

# Riley Safer Holmes & Cancila LLP

## 2021 Vault Law Firm Diversity Survey



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Patricia Brown Holmes, Managing Partner	Black or African-American	Female	
Ronald S. Safer, Co-Managing Partner	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 0

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

RSHC does not have an Executive Committee.

### 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

Patricia Brown Holmes, Managing Partner

Kelly M. Warner, Partner and Associate General Counsel

Stephen M. Hankins, Partner

Joshua D. Lee, Partner

### DEI Committee

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

Yes

In what year was the committee formed?

2016 (since inception of RSHC)

Total Number of Attorneys on DEI Committee: 80

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>47</b>	<b>33</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	1	0	0
Black or African-American	8	7	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	32	23	0	0
Two or More Races	3	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

Holmes, Warner, Hankins and Lee are RSHC's DEI Steering Committee. All RSHC attorneys function as a DEI Committee because promotion of diversity is a core RSHC principle, which our diverse Managing Partner treats as a mission critical assignment. DEI is integral to every activity, and every single attorney in the firm is responsible for advancing DEI throughout the firm. RSHC made a very intentional decision to not establish a "diversity committee" because the founding partners did not want DEI to be viewed as something separate from the other business of the firm.

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**

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

**U.S. Associates**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>13</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	5	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

## Riley Safer Holmes & Cancila LLP

### 2021 Vault Law Firm Diversity Survey

#### U.S. Equity Partners

23 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>18</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	4	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

#### U.S. Non-Equity Partners

13 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>5</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	3	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	3	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

## Riley Safer Holmes & Cancila LLP

### 2021 Vault Law Firm Diversity Survey

#### U.S. Counsel / Of Counsel

16 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	8	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. Non-Partner-Track Attorneys

5 Total Non-Partner-Track Attorneys

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

## Riley Safer Holmes & Cancila LLP

### 2021 Vault Law Firm Diversity Survey

#### U.S. Law Clerks

0 Total Law Clerks

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

#### U.S. Office Managing Partners

0 Total U.S. Office Managing Partners

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

RSHC has a global minority Managing Partner. We do not have office heads. We operate under one global firm umbrella.

2021 Vault Law Firm Diversity Survey

**U.S. Hiring Committee**

9 Total U.S. Hiring Committee Attorneys

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

**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:

*RSHC does not have a billable hours requirement but it does track hours devoted to DEI efforts. RSHC takes a broad, organic, original, and innovative approach to creating an inclusive work environment for all. It involves every aspect of the firm and authentic commitment from everyone who works for RSHC.*

**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?

*Partners' compensation assessment includes accountability for fostering DEI through professional development and mentoring, and requires documentation of efforts on diversity in recruiting, retention, mentoring, training, sponsorship, and staffing in our partnership agreement.*



**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
- No** 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:

*RSHC's Managing Partner and other attorneys conduct DEI training for clients.*

**RECRUITMENT AND HIRING**

**HBCUs**

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

**No**

If yes, which HBCUs does the firm hire from?

**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?

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2020
<b>Scholarships</b>	

*U of I Diverse Law Student Scholarship; BLSA/HLSA/NAPABA 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

*RSHC recruits from a broad pool of talent from, but also top-tier law schools, reaching a wider variety of backgrounds and experiences. RSHC's Raymond Rushing Chairs the CCBA job fair, and we participate in job and career fairs that attract students of color.*

**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.)?

*RSHC uses panel interviews designed to avoid implicit bias in the hiring process.*

**Summer Associates**

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

*RSHC does not currently have a Summer Associate Program. We have an informal pipeline program in which first year law students of color are invited to participate, where they intern at RSHC and are introduced to law firm life. They receive valuable mentoring, training, and support that helps them succeed in law school.*

## Riley Safer Holmes & Cancila LLP

### 2021 Vault Law Firm Diversity Survey

#### 1L Summer Associates

Does the firm hire 1L summer associates?

