1	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	11	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	3	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**

476 Total attorneys in U.S. offices

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

**U.S. Associates**

204 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>92</b>	<b>112</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	2	0	0
Asian	7	13	0	0
Black or African-American	4	5	0	0
Hispanic or Latinx	4	11	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	75	77	0	0
Two or More Races	2	4	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>22</b>	<b>11</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	22	11	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

103 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>80</b>	<b>23</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	1	1	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	73	20	0	0
Two or More Races	3	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	2	0	0
Individuals with Disabilities	0	0	0	0

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

93 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>58</b>	<b>35</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	2	0	0	0
Asian	1	1	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	53	28	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>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	0	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>36</b>	<b>19</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	3	1	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	30	14	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	2	0	0	0
Individuals with Disabilities	0	0	0	0

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

45 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>29</b>	<b>16</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	1	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	4	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	10	0	0
Two or More Races	0	1	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

2021 Vault Law Firm Diversity Survey

**U.S. Law Clerks**

34 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>13</b>	<b>21</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	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	13	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	5	0	0
Individuals with Disabilities	0	0	0	0

**U.S. Office Managing Partners**

3 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>2</b>	<b>1</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	1	1	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

2021 Vault Law Firm Diversity Survey

**U.S. Hiring Committee**

41 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>20</b>	<b>21</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	0	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	18	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>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	3	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:

*In addition to our sponsorship program, we are analyzing our current diversity metrics and setting stretch goals for our partnership overall, equity partnership, leadership roles, partnership promotion, and overall lawyer makeup. We are focused on continuing to become a more diverse and inclusive firm and are committed to doing what it takes to hit our stretch goals.*

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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?

*Every partner in the firm participates in a Diversity Action Plan (DAP) program, which launched in 2018 and asks all partners to contribute to diversity and inclusion by selecting, committing to, and completing specific and measurable business development, matter staffing, and recruiting actions throughout the year. Completion of the DAP is included as part of the partner compensation process for the following year. Reports detail how each partner personally furthered the firm's diversity and inclusion goals.*

*The firm's Management Committee also considers all aspects of a partner's contributions to the firm. The firm strongly encourages collaboration and encourages fee-sharing credits (fee splits). Further, before partners can submit their annual compensation memo describing their own work and contributions to the firm, they submit collaboration memos in which they highlight what other people have done to assist them and contributed to their efforts. The firm has reduced the number of levels at which partners are compensated to eliminate immaterial differences in compensation bands and foster cross-practice collaboration. The firm does not have a formulaic compensation system, but places the highest value on client service, the value our lawyers bring to our clients, and client satisfaction.*



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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
- 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?

*We intentionally target diverse law students at each law school where we recruit.*

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
<p><b>Scholarships</b></p> <p><i>Diversity Scholarship - Our Diversity Scholarship program enhances the diverse talent pipeline by supporting minority first-year law students who have demonstrated strong academic achievement and a commitment to community service. We have two \$15,000 scholarships that are offered in conjunction with a summer associate position with law schools across the country. Scholars can work in any of the firm's US offices for the summer. Grant Folland Scholarship - The firm helped establish the Grant R. Folland Memorial Scholarship. The scholarship is awarded to a rising second or third-year University of Chicago law student who embodies an ongoing commitment to LGBTQ civil rights. The firm just named its eighth Grant Folland Scholar. Link: <a href="https://jenner.com/about/diversity/Scholarships">https://jenner.com/about/diversity/Scholarships</a></i></p>	<p><b>3 ( 2 Diversity Scholarship and 1 Grant Folland)</b></p>

**Internships**

Link:

**Fellowships**

*SEO - The firm hosted Sponsors for Educational Opportunity (SEO) fellows in each US office (Chicago, Los Angeles, New York and Washington, DC) in summer 2020 and has participated in the SEO Program since 2017. SEO Fellows come from diverse backgrounds and complete a paid internship in a top law firm prior to their first year of law school. Link: <https://jenner.com/about/diversity/pipeline>*

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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

*Cook County Bar Association Job Fair and Lavender Law*

**Combating Implicit Bias**

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

*Since 2005, the firm has offered a variety of training and development programs, including annual diversity workshops, to help increase cultural competence, implicit bias awareness and inclusion in the workplace. The firm offers diversity awareness training for all new lawyers in each of our offices. This program is mandatory for all lawyers and senior management and is designed to introduce all lawyers to the firm's culture of inclusion. In 2020, the D&I department launched the Inclusive Leadership Training program, in which participants developed an understanding of the individual and organizational benefits of inclusion; what it means to promote inclusion at work; the role every employee plays in creating an inclusive culture, training on managing unconscious bias; and a four-part framework for fostering inclusion. So far, more than 83% of our lawyers and professional staff have been trained on how to lead inclusively via our Inclusive Leadership Training program. In 2021, we are offering an online suite of trainings, which will be supplemented with "live" trainings throughout the year and facilitator-lead discussions offered each quarter.*

