

GLOBAL MINDSET TEAMWORK
INTEGRITY COLLABORATION
EXCELLENCE MUTUAL RESPECT

WE VALUE YOUR DIVERSITY

At Ropes & Gray, we view our individual differences as assets that enhance our work as a firm. Our commitment to true equity and inclusion means every person is valued for who they are, and makes our firm a place where everyone has an equal opportunity to flourish.

CONTRIBUTE, DEVELOP AND GROW—BEYOND YOUR EXPECTATIONS

ROPES & GRAY
ropesrecruiting.com

Ropes & Gray LLP

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
David C. Djaha, Managing Partner	White	Male	
Julie Haggerty Jones, Chair	White	Female	

Executive Committee

Total Number of Attorneys on Committee: 0

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	2	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

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
Kia Scipio; Director of Diversity, Equity and Inclusion
Judith Caesar-Brown, Sr. Diversity, Equity & Inclusion Manager
Charlene Chinn, Diversity, Equity & Inclusion Specialist
Maresa Escobar, Administrative Assistant

DEI Committee

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

Yes

In what year was the committee formed?

2001

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

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

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? **N/A**

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials?

Yes

ATTORNEY DEMOGRAPHICS

Attorney Headcount

1,155 Total attorneys in U.S. offices

1,359 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

710 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	394	316	0	0
American Indian or Alaska Native	0	0	0	0
Asian	39	59	0	0
Black or African-American	21	14	0	0
Hispanic or Latinx	13	17	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	275	193	0	0
Two or More Races	15	16	0	0
Other or Unknown	31	17	0	0
Additional Demographics	43	12	0	0
LGBTQ+ Individuals	39	9	0	0
Individuals with Disabilities	4	3	0	0

2021 Vault Law Firm Diversity Survey

U.S. Equity Partners

264 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	182	82	0	0
American Indian or Alaska Native	0	0	0	0
Asian	6	3	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	0	4	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	156	63	0	0
Two or More Races	2	1	0	0
Other or Unknown	15	7	0	0
Additional Demographics	5	3	0	0
LGBTQ+ Individuals	5	3	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Equity Partners

0 Total Non-Equity Partners

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

Ropes has a 1-Ter Level Partnership

2021 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

94 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	45	49	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	40	40	0	0
Two or More Races	0	1	0	0
Other or Unknown	2	3	0	0
Additional Demographics	3	3	0	0
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	0	1	0	0

U.S. Non-Partner-Track Attorneys

87 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	31	56	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	3	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	23	44	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	5	0	0
Additional Demographics	2	3	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	1	1	0	0

2021 Vault Law Firm Diversity Survey

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

6 Total U.S. Office Managing Partners

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

2021 Vault Law Firm Diversity Survey

U.S. Hiring Committee

36 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	18	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	11	0	0
Two or More Races	0	0	0	0
Other or Unknown	3	4	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	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:

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?

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?

Howard University

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>Scholarships</p> <p>Diverse second-year law students are eligible for the Roscoe Trimmier Jr. Diversity Scholarship, named after a beloved retired partner. Mr. Trimmier was the firm’s first African American partner and a leader of our efforts. Eligible 2L students are awarded scholarships of \$25,000 to help offset the expenses of their legal education, and a paid summer associate position following completion of the second year of law school. There is no set number of scholarships available per year. Link: https://www.ropesgrayrecruiting.com/en/Life-at-Ropes-and-Gray/Diversity-Inclusion</p>	<p>7 Trimmer scholars in 2020.</p>

Internships

Link:

Fellowships

The 1L Diversity Summer Fellowship offers a select number of highly qualified, diverse first-year law students the opportunity to participate in all aspects of the firm’s summer program. There is no set number of scholarships available per year. Link: <https://www.ropesgrayrecruiting.com/en/US/Law-Students>

8 1Ls in 2020.

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

Ropes & Gray participates in various diversity job fairs, including the Bay Area Diversity Career Fair, Boston Lawyers Group Job Fair, Cook County Job Fair, Lavender Law Career Fair and Northeast BLSA 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.)?

