

Wilson Sonsini Goodrich & Rosati

2021 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Doug Clark, Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 10

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

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

Allison Blixt, Senior Director, Professional Development, Diversity and Inclusion

DEI Committee

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

Yes

In what year was the committee formed?

2020

Total Number of Attorneys on DEI Committee: **15**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	4	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	2	0	0
LGBTQ+ Individuals	2	2	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

915 Total attorneys in U.S. offices

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

U.S. Associates

565 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	299	265	1	0
American Indian or Alaska Native	0	0	0	0
Asian	62	81	0	0
Black or African-American	6	4	0	0
Hispanic or Latinx	12	12	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	196	144	0	0
Two or More Races	10	13	1	0
Other or Unknown	13	10	0	0
Additional Demographics	19	11	1	0
LGBTQ+ Individuals	18	11	1	0
Individuals with Disabilities	1	0	0	0

U.S. Equity Partners

235 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	177	58	0	0
American Indian or Alaska Native	0	0	0	0
Asian	16	11	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	9	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	145	42	0	0
Two or More Races	1	2	0	0
Other or Unknown	4	0	0	0
Additional Demographics	2	5	0	0
LGBTQ+ Individuals	2	4	0	0
Individuals with Disabilities	0	1	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

U.S. Counsel / Of Counsel

93 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	53	40	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	2	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	41	35	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

22 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	5	0	0
Two or More Races	1	3	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. Law Clerks

5 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	3	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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	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
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

2021 Vault Law Firm Diversity Survey

U.S. Hiring Committee

25 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	12	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	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	9	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

FORMAL PROCESSES AND GOALS

Metrics

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

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

Measurement

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

Yes If yes, describe the firm's targets:

In September 2020, we achieved Mansfield Plus Certification for the second year in a row after having participated in the Mansfield 3.0 program, signifying that at least 30 percent of the firm's appointments to leadership roles, promotions to equity partner, senior-level lateral hires, and inclusion in formal business pitches were female attorneys, attorneys of color, LGBTQ+ attorneys, and attorneys living with a disability. We will complete our participation in the Mansfield 4.0 cohort in July and have signed on to continue our participation in the Mansfield Rule program with the Mansfield 5.0 cohort.

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?

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:

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?

Emory, Villanova, American, and Northeastern

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>We held our inaugural Wilson Sonsini 1L Student Diversity Summit in March 2021. The virtual event brought together a cohort of more than 35 diverse law students from around the country for a two-day program comprised of practical workshops, panels, and networking opportunities. The summit, which kicked off with a keynote address from Zynga Chief Legal Officer and firm alumna Phuong Phillips, enabled participants to build connections with our attorneys, clients, alumni, and each another; hear about different career paths; learn more about succeeding in Big Law; and practice the art of networking. In addition, each student was paired with a Wilson Sonsini mentor who will support them for the remainder of their 1L year. We sponsor (via The Wilson Sonsini Foundation) diversity scholarships through California ChangeLawyers. California ChangeLawyers’ Diversity Scholarship Program provides financial support to diverse students who are starting their first year at an ABA or California accredited law school with a commitment to practicing law in California and who have a financial need and a desire to make an impact in the community. In 2020, the Wilson Sonsini Foundation sponsored two of the 25 total diversity scholarships offered by the program. We have proudly provided support for California ChangeLawyers since 2008. We have also partnered with Law Preview on the Law Preview Scholars Program. Through this diversity pipeline and recruiting program, the firm is sponsoring a law school preparatory course for five diverse incoming first-year law students at the University of Michigan Law School. The program ensures that diverse law students enter law school armed with the tools needed to succeed during their first year. Furthermore, we are also a Diversity Founder with PracticePro’s Law School Mastery Program, an immersive law school prep and coaching program, supporting diverse 1Ls to: develop the knowledge, skills, and support they need to succeed in their first semester of law school; understand the legal recruiting landscape; and position themselves for long-term success at prominent law firms and Fortune 500 companies. Link: https://californiachangelawyers.submittable.com/submit</p>	<p>We awarded 5 scholarships to underrepresented law students through PracticePro’s Law School Mastery Program.</p>

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

Delaware Minority Job Fair, Bay Area Diversity Career Fair, Boston Legal Group Career Fair, Practice Pro Career Fair, and the Lavender Law Career 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.)?