*In addition to expanding our pool of highly qualified diverse applicants, we have implemented behavioral interview training for our lawyers who interview on campus to ensure that we successfully communicate to candidates that the firm has an inclusive environment and is a good place for diverse lawyers to grow and succeed in the legal profession.*

**2021 Vault Law Firm Diversity Survey****Summer Associates**

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

*The firm focuses on the pipeline for diverse candidates as early as possible. The firm hosted Sponsors for Educational Opportunity (SEO) fellows in each US office (Chicago, Los Angeles, New York and Washington, DC) in summer 2021 and 2020 and has participated in the SEO Program since 2017. SEO Fellows come from diverse backgrounds and complete a paid internship in a top law firm prior to their first year of law school.*

*For the past two years, the D&I team has hosted a pre-summer program for Summer Associates and SEO Fellows called the "Welcome to Jenner" event, hosted by members of the firm's affinity groups. This is a chance for Summers to connect with members of the firm's affinity groups, learn more about each other and about the commitment to diversity & inclusion before the Summer Program officially kicks off. The firm has the following ten affinity groups: African American Affinity Group (AAAG), Professional Staff African American/Black Affinity Group, Asian Lawyers Forum, Caregivers Affinity Group, Hispanic Lawyers Forum, LGBTQ Forum, Multicultural Affinity Group, Muslim Affinity Group, Veteran and Military Families Affinity Group and Women's Forum. Summers are invited to opt-in the affinity groups upon starting their summer program with the firm and encouraged to actively participate in affinity group meetings, mentoring programs, events and networking opportunities.*

*In another effort to personally invest in the pipeline, we offer two diversity scholarships to rising 2L law students, and recently hired a graduate who had participated in the program. Another of our key initiatives enabling us to support the pipeline of diverse lawyers is our involvement with the Leadership Council on Legal Diversity (LCLD)—we currently are participating in the 1L LCLD Scholars Program, in which firms can partner with companies to support a diverse 1L in their summer class.*

**2021 Vault Law Firm Diversity Survey**

**1L Summer Associates**

Does the firm hire 1L summer associates?

**No**

0 Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</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	0	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

**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**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>21</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	16	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	5	0	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Received Offers**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>19</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	1	2	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	15	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	4	0	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Accepted Offers**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>17</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	0	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	14	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	3	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?

2

**New Attorneys Hired**

117 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>52</b>	<b>65</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	3	1	0	0
Asian	4	8	0	0
Black or African-American	2	10	0	0
Hispanic or Latinx	6	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	34	38	0	0
Two or More Races	3	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>16</b>	<b>11</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	16	11	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:



**CULTURE AND COMMUNITY**

**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

*The firm has the following ten affinity groups: African American Affinity Group (AAAG), Professional Staff African American/Black Affinity Group, Asian Lawyers Forum, Caregivers Affinity Group, Hispanic Lawyers Forum, LGBTQ Forum, Multicultural Affinity Group, Muslim Affinity Group, Veteran and Military Families Affinity Group and Women's Forum.*

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**2021 Vault Law Firm Diversity Survey****Affinity Groups Cont'd**

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

*The D&I Committee and Associate Board of the D&I Committee support affinity group programs, one of which is the Diversity Speaker Series, where founders, visionaries, leaders and change makers are invited to speak to the firm about their experiences, D&I journey and vision for a more equitable world in honor of a heritage month like AAPI Heritage Month, Black History Month, Hispanic Heritage Month, Women's History Month, etc.*

*Each year the D&I Committee and Associate Board of the D&I Committee host the firm's Diversity Dinner, which provides a forum for diverse public officials, C-suite executives, in-house counsel and other notable figures to inspire with their personal stories and advance efforts to create a more equitable society. In 2019, Mayor Lightfoot discussed her upbringing and storied career as a trailblazing lawyer turned first openly gay African American woman to be elected mayor of any major city in the United States.*

*Additionally, a networking reception is hosted by Chicago members of the Diversity and Inclusion (D&I) Committee and the Associate Board of the D&I Committee every fall, called "An Evening of Inclusion". In 2019 Chicago partners and associates welcomed over 50 new and lateral associates and enjoyed excellent cuisine as six teams competed to identify notable people, including historical figures and civil rights pioneers.*

