

Sheppard Mullin

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Guy Halgren Chair	White	Male	
Jon Newby Managing Partner	White	Male	
MaryJeanette Dee Managing Partner	White	Female	
Robert Beall Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 14

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	4	0	0
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	2	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
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	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
Lois Durant Directory of Diversity & Inclusion and Talent Management Strategy
Rheanna Smith Diversity & Inclusion and Talent Management Manager
Nicolle Gibney Diversity & Inclusion and Talent Management Manager
Cynthia Ontiveros Diversity & Inclusion and Talent Management Specialist

DEI Committee

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

Yes

In what year was the committee formed?

1990

Total Number of Attorneys on DEI Committee: 16

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	1	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
Additional Demographics	1	0	0	0
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

876 Total attorneys in U.S. offices

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

U.S. Associates

876 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	187	159	0	0
American Indian or Alaska Native	0	0	0	0
Asian	41	27	0	0
Black or African-American	4	9	0	0
Hispanic or Latinx	11	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	123	100	0	0
Two or More Races	8	16	0	0
Other or Unknown	0	0	0	0
Additional Demographics	10	3	0	0
LGBTQ+ Individuals	10	2	0	0
Individuals with Disabilities	0	1	0	0

2021 Vault Law Firm Diversity Survey

U.S. Equity Partners

200 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	161	39	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	0	0	0
Black or African-American	4	5	0	0
Hispanic or Latinx	4	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	143	32	0	0
Two or More Races	3	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	3	0	0
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	0	1	0	0

U.S. Non-Equity Partners

172 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	117	55	0	0
American Indian or Alaska Native	1	0	0	0
Asian	9	10	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	0	4	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	102	36	0	0
Two or More Races	2	5	0	0
Other or Unknown	0	0	0	0
Additional Demographics	8	1	0	0
LGBTQ+ Individuals	6	1	0	0
Individuals with Disabilities	2	0	0	0

2021 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

76 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	38	38	0	0
American Indian or Alaska Native	0	1	0	0
Asian	2	3	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	32	32	0	0
Two or More Races	1	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

U.S. Non-Partner-Track Attorneys

62 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	27	35	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	4	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	22	26	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	1	0	0
Additional Demographics	2	2	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	0	1	0	0

2021 Vault Law Firm Diversity Survey

U.S. Law Clerks

20 Total Law Clerks

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

U.S. Office Managing Partners

15 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	3	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	11	2	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

2021 Vault Law Firm Diversity Survey

U.S. Hiring Committee

14 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	4	0	0
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	2	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
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?

Partner DEI achievements and involvement are reviewed for consideration on an annual basis.

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
- No** 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

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?

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
Scholarships	

Link:

Internships

Amazon Internship 1 Link: **1**

Fellowships

1L LCLD Amount varies depending on need Link: **4**

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

National LGBT Bar Assoc. Career Fair (Lavender Law); NBLSA Job Fairs; Veteran Legal Job Fair; Bay Area Diversity Job Fair; Practice Pro Diversity Scholar 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 provides training on implicit bias in advance of the recruiting season. The firm also uses behavioral interviewing techniques for all summer associate callback interviews. Additionally, the firm uses Suited, a predictive candidate screening platform to help us better understand our applicants. Our goal is to make the recruiting process as fair, inclusive, and seamless as possible, in hopes of finding the right candidates who will be fulfilled in their roles and complimentary to our culture.

Suited uses assessments to holistically and objectively surface what makes candidates unique. In addition to academic background and experience, the traits and competencies captured by these assessments have been proven to be both highly relevant and predictive of on-the-job success as a law associate, while substantially reducing bias.

This new system will expand access for all candidates, as Sheppard Mullin continues to strive to make diversity, equity, and inclusion a widespread reality.

Summer Associates

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

The firm provides diversity mentors and plenty of opportunities for diverse summer associates to get involved in affinity group programming, training and events. This includes an invitation to the firmwide Diversity Retreat the firm hosts for members of its of color and LGBTQ+ attorney affinity groups, as well as local events hosted by local chapters of affinity groups specifically for summer associates.

2021 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

4 Total 1L summer associates at the firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	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	1	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	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**

38 Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	20	1	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	2	0	0
White	11	7	0	0
Two or More Races	1	4	0	0
Other or Unknown	0	0	1	0
Additional Demographics	1	1	1	0
LGBTQ+ Individuals	1	1	1	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

37 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	20	1	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	2	0	0
White	10	7	0	0
Two or More Races	1	4	0	0
Other or Unknown	0	0	1	0
Additional Demographics	1	1	1	0
LGBTQ+ Individuals	1	1	1	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

32 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	18	1	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	1	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	7	5	0	0
Two or More Races	1	4	0	0
Other or Unknown	0	1	0	0
Additional Demographics	1	1	1	0
LGBTQ+ Individuals	1	1	1	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?

3

New Attorneys Hired

104 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	53	51	0	0
American Indian or Alaska Native	0	0	0	0
Asian	13	8	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	6	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	30	30	0	0
Two or More Races	2	5	0	0
Other or Unknown	0	2	0	0
Additional Demographics	4	3	0	0
LGBTQ+ Individuals	4	2	0	0
Individuals with Disabilities	0	1	0	0

Mandatory Arbitration

Yes Does the firm require associates to agree to mandatory arbitration as a condition of employment?