We provide interviewing and selection training on an annual basis for all attorneys involved in the OCI process. This training, presented by the Senior Manager of Professional Development and Diversity and the Senior Manager of Firmwide Law School recruiting, includes modules on mitigating unconscious bias, underscoring the firm's commitment to diversity of thought, experience, identity, and background, as well as an inclusive culture. Participants are also trained on the use of behavioral interview questions. Additionally, mid-level and senior associates, many of whom are involved in the recruiting process, receive additional training on disrupting unconscious bias at our annual Academies held for 5th and 7th year associates. We track the diversity demographics of all newly hired attorneys and the Director of Professional Development, Diversity and Inclusion and the Senior Manager of Professional Development and Diversity report these metrics to the Diversity and Inclusion Committee, which includes the Managing Partner, the Chair of the Board of Directors, the Chief Operating Officer, and 15 diverse partners and associates.

Summer Associates

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

Diverse summer associates have the opportunity to meet with our affinity groups, which all host welcome gatherings that are open to all summer associates. Some affinity groups additionally hold meetings specifically for diverse community members, where questions can be asked confidentially, and sensitive issues can be discussed with more candor. Additionally, each summer associate is paired with an associate mentor who guides them in their acclimation to the law firm workplace and can help build additional contacts within the firm.

All summer associates were invited to attend the firm's inaugural Diversity Summit, held during the summer of 2019. During this event, diverse summer associates heard from keynote speakers and panelists as they shared valuable insights from their own careers, and had additional opportunities to meet and build relationships with diverse attorneys at the firm.

1L Summer Associates

Does the firm hire 1L summer associates?

No

0 Total 1L summer associates at the firm in 2020

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

Diversity Program Participants

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

2021 Vault Law Firm Diversity Survey

2L Summer Associates

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

78 Total 2L Summer Associates at the Firm in 2020

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	38	40	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	8	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	22	0	0
Two or More Races	1	4	0	0
Other or Unknown	6	3	0	0
Additional Demographics	4	4	0	0
LGBTQ+ Individuals	4	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

78 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	38	40	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	8	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	22	0	0
Two or More Races	1	4	0	0
Other or Unknown	6	3	0	0
Additional Demographics	4	4	0	0
LGBTQ+ Individuals	4	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

70 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	32	38	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	8	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	20	0	0
Two or More Races	1	4	0	0
Other or Unknown	5	3	0	0
Additional Demographics	4	4	0	0
LGBTQ+ Individuals	4	4	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

160 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	88	72	0	0
American Indian or Alaska Native	0	0	0	0
Asian	23	12	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	4	4	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	50	44	0	0
Two or More Races	3	7	0	0
Other or Unknown	5	2	0	0
Additional Demographics	9	4	0	0
LGBTQ+ Individuals	8	4	0	0
Individuals with Disabilities	1	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:

African American Affinity Group, Asian American Affinity Group, Latinx Affinity Group, LGBTQ+ Affinity Group, Wellness @ Wilson, WS Parents and Caregivers, and Women of Wilson

Affinity Groups Cont'd

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

We provide funding; logistical support from Diversity and Inclusion team

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:

We invest in large-scale events to bring together attorneys from all offices for development and networking. In the fall of 2018, we held our second Women’s Leadership Summit. Female attorneys from all offices and practices convened to build relationships, learn from each other, and discuss professional and career development opportunities. In the summer of 2019, the firm held its inaugural Diversity Summit, bringing together Wilson Sonsini attorneys of color, attorneys living with disabilities, and LGBTQ+ attorneys from across the country. The two-day event featured opportunities to build internal relationships, strengthen the growing Affinity Group structure, share experiences of being a diverse lawyer in Wilson Sonsini’s specific law firm environment, and learn how to navigate one’s career with advice and guidance from peers, members, and clients. Our most recent Women’s Leadership Summit was held virtually over the course of three days in December 2020 with over 250 attorneys attending.

In March 2021 we hosted our inaugural 1L Student Diversity Summit, bringing together the best and brightest diverse law students from around the country. The program aims to foster meaningful, lasting connections with Wilson Sonsini attorneys, clients, alums, and other fellow 1Ls. The summit featured a keynote address by Zynga Chief Legal Officer and Wilson Sonsini alumna, Phuong Phillips, and included a mix of practical workshops, panels, and networking opportunities. We also paired each student with a Wilson Sonsini mentor to support them during the remainder of their first year.

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 Associates Committee is a group of approximately 20 associates who represent a cross section of the firm's offices, practice groups and seniority levels and reflect the firm's diversity. The Associates Committee serves as the collective voice of the firm's associates, and it works closely with firm management on issues of interest. The committee meets monthly and its members consult with their colleagues to understand their concerns, interests and priorities, including such important topics as compensation, training, mentoring, career development, work/life balance, legal support, and firm culture. Based on those discussions, the committee recommends ways to enhance and improve existing programs and policies and introduce new ideas and initiatives.