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**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:

*In April 2021, the firm's Women's Forum hosted a two-day "Standing Out and Speaking Up: Women Partners Summit 2021" which featured a General Counsel session with four women about their career paths, what their companies are doing to promote diversity within the legal department and among outside providers, and on the most effective outreach strategies from outside counsel. Additionally, the Summit featured a trailblazing lawyer and Distinguished Professor of Law, Joan Williams, for the Keynote Presentation on her "What Works for Women at Work" talk.*

*The D&I Committee and Associate Board of the D&I Committee also host a biennial C3 Summit for lawyers of color. The C3 Summit is an opportunity for the firm's lawyers of color to connect, collaborate and create; the third iteration of this event will take place in the fall of 2021.*

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:

*The firm supports diverse lawyers by pairing them with established partners in formal and informal mentoring efforts. On a more formal level, the firm’s Diversity and Inclusion (D&I) Committee and affinity groups provide opportunities for internal and external networking, through affinity group-sponsored small group mentorship programs, community involvement, and social interaction.*

*In an effort to better support people of color at the firm in terms of equal access to high-impact and high-visibility assignments that may lead to higher compensation, we launched an internal sponsorship program, where every Black lawyer at the firm is paired with a sponsor currently serving on the Management or Policy Committee. The sponsors work with their protégé and develop a written plan, and report out periodically to the Management or Policy Committee on their progress under the plan. Each pair receives sponsor/protégé training and overall the program has been very well received thus far. 20 Black lawyer protégés and 20 sponsors from the Management and Policy Committees are participating. The program aims not only to foster the retention of diverse attorneys, but to support and bring those attorneys meaningfully and directly into high-value client relationships—and offer consistent support in their client development efforts. For this initiative, we are emphasizing sponsorship, not mentorship. This means that the sponsors are asked to be active contributors to the professional development of their protégés, not just to give advice and guidance. Our sponsorship program has been in place since December 2020 and we have already seen tangible, positive results. The firm is expanding the program to a larger pool of diverse lawyers in 2021.*

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**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 firm's Associate Committee is a group of associates who represent a cross-section of the firm's offices, practice groups and serves as the collective voice of the firm's associates, working closely with firm management on issues of interest, including topics like compensation, training, mentoring, career development, work/life balance, legal support, and firm culture. The Associate Committee regularly meets with the firm's Managing Partners to discuss the above issues of interest and strengthen advancement and business development opportunities for all associates at the firm.*

**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 D&I Committee and Associate Board of the D&I Committee support affinity group programs, one of which is the Diversity Speaker Series, where founders, visionaries, leaders and change makers are invited to speak to the firm about their experiences, D&I journey and vision for a more equitable world in honor of a heritage month like AAPI Heritage Month, Black History Month, Hispanic Heritage Month, Women's History Month, etc. Previous Speakers from the past two years include Avery Belyeu, Regional Director for the South Central Region of Lambda Legal for Pride Month 2021; John Yang, president and executive director of Asian Americans Advancing Justice, for AAPI Heritage Month 2021; Maggie Anderson, who spoke at Jenner as a 2021 Diversity Speaker Series Speaker on Black business history, economic unity, racial justice, and business diversity; Michelle King, an expert on gender equality in organizations currently leads UN Women's Integrated Strategy for Innovation and Global Innovation Coalition for Change and spoke in 2020 for Women's History Month; and Kevin Jennings, CEO of Lambda Legal, who has devoted his life to advocating for LGBT people and everyone living with HIV and was Jenner's 2020 Pride Month speaker.*

**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

*In an effort to better support people of color at the firm in terms of equal access to high-impact and high-visibility assignments that may lead to higher compensation, we launched an internal sponsorship program, where every Black lawyer at the firm is paired with a sponsor currently serving on the Management or Policy Committee. The sponsors work with their protégé and develop a written plan, and report out periodically to the Management or Policy Committee on their progress under the plan. Each pair receives sponsor/protégé training and overall the program has been very well received thus far. 20 Black lawyer protégés and 20 sponsors from the Management and Policy Committees are participating. The program aims not only to foster the retention of diverse attorneys, but to support and bring those attorneys meaningfully and directly into high-value client relationships—and offer consistent support in their client development efforts. For this initiative, we are emphasizing sponsorship, not mentorship. This means that the sponsors are asked to be active contributors to the professional development of their protégés, not just to give advice and guidance. Our sponsorship program has been in place since December 2020 and we have already seen tangible, positive results. The firm is expanding the program to a larger pool of diverse lawyers in 2021.*

