

# Lowenstein Sandler LLP

## 2021 Vault Law Firm Diversity Survey



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Gary M. Wogens, Chair and Managing Partner	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: **11**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</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	8	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**2021 Vault Law Firm Diversity Survey**

**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**

J. Danielle Carr, Director of Diversity, Equity & Inclusion

**DEI Committee**

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

**Yes**

In what year was the committee formed?

**2005**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>6</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	5	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

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**

342 Total attorneys in U.S. offices

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

**U.S. Associates**

139 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>68</b>	<b>71</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	14	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	61	43	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

67 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>59</b>	<b>8</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	57	7	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>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	1	0	0	0

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

50 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>34</b>	<b>16</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	2	0	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	29	15	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

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

86 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>43</b>	<b>43</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	5	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	35	33	0	0
Two or More Races	3	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

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

51 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>28</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	5	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	22	18	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

**U.S. Law Clerks**

15 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	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

**U.S. Office Managing Partners**

5 Total U.S. Office Managing Partners

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

2021 Vault Law Firm Diversity Survey

**U.S. Hiring Committee**

28 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>18</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	9	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>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

**FORMAL PROCESSES AND GOALS**

**Metrics**

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes** Racial/ethnic identity
- Yes** Gender identity and gender expression
- Yes** Sexual orientation
- Yes** Disability

**Measurement**

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

**Yes** If yes, describe the firm’s targets:

*In 2020, the firm committed to meet all Mansfield Certification metrics and is on track to exceed this goal in 2021.*

**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?

*The Diversity and Inclusion Committee consists almost exclusively of Partners. All Partners at the firm are required to discuss their efforts to enhance diversity in their Partner Retrospectives annually, and these are reviewed when making compensation decisions.*



**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:

*The firm provides cultural heritage and Pride Month educational programming. The firm also provides Juneteenth and other social justice educational programming.*

**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; North Carolina Central and resume drops at the four additional HBCU law schools: Florida A&M University, Southern University, Texas Southern University and University of the District of Columbia*

**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?

*University of Iowa Law School, University of Washington in St. Louis and the multiple HBCU law schools, referenced above.*

**2021 Vault Law Firm Diversity Survey**

**Scholarships**

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

**Yes**

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2020
<b>Scholarships</b>	
LCLD scholarship; 1L LS Scholar Program Link: <a href="https://www.lclldnet.org/programs/1l-scholars/">https://www.lclldnet.org/programs/1l-scholars/</a> ; <a href="https://www.lclldnet.org/media/mce_filebrowser/2020/11/30/Lowenstein_2021_LS_Scholars_Flyer_Final.pdf">https://www.lclldnet.org/media/mce_filebrowser/2020/11/30/Lowenstein_2021_LS_Scholars_Flyer_Final.pdf</a>	<b>5</b>

**Internships**

Rutgers Minority Scholarship Program Link: <https://law.rutgers.edu/minority-student-program> **1**

**Fellowships**

SEO Law Link: <https://www.seo-usa.org/law/our-program/fellowship/> **2**

**Career Fairs**

Does the firm participate in legal diversity career fairs?

**Yes**

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

*Lavender Law Career Fair; National Bar Association Job Fair*

**Combating Implicit Bias**

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

*Lowenstein added the firm Director of Diversity, Equity & Inclusion to the Hiring Committee and also conducted implicit bias interview training, resume review is grade blind, and the firm hired an independent consultant to do an analysis of the firm's recruiting efforts. The consulting firm is also charged with handling the resume screening process for all law student and lateral candidates. The screening process will be based on non-biased, objective hiring criteria.*

**Summer Associates**

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

*All summer associates are paired with mentors and provided the hard and soft skill training needed to support the development of the firm's future attorney talent. The firm's Employee Resource Groups also meet with summer associates to provide all with an appreciation for the work each group undertakes. All summer associates are encouraged to attend diversity training and cultural education program offered to all throughout the summer. The Recruiting Committee regularly reviews summer associate workloads, supervising attorney feedback and opportunities for summer associates to work on a wide variety of assignments and get exposure to a diverse group of attorneys.*

**1L Summer Associates**

Does the firm hire 1L summer associates?

**Yes**

5 Total 1L summer associates at the firm in 2020

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

**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?

2

2021 Vault Law Firm Diversity Survey

**2L Summer Associates**

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

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>15</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	6	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Received Offers**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>15</b>	<b>8</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	5	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Accepted Offers**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>15</b>	<b>8</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	5	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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**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?

