



Our strength is in our differences

Diverse knowledge, skills and viewpoints make us a stronger, more productive law firm.

#10

Global 20, *Law360*



Mansfield Rule Certification Plus,
Diversity Lab

100%

Corporate Equality Index,
Human Rights Campaign



Gold Standard Recognition,
*Women in Law
Empowerment Forum*

#5

Quality of Work, *Vault*

#10

Formal Training, *Vault*

Eversheds Sutherland (US) LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

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

Executive Committee

Total Number of Attorneys on Committee: 10

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	5	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	5	5	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	0	0	0
Individuals with Disabilities	0	1	0	0

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

Darwin Conner, Chief Diversity, Equity & 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?

2005

Total Number of Attorneys on DEI Committee: 6

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	5	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	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

The firm began collecting data on disabled persons in 2020 and will report those numbers beginning Q4 of 2021 once the data can be verified.

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

406 Total attorneys in U.S. offices

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

U.S. Associates

221 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	121	100	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	12	0	0
Black or African-American	4	9	0	0
Hispanic or Latinx	3	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	102	63	0	0
Two or More Races	4	4	0	0
Other or Unknown	3	2	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Our Counsel and Associates are both on partner track and have been combined in this figure.

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

112 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	87	25	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	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	83	23	0	0
Two or More Races	0	1	0	0
Other or Unknown	1	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-Equity Partners

67 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	50	17	0	0
American Indian or Alaska Native	0	1	0	0
Asian	2	3	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	44	11	0	0
Other or Unknown	2	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Eversheds Sutherland (US) LLP

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

27 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	23	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

Only contains Of Counsel as they are different than Counsel at ESUS

U.S. Non-Partner-Track Attorneys

25 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	7	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

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

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. 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	0	0	0	0
Hispanic or Latinx	1	0	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	1	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

19 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	5	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	5	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:

We are a Move The Needle firm with Diversity Labs and our goal is 33% Women & 15% Diverse partners by 2025.

2023 Vault Law Firm Diversity Survey

Accountability

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

No

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

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DEI Training

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

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

If applicable, describe any other initiatives taken:

ES Next is the firm's strategic initiative that serves as our roadmap for promoting a more inclusive culture by learning from DEI-related subject-matter thought-leaders (as well as each other) and identifying ways to improve our interactions, policies and structures. ES Next programming provides opportunities to expand our understanding of a number of important topics with a truly impressive slate of speakers. Although our educational programming focuses on building a deeper, organizational understanding of a number of foundational DEI topics, we also try to stay current when it comes to building our collective understanding of important topics, trends and current events that affect us all.

2023 Vault Law Firm Diversity Survey

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, North Carolina Central University, Florida A&M 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
Scholarships	
ES Tax Scholarship Fund Link: https://us.eversheds-sutherland.com/NewsCommentary/Press-Releases/235937/Eversheds-Sutherland-Announces-NYU-School-of-Law-Tax-Scholarship-Fund	1

Internships

Link:

Fellowships

Equal Justice Works Fellows Link: <https://www.equaljusticeworks.org/fellowships-opportunities/> 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

Hispanic National Bar Association Career Fair, Lavender Law Career Fair, Mid-Atlantic BLSA Career Fair Resume Collection, Southeastern Minority Career Fair, Southeastern BLSA Career Fair Resume Collection.

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.)?

Training session on Implicit Bias, Confirmation Bias and Stereotype Threat offered to all firm attorneys and business professionals.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Social identity specific events held all summer.

2023 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 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	2	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	2	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

Both of our 1L Summer Associates returned for 2023 2L summer program.

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?