**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 involvement with the Leadership Council on Legal Diversity (LCLD) is a significant professional development organization specifically for our diverse lawyers. We currently are participating in all three of LCLD's programs—the 1L Scholar Program, in which firms can partner with companies to support a diverse 1L in their summer class; the Pathfinders Program, which is geared towards advancing and supporting diverse mid-level associates; and the Fellows Program, which connects diverse junior partners with leaders at companies and provides opportunities for business development and professional growth.*

*The firm is also a member and a sponsor of a number of diversity-related organizations that promote professional development, including: Black Women Lawyers Association (BWLA) of Greater Chicago, Corporate Counsel Women of Color (CCWC), Charting Your Own Course (CYOC), Chicago Committee on Minorities in Large Law Firms, The Leadership Institute for Women of Color Attorneys, Minority Corporate Counsel Association (MCCA), National Asian Pacific American Bar Association, Lambda Legal and OutLeadership. Our membership and engagement with these organizations provides opportunities for our diverse lawyers to further develop their leadership potential and business development opportunities.*

*The firm also participates in the On-Ramp Fellowship, which focuses on women lawyers re-entering the profession, and have had three On-Ramp fellows so far; the OnTrack Sponsorship initiative, which accelerates opportunities for women and lawyers of color; and the Leadership Council on Legal Diversity. Along with offering diversity scholarships and participating in pipeline programs, we offer training and development programs, including annual diversity workshops to increase cultural competence and inclusion in the workplace, and professional development workshops for diverse lawyers to hone their business development skills and expand their network. We also partner with clients on diversity initiatives.*



**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

*The firm created a Work Assignment Pilot Program in 2020 to provide more structure and address disparity in utilization among diverse lawyers—with 45 associates participating in the pilot, which are all new associates who are not in a specialized practice group. The D&I team is working with the recruiting department on monitoring the pilot program and seeking feedback for improvement.*

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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?

- No** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

**PROMOTION AND ADVANCEMENT**

**Countering Implicit Bias**

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

**Yes**

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

*The Director of Diversity and Inclusion along with the Director of Talent Development and Training annually deliver "Effective Interviewing: Strategies to Overcome Unconscious Bias in the Legal Profession" Behavioral Interview training for partners, practice group leaders and the Associate Evaluation Committee on best practices in effective interviewing. They cover reducing unconscious bias, examples of types of questions to ask in interviews and capturing feedback within written evaluations and comments.*

**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?

- 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:

*The firm also employs Special Counsel, Staff and Discovery Attorneys, who are not on the partnership track.*

2021 Vault Law Firm Diversity Survey

**Homegrown Partners**

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

As of 12/31/2020, 19.63% of our equity partners were considered "homegrown."

**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
<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	0	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	2	2	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	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?

The firm encourages everyone to contribute to our diversity and inclusion work and as such recognizes and evaluates all non-billable work for purposes of compensation.

**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?

*Each associate's pay is separately determined. There is no lockstep model. Base compensation is based primarily on seniority and associates may receive performance based bonuses.*

**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:

*Partnership progression is an individualized issue. Associates working on a reduced-time basis are eligible for partnership while working on a reduced schedule, as long as they have amassed the requisite experience and developed the necessary skills based on the firm's criteria for partnership. There is no mathematical formula to measure when the requisite level of experience will be achieved. The standards applied to associates working on reduced schedules who are under consideration for partnership are the same as those applied to full-time associates.*

2021 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

27 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	2	0	0
Equity Partners	0	2	0	0
Non-equity Partners	3	7	0	0
Counsel / Of Counsel	5	1	0	0
Non-Partner-Track Attorneys	4	3	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:

*The firm offers family formation benefits offered to spouses and partners of benefits for eligible U.S. employees firmwide: paid family leave, Infertility treatment coverage (other than in-vitro fertilization) and fertility/in-vitro fertilization coverage.*

*The firm's insurance policy covers egg freezing, IUI (intrauterine insemination), IVF (in vitro fertilization), Male infertility care, contraception (birth control pill, IUDs, etc.), permanent birth control (e.g. vasectomies, hysterectomies, etc.) and abortion.*

**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?

*Any lawyer may elect to take longer "primary caregiver leave" or shorter "secondary caregiver leave". Primary caregivers receive 60 days of paid leave and secondary caregivers receive 30 days of paid leave.*

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

*60 days of paid leave*

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

*30 days of paid leave*

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.