The firm has incorporated behavioral interview questions in the recruiting process.

Summer Associates

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

The Firm created a mentoring summer program within the Ropes Multicultural Forum. The Ropes Multicultural Forum specifically focuses on pairing diverse summer associates with current diverse Ropes associates. The goal is to provide an opportunity for summer associates to connect.

2021 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

9 Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	2	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	1	0	0
Other or Unknown	1	2	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	1	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?

9

2021 Vault Law Firm Diversity Survey

2L Summer Associates

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

218 Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	105	113	0	0
American Indian or Alaska Native	0	0	0	0
Asian	8	13	0	0
Black or African-American	2	10	0	0
Hispanic or Latinx	3	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	48	40	0	0
Two or More Races	5	9	0	0
Other or Unknown	39	34	0	0
Additional Demographics	10	17	0	0
LGBTQ+ Individuals	10	17	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

218 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	105	113	0	0
American Indian or Alaska Native	0	0	0	0
Asian	8	13	0	0
Black or African-American	2	10	0	0
Hispanic or Latinx	3	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	48	40	0	0
Two or More Races	5	9	0	0
Other or Unknown	39	34	0	0
Additional Demographics	10	17	0	0
LGBTQ+ Individuals	10	17	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

205 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	97	108	0	0
American Indian or Alaska Native	0	0	0	0
Asian	8	23	0	0
Black or African-American	2	9	0	0
Hispanic or Latinx	3	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	75	58	0	0
Two or More Races	9	9	0	0
Other or Unknown	0	0	0	0
Additional Demographics	9	16	0	0
LGBTQ+ Individuals	9	16	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?

7

New Attorneys Hired

52 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	32	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	5	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	9	0	0
Two or More Races	0	9	0	0
Other or Unknown	13	7	0	0
Additional Demographics	4	2	0	0
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	1	0	0	0

2020 Fall Associate Class Start dates delayed until January 2021

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:

LGBTQ+ Forum, Ropes Multicultural Forum, Women's Forum, and diversity resource networks for business support professionals.

Affinity Groups Cont'd

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

The firm supports the affinity forums in their efforts to play a vital role in enhancing personal and professional development. In addition, their impact is felt through professional and business development, mentoring, educational programming, social activities and community outreach. The firm also assists in hosting high-profile speakers from diverse backgrounds to share their experiences with members of the firm community.

DEI Events

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

Does firm leadership attend these events?

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

N/A

2021 Vault Law Firm Diversity Survey

Reverse Mentoring

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

No

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

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 primary goals of the Associates Liaison Committee (ALC) are (i) to maintain an open channel of communication among associates, partners, and the Policy Committee and (ii) to promote Ropes & Gray's "one firm" philosophy. As a resource that associates may use to offer ideas and to raise questions or concerns, the ALC serves as the voice of the associates to the Policy Committee regarding the quality of associate life, work, training and development. The ALC allows associates to recommend changes to policies affecting associate life and serves as a forum for the Policy Committee to solicit feedback from associates about the associate experience. The ALC also serves as a forum for sharing information about firm policies, operations, and expectations as they apply to associates, thereby facilitating a consistent, shared understanding among the firm's partners and associates, regardless of the associates' individual levels or locations.

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?

Ropes & Gray hosts heritage and cultural celebrations throughout the year. The firm creates various communication campaigns as an opportunity to educate members of the firm. The firm also invites expert professionals and host informative panel discussion centered on building community, cultural awareness and how to create an opportunity to foster inclusive environments.