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?

Following the tragic killing of George Floyd in Minneapolis and the ensuing worldwide protests for racial justice, we stated our Commitment to Community and Change, supporting the Black community, including our Black colleagues, clients, and friends, and recognizing the crucial need to understand the historical context of racial injustice.

In 2020, we observed Juneteenth—the oldest nationally celebrated commemoration of the ending of slavery in the United States—as a firm holiday and day of reflection. This year, we plan to celebrate Juneteenth with a firmwide day of service. Attorneys and staff will receive volunteer time off to participate in community service projects focused on racial justice and civil rights near each of our offices.

*In February, we celebrated Black History Month with a number of events and activities. Representatives from our African American Affinity Group released an insightful video on Black History Month and those who have been an inspiration throughout their lives. We held a book club on *Just Mercy*, authored by Equal Justice Initiative founder and executive director Bryan Stevenson, and African American Affinity Group members joined a virtual cooking class hosted by Top Chef finalist Eric Adjepong, a first-generation Ghanaian American born and raised in New York City. The Affinity Group also encouraged those in the firm to support Black businesses and services by releasing a collaborative year-round Black Owned Resource guide. In addition, we released a Black History Month playlist, encouraging our teams to celebrate with a dance break between calls, and to share learning opportunities, events, and information on a weekly basis.*

In response to the current remote work environment, the Affinity Groups have hosted multiple virtual meetings over the past several months.

In June 2019, the LGBTQ+ Affinity Group organized a brunch in the San Francisco office in conjunction with the 49th Annual SF Pride Parade, the nation's largest gathering of the LGBTQ+ community and its allies. All firm employees and their families, clients, and friends were invited to attend.

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

We launched an opt-in mentoring program for our midlevel and senior associates in 2019. Mentees were paired with partners or senior associates who served as their mentors. The program was designed to reinforce existing relationships, encourage the development of new ones, and provide participants with a dedicated sounding board to enhance their career development. We launched an updated program in August 2020, which is now open to all associates with the option to request mentors from one's affinity group. Additionally, our Affinity Groups are open to all employees of the firm and provide opportunities to connect across offices, build relationships, access mentors and become more involved and visible at the firm.

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:

In December 2020, we held our third Women's Leadership Summit. More than 250 attorneys from all offices and practices convened virtually over the course of three days to build relationships, learn from each other, and discuss professional and career development opportunities. In addition, our Women's Initiative Task Force hosts panels and brown bag lunches to discuss issues relevant to women associates.

In the summer of 2019, the firm held its inaugural Diversity Summit, bringing together Wilson Sonsini attorneys of color, attorneys living with disabilities, and LGBTQ+ attorneys from across the country. The two-day event featured opportunities to build internal relationships, strengthen the growing Affinity Group structure, share experiences of being a diverse lawyer in Wilson Sonsini's specific law firm environment, and learn how to navigate one's career with advice and guidance from peers, members, and clients. We plan to hold our next Diversity Summit later this year.

Since 2018, we have partnered in an ongoing mentoring program focused on the retention of diverse attorneys with Google. The program paired associates from Wilson Sonsini and other law firms with attorneys in various practice areas at Google. The pairs meet monthly and the group as a whole meets quarterly to discuss career and professional development topics, and to receive valuable feedback from their Google mentors on professional skills such as formal and social client pitch opportunities.

Many of our attorneys are actively involved with local and national diverse bar associations, including Austin Black Lawyers Association, Bay Area Lawyers for Individual Freedom, Delaware Women in Chancery, Iranian American Bar Association, National Asian Pacific American Bar Association, and the Women's Bar Association of the District of Columbia. The firm frequently sponsors diverse attorney's participation in seminars and conferences held by such organizations.

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

Per our Mansfield Plus Certification, Wilson Sonsini monitors and promotes that minority and women attorneys have equal access to clients, quality work assignments, committee appointments, marketing efforts, and firm events. Our minority, women, and LGBTQ+ partners hold prominent roles at all levels of management including the Board of Directors, Nominating Committee, and Compensation Committee. Our Board chair is a woman and diverse partners hold positions on nearly every standing committee of the firm. Furthermore, Wilson Sonsini uses a dedicated staffing manager in its Bay Area corporate and securities practice, the firm's largest. The process helps ensure that women and minorities receive the work experiences necessary to help them advance within the firm. Finally, our "shadowing" program provides billable hour credit to associates who observe more senior attorneys performing high-value tasks.

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
- No** 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

In the fall of 2019 and 2020, the firm rolled out unconscious bias training focused on evaluations (Career Development Committee), promotions (Nominating Committee), partner compensation (Compensation Committee), and overall firm leadership (Board of Directors). We plan to continue to deliver similar training to the rest of the organization this year.

