

Brownstein Hyatt Farber Schreck LLP

2022 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

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

Executive Committee

Total Number of Attorneys on Committee: 7

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

2022 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

Amma Marfowaa-Nuako, Diversity & Inclusion Initiatives Manager

Ali Metzl, Chair of Diversity, Inclusion & Equity

DEI Committee

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

Yes

In what year was the committee formed?

2019

Total Number of Attorneys on DEI Committee: 9

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	5	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	1	4	0	0
Two or More Races	2	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

#N/A

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

264 Total attorneys in U.S. offices

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

U.S. Associates

85 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	43	42	0	0
American Indian or Alaska Native	0	1	0	0
Asian	2	1	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	37	31	0	0
Two or More Races	1	4	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	7	0	0
LGBTQ+ Individuals	2	6	0	0
Individuals with Disabilities	2	1	0	0

2022 Vault Law Firm Diversity Survey

U.S. Equity Partners

55 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	37	18	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	36	18	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

U.S. Non-Equity Partners

100 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	66	34	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	62	31	0	0
Two or More Races	3	2	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

2022 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

21 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	6	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. Non-Partner-Track Attorneys

3 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	2	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	1	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

2022 Vault Law Firm Diversity Survey

U.S. Law Clerks

3 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	1	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	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

U.S. Office Managing Partners

9 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	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	5	3	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

2022 Vault Law Firm Diversity Survey

U.S. Hiring Committee

0 Total U.S. Hiring Committee Attorneys

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

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:

Develop widespread and consistent recognition for cultivating and promoting a diverse and inclusive workforce as measured by (i) our attorney and policy advisory ranks, (ii) equity shareholder/policy director ranks; and (iii) leadership roles.

Achieve and sustain diverse representation in shareholder/policy professional ranks of 15%; in associate ranks of 35%; and overall representation of 20%.

Achieve and sustain gender diverse representation in equity shareholder/policy director ranks of 40% and in firm leadership of 50%.

2022 Vault Law Firm Diversity Survey

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?

Internally, the Committee on Diversity, Inclusion & Equity ("CODIE") sets objective goals for growth and improvement relating to recruitment, retention and promotion of diverse attorneys and policy professionals within the firm. Progress is measured on an ongoing basis against goals codified in the firm's strategic plan. Externally, progress for goal achievement is measured through Mansfield Certification and other industry recognition. Finally, everyone is asked about their involvement in DEI efforts in their compensation memos (for partners) and self-evaluations reviews (for associates). Asking these questions helps hold everyone at the firm accountable to achieving the codified strategic priorities and goals.

2022 Vault Law Firm Diversity Survey

DEI Training

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff?

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- No** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- Yes** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University School of Law

Law Schools

Does the firm recruit at any other law schools specifically for diversity purposes, such as institutions with significant populations of students of color? (Note that we are looking for intentional recruiting efforts to broaden the pool of applicants and extend more opportunities to diverse students.)

Yes

If yes, which law schools does the firm recruit at specifically for diversity purposes?

University of Colorado Law School, UNLV William S. Boyd School of Law, University of California, Hastings College of the Law, Sturm College of Law, University of Denver, Loyola Law School, Los Angeles, Northwestern School of Law, Lewis and Clark College

2022 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
Scholarships	

Link:

Internships

up to two available summer 1L summer clerkships to diverse law students attending University of Colorado Law School, The University of Denver Sturm College of Law, and the University of Wyoming College of Law Link: <https://coloradoplege.org/about/> 2

Fellowships

Link:

2022 Vault Law Firm Diversity Survey

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

Center for Legal Inclusiveness, Lavender Law 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.)?

Our firm has been working on D&I initiatives for many years, embedding practices in our recruiting processes, professional development program and within our 2019 strategic plan. In 2019, we revamped our training protocols and processes to offer question guides to interviewers to eliminate bias in questioning, we revamped our feedback form to eliminate the insertion of bias into aggregation of interview feedback and we trained our employees on identifying biases and microaggressions in the interview process using the updated interview manual and guidelines.

2022 Vault Law Firm Diversity Survey

Summer Associates

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

We combine meaningful work, comprehensive training and a variety of social events to enable our summer associates to get to know the firm and gain a true sense of associate life. Each of our summer associates will have the opportunity to work alongside attorneys and receive formal and informal mentoring from an associate mentor and a partner mentor. Along with working on high-end, sophisticated matters, the firm also ensures our summer associates give back to the communities in which we work and live. Summer associates will have the opportunity to participate in firm "karma projects" and engage in meaningful pro bono work over the summer. We also include our summer associates in our D&I events and trainings that occur over the summer, be it dedicated D&I committee sponsored events, community awareness events or formal training programs, so they can get a taste of the work we do and the way in which we support our diverse colleagues.

2022 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

2 Total 1L summer associates at the firm in 2021

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	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	1	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	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?