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

Please describe the mentoring or sponsorship program: The firm currently has two main mentorship programs catered to diverse attorneys with senior leadership. Ropes & Gray promotes equity, diversity and inclusion through a Partner Mentor Program that pairs racially and ethnically diverse associates with partners who support their career development. Mentors are given the opportunity to offer career guidance, provide work assignments that build skills and relationships, give timely feedback, foster relationships between the mentee and other partners within and outside the practice group, and create opportunities to develop client relationships, when possible. Building off the Partner Mentor Program the firm launched the Advocate Mentor Program, which pairs racially and ethnically diverse mid to senior level associates and counsel with partners who will advocate on their behalf to enhance the associate or counsel's career development. The relationships forged through the Advocate Mentor Program are intended to help the mentees to identify, establish and work toward their career objectives.

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:

The firm's Attorney Development and Professional Training & Development Departments offer a range of training programs targeted to diverse attorneys. These cover both substantive legal areas and a range of cultural and educational topics designed to develop a pipeline of high-performing diverse attorneys for future leadership roles at the firm.

2021 Vault Law Firm Diversity Survey

Work Allocation

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

Yes

Describe how the firm monitors work distribution

The Attorney Development & Diversity Department works closely with partners to allocate associate work assignments fairly and evenly. The department uses a tool that helps each practice group track its overall diversity metrics and monitor the progress of each of its diverse associates. This tool is used to encourage substantive conversations at the practice group level about retaining, supporting and promoting individual diverse associates.

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):

As a member of the Leadership Council on Legal Diversity (LCLD), the firm is able to nominate an attorney from the firm for the organization's annual Fellows Program as well as their annual Pathfinder Program. Each program is designed for diverse, high-potential, mid-career attorneys with the goal in mind to provide professional and personal development opportunities, leadership training, and access to other senior attorneys in the industry.

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

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

Yes

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

The firm hosted several workshops led by Michelle Silverthorn, a diversity consultant, focused on unconscious bias and fostering inclusion and understanding. Each guided conversation challenged participants to grapple with the realities of bias, discrimination and racism, and their impact in the workplace. The workshops are open to all Ropes & Gray personnel. This summer, the firm will host a mandatory implicit bias training for all Ropes & Gray personnel with Paula T. Edgar. The training will focus on unconscious bias, antiracism, and allyship and it's impact in the workplace.

Upward Reviews

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

No

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

2021 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

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

- 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
- No** The firm has instituted other formal processes (please describe):

Multi-tier Partnership

Does the firm have a multi-tiered partnership? **No**

Alternatives to Partnership

Does the firm have a multi-tiered partnership? **Yes**

If applicable, describe the alternatives to partnership:

Ropes & Gray's attorney population includes career counsel, senior attorneys, senior career associates and career associates.

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.

54%

Promotions to Partnership

15 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	9	6	0	0
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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

There were a total of 16 promotions to Partner in 2020; 15 were US and 1 was International.

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?

How many hours can be applied to the firm’s billable hour target? The firm encourages attorneys to make a 20-hour annual commitment to DE&I activities. The firm also extends up to 100 hours of billable credit per year to counsel, associates, career attorneys, legal managers and consultants, trainee solicitors and technical advisors for specified contributions to diversity, equity, and inclusion.

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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?

Compensation is not shared per firm policy.

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:

Associates on alternative schedules are eligible for partner on the same timeline as they would be otherwise.

Associates on reduced schedules may be considered for an extended path to partnership on an individual basis if it makes sense for the associate and practice group.

Attorneys Working Reduced Hours

81 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	5	18	0	0
Equity Partners	0	5	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	2	17	0	0
Non-Partner-Track Attorneys	4	30	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 fertility, surrogacy and adoption benefits through Stork Club. Lawyers and support team members participating in our medical plan, regardless of whether they have a diagnosis of infertility, are eligible.

Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

Does the firm offer parental leave for adoption?

No

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

N/A

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

N/A

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

N/A

If no: How much paid leave is available to those taking parental leave?

Lawyers are granted child care leave for 8 paid weeks. Support professionals are granted 4 paid weeks.

Parental Leave Policy

Describe the firm's parental leave policy.

