

At Cravath, we pride ourselves on our ability to deliver excellent legal services to our clients as we invest in the development of our people. We are strengthened by the unique backgrounds, experiences and perspectives that each of our attorneys brings to our Firm. Our goal is to ensure that Cravath provides a supportive and inclusive workplace where every employee is valued and has the opportunity to succeed. We want Cravath to reflect at all levels the many communities in which we and our clients live and serve.

We are pleased to support the  
Vault Law Firm Diversity Database.

# Cravath, Swaine & Moore LLP

## 2023 Vault Law Firm Diversity Survey



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Faiza Saeed, Presiding Partner	Asian	Female	

#### Executive Committee

Total Number of Attorneys on Committee: 10

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	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	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

We do not have an Executive Committee. The numbers above represent our leadership structure which includes our Presiding Partner, Heads of our Departments, Managing Partners of Corporate and Litigation, two Hiring Partners and Head of Risk. We do not track information regarding disability.

2023 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**

Peter Wilson, Jr., Chief Diversity & Inclusion Officer

**DEI Committee**

Does the firm have a diversity, equity, and inclusion committee or the equivalent? Yes  
 In what year was the committee formed?

2003

Total Number of Attorneys on DEI Committee: **21**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>11</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

*We do not track information regarding disability.*

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**

2023 Vault Law Firm Diversity Survey

**ATTORNEY DEMOGRAPHICS**

**Attorney Headcount**

477 Total attorneys in U.S. offices

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

**U.S. Associates**

230 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>106</b>	<b>124</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	13	22	0	0
Black or African-American	10	14	0	0
Hispanic or Latinx	6	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	75	77	0	0
Two or More Races	2	4	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>9</b>	<b>7</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	9	7	0	0
Individuals with Disabilities	0	0	0	0

*We do not track information regarding disability.*

2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

97 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>71</b>	<b>26</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	3	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	67	19	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability.

**U.S. Non-Equity Partners**

0 Total Non-Equity Partners

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

We do not have any non-equity partners.

2023 Vault Law Firm Diversity Survey

**U.S. Counsel / Of Counsel**

49 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>26</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	3	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	20	21	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability.

**U.S. Non-Partner-Track Attorneys**

23 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>15</b>	<b>7</b>	<b>1</b>	<b>0</b>
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	2	0	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	10	4	1	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability.

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

78 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>33</b>	<b>43</b>	<b>2</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	9	7	1	0
Black or African-American	1	4	0	0
Hispanic or Latinx	5	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	24	1	0
Two or More Races	0	4	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>0</b>
LGBTQ+ Individuals	2	5	2	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability.

U.S. Office Managing Partners

1 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>
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	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability.

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

2 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
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	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability.

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
- No 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:

While we do not set numerical targets, we do aim to recruit students reflective of the law school population and to retain diverse associates at a rate comparable to other associates.



**2023 Vault Law Firm Diversity Survey**

**Accountability**

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

If yes, explain how the firm holds partners accountable for DEI achievements?

**2023 Vault Law Firm Diversity Survey**

**DEI Training**

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

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- Yes** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

**2023 Vault Law Firm Diversity Survey**

**RECRUITMENT AND HIRING**

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**HBCUs**

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

**Yes**

If yes, which HBCUs does the firm hire from?

Howard University

**Law Schools**

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

**No**

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

**2023 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
<b>Scholarships</b>	

Link:

**Internships**

1L LCLD Scholars Program Link: 1L LCLD Scholars | Leadership Council on Legal Diversity (lclenet.org)/ 2

**Fellowships**

SEO Law Program; For more than two decades, we have participated in the SEO Corporate Law Program. During the summer, we provide pre-law students of color with internships and participate in a reception for SEO fellows throughout New York City. Three of our partners are SEO Career alumnae, including one who spent her SEO summer at Cravath. We are also proud that several other Cravath SEO fellows have returned to our firm as associates. Link: <https://www.seo-usa.org/law/> 2

## **2023 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

Lavender Law Career Fair, Vault Law's 1L Diversity Summit and multiple diversity career fairs that are school specific.

### **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 host unconscious bias trainings and sessions throughout the year. Additionally, prior to the recruiting season each year, we host a kick-off session that includes a discussion where one of the Co-chairs of our Diversity Committee addresses the potential for bias in the recruitment.

**2023 Vault Law Firm Diversity Survey**

**Summer Associates**

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

Every summer associate, including our diverse summer associates, work directly with a partner who oversees their work assignments, provides feedback and serves as an informal mentor throughout the summer. Additionally, summer associates are paired with associate mentors. Summer associates can also join the Firm's affinity groups, which provides a forum for additional mentoring and professional development. Each affinity group has programming throughout the summer that allows summer associates to meet and foster relationships with partners, associates and peers at the Firm.

