

Harrity & Harrity, LLP

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Paul Harrity, Managing & Co-Founding Partner	White	Male	
John Harrity, Co-Founding Partner	White	Male	
Paul Gurzo, Equity Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 9

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	1	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	8	1	0	0
Two or More Races	0	0	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

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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

Elaine Spector, Partner, Diversity Committee Co-Chair

John Harrity, Equity Partner, Diversity Committee Co-Chair

DEI Committee

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

Yes

In what year was the committee formed?

2016

Total Number of Attorneys on DEI Committee: **6**

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

- 36 Total attorneys in U.S. offices
- 36 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

- 21 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	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	13	2	0	0
Two or More Races	0	0	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

U.S. Equity Partners

3 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	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	3	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. Non-Equity Partners

4 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	1	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	3	1	0	0
Two or More Races	0	0	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. Counsel / Of Counsel

8 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	1	0	0
American Indian or Alaska Native	1	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	3	0	0	0
Two or More Races	0	0	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

U.S. Non-Partner-Track Attorneys

29 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	26	4	0	0
American Indian or Alaska Native	1	0	0	0
Asian	6	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	16	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	3	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	2	3	0	0

(these are associates, counsel, and of counsel who are not currently on the partner track)

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U.S. Law Clerks

0 Total Law Clerks

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

U.S. Office Managing Partners

1 Total U.S. Office Managing Partners

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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

U.S. Hiring Committee

7 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	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
Additional Demographics	0	0	0	0
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:

The firm is currently seeking to hire 7 attorneys this year, with at least 4 of them falling into a diverse category. We would also like to increase our diversity percentage from roughly 30% of attorneys to 51% of attorneys in the next two years through our many initiatives and diversity-focused hiring practices. We would like to retain 100% of diverse attorneys through the continuation of affinity groups, inclusivity, mentoring, and high quality work. Additionally, we would like to see at least 2 more diverse attorneys be promoted to leadership roles in the next 5 years.

Accountability

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

No

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

2021 Vault Law Firm Diversity Survey

DEI Training

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- 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
- 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?

We recruit participants for our many diversity programs, like the Harrity Academy and Women's Workshop, at HBCU's including:

Spelman College

Howard University

Bowie State

Xavier University of Louisiana

Tuskegee University

Hampton University

Morehouse College

Morgan State

and more.

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?

Scholarships

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

No

If yes, provide the following:

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

Link:

Internships

Link:

Fellowships

Link:

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

We recruit through MCCA (Minority Corporate Counsel Association) job fair and job board, as well as through The Mom Project, a woman-owned organization focused on helping moms and minorities get back into the workforce.

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.)?

Harrity has implemented both blind testing and topgrading methodologies in recruiting to eliminate implicit or unconscious bias.

For Harrity, the writing test is the gateway to an in-person interview. A candidate's performance on the writing test is a crucial determinant in whether the candidate will move on to the next step of the job application process. Every applicant takes the exact same writing sample test so that we can fairly compare candidates' patent application writing skills. A component of blind hiring was implemented at this critical stage to address any biases, unconscious or otherwise, when evaluating writing tests. A mediator first receives the test and assigns an anonymous identifier to the candidate, replacing all identifying information on the submission. Evaluators are then sent the writing sample without reference or access to any information on the writer of the sample. This strategy has helped eliminate any bias that may occur at one of the most critical steps in our interview process and ensures that candidates move forward based only on their qualifications, rather than an interviewer's preconceptions. While skills-based tests are a great way to objectively screen potential candidates, measures such as anonymization must be taken to ensure the test grading is truly objective.

If a candidate makes it through the writing stage, they will then be interviewed using the topgrading methodology. In this method, interviewers ask the same questions to all candidates, questions that are very specific to their job tasks and responsibilities. This also includes the firm's core competencies - behaviors such as trustworthiness, efficiency, positivity, etc. The interviews are immediately documented and scored by interviewers. All interviewers are trained specifically in this technique. Having a structured interview minimizes bias by allowing interviewers to focus on work competencies rather than on what they have in common with the person being interviewed, or what the person's physical characteristics may imply.