No 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:

Diversity & Inclusion Attorney Network (DIAN) The firm-wide group for attorneys of color; Out at Sheppard (OAS) The firm-wide group for LGBTQ+ attorneys, Women Lawyers Group (WLG) The firm-wide group for female attorneys; Veterans at Sheppard (VAS) The firm-wide group for veterans who are attorneys or staff members, as well as family members of veterans and active military members at the Firm and allies.

Affinity Groups Cont'd

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

The firm provides financial support, education resources and fully supports the mission of every affinity group at the firm.

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:

Yes, the firm host annual firmwide retreats for DIAN, OAS and WLG affinity groups. These are multiple day retreats filled with educational resources, professional development activities and network opportunities including client receptions.

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?

Not yet, but currently in development

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

2021 Vault Law Firm Diversity Survey

Associate Committee

Does the firm have an associate committee that consults with the partnership?

Yes

If applicable, describe how the associate committee engages with the partnership:

Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **Yes**

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

The firm commemorates all important dates honoring diversity by creating an intranet site completely dedicated to educating attorneys and staff on the importance and significance of this day. The sites also provide resources specific to the minority group being honored and family learning opportunities. In addition, the firm host a variety of activities across offices including trivia night, cultural events, spotlight conversations and invites guest speakers to further educate on the experience. Pride events are held across all offices including Pride Parade participation, in which all attorneys, staff, clients and family members and friends are invited to participate. The firm also supports Pride Parades in the form of sponsorships and Pro Bono services.

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

The Associate Mentor Program (“AMP”) was designed to provide associates with the flexibility to select a mentor who supports where they are in their development and career progression while allowing the firm to measure progress and ensure equal access to high-quality work assignments, client contact and network opportunities. Affinity mentoring is considered during the mentor pairing process and is a priority particularly for less-experienced lawyers who are newer to the profession and industry. After mentoring assignments are confirmed, the partner mentor works with the associate to ensure the associate is getting consistent, supportive and developmental feedback as well as opportunities to build skills, gain experience, have exposure to clients, and create and update a business development plan. The Firm provides robust mentoring training and additional resources (e.g., goal-setting worksheets, professional development and business plan templates, etc.) to ensure the relationship is productive. We also provide guidelines that outline what is expected of both mentors and mentees and how to navigate a mentoring relationship successfully.

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:

Yes, professional development programs are designed specifically for diverse attorneys during the annual affinity group retreats and quarterly meetings.

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

Yes, the firm's Associate Mentoring Program was designed to ensure equal access to high-quality work assignments, client contact and network opportunities.

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):

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

Upward Reviews

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

Not yet, but currently in development

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?

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

Multi-tier Partnership

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

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

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.

47%

Promotions to Partnership

21 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	13	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	5	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

Yes

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

50

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?

Yes, bonus ranges are communicated via email and the firm's intranet.

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:

Working an alternate schedule will not affect an associate's path to partnership.

Attorneys Working Reduced Hours

60 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	4	18	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	1	0	0
Counsel / Of Counsel	6	7	0	0
Non-Partner-Track Attorneys	11	13	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:

Fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support are provided to all attorneys and staff at the firm.

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.

Attorneys are eligible for up to 12 weeks of paid Parental Leave and may also be eligible for additional paid and unpaid leave. Including 6 to 8 weeks of paid leave for childbirth recovery and up to 12 weeks of paid pregnancy disability leave.

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.

In addition to all of the above mentioned resources the firm has recently launched the Parent Support Group for all attorneys and staff. This group provides resources, education for both parents and children, virtual family activities and supports the needs of all 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?

- 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
- 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**

87 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	27	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	4	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	14	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	3	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	1	0	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	1	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

2021 Vault Law Firm Diversity Survey

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

23 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	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	9	6	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

SUCCESSES AND PRIORITIES

Top Three Accomplishments

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

#1

The Inclusive Engagement Task Force (IETF) was launched in 2020 and was created to provide support and opportunities to all members of the Sheppard Mullin community to fight the effects of racism, drive inclusion and support underrepresented community that are directly affected by racism and the effects of systemic racism including racism exposed by the COVID-19 pandemic and recent and ongoing instances of violence against Black Americans.

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

The Allyship Community was launched in 2020 and provides resources to support our collective learning. Including an Information and Education Series which consist of firmwide live programming as well as micro-session videos focused on the history of race in America.

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

The Inclusive Engagement Task Force (IETF) was launched in 2020 and was created to provide support and opportunities to all members of the Sheppard Mullin community to fight the effects of racism, drive inclusion and support underrepresented community that are directly affected by racism and the effects of systemic racism including racism exposed by the COVID-19 pandemic and recent and ongoing instances of violence against Black Americans.

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

More deliberate and consistent inclusion of professional staff in all D&I, belonging and wellness initiatives

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

Provide training and resources on practical strategies for intentional inclusion in a hybrid work environment

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

Continue to focus on the advancement of diverse partners with a focus on equity (i.e., giving individual partners what they need to be successful)

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?

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