**2023 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 2022

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

*We do not track information regarding disability.*

**Diversity Program Participants**

If applicable, how many of the law students who participated in the firm's 1L summer associate program in 2021 (2 years ago) were hired through the firm's diversity scholarship/internship/fellowship program?

All of our 1Ls are hired through our standard 1L recruitment process. All 1Ls are offered the opportunity to participate in the 1L LCLD Scholars Program.

2023 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2022? Yes

114 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>56</b>	<b>57</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	10	0	0
Black or African-American	11	10	1	0
Hispanic or Latinx	6	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	33	32	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	7	1	1	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

112 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>54</b>	<b>57</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	10	0	0
Black or African-American	11	10	1	0
Hispanic or Latinx	5	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	32	32	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	7	1	1	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

92 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>41</b>	<b>50</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	9	0	0
Black or African-American	9	10	1	0
Hispanic or Latinx	5	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	26	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	5	1	1	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability. Responses to 12 offers remain outstanding due to those students accepting clerkships following graduation.



2023 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 2022 were hired through the firm's diversity scholarship/internship/fellowship program?

0

**New Attorneys Hired**

118 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>55</b>	<b>60</b>	<b>3</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	12	9	1	0
Black or African-American	2	4	0	0
Hispanic or Latinx	7	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	34	38	2	0
Two or More Races	0	5	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>0</b>
LGBTQ+ Individuals	4	6	2	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability.

**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:

**2023 Vault Law Firm Diversity Survey**

**CULTURE AND COMMUNITY**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

Asian/Pacific Islander Affinity Group; African American/Black Affinity Group; LGBTQ+ Affinity Group; Hispanic/Latinx Affinity Group; South Asian/Middle Eastern Affinity Group. We also have a Women's Initiative and Working Parents Group.

## **2023 Vault Law Firm Diversity Survey**

### **Affinity Groups Cont'd**

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

Each of these groups has at least three partner liaisons who actively seek input from members on topics such as future programming and Firm sponsorships, as well as general feedback about the members' experiences at Cravath. In addition to individual affinity group programming, we identify opportunities for members of our affinity groups to come together as a larger community. Associates from each affinity group who act as the group's co-leads also meet with our Diversity Committee Co-chairs and Chief Diversity & Inclusion Officer to help further engage and support our affinity group members.

**2023 Vault Law Firm Diversity Survey**

**DEI Events**

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

Does firm leadership attend these events?

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

N/A

**2023 Vault Law Firm Diversity Survey**

**Reverse Mentoring**

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

**No**

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

**2023 Vault Law Firm Diversity Survey**

**Associate Committee**

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

**No**

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

**2023 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?

We host firmwide programming to commemorate important dates honoring diversity. Recent speakers have included: Chief Judge Rowan D. Wilson (New York State and the New York State Court of Appeals), Tiq Milan (transgender activist), Sandra Leung (Bristol Myers Squibb), Bruce Jackson (Microsoft), Raul Yanes (Morgan Stanley), Tomiko Brown-Nagin (Harvard Law School), Juan Cartagena (LatinoJustice), Rachel Gonzalez (Starbucks), Jean Lee (Minority Corporate Counsel Association), Kristen Clarke, (National Lawyers' Committee for Civil Rights Under Law), and Ria Tabacco Mar (ACLU Women's Rights Project).

**2023 Vault Law Firm Diversity Survey**

**NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

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**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

When associates reach their second year, they are paired with a partner mentor who serves as their mentor throughout their tenure at the Firm. We recently enhanced this program so that our incoming first year associates who are members of our African American/Black Affinity Group are paired with partner mentors shortly after joining the Firm. We have also identified several partners to serve as additional resources on matters relating to diversity and inclusion (D&I). In this capacity, these partners make themselves available to meet with associates of a specific class year to discuss any concerns, suggestions or other matters relating to D&I.



## 2023 Vault Law Firm Diversity Survey

### **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:

We identify professional development opportunities both within and external to the Firm. For example, Cravath participates in the New York City Bar Association's Office for Diversity and Inclusion professional development programs--Associate Leadership Institute (ALI) and ALI LITE. Last year, eight junior (1st-3rd year) associates of color participated in ALI LITE and four senior (4th year and above) associates of color participated in the in ALI. Both programs include training on business development, leadership and management skills.

**2023 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

Our associates rotate within a given department and work with a select partner/group of partners during each rotation, where they receive equal access to substantive, quality work. Our Managing Partners (the partners responsible for overseeing all matters related to our associates) regularly review work allocation to ensure that all associates have the same opportunities to develop their skills and work closely with our clients, and are particularly attuned to our diverse associates.

**2023 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):

Each year, several of our associates attend the New York City Bar's Associate Leadership Institute and Associate Leadership Institute LITE, a professional development series for diverse senior and junior associates.