**3**

**New Attorneys Hired**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>26</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	17	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**Mandatory Arbitration**

**No** Does the firm require associates to agree to mandatory arbitration as a condition of employment?

**N/A** Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:



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**CULTURE AND COMMUNITY**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

*Diversity Leadership Network; LGBTQ+ Alliance; Women's Initiative Network; Women's Enrichment Initiative; Lowenstein Parent Network*

**Affinity Groups Cont'd**

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

*The firm provides financial and administrative support to all of the employee resource groups. The firm also helps each resource group with external and internal event communications.*

**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:

*As part of Lowenstein's diverse attorney pipeline initiative, the Diversity Leadership Network launched the Lowenstein Institute, which consists of four meetings that offer professional development and mentorship opportunities for underrepresented law students. The firm also provided a continuing legal education program for firm attorneys and alumni, which addressed the experience of underrepresented attorneys in large law firms. The firm also provides funding for underrepresented attorneys to attend affinity bar association conferences and events.*

**2021 Vault Law Firm Diversity Survey**

**Reverse Mentoring**

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

**No**

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

**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 Associate Partner Relations Committee is a group of attorneys with varying levels of experience from different departments of the firm. They meet to discuss issues that impact the Associate/Counsel workplace experience and bring Associate/Counsel perspectives to the attention of firm management.*

**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?

*Lowenstein celebrated cultural heritage months and other diversity related events by providing educational and social events and some of the programming was family friendly. Set forth below is an overview of the firm's programming from May 2020 through June 2021.*

*Asian American Pacific Islanders Cultural Heritage Month (May 2020)*

*•The firm's Diversity Leadership Network hosted program featuring John C. Yang, President and Executive Director of Asian Americans Advancing Justice, who addressed civil rights issues and challenges faced by the AAPI community in the wake of COVID-19. Celebrity chef Lucas Sin spoke about how his restaurant has given back to the community during the crisis. Following the discussion, Chef Sin hosted a virtual cooking lesson.*

*LGBTQ+ Pride Month (June 2020)*

*•The firm's LGBTQ+ Alliance hosted a viewing party and discussion of the documentary "L Word Mississippi: Hate the Sin," a film focused on gay women living in the conservative Deep South.  
•The firm's LGBTQ+ Alliance also hosted comedians Matteo Lane, Owen Alabado, and Pat Brown for Laugh OUT Loud Night*

*Hispanic Heritage Month (September 2020)*

*The Diversity Leadership Network held a two-part presentation titled: "Hispanic / Latino Culture In and Outside the Workplace." Part one featured a presentation by Dr. Robert Rodriguez who provided an overview of Hispanic heritage, cultural traits, and the diversity that exists within the Latino community. Part two consisted of a panel discussion by three firm attorneys who shared personal stories of their identity in and outside of the workplace.  
•The firm's Diversity Leadership Network also held a virtual concert, featuring the Latin Jazz Youth Ensemble of San Francisco (LJYE). Between breaks, the band's founder and leader educated those in attendance on the roots of Latin Jazz and the instruments used to create the rhythms. Lowenstein made a generous donation to LJYE and the monies will be used to provide free Latin music lessons for youth in San Francisco.*

*Spirit Day (October 2020)*

*•The firm's Women's Initiative Network and the LGBTQ+ Alliance hosted a presentation titled: "Reflections of RBG Before and on the Supreme Court." The panel discussion focused on Justice Ginsburg's work that advanced women's and LGBTQ+ rights under the law.*

*Dr. Martin Luther King Jr. Holiday (January 2021)*

*•The firm celebrated the holiday with a re-enactment of Dr. King's "I Have a Dream" speech by more than twenty firm employee children.  
•In an act of service to celebrate Dr. King's legacy, the firm's Diversity Leadership Network and Parent Network partnered with Operation Gratitude's letter writing campaign whereby firm volunteers penned personal notes to members of the military, first responders, and the elderly.*

*Black History Month (February 2021)*

*•The Diversity Leadership Network and LGBTQ+ Alliance hosted a presentation titled: "From Civil Rights to LGBTQ+ Rights: the Essential Elements of Black Queer Voices," presented by Zaylor Stout. Zaylor provided a historical perspective on the role Black members of the LGBTQ+ community have played in the fight for civil rights for their communities.  
•The Diversity Leadership Network held a program titled: "Tribute to the Blues: More than a Song," featuring Lincoln 'Chicago Beau' Beauchamp. Chicago Beau entertained attendees with some of his favorite blues songs and discussed the history of Blues music and its impact on culture.*

*International Women's Day (March 2021)*

- The Women's Initiative Network hosted a panel discussion that celebrated the achievements of three of the firm's female attorneys.
- The Women's Initiative Network also launched a social media campaign that highlighted female attorneys and their contributions to the firm.