For Lawyers – Child Care (Total: 16 weeks, Paid: 8 weeks, unpaid: 8 weeks) A lawyer will be granted leave to care for their newborn child or a child placed with them for adoption or foster care. Leave will be with pay for 8 weeks, followed by 8 unpaid weeks. This leave is in addition to, and not in place of, any maternity or adoption/foster care leave. For Support Professionals - Child Care (Total: 17 weeks, Paid: 4 weeks, Unpaid: 13 weeks) A support professional may be eligible for leave to care for their newborn child or a child placed with them for adoption or foster care. Leave will be with pay for 4 weeks, followed by 13 unpaid weeks. This leave is in addition to, and not in place of, any maternity disability or adoption/foster care leave the support professional may also be eligible to take.

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?

- 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
- 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 partners with Bright Horizons to offer 20 days of back-up care per dependent child or elder care which can be applied to centers or in-home care. The firm's Milk Stork benefit program helps nursing parents ship milk home while away on firm business free of charge.

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

- No** Provides gender-neutral restrooms/facilities
- Yes** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes** Provides an opportunity for employees to share preferred pronouns
- 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
- No** 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

0 Total Number of Departures among Associates in 2020:

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

The Firm does not provide stats on Attrition.

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

The Firm does not provide stats on Attrition.

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

The Firm does not provide stats on Attrition.

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

In an effort to ensure continued attention to and progress toward ensuring a culturally competent Ropes community and our commitment to diversity, equity and inclusion, Ropes created the Racial Equity & Inclusion Task Force. The Task Force was specifically charged with making recommendations around diversity, inclusion and belonging to the firm's Policy Committee (the firm's governing body). The members of the Task Force submitted recommendations focused on associates' equitable access to substantive work, providing specific and actionable feedback, ensuring cultural competence and creating measures for accountability. As a result, we are in the midst implementing those recommendations and creating a firmwide diversity, equity and inclusion strategic plan.

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

In addition to the Task Force, the firm has created opportunities for the entire firm community to come together to discuss current events and recognize cultural celebrations. Since the firm's first-ever firmwide Community Gathering last summer, in the wake of the racial and social reckoning, we have brought together both attorneys and business support professionals for unconscious bias trainings, an open forum discussion following the riot at the US Capitol, as well as the establishment of bi-monthly DE&I Office Hours, for which members of the firm's Diversity Committee avail themselves to questions from and provides updates about DE&I efforts to the firm community. The act of bringing everyone together as one, helps to foster the sense of inclusion and belonging to which we strive each day.

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

Lastly, the firm launched a racial justice pro bono opportunities network focused on addressing near-term racial injustice and longer-term systemic change. Since the firm launched this network in 2020, more than 350 professionals have committed nearly 3,800 hours to matter related to racial justice.

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

Continue to instill culture of diversity, equity and inclusion throughout the firm.

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

Increase timeliness and improve candor and specificity of feedback.

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

Ensure equitable access to career-enhancing work for racially and ethnically diverse attorneys and business support professionals across the firm.

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?

inclusive culture should strive to ensure diversity, equity and inclusion are a part of the entire organization’s culture. Priorities should be centered on how to recruit, retain, and advance people from diverse backgrounds. Equity in the opportunities provided for everyone to thrive and develop will positively contribute to building a welcoming community.

Candidates should consider a work environment with a variety of diversity initiatives, such as innovative candidate pipeline sourcing, mentoring programs, and opportunities for professional development—be it through internal programs and efforts or external opportunities in the form of grants and scholarships. Seeing and bearing witness to intentional efforts that ensure that everyone is afforded the opportunity to fully maximize their professional and career potential are demonstrative of a thriving and culturally competent organization and community.

Questions centered around the importance of and attentive given to affinity groups should be asked in order to assess how vital these groups are in enhancing personal and professional development among its employees. The impact of these groups should be felt through opportunities in business development, educational programming, social activities and community outreach.

It’s also important for an environment to demonstrate it’s commitment to diversity, equity, and inclusion outside of its walls, through external partnerships and initiatives. These actions show a willingness to advance social justice, equity and equality for all.