**2023 Vault Law Firm Diversity Survey**

**PROMOTION AND ADVANCEMENT**

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**Countering Implicit Bias**

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

**Yes**

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

The design of our rotation system helps mitigate implicit bias in work allocation and opportunities. The rotation system allows our lawyers to develop the skills necessary to master new areas of our practice quickly, and provides our associates with a broad but intense training experience.

**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

**2023 Vault Law Firm Diversity Survey**

**Diverse Slate of Candidates**

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

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

**Multi-tier Partnership**

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

**Alternatives to Partnership**

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

If applicable, describe the alternatives to partnership:

We have both senior attorneys and practice area attorneys who are experienced lawyers who generally focus on a particular practice within one of the Firm's departments.

## 2023 Vault Law Firm Diversity Survey

### Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.

91%

### Promotions to Partnership

6 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

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

We do not track information regarding disability.

## 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.

N/A (firm has no billable requirement)

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

N/A

### Compensation

Are associate salaries lockstep or discretionary?

Lockstep

## 2023 Vault Law Firm Diversity Survey

### **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:

The timing of decisions on the admission of new partners to the Firm is based on the readiness of the candidate and other relevant factors. Consequently, there is no fixed rule as to how part-time work will be counted for purposes of determining if, and when, an associate will be considered for partnership.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

7 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	2	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	1	4	0	0
Non-Partner-Track Attorneys	0	0	0	0

We do not have any non-equity partners.

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:

Egg Freezing, IUI, IVF, Male infertility care, Contraception, Permanent birth control, abortion, GIFT, ZIFT, artificial insemination, surgical treatment, office and lab services



## 2023 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?

**Yes**

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

All associates are provided with four weeks of paid child care and, if applicable, an additional eight weeks of primary caregiver leave following a birth or adoption. For women who give birth, these leaves are in addition to the six to eight weeks of paid maternity leave, potentially resulting in a total of 18 to 20 weeks of paid leave benefits following the birth of a child.

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

12 weeks, not including short term disability

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

12 weeks, not including short term disability

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

N/A

**2023 Vault Law Firm Diversity Survey**

**Parental Leave Policy**

Describe the firm's parental leave policy.

All associates are provided with four weeks of paid child care and, if applicable, an additional eight weeks of primary caregiver leave following a birth or adoption. For women who give birth, these leaves are in addition to the six to eight weeks of paid maternity leave, potentially resulting in a total of 18 or 20 weeks of paid leave benefits following the birth of a child.

**2023 Vault Law Firm Diversity Survey**

**Support for Parents**

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- No** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

**2023 Vault Law Firm Diversity Survey**

**INCLUSIVENESS AND ACCESSIBILITY**

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**Equity in Benefits**

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

**In part (please elaborate):**

The Firm's health care benefits, family leave and bereavement leave include same-sex spouses. The Firm's bereavement leave also includes domestic partners.

**LGBTQ+ Inclusivity**

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

- Yes** 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
- No** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes gender identity and expression as a protected category
- No** Other (please elaborate):

**Accessibility**

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

- 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):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

84 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>39</b>	<b>45</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	10	6	0	0
Black or African-American	1	8	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	26	27	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability.

Departures among U.S. Partners

8 Total Number of Departures among U.S. Partners in 2022:

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

We do not track information regarding disability.

**2023 Vault Law Firm Diversity Survey**

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

18 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	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	10	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not track information regarding disability.

**2023 Vault Law Firm Diversity Survey**

**SUCSESSES AND PRIORITIES**

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**Top Three Accomplishments**

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

**#1**

The firm encourages engagement in conversations around inclusion at all levels. Our affinity groups are also very active and play a key role in enhancing diversity dialogues across the Firm.

## **2023 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**

We have continued to develop programming focused on unconscious bias, including by having outside consultants present to partners, associates and administrative staff about unconscious bias and how it can be interrupted. Notably, some of our most impactful programming has involved experts addressing the importance of mental health and well-being and how to manage the unique challenges posed by the hybrid work.



**2023 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**

Our 2022 summer associate class was 51% women, 44% people of color and 8% LGBTQ+ students.

**2023 Vault Law Firm Diversity Survey**

**Top Three Priorities**

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

**#1**

Continue to have conversations with our attorneys, followed by actionable steps based on their feedback and ideas, that enhance the Firm's inclusion.

**2023 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**

Continue to increase the retention and promotion of diverse attorneys, with a specific focus on professional development and the Firm's mentoring culture.

**2023 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 attract and hire students who reflect the communities in which we live and work.

**2023 Vault Law Firm Diversity Survey**

**ADVICE TO CANDIDATES**

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**Advice**

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

Prioritize an environment where you will have opportunities to work on and grow from challenging assignments, and where you will be able to form relationships that deepen your sense of connection to the firm. Throughout the interview process, ask questions of both diverse and non-diverse attorneys, about the steps the firm is taking to create a culture where all people feel a sense of belonging.