2

2022 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2021? **Yes**

9 Total 2L Summer Associates at the Firm in 2021

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	4	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

2L Summer Associates Who Received Offers

9 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	4	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

2L Summer Associates Who Accepted Offers

8 Total 2L Summer Associates Received Offers

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

0

2022 Vault Law Firm Diversity Survey

Diversity Program Participants

How many of the law students who participated in the firm's 2L summer associate program in 2021 were hired through the firm's diversity scholarship/internship/fellowship program?

2

New Attorneys Hired

36 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	19	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	15	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

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's Leadership Initiative, Tapestry, Brownstein Pride, Caregiving Committee

2022 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

The firm provides financial and logistical support, communications and media support, strategic oversight and governance over the affinity groups.

2022 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:

The firm hosts a Women's Leadership Initiative retreat every few years.

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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:

2022 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:

The Associate Committee includes broad geographic and practice representation. The committee meets to discuss associate concerns and ideas and present those ideas to the firm's management.

2022 Vault Law Firm Diversity Survey

Combating Structural Racism

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

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

The firm commemorates important dates by hosting speakers, complimentary lunches for employees to sample cuisine from a variety of cultures, CLEs and provide books that expand knowledge about the diversity date or month. We also have internal and external social media and communication strategies to demonstrate our engagement and support. The firm also offers Diversity Time Off annually for employees to celebrate their unique diversity, culture and religious beliefs. Also, in recognition of their service, veterans within the firm receive Veterans Day off as an additional paid holiday.

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 Diversity Advocate Program was launched in the winter of 2019. The program is optional and open to all associates and policy professionals who self-identify as diverse, broadly defined. The program aims to pair attorneys and policy professionals (advisees) with senior leaders (advocates, i.e., Executive Committee members, Department Chairs, Office Managing Partners or Equity Shareholders) who serve as advocates, guides, and mentors to ensure equitable access to impactful work assignments and opportunities for leadership and advancement within the firm. Participants in the program meet a minimum of once per quarter, while some meet more frequently, to discuss goals, assignments and offer general career advice.

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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:

Brownstein is committed to continuing professional development of every attorney and policy professional who joins the firm. Our approach includes training, mentoring, regular evaluations and a structured first-year apprenticeship and progressive training for senior associates. In furtherance of the firm's commitment to diversity, inclusion and equity, the firm recognizes that building a culture of inclusion and support is essential to laying the groundwork for elevation to partnership and career success. _____

2022 Vault Law Firm Diversity Survey

Work Allocation

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

Yes

Describe how the firm monitors work distribution

Each practice area has an assignment partner who reviews associate matters to ensure they are staffed appropriately. Additionally, department chairs receive quarterly work allocation reports that outline ethnic and gender diversity of matters and work with the responsible attorney to include diverse associates. We apply the Mansfield Rule requirements to staffing matters to ensure we are considering diversity and including diverse attorneys on key client teams. The Business Development team also works with pitch teams to include diverse attorneys whose skillsets are applicable. Department Chairs also review the quarterly work allocation reports to ensure matters are staffed with a diverse team, broadly defined.

2022 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

Applying the Mansfield Rule requirements through the Diversity Lab provides objective requirements and quantifiable results for recruiting lateral diverse partners and enhancing the diversity of our equity partner ranks and leadership positions to increase and sustain a diverse and inclusive firm. Department Chairs also review the quarterly work allocation reports to ensure cases are staffed with a diverse team. Finally, the Director of Professional Development reviews all associate reviews and feedback to craft a consensus evaluation to eliminate bias in performance reviews.

Upward Reviews

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

No

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

2022 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

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

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

Multi-tier Partnership

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

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

2022 Vault Law Firm Diversity Survey

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2021 who started as associates at the firm.

50%

Promotions to Partnership

22 Total Number of Attorneys Promoted to Partner in 2021 (includes promotions effective in 2021, not announced in 2021)

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	9	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	12	9	0	0
Two or More Races	1	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

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?

Up to 50 hours

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

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

No, we do not.

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:

Employment on a reduced schedule in and of itself does not preclude or otherwise affect employment advancement such as eligibility for partnership or promotion.

Attorneys Working Reduced Hours

7 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	0	0	0
Equity Partners	0	0	0	0
Non-equity Partners	1	2	0	0
Counsel / Of Counsel	1	2	0	0
Non-Partner-Track Attorneys	0	1	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?

No

If applicable, describe the family-planning resources available:

2022 Vault Law Firm Diversity Survey

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's parental leave policy distinguish between primary and secondary caregivers?

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?

14 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

Our employee benefits programs offer enhanced medical and parental leave for childbirth, pregnancy and adoption. Under the firm's gender-neutral policy, attorneys and policy professionals who have completed one year of employment are eligible for up to six weeks of paid pregnancy-related medical leave, an additional 14 weeks of paid parental leave, plus an additional four weeks of unpaid parental leave, for a total of up to 24 weeks of paid and unpaid leave combined.