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

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? **No**

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

Senior attorneys with experience beyond that of an associate but who are not on partner track are of great importance to the firm. Senior Counsel may be relied upon to deliver highly specialized expertise, serve as a partner-level resource on complex cases or transactions, develop and mentor associates and teams, or deepen client relationships and attract new business opportunities. Their unique skill sets are such that they do not compete with senior associates for work.

Senior Counsel work in collaboration with their supervising partners to create a mutually beneficial annual business plan, which serves as the basis for the the annual performance review by the Counsel Review Committee. Each Senior Counsel may remain in their position indefinitely, provided that the annual business plan and performance review support continued tenure.

The title of Senior Of Counsel is used for very senior lateral hires who (a) are coming from esteemed positions in government or academia, or (b) served as partners at other law firms, as well as for Wilson Sonsini partners moving towards retirement.

2021 Vault Law Firm Diversity Survey

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2020 who started as associates at the firm.

30% (70/235)

Promotions to Partnership

17 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	7	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	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	6	0	0
Two or More Races	0	1	0	0
Other or Unknown	1	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	1	0	0

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

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

Yes

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

100

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

Bonuses

Are associate bonuses lockstep or discretionary?

Lockstep

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

N/A

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:

Flex-time working arrangements are available to all attorneys. Flex-time working arrangements do not negatively affect consideration for partnership or the timeframe for eligibility for partnership. Even prior to the COVID-19 pandemic, we offered flex-time working arrangements to attorneys, and continue to offer such arrangements as one of the many ways the firm seeks to support our attorneys during these challenging and unprecedented times.

Attorneys Working Reduced Hours

49 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	4	16	0	0
Equity Partners	3	5	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	6	15	0	0
Non-Partner-Track Attorneys	0	0	0	0

WORKING PARENTS

Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support
Yes

If applicable, describe the family-planning resources available:

The firm's insurance policy covers intrauterine insemination, in-vitro fertilization, egg freezing, adoption, male infertility care, contraception, and abortion.

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?

20 weeks

Parental Leave Policy

Describe the firm's parental leave policy.

The firm provides the following leave of absence benefits related to the birth or adoption of a child:

- *Birthmothers receive up to 20 weeks of paid leave, including 8 weeks of pregnancy disability pay, followed by 12 weeks of parental leave pay.*
- *All other parents receive 12 weeks of parental leave pay.*
- *All parents may add additional vacation and/or unpaid time for a total leave duration of up to 26 weeks.*
- *The firm's parental leave is gender-neutral, and parents are not required to declare their status as a primary or non-primary caregiver in order to take the maximum parental leave.*
- *The firm's parental leave is gender-neutral, and parents are not required to declare their status as a primary or non-primary caregiver in order to take the maximum parental leave.*
- *Newly hired employees are eligible for the full amount of paid leave for all children born or adopted after their start date.*

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.

The firm provides the following support services for new parents:

- *One-on-one career-life coaching, including how to prepare for a parental leave of absence and return to work.*
- *Dedicated parking spaces for expectant mothers at our Palo Alto headquarters location.*
- *24/7 phone or online access to a specialized team of newborn care consultants.*
- *Suspension of chargeable hour requirements when transitioning into/back from leave. Please refer to the Associate Year-End Merit Bonus policy for details about transition days.*
- *Automatic approval of a part-time schedule for those wishing to have a more gradual return to work following leave.*
- *Center-based and in-home backup care for children from six months to 12 years of age, for up to 25 visits per child per year.*
- *Referrals for full-time child-care and nannies.*
- *Personal use mini-fridge for nursing mothers who need a place to store milk while in the office.*
- *Milk-shipping service for nursing mothers who are traveling on firm business.*

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

83 Total Number of Departures among Associates in 2020:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	44	39	0	0
American Indian or Alaska Native	0	1	0	0
Asian	6	11	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	3	3	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	29	18	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	1	0	0
Additional Demographics	4	2	0	0
LGBTQ+ Individuals	4	2	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

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

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

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

Response to Racial Injustice: Active Commitment to Community and Change

Following the tragic killing of George Floyd in Minneapolis and the ensuing worldwide protests for racial justice, we stated our Commitment to Community and Change, supporting the Black community, including our Black colleagues, clients, and friends, and recognizing the crucial need to understand the historical context of racial injustice. We then acted through revamped pro bono efforts to help organizations dedicated to racial equality, protecting civil liberties, and improving access to the legal system. Further, thanks to our employees and the firm's foundation, we completed a matching-funds campaign that raised more than half a million dollars to support organizations aimed at promoting racial justice and ending racial discrimination.