0

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

17 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	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

16 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	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

11 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	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

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

31 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	14	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	9	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

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

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Affiliation of Hispanic Attorneys (ALHA), Asian American and Pacific Islander (AAPI), Black Attorneys Alliance Group (BAAG), LGBTQ+ Attorneys Group, Middle Eastern/North African Attorneys (MENA), Allyship Affinity 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 affinity group is typically led by two associates who organize monthly membership meetings in order to tackle topics of interest to the group. Our AGs discuss issues that may need to be addressed, provide space for community and bonding, contribute to Heritage Month programming and communications, help organize DEI-related celebrations and acknowledgements, strategize on ways to elevate the profiles of our underrepresented talent both within and outside of the Firm, generate internal newsletters, and explore professional development opportunities and initiatives. The Firm and the DEI team support these groups financially and in support of the following group goals: group connectivity, personal and professional development; allyship, Heritage month programming and celebrations.

2023 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:

As part of our programming for attorneys from underrepresented backgrounds, we organize and run regular DEI and Women's Leadership Initiative retreats. The retreats are designed to provide (i) strategy sessions on what the participants would like the Firm and the DEI department to accomplish, (ii) programming on leadership and professional and business development, (iii) workshops addressing wellness issues, and (iv) opportunities to connect and bond.

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:

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2023 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:

Regular meetings.

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 engage in extensive programming, communications, events, learning opportunities related to heritage month and other DEI related dates of importance.

2023 Vault Law Firm Diversity Survey

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

Firm offers this to all associates.

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:

Stand Up to Stand Out, a retention program our Women's Leadership Initiative created for a cohort of mid-level women associates designed to spark connection and develop leadership skills. LCLD is an organization of more than 450 corporate chief legal officers and law firm managing partners who have pledged to create a truly diverse US legal profession. They try to accomplish this through a number of different programs they offer, all of which we take advantage of, and three of which we have highlighted here.

The first is the LCLD Fellows program, which is designed to increase diversity at the leadership levels of the nation's law firms and corporate legal departments through an ambitious, highly structured program for mid-career attorneys. The Firm has participated in the flagship Fellows program for quite a few years. The other program is the LCLD Pathfinders program, which is designed for high-performing, mid-level attorneys to provide them with some of what the Fellows program offers, with more of a focus on practical tools for developing and leveraging internal professional networks. The Success in Law School Mentoring Program is built for law school students who participate as mentees. A number of our attorneys have participated as mentors.

Move the Needle is a partnership with Diversity Lab through which four law firms and more than 30 general counsel work together to create an experimental "lab" in which ideas are developed and incubated at the participating law firms over the course of five years, providing a model for learning and transformative change in the legal industry. We have participated in a lot of their programming over the last few years, some of that programming (like 1L Diversity Pipeline) has been dropped by Diversity Lab. But while it was up and running over the last few years, the 1L Underrepresented Pipeline Collective aimed to increase the number of historically underrepresented attorneys at law firms and legal departments, and to boost their chance of success once there. MTN firms and companies committed to providing paid, split-summer internships between participating firms and corporations. A number of our attorneys have all been volunteers for this program. Focused Five is a business development program designed for newly promoted partners. Participants are paired with an in-house legal department sponsor and a business development coach to hone their business development skills over the course of the nine month program. Partners are expected to commit ~5-10 hours per month and participate in regular meetings and activities with their coach and sponsor. Our latest partner who participated in Focused Five. A partner who previously participated built a client relationship through their participation in this program.

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

Currently this is performed at the Practice Group level, but we are revamping this system for a more structured approach in 2024.

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):

Corporate Counsel Women of Color (CCWC) is a not-for-profit organization of women attorneys of color who serve as general counsel, assistant general counsel, corporate counsel, in-house legal counsel, and in other capacities in the US and abroad. The organization was formed in 2004 to provide a support network to in-house women of color and to facilitate networking around the nation and abroad, promote career advancement and the success of in-house women of color, and promote all aspects of global diversity in the legal profession and workplace. Our attorneys have attended their Law Firm Associates conference, annual conference, and men of color career strategies conference. They have also been nominated for their Next Gen Emerging Leader Award. The networking and business development opportunities at the annual conference can change careers. We have increased our membership level with CCWC based on the feedback we've received to make sure we provide access to these opportunities.