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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 Parental Transition Policy allows a choice of both a ramp down and ramp up period for a total of up to six months surrounding the birth, adoption or foster placement of a minor child to ease the pressure on new parents going on and coming back from extended leave. Participation in this program is automatic and does not impact bonus or promotion consideration. We also offer Mindful Return, a one-of-a-kind e-course and community dedicated to help new parents have a successful transition back to work after taking parental leave. The firm reimburses the participation costs for the Mindful Return program. Additionally, we offer alternative work schedules for those who prefer to work a reduced or alternative schedule and the flexibility to work remotely on a regular basis after a full year of tenure. Finally, the firm offers a backup care expense reimbursement program for child, adult or pet care arrangements. The policy gives employees the ability to select any caregiver, caregiving service, daycare center, pet sitter or boarding facility and request reimbursement from the firm up to a certain amount annually. The policy also provides additional financial assistance for an annual membership from a care provider website such as Care.com or Sittercity.

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?

- No** 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

19 Total Number of Departures among Associates in 2021:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	6	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	4	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

Departures among U.S. Partners

10 Total Number of Departures among U.S. Partners in 2021:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	4	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	6	3	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

2022 Vault Law Firm Diversity Survey

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

5 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2021

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	1	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	3	1	0	0
Two or More Races	1	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

SUCCESSSES AND PRIORITIES

Top Three Accomplishments

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

#1

One of our recent goals has been to expand the roster of team members who are engaging in and leading diversity and inclusion efforts across the firm. To that end, we have expanded membership on our CODIE steering committee to ensure we have broad representation across all forms of diversity. Relatedly, to support those engaging in this work and to appropriately reward those who undertake certain DEI activities for their time, energy, commitment and leadership and to incentivize more employees to engage in the firm's diversity, inclusion and equity programs and initiatives, in 2021, we introduced a dedicated D&I billable hour credit program. Now, attorneys and paralegals can claim up to 50 hours of billable hour credit for specified diversity, equity and inclusion activities and initiatives, subject to hitting certain minimum billable hour thresholds.

2022 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?

#2

Another of our goals was to ensure that we met the varied and evolving caregiving needs of our workforce during the upheaval of the pandemic. To meet this goal, first, we refashioned Brownstein's Working Parents Network into the Caregiving Committee to allow us to address the needs of all caregivers in our firm, not just working parents. We expanded membership in the committee to ensure we have caregivers across the life spectrum to ensure our programs, benefits and initiatives reflect the varied concerns of our caregiving employees. Then, we appointed a Caregiving Ombudsperson, a dedicated shareholder to handle caregiving questions and issues directly and anonymously. In addition, the Caregiving Committee and Human Resources partnered to revamp our backup care program to offer greater flexibility and agility to meet the evolving needs of caregivers during the pandemic. The new backup care expense reimbursement is available for child, adult or pet care arrangements. The policy gives employees the ability to select any caregiver, caregiving service, daycare center, pet sitter or boarding facility and request reimbursement from the firm. In addition to the stipend, the firm also offers additional financial support for employees to obtain a membership from a care provider website such as Care.com or Sittercity.

2022 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

Finally, we wanted to better understand the diversity of our workforce to ensure that our programs and initiatives are tailored to the identities and needs of our workforce. To accomplish this goal, we expanded employee data collection beyond the compliance-focused EEO-1 Form to include LGBTQ+, military service and disability information and increase the frequency with which we obtain this information to ensure accuracy. The expanded voluntary self-identification campaign was conducted from Sept. 2021 to Dec. 2021. The first-ever voluntary demographic information collection effort was outside the mandatory EEO-1 self ID completed upon hire. The data collected allows us to tailor our programming better and ensure work allocation is being done with an eye towards diversity through our reports and meetings with department chairs. Additionally, it will help us measure our progress in diversity, equity and inclusion, identify areas in which improvement is needed and ensure that we provide accurate data in response to information requests from clients, potential clients and industry organizations.

2022 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

We listen to our employees through affinity groups to drive innovative cultural and professional development programming and create an environment of belonging that we hope increases retention.

2022 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

We continue to look for opportunities to promote diverse talent into leadership and partnership roles within the firm through our Mansfield Pledge commitment and internal professional development opportunities. We also continue to learn about the demographics of talent we source and partner with law schools and external networks to enhance our diverse talent recruitment efforts.

2022 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

Finally, we have engaged experts to help us identify gaps in our DEI efforts and create a roadmap for a more inclusive and equitable firm culture. We professionalized our D&I infrastructure and formalized the leadership and processes to enhance transparency and sense of equality.

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?

Increasing workplace diversity isn't something that happens overnight. It is a gradual and incremental process that starts with examining your company's current makeup and culture. A good way to begin is by reviewing available demographics like the EEO-1 form to evaluate the ethnicity and gender of your population, from leadership to individual contributors and then compare it to industry benchmarks. While making comparisons, get a feel for your company culture by conducting focus groups and surveys to identify how it feels to work at your company. Once you've examined your culture and composition, look next to existing processes for opportunities to embed inclusive practices like hiring, policies, training and work schedules. Next, set goals to incorporate inclusion to make your company more attractive for people of every background to see your business as a desirable place to work.