*Jewish Cultural Heritage Month (May 2021)*

- The Diversity Leadership Network hosted a discussion with Arnold M. Eisen, an American Judaism scholar that was facilitated by a firm partner. The two discussed the relationship between Abraham Joshua Heschel, a descendant of Hasidic dynasties, and Dr. Martin Luther King, Jr.

*Asian American Pacific Islanders Cultural Heritage Month (May 2021)*

- The firm's Diversity Leadership Network hosted a presentation by Dr. Khyati Joshi, the co-founder of the Institute for Teaching Diversity & Social Justice. Dr. Joshi provided an overview of the experiences of Asian Americans and highlighted pivotal moments pertaining to the AAPI community in United States history, which often are ignored in mainstream history texts.

*Juneteenth (June 2021)*

- The Diversity Leadership Network hosted a presentation on the holiday by Dr. Karlos Hill, Chair of the Clara Luper Department of African American Studies at the University of Oklahoma. Dr. Hill provided a historical overview of the history, impact, and lasting implications of Juneteenth.

*LGBTQ+ Pride Month (June 2021)*

- The LGBTQ+ Alliance hosted a viewing party and discussion of the documentary "Cured," which focuses on the American Psychiatric Association's 1973 decision to remove homosexuality from its list of mental illnesses.
- The LGBTQ+ Alliance and Parent Network co-hosted a Drag Queen Story Hour presented by the Salt Lake City Chapter of Drag Queen Story Hour (DQSH) featuring Ms. Starr.
- The LGBTQ+ Alliance hosted a presentation titled: "Understanding SOGIE: Sexual Orientation, Gender Identity and Expression" presented by educator and activist Ben Greene. Ben facilitated a safe space to learn the difference between an individual's sex, gender identity, gender expression, and sexual orientation.

**FH**



**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 late 2019, the firm launched the first pilot of a formal Sponsorship Program. Through this program, each associate and counsel participant is paired with a partner who has the ability to steer work and client opportunities to the attorney, make introductions to others who can expand the attorney's network, and who otherwise invests in the attorney's brand and overall career development. Each attorney also is provided twelve months of support from an external career development coach. The second cohort for the Sponsorship Program will launch in September 2021. In addition, upon joining the firm, all new attorneys are paired with a junior and senior level attorney who serve as mentors and assist with the new attorney's integration into the firm. This support is key to ensuring that everyone feels connected and no one is left to fend for themselves.*



**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:

*Participants in the firm Sponsorship Program are primarily diverse attorneys but white women also have benefited from the program.*

**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

*Appreciating that long lasting change does not happen by chance, Lowenstein leadership launched a pilot program whereby each department adopted a Diversity, Equity & Inclusion Action Plan. A key component of each DEI Action Plan is adoption of a formal work allocation system that is monitored by one or more dedicated people in the group to ensure that associate and lateral attorney work assignments are equitable and done in a manner to best support the full development of an attorney's skill set.*

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**2021 Vault Law Firm Diversity Survey**

**External Professional & Business Development Opportunities**

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- Yes** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

*The firm regularly sponsors DEI-related events and organizations. For example, the firm recently made a donation to the Bail Project, which is an organization that provides financial support to people who are unable to post bail, the majority of whom are Black and Brown. This sponsorship was part of a diversity pledge the firm made in support of "BLCK VC's".*

**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

*As previously detailed, the firm's DEI Action Plans, Work Allocation Program and diversity and inclusion training all help mitigate implicit bias in the workplace. The firm also provides each department with a bi-annual Diversity Scorecard that tracks underrepresented attorney utilization, attrition, hiring, promotion and pitch team assignments.*

**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

**Diverse Slate of Candidates**

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

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

*The firm has partnered with lateral recruiters who specialize in diverse attorney recruiting, and this has resulted in a significant increase in the number of underrepresented, lateral attorney hires.*

**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:

*Off-track work arrangements include Staff Attorney, Senior Counsel, Special Counsel and Of Counsel.*

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.  
**30%**

**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>6</b>	<b>2</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**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 currently is revamping its billable hour credit policy to include work performed to advance diversity and inclusion on behalf of the firm. The policy will be finalized when the new billable hour calendar year begins in October 2021.*

**Compensation**

Are associate salaries lockstep or discretionary?

**Hybrid**

**Bonuses**

Are associate bonuses lockstep or discretionary?