Summer Associates

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

We currently do not have any programs specifically for summer associates.

2021 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

No

0 Total 1L summer associates at the firm in 2020

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

Diversity Program Participants

If applicable, how many of the law students who participated in the firm’s 1L summer associate program in 2020 were hired through the firm’s diversity scholarship/internship/fellowship program?

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2L Summer Associates

Did the firm hold a 2L summer program in 2020? **No**

0 Total 2L Summer Associates at the Firm in 2020

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

2L Summer Associates Who Received Offers

0 Total 2L Summer Associates Received Offers

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

2L Summer Associates Who Accepted Offers

0 Total 2L Summer Associates Received Offers

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

Diversity Program Participants

How many of the law students who participated in the firm’s 2L summer associate program in 2020 were hired through the firm’s diversity scholarship/internship/fellowship program?

New Attorneys Hired

11 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	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

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:

We currently have one group for all minority identities, including minority genders, races, and individuals with disabilities. We currently have Asian, Black, women, and Hispanic attorneys in the group, several of which have disabilities.

Affinity Groups Cont'd

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

The firm is open to providing whatever support the group needs, which currently includes mentoring both within and outside of the affinity group, virtual networking events, and external skills training.

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:

Harrity hosts an Annual Women's Workshop, Harrity for Parity, which was virtual in 2020 and 2021, but will resume having both a virtual and in-person aspect in the future.

We also partake in the AIPLA Women in IP Law Outreach Subcommittee Virtual Networking Event each year by hosting our own event and breakfast.

We are in the works of creating an annual Harrity Conference as well, which will include a big emphasis on DEI.

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:

All attorneys and support staff are paired with a member of the Leadership Team to meet on a weekly basis, to have open and candid discussions about whatever topics they choose. This may include work, clients, firm events, and personal news, like your daughters birthday or what you had for dinner. This gives every individual at the firm the opportunity to share what is going on both personally and professionally, ask leadership any questions they may have, seek advice for any challenges they are facing, or just have a laid-back conversation. This open-door type of communication allows every employee to feel heard by leadership and promotes a more inclusive culture.

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?

The firm celebrates many different diverse and cultural holidays in a number of ways. The firm is notified by the marketing team when it is an important date and posts are shared on social media channels. Open Zoom meetings are occasionally scheduled for interested employees to discuss the meaning and importance of the date. Attorneys can take off at their own discretion to celebrate cultural events without issue, and the firm observes Juneteenth as a holiday. During the monthly firm meeting, anyone who may identify with that particular culture or diverse group's important date will share a presentation on the history, importance, and celebration of the date. This usually includes pictures of their own family's celebration, an explanation of the foods they eat, and even songs and games that are typically played as part of the celebration. For example, we have had attorneys and staff share on Chinese New Year, Juneteenth, Ramadan, Greek Easter, and Women's Month. This helps give everyone at the firm a perspective of that specific culture, and makes the individual feel included knowing their culture is appreciated.

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

This is an aspect of our affinity groups. Diverse attorneys are paired with diverse leaders and non-diverse leaders for structured mentoring and open communication. Knowing they have a cheerleader both inside and outside of the affinity group helps with morale and provides continuous support and guidance.

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:

This is an aspect of our affinity groups. Diverse attorneys are given additional access to skills training and networking events where they can enhance their practice and collaborate and discuss paths of success with other people in underrepresented groups.

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

Work is allocated through a workflow management tool to ensure fair opportunity for all attorneys. Anyone can decide how much work they want and which clients/technologies they prefer to work it. This is all monitored for fairness by the partners, who have received DEI training. We also have an open communication policy, where attorneys can speak up if they feel they need more high quality work.

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):

Harrity has been involved in many other organization's DEI related events and activities, including the AIPLA Women in IP Global Networking Event, for which Harrity sponsors a breakfast for the women (when in person) and a networking session on various topics every year. We have also partaken in MCCA events, diversity-focused webinars and podcasts, and guest articles for other organizations.