The Minority Corporate Counsel Association or MCCA is the premier DEI in-house organization in the nation. They provide data-driven solutions for sustainable change through their annual survey, professional development programs, networking opportunities, and more, all of which we have access to through our membership. There are a number of clients who expect us to be members, participate in the survey, and sponsor the annual gala--which we do. Our attorneys have attended their Creating Pathways to Diversity Conference and their annual Gala, and have participated in the Sources of Success Program, which is a twelve-month professional development program tailored for junior and mid-level attorneys from corporate legal departments and law firms. The focus is on identifying successful career strategies and allowing attorneys to develop leadership and management skills, as well as an opportunity for attorneys to find the right mentor to guide their career advancement. We also nominate our attorneys for MCCA awards and recognitions.

The Firm often sponsors affinity-based organizations (e.g., Hispanic Bar Association, Stonewall Bar Association, Lambda Legal, Georgia Asian Pacific American Bar Association, etc.) and events important to our underrepresented talent from a professional and business development, as well as a personal standpoint. Typically, the DEI department splits sponsorships with the practice groups of the attorneys who work with these organizations or who would like to attend the events run by these organizations.

2023 Vault Law Firm Diversity Survey

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

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

Not yet, but currently in development

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

Upward Reviews

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

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?

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

Multi-tier Partnership

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

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

For those who do not make partner positions as counsel, senior attorney, and of counsel are available.

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.

Do not track

Promotions to Partnership

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	1	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	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

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

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

Yes

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

50

Compensation

Are associate salaries lockstep or discretionary?

Hybrid

2023 Vault Law Firm Diversity Survey

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?

We submit compensation ranges through NALP.

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:

All attorneys who are in good standing are judged across a number of criteria when it comes to (i) eligibility for promotion to partnership and (ii) their performance as a partner. There is no policy (formal or informal) that draws a distinction between attorney performance based on that attorney's part- or full-time status.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

17 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	10	0	0
Equity Partners	0	1	0	0
Non-equity Partners	0	2	0	0
Counsel / Of Counsel	3	0	0	0
Non-Partner-Track Attorneys	0	0	0	0

WORKING PARENTS

Family-planning Resources

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

Yes

If applicable, describe the family-planning resources available:

Paid family leave outside of FMLA, infertility treatment coverage outside of in-vitro fertilization, and fertility/in-vitro fertilization coverage.

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?

Policy is gender neutral, employee determined.

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

21 weeks

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

5 weeks

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.

Paid parental leave for caregivers is available to employees who regularly work 30 hours or more per week at 100% of pay. This policy is gender neutral and the employee determines if they are primary or secondary caregivers. Primary caregivers receive 21 weeks paid leave, secondary caregivers receive 5 weeks paid leave.

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?

- 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.
- No** 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.

Our ramp down/up program is currently being developed. Part of the community built by our attorneys includes a group organized to hold monthly lunches for moms and moms-to-be to provide a space for support and community.

2023 Vault Law Firm Diversity Survey

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?

- 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
- 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):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

39 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	19	20	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	15	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	1	1	0	0

Counsel and Associates at ESUS are on partner track and combined for the above numbers.

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	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

0

Eversheds Sutherland (US) LLP

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	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	3	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

Only Of Counsel are included in these numbers.

2023 Vault Law Firm Diversity Survey

SUCSESSES 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

ES Next educational program

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

Billable Credit Policy

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

Women's Leadership Initiative's Professional Development program Stand Up to Stand Out

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

Data Analytics

Eversheds Sutherland (US) LLP

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

Business Professional Affinity Group buildout

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

Broader DEI Leadership training

2023 Vault Law Firm Diversity Survey

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 looking for an inclusive work environment should look beyond the mission statement and performance goals. True DEI work is rooted in the top-down commitment (starting from Leadership) to support both attorneys and business professionals' professional growth through internal processes, external opportunities, and improvement of a culture of belonging. How this is achieved can have a variety of approaches but requires intentional strategy for 1) affinity group support, 2) consistent elevation of opportunities and networking, and 3) and understanding to the intersectional needs of employees at all levels. When interviewing, asking about these specific strategies, the programs available and running actively, as well as the representation among leadership will be great indicators.