**Hybrid**

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

*No.*

**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:

*It may delay the partnership window, only so that the attorney has more time to develop skills and participate in experiences that will help them achieve partnership.*

**Attorneys Working Reduced Hours**

38 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	5	0	0
Equity Partners	0	0	0	0
Non-equity Partners	1	3	0	0
Counsel / Of Counsel	10	17	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  
**Yes**

If applicable, describe the family-planning resources available:

*The firm benefit plan offers pre-natal maternity care; DNA testing; breastfeeding support, supplies and counseling; contraceptive drugs; maternity coverage; infertility treatment; comprehensive infertility services; advanced reproductive technology; vasectomy; and tubal ligation.*



**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?

*A Primary Parental Caregiver is defined as a parent (including by way of adoption) who has primary responsibility for the care of a child and bonds with the child during the first twelve (12) months after the birth or adoption of the child, as defined by applicable family leave laws. A Non-Primary Parental Caregiver is defined as a parent who does not take primary responsibility for the care of a child the majority of the time but who will assist with the care of the child and bond with the child during the first twelve (12) months after birth or adoption, as defined by applicable family leave laws.*

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

**24 weeks**

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

**12 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.

*All attorneys and exempt staff members who have been employed by the firm full-time, who are regularly scheduled to work 30 or more hours per week or a 70% schedule for attorneys, who meet the 3-month service requirement, and who fit the definition of a primary or non-primary parental caregiver (irrespective of their parenting relationship to the child and type of birth) are eligible to take advantage of the firm's Parental Caregiver Leave. Non-exempt staff members are eligible to take advantage of this leave, provided they meet the 6-month service requirement and all other eligibility criteria.*

**2021 Vault Law Firm Diversity Survey**

**Support for Parents**

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

**INCLUSIVENESS AND ACCESSIBILITY**

**Equity in Benefits**

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

Yes

**LGBTQ+ Inclusivity**

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

- 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
- No Uses gender-neutral pronouns in its policies and materials
- Yes Non-discrimination policy explicitly includes "gender identity and expression" as a protected category
- Yes Other (please elaborate):  
*Employees may include their pronouns on their website bios and email signature lines. The firm also prepared a Sexual Orientation, Gender Expression and Identity Resource Guide. Lastly, the firm offers multiple education programs in conjunction with Pride Month, Spirit Day and Coming Out Day to help educate all at the firm on LGBTQ+ topics.*

**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**

36 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>19</b>	<b>17</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	3	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	7	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**Departures among U.S. Partners**

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

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

0

**2021 Vault Law Firm Diversity Survey**

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

15 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>11</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	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

**SUCCESSSES AND PRIORITIES**

**Top Three Accomplishments**

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

**#1**

*Established a formal work allocation program, which will be a key component of the firm's underrepresented attorneys retention strategy.*



**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**

*Revamped recruiting strategy that includes engagement of the services of a data analytics consultant who is conducting a thorough review of the firm's recruiting and performance review data so that an algorithm can be developed that will be used to remove any dependence on criteria that has no bearing on whether a person is a good fit for the firm from the hiring process. Other companies that use the consultant have shown an increase in the diversity of candidates hired.*

**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**

*Appreciating that the legal industry continues to wrestle with diverse law student and attorney underrepresentation, the firm has dedicated significant financial support to help support organizations such as Thrives Scholars, efforts to enhance the diverse attorney pipeline.*

**2021 Vault Law Firm Diversity Survey**

**Top Three Priorities**

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

**#1**

*Retention of underrepresented talent*

**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**

*Grooming underrepresented talent for appointment to the firm's core committees and leadership 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?

**#3**

*Being intentional about ensuring that diversity, equity and inclusion is a key consideration in all that the firm does*

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**ADVICE TO CANDIDATES**

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**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?

*Do your homework and don't focus solely on compensation and size of the firm when deciding which firm may be a good fit for you. Unfortunately, there are very few law firms that have attorneys of color in the partnership ranks and leadership roles but don't let this discourage you from a big law practice as more and more firms, such as Lowenstein, are doing the work necessary to address systemic inequities that have been largely ignored. Please be sure to ask firms for specifics regarding what they are doing to advance diversity and inclusion within the firm, the legal profession and the communities they serve. These questions, if asked enough, hopefully will drive firms that seem blind to the benefits that stem from having a diverse workplace to rethink how they do business. If you don't feel comfortable asking, take note if anyone who is not diverse mentions diversity and inclusion during the interview. If not, this could be a big, red flag.*

Set forth below are eight core questions you may ask to assess a firm's commitment to fostering a diverse and inclusive workplace:

1. What are the firm's core values?
2. Is diversity, equity and inclusion important to the firm? If so, why?
3. Please share some of the things the firm is doing to foster an inclusive work place.
4. What recruiting strategies has the firm employed to enhance diversity at the firm?
5. What is the firm doing to develop the diverse attorney pipeline?
6. What is the firm doing to ensure that work, pitch team opportunities and career development opportunities are equitably allocated?
7. Does the firm have a dedicated diversity, equity and inclusion staff that is charged with doing much of the administrative work needed to advance the firm's initiatives?
8. How does the firm hold practice group leaders accountable for diversity and inclusion metrics and goals?