No

0 Total 1L summer associates at the firm in 2020

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

#### Diversity Program Participants

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

2021 Vault Law Firm Diversity Survey

**2L Summer Associates**

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

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

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

**2L Summer Associates Who Received Offers**

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

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

**2L Summer Associates Who Accepted Offers**

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

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

0

**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?

0

**New Attorneys Hired**

9 Total 2L Summer Associates Received Offers

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

*Women Partner Network*

**Affinity Groups Cont'd**

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

*RSHC's Women Partner Network connects women partners to resources and support for navigating their careers and developing business.*

## Riley Safer Holmes & Cancila LLP

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### 2021 Vault Law Firm Diversity Survey

#### DEI Events

Does the firm host DE&I retreats or conferences? **Yes**

Does firm leadership attend these events? **Yes**

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

*RSHC had some mandatory training in 2020. A May 2021 firmwide DEI training event took place in which Firm Leadership attended and participated in the data collection.*

**Reverse Mentoring**

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

**Yes**

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

*The firm provides every associate with a mentor partner as well as a more senior associate mentor, who can serve as a trusted confidante. The associate mentorship program considers practice, location, and personality in its selection process to create fruitful mentor-mentee pairs, follows up quarterly, and organizes events and dinners to keep pairs connected throughout the year.*

**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:

*Allison Siebeneck and Valerie Brummel lead the RSHC Associate Committee. These Co-Chairs meet and confer with RSHC associates on a regular basis, and they meet with the RSHC Managing Partner on issues of concern prior to the Firm's Quarterly Associates Meetings.*

**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?

*RSHC's Culture & Engagement Committee is in tune with different cultures and continuously evaluates the work of creating an inclusive environment, spearheading holistic efforts to keep the firm true to its values and engage all attorneys and staff. Programs include community events, firm luncheons involving diverse groups or addressing diverse topics, Zoom meetings to facilitate social discussions (George Floyd), social media campaigns involving members of the firm for Black History Month, Women's History Month, LGBTQIAx, Parent Lawyers, etc.*

**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

*Every associate is provided with a mentor partner as well as a more senior associate mentor, who can serve as a trusted confidante. The associate mentorship program considers practice, location, and personality in its selection process to create fruitful mentor-mentee pairs, follows up quarterly, and organizes events and dinners to keep pairs connected throughout the year.*

**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:

*RSHC's Managing Partner has institutionalized and operationalized her personal management philosophy by creating a number of initiatives to support RSHC attorneys from underrepresented backgrounds at all stages of their careers. We have a mentoring program that includes, as an important component, particular focus on diversity issues.*



**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

*For every new matter opened, RSHC attorneys must complete an intake form that documents how they considered diversity when staffing the team, and lists the lawyers from underrepresented groups.*

**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):

*Chicago Bar Association, Cook County Bar Association, All Stars Project of Chicago, Cristo Rey Corporate Work Study Program, ACLU, Black Women Lawyers' Association, Leadership Council on Legal Diversity, Legal Aid Chicago, Corporate Counsel Women of Color, and more.*

**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

*Rather than traditional practice groups, RSHC is organized into client teams, more fairly distributing opportunities for high-level work to all attorneys. RSHC does not apply traditional metrics, such as origination credit and mandatory hours requirements, which allows associates to be efficient, apprentice more effectively, and contribute to pro bono work.*

*In 2020, 60% of the top five timekeepers for eight of RSHC's top ten clients are women or minorities. 100% of the top five timekeepers for one of RSHC's top ten clients are minorities, over half of which are women. Over half of RSHC's top ten client teams are led by women or minorities.*

**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 participate in mid-year and end-of-year evaluations to self-identify areas for growth and receive feedback on how to achieve those goals.*

### 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):

*RSHC's demographics are very different than the average firm and far exceed national averages. We do not have a traditional firm structure. RSHC teams are naturally diverse because the firm is diverse at every level, which is critical to the successful resolution of legal problems and challenges. Firm activities create a genuine "one team" attitude. Therefore, the Mansfield Rule measurements and requirements are difficult to assign, if not inapplicable, to us. RSHC considers diversity in every hire. We deliberate about seeking out lawyers who fit the diverse demographic that we may be seeking to ensure balance and variety at all levels.*

### 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:

*RSHC provides Counsel, Of Counsel, and Staff Attorney alternatives.*

## Riley Safer Holmes & Cancila LLP

### 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.

0%

#### Promotions to Partnership

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

## 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?

No limits.