As a firm, we observed Juneteenth as firm holiday last year as a day of reflection. This year we held our inaugural firmwide Juneteenth Day of Service and Celebration, with opportunities for attorneys and staff to participate in firm-sponsored service, educational, and cultural activities. Each of our U.S. offices partnered with local organizations on projects including a training to assist black run nonprofits; a career panel with attorneys and staff; a "Know Your Rights" presentation; a backpack and school supplies drive; a snack bags project; a clinic in partnership with the Earl B. Gilliam Bar Association; a presentation by the Northwest African American Museum; a care kit drive for foster youth; and a summer camp supplies project. Alongside each office's programming, the firm also offered multiple educational on demand and live programs including a Juneteenth Cooking Demonstration & Overview by Second Harvest of Silicon Valley and a special Juneteenth Celebration themed Art As We See It arts education program hosted by the Museum of the African Diaspora (MoAD).

We speak out against acts of hate and injustice in our communities and take actions to contribute to a more just and tolerant society. Firm leadership has issued statements internally and publicly highlighting our condemnation of all forms of injustice, including racism, xenophobia, hate, discrimination, and violence targeting specific individuals and groups. We express support for members of the Asian American and Pacific Islander (AAPI) community as we have witnessed the disturbing rise in xenophobic rhetoric, harassment, and violence against AAPI communities, punctuated by the horrific attack that took place in Atlanta in March of 2021. We also expressed support for the Jewish community, following recent anti-Semitic attacks.

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

Formalization and Ongoing Efforts of Diversity and Inclusion Committee

In June 2020, we formalized our Diversity and Inclusion Committee ("DAIC"), consisting of 14 diverse and ally partners, associates. The DAIC oversees the firm's diversity and inclusion strategy in collaboration with firm management and the board. The committee works directly with the firm's Managing Partner; Board Chair; Chief Operating Officer; Senior Director of Professional Development, Diversity and Inclusion; and the Diversity & Inclusion (D&I) Team and provides feedback and recommendations on new initiatives, marketplace changes and client requests about diversity and inclusion.

The DAIC advises on policies, resources and programs to recruit, hire and retain a diverse workforce. In keeping with these goals, we held our inaugural 1L Student Diversity Summit in March 2021. The virtual event brought together diverse law students from around the country for a two-day program comprised of practical workshops, panels, and networking opportunities. The summit enabled participants to build connections with our attorneys, clients, alumni, and each another; hear about different career paths; learn more about succeeding in Big Law; and practice the art of networking. In addition, each student was paired with a Wilson Sonsini mentor who will support them for the remainder of their 1L year. Four of the 1L students who attended the summit have already accepted offers to join the firm's summer associate program in 2022, and three additional offers have been extended to other students who attended.

Furthermore, as part of the firm's initiatives to establish and grow an environment with equal access to professional growth and advancement, extensive reporting on the percentages of female partners over the past five years was presented to the DAIC. We held unconscious bias mitigation and inclusion training for the Partner Nominating committee and tracked the diversity demographics of the slate of nominees, in keeping with our commitment to and ongoing participation in Diversity Lab's Mansfield Rule cohorts. As a result, we were honored by the Diversity & Flexibility Alliance as a 2020 "Tipping the Scales" firm, based on having 60 percent (9 of 15) women in our 2020 U.S.-based new partner class. The overall percentage of female partners also increased to 26 percent.

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

Diversity Hours Policy

As part of the DAIC's mandate to advise on policies that encourage and reward inclusive leadership behaviors, the firm announced our new Diversity Hours policy in February 2021. The program provides recognition for individuals' contributions supporting the firm's goals of building an inclusive culture; recruiting, retaining, and promoting diverse professional staff and attorneys; advancing women; and supporting diverse law students. We have implemented a process to track and reward contributions to the firm's diversity and inclusion program, wherein time spent working on eligible diversity activities is considered in the partner compensation process and associate year-end merit bonus program.

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

Provide Inclusion Training for each office, which is engaging, tailored and challenges people out of their comfort zone. Everyone is invited and encourage to attend.

Top Three Priorities

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

#2

Recruit and retain more underrepresented minority attorneys; retain more women overall and increase % of women partners.

Top Three Priorities

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

#3

Partner with select law schools to build the pipeline of underrepresented minority students.

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?

Candidates should ask to connect with members of affinity groups or those on the Diversity and Inclusion Committee to get a better understanding of the firm's commitment and to learn more about our initiatives. Ask for examples of a firm's actions taken in this space, beyond making statements.