*Any lawyer may elect to take longer "primary caregiver leave" or shorter "secondary caregiver leave. The firm does distinguish between primary and secondary caregiver leave—more paid leave is given to primary caregivers. All caregiver leave must be taken within 12 months of a birth or adoption of the child. All Jenner & Block offices have a mother's room where a mother can pump. Lawyers and professional staff may opt to use their offices by locking their office doors or they will be provided a private space with a locked door. A pumping mother may opt to have curtains put up in her office for extra privacy. Additionally, the firm has recently added a mail-home breast milk service to the list of benefits that our nursing mothers can take advantage of.*

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**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.

*The firm has an active Caregivers Affinity group. The Caregivers Affinity Group is a gender-inclusive group that collaborates together to share knowledge and resources, brainstorm and promote best practices, and design and support policies to empower all caregivers at Jenner & Block and is open to lawyers and professional staff. The group includes parents who are single, expecting, adopting, those who are caring for sick or elderly family members, pets, and all other forms and experiences of caregiving. The Caregivers group includes the already existing Mother's Circle and Dad's Octagon subgroups.*

**INCLUSIVENESS AND ACCESSIBILITY**

**Equity in Benefits**

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

Yes

**LGBTQ+ Inclusivity**

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

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

**Accessibility**

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

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

**ATTRITION**

**Departures among U.S. Associates**

49 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>25</b>	<b>24</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	7	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	14	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	4	0	0
Individuals with Disabilities	0	0	0	0

**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>20</b>	<b>8</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	2	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	7	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>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	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

18 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>10</b>	<b>8</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	1	2	0	0
Hispanic or Latinx	3	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	4	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

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**SUCCESSES AND PRIORITIES**

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**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**

*Partner Class Metrics: Our three most recent partner classes averaged 48% female, 37% lawyers of color and 3.7% openly LGBTQ partners—these figures are higher the industry average. While each new partner class year is different, we have seen progress in the percentage of diverse new partners over these years because of our firm's specific focus on supporting diverse lawyers through multiple avenues. For example, biennially, the firm flies all lawyers of color to Chicago for our C3 Summit – a day and a half of business development and connection focused programming aimed at supporting and investing in our diverse lawyers. In 2021, four of the seven new partners were women (57.1%), including two women of color. Two of the new partners are people of color (28.6%). Overall, there were four diverse (57.1%) new partners in 2021. In 2020, four of the nine new partners were women (44%), including two women of color. Of the new partners in 2020, 11% identified as LGBTQ. Four of the new partners were people of color (44%). Overall, there were six diverse (67%) new partners in 2020. In 2019, six of the 12 new partners were women (50%), including two women of color. Five of the new partners were people of color (42%).*

**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**

*Sponsorship Program: The firm launched a Sponsorship Program where every Black lawyer at the firm was paired with a sponsor currently serving on the Management or Policy Committee. The sponsors are required to work with their protégé and develop a written plan, and to report out periodically to the Management or Policy Committee on their progress under the plan. Each pair received sponsor/protégé training and overall the program has been very well received thus far. The firm is expanding the program to a larger pool of diverse lawyers in 2021.*

**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**

*Behavioral Interview Training: We trained about 150 lawyers in 2020 prior to on campus interviews and will continue to develop and utilize behavioral interviewing as we refine our interview process.*



**2021 Vault Law Firm Diversity Survey**

**Top Three Priorities**

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

**#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**

*Setting metrics based goals*

**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**

*Diversity in leadership*

## 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?

*One can find out a lot about whether a firm is right for them and whether it is a diverse and inclusive environment by the types of questions one asks during the interview process. Good question examples can include:*

*What are you doing as a firm to actively ensure everyone feels included? This is a great question to gauge if the firm is actively creating opportunities for diverse lawyers or simply checking boxes.*

*Is the leadership team committed to diversity in the organization? If so, how do they express that and ensure that commitment cascades down throughout the organization? While the candidate can check the website about who is on the firm's leadership team, it's important to know the diverse makeup of the governing bodies of the firm such as the management and policy committees and look beyond just gender diversity, taking into account racial diversity, veteran and LGBTQ diversity. Beyond this, this question allows the candidate to find out how involved and invested the folks at the top are with D&I at the firm.*

*How are the firm's recruiting and retention efforts supporting a diverse culture? This question shows whether the firm is indeed casting a wide net to attract candidates from diverse backgrounds and whether they have specific approaches to hiring and retention to showcase that their diverse recruiting efforts are a serious commitment. You want to look for not just a strong recruiting methodology but also a commitment to D&I beyond the recruiting phase which looks like a meaningful retention strategy.*

*Do you have any programs in place to support diversity? Who gets access to these opportunities? This allows the interviewer to talk about the existing D&I programming available to all lawyers and can showcase the opportunities available to junior lawyers in particular.*