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

Once hired, every individual is reviewed based on a scorecard that relates to their position and includes strictly objective metrics to be graded on (timeliness, work product volume, efficiency, etc.). This process allows individuals to be reviewed solely based on their job performance, and again removes the likelihood of bias. Work is allocated through a workflow management tool to ensure fair opportunity for all attorneys, and monitored for fairness by the partners, who have received training. The partner track, like the scorecards, contains specific and measurable metrics that anyone interested in must meet in order to be promoted. Bonuses and other compensation is based on production, so every attorney has an equal opportunity to be compensated the same.

Upward Reviews

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

Yes

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

Associates are always able to provide upward reviews with our open door communication and candor policy. Each year, attorneys and staff have scheduled upward reviews where they can share their respective opinions and ask for support if needed.

2021 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

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

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

The firm has instituted other formal processes (please describe): The overriding problem among the diversity approaches discussed above is that none address the root cause of the diversity issue: the numbers. It may be idealistic for an organization to say that it will hire or promote a specific number of diverse candidates or counsel; however, when it comes time to make diverse hires, where will these diverse individuals come from? The numbers of diverse practitioners in the field of patent law are far too low for the Mansfield Certification to be realistically achieved by most firms. Understanding this, Harrity is working with MCCA (Minority Corporate Counsel Association) to create a new certification that also includes an organization's commitment to increasing the number of diverse candidates in the field, who can THEN be hired to achieve Mansfield Certification. With that said, Harrity does abide by the Rooney Rule 2.0, , a hiring policy we pioneered that demonstrates our firm's commitment to our Diversity Mission is not just lip service.

The Rooney Rule is a National Football League policy that requires league teams to interview one minority candidate for every head coaching or senior football operations job opening. However, this means that if 1,000 individuals apply to the opening, only one minority individual needs to be considered and the other 999 can be white males. Our Rooney Rule 2.0 takes this policy a step further; we are committed to interviewing one female or minority candidate for every male, non-minority candidate interviewed for any position at our firm. While this is similar to the Mansfield Rule® in that diverse candidates are considered, the Rooney Rule 2.0 applies to all positions at the firm, not just leadership roles. Prior to implementing our Rooney Rule 2.0 in January of 2016, 8 percent of Harrity & Harrity attorneys were diverse. Today, 30 percent of our attorneys are diverse, nearly quadrupling our diversity numbers in five years through the implementation of just one policy.

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:

Please describe the alternatives to partnership: Attorneys can remain as associates or be promoted to counsel if they do not wish to take the partnership track. There is no pressure or expectation to become partner, and no one will be pushed out if they do not wish to do so.

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.
33%

Promotions to Partnership

3 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	2	1	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	2	1	0	0
Two or More Races	0	0	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

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.

N/A (firm has no billable requirement)

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

N/A

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?

Harrity has production-based compensation, so it is discretionary based on how efficiently and how often an attorney works, but lock-step in that there are certain percentages of each fixed fee to be earned. The more an attorney produces, the more they make, and the more they produce efficiently, the more they make in the same timeframe. We do not have billable hours and provide a base salary and ranges to be expected due to an attorney's experience and efficiency level.

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:

This will not affect anyone's path to partnership whatsoever. All of our attorneys work flexible schedules and set their yearly hour requirement based on their own preferences. In 2020, we promoted Elaine Spector to partner on a reduced-hour schedule.

Attorneys Working Reduced Hours

2 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	1	0	0
Counsel / Of Counsel	0	0	0	0
Non-Partner-Track Attorneys	0	0	0	0

WORKING PARENTS

Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support
No

If applicable, describe the family-planning resources available:

Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

Does the firm offer parental leave for adoption?

Yes

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

Whoever gave birth and/or is responsible for the majority of childcare upon birth is the primary caregiver. In most cases, this will be the mother, but for LGBTQ+ couples or adoptions, it may vary.

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

12 weeks

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

4 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.