#### 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?

*RSHC does not publish this information.*

**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:

*No impact.*

**Attorneys Working Reduced Hours**

1 Total Number of Attorneys Working Reduced Hours

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

**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:

**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?

**N/A**



#### **Parental Leave Policy**

Describe the firm's parental leave policy.

##### *Parental and Pregnancy-Related Leave*

*RSHC understands the importance of preparing, caring for, and bonding with children who are new to a family. Accordingly, RSHC will provide employees with paid leave for medical conditions related to pregnancy or childbirth and/or for the purpose of bonding with their children, for a period not to exceed the maximum time available under the Firm's FML policy. This policy shall apply with respect to adoptive parents and employees utilizing surrogacy methods.*

*To the extent permitted by applicable law, paid leave taken under this policy shall be counted against an employee's annual FMLA entitlement. To the extent permitted by applicable law, paid leave taken under this policy shall be counted against an employee's annual FMLA entitlement.*

##### *RSHC's Family and Medical Leave Policy*

*RSHC supports employees taking time off of work to care for their own and/or their families' medical needs. The Firm also recognizes the hardships facing employees during such times, particularly when leave is unpaid. Accordingly, RSHC will provide FMLA-eligible attorney and FMLA-eligible business professionals with paid FML, once he or she has exhausted applicable short-term disability compensation, paid sick leave benefits, and any and all accrued vacation leave. The paid FML period, inclusive of these benefits, shall not exceed 24 weeks for FMLA-eligible attorneys and 12 weeks for FMLA-eligible business professionals within a 12-month period. During an employee's approved FML, the Firm will maintain health benefits on the same conditions as if the employee were actively working.*

#### 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.

*RSHC's comprehensive benefits package includes wellness, parenting, financial planning, and employee assistance programs in addition to pre-tax savings accounts (FSA, DCAP, HSA, etc.).*

**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
- No** Provides an opportunity for employees to share preferred pronouns
- No** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes "gender identity and expression" as a protected category
- No** Other (please elaborate):

**Accessibility**

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

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

**ATTRITION**

**Departures among U.S. Associates**

7 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>2</b>	<b>5</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	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	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

**Departures among U.S. Partners**

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

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

0

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

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

**SUCCESSES AND PRIORITIES**

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**Top Three Accomplishments**

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

**#1**

*RSHC's (global) Managing Partner is the first African-American women to lead and have her name on the door of a major law firm that is not women- or minority-owned. She has shaped a culture and designed explicit policies that ensure accountability on DEI. That work has led directly to an increase in economic power for the firm's attorneys of color and women.*

**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**

*RSHC eschews traditional department structures and titles and instead builds bespoke client teams for each engagement and pitch, creating a constant flow of opportunities for attorneys at all levels of experience. No one is assumed to be unavailable based on their life circumstances or unsuited based on their background; everyone is able to take on challenging and high-profile work. This creates pathways to advancement.*

### 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**

*RSHC takes an inclusive approach to compensation avoiding squabbles over origination credit with a more collective approach to rewarding the teams involved in providing spectacular service to a client. Everyone who worked on the team is credited.*



**Top Three Priorities**

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

**#1**

*Recruiting more female partners, especially those of color.*

**Top Three Priorities**

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

**#2**

*Ensuring a diverse succession plan for institutional clients as partners retire.*

**Top Three Priorities**

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

**#3**

*Refining the mentoring program to incentivize retention of associates.*

**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?

*Bring your whole self and unique gifts to the table, the outcome is stellar work that consistently delivers favorable results for the client.*