Parents can take 4 (secondary) or 12 (primary) weeks of paid leave, but have the option to use short or long term disability benefits, PTO, or work a reduced-hour schedule at the end of the parental leave period if they need more time. The ramp up period consists of working remotely on a flexible schedule and with no billing requirement.

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?

- No** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- No** Offers child care resources, such as onsite day care, back-up child care, etc.
- 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 gotten rid of billable hours and enforce no billing requirement during parental leave or during their ramp up. We offer remote options to all employees, so they are able to nurse in their own homes, share childcare duties with relatives, and make their own hours to best accommodate their needs. If anyone wishes to return to the office, we do offer private rooms for nursing. Flexible hours are always offered.

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

Yes Other (please elaborate):

Majority of our firm works remotely, so transgender and gender non-conforming individuals can be in the comfort of their own home, or wherever else they choose to work.

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

Yes Other (please elaborate):

Majority of our firm works remotely and everyone is offered flexible hours, so individuals with disabilities can be in the comfort of their own home and work when and how is best for them.

ATTRITION

Departures among U.S. Associates

2 Total Number of Departures among Associates in 2020:

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

Rooney Rule 2.0

Our Diversity Mission has always been to promote and nurture a respectful, highly engaged, family-friendly, and inclusive culture that values the diversity of our talented team by leveraging and learning from our team's diverse backgrounds, experiences, perspectives, skills, talents, and capabilities. At Harrity & Harrity, we are committed to The Rooney Rule 2.0, a hiring policy we pioneered that demonstrates our firm's commitment to our Diversity Mission is not just lip service.

The Rooney Rule is a National Football League policy that requires league teams to interview one minority candidate for every head coaching or senior football operations job opening. However, this means that if 1,000 individuals apply to the opening, only one minority individual needs to be considered and the other 999 can be white males. Our Rooney Rule 2.0 takes this policy a step further; we are committed to interviewing one female or minority candidate for every male, non-minority candidate interviewed for any position at our firm. While this is similar to the Mansfield Rule® in that diverse candidates are considered, the Rooney Rule 2.0 applies to all positions at the firm, not just leadership roles. Prior to implementing our Rooney Rule 2.0 in January of 2016, 8 percent of Harrity & Harrity attorneys were diverse. Today, 30 percent of our attorneys are diverse, nearly quadrupling our diversity numbers in five years through the implementation of just one policy.

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

Harrity Academy

Launched in September of 2020, the Harrity Academy is a free virtual program comprised of three courses that introduce diverse participants to the field of patent law; provide exclusive training, practice materials, and mentorship; and teach how to effectively and efficiently draft and prosecute high-quality patent applications. The goal of this program is to help increase the number of diverse candidates entering the patent field by targeting diverse students in STEM programs and law schools; newly practicing attorneys; and early career engineers. Courses are held each Spring and Fall, with 20-30 participants per class, and are voluntarily taught by Harrity attorneys. To date, over 70 diverse candidates have participated in this training, many of whom have gone on to pursue careers in patent law; become registered at the patent bar; seek advancement in their current roles; apply to law schools; and continue to provide support for each other through ongoing alumni networking and Harrity mentoring.

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

Women's Workshop

Harrity hosts an annual Women's Patent Workshop, Harrity for Parity, each May. This four-day virtual workshop introduces the field of patent law to female science and engineering students, law school students, and recent graduates around the world. Women from all races join us for skills training in patent preparation, prosecution, and writing; career and resume mentoring; patent bar preparation; and to learn first-hand from partners at major law firms, leaders in university tech transfer, and in-house counsel about their experiences as women in the legal field. By engaging women at the early stages of their careers, we hope to encourage them to join the patent field and provide them with tools to do so successfully. We have run this workshop for 4 years and have had over 100 participants, many of whom have moved on to pursue careers in patent law and achieve success in their current roles.

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

Tutoring Program

While internships and mentoring programs help diverse individuals who are already in the field, tutoring programs aimed at middle and high school students in math and science classes focus on encouraging diverse individuals to enter the patent field. By enlightening students, at a young age, to education opportunities in the STEM field, we provide students with the encouragement needed to become interested in a patent law career, and give them the tools they need to pursue such a career. Our proposed program consists of three phases:

Phase 1 – Provide free STEM tutoring to girls/women who are interested in STEM, starting as early as middle school and continuing through college. This program will help increase the number of women who go to college to pursue a STEM degree and greatly increase the chances that they graduate with such a degree. We recommend that all participants of this program be required to partake in free mentoring sessions, which will include an introduction to the patent field.

Phase 2 – Expand the program to include all categories of diverse students.

Phase 3 – Expand the group of schools and colleges involved.

Possible Expansion – Provide free English tutoring (since writing is an important part of a career in patent law).

The overall goal of the program is to increase the percentage of diverse USPTO-registered patent professionals in the patent field so as to better represent the diversity of the U.S. population. This program requires partnering with skilled tutors for complex STEM courses and requires the support of corporate sponsors.

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

Patent Pathways

While each of our Diversity Programs have the implicit goal of encouraging diversity and inclusion in the patent legal field, Patent Pathways will have the most direct impact on the least represented group (i.e., Black female patent practitioners), with a goal of increasing the number of Black female registered patent practitioners. The program includes an introduction to patent careers, several weeks of patent preparation and prosecution training, and a clear pathway to taking and passing the patent bar. This program will include corporate sponsorships for patent bar preparation courses as well as taking the bar, and potential law school scholarships offered to those who pass the patent bar. Patent Pathways participants will also be matched with patent attorneys for ongoing mentorship opportunities and maintain a network of other Patent Pathway alumni to help each other succeed throughout their careers. The program already has two corporate partners with thousands of dollars dedicated in sponsorships and is expected to launch in Spring 2022.

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

Writing Coaches

As aforementioned, the Harrity Writing Sample Test is the gateway to continuing the interview process at our firm. However, less than 10% of applicants pass the test – and, majority of these candidates are white males. While this is no surprise, as the breakdown of applicants taking and passing the test is reflective of the diversity landscape of the field, it is a prolonging the lack of diversity in the field and in our firm. For this reason, Harrity has hired and trained several writing coaches to work with diverse candidates on their skills in order to better their practice and increase the likelihood of passing our writing sample test, should they decide to reapply to Harrity. There are two goals with this program: 1) help diverse candidates have a better practice and 2) encourage the success of diverse candidates during our writing test stage, with the hope that they will pass the interview process and join our team. Over time, this should help women in our field excel, hopefully into leadership roles. Either way, we hope that the writing coach trainees will come away with a better understanding of what it takes to write a high quality patent application, as well as have valuable training in drafting claims and specs. The program is currently open to female applicants and has been ongoing since May. We currently have 7 participants and actively bringing in more women to help them achieve success in the patent field.

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?

- *Look for words in the job description intended to attract diverse candidates, like flexibility, reduced-hours, family-friendly, supportive, interpersonal, collaborative, remote. If a firm is highlighting these in a job posting, it means not only does their environment actually offer all of these benefits, but that they are likely an inclusive firm*
- *Do your research – look at their website, recent news articles about the firm/company, Glassdoor or other job review sites, LinkedIn. Reach out to people who work there to see what it is really like.*
- *If a firm offers remote, flex hours, reduced hours, etc., ask how working these schedules will impact their career path. Do reduced hour employees get equal opportunities to progress? Are there remote activities and ways to meet your team members and feel included?*
- *What activities does the firm partake in to provide an inclusive environment? Are they aware of and do they celebrate cultural holidays? Do employees get together regularly? Are all invited?*
- *Does it have a formal sponsorship program to make sure diverse candidates advance at its firm? What about affinity groups – do they have them, how are they structured, what do the groups do?*
- *Look at firm's leadership. Are there any diverse members of leadership? Google their names – does anything come up with regard to their efforts to increase diversity or inclusion?*
- *Ask about diversity growth, current programs they are involved in, organizations they support. Remember that this field does not have a large pool of diverse candidates to begin with, so it may be more important to ask what their programs are doing to change that, to address the root of the issue, rather than how many diverse employees they currently have.*