

MAYER | BROWN

Inclusive Change

Our dynamic and diverse lawyers are changing the face—and the heart—of Mayer Brown and strengthening the way we serve our clients worldwide.





LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Jon Van Gorp, Chair	White	Male	
Jeremy Clay, Managing Partner			

Executive Committee

Total Number of Attorneys on Committee: 5

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

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

Jeremiah DeBerry, Partner, Director of Diversity, Equity & Inclusion

DEI Committee

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

In what year was the committee formed?

2011

Total Number of Attorneys on DEI Committee: 17

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	5	1	0	0
Hispanic or Latinx	4	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? N/A

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials? Yes

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

1,159 Total attorneys in U.S. offices

1,860 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

551 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	276	274	1	0
American Indian or Alaska Native	1	0	0	0
Asian	25	49	0	0
Black or African-American	16	22	0	0
Hispanic or Latinx	19	27	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	193	155	1	0
Two or More Races	7	18	0	0
Other or Unknown	15	3	0	0
Additional Demographics	32	29	1	0
LGBTQ+ Individuals	27	21	1	0
Individuals with Disabilities	5	8	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

452 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	346	106	0	0
American Indian or Alaska Native	0	0	0	0
Asian	14	9	0	0
Black or African-American	7	2	0	0
Hispanic or Latinx	16	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	290	81	0	0
Two or More Races	6	5	0	0
Other or Unknown	13	1	0	0
Additional Demographics	18	2	0	0
LGBTQ+ Individuals	14	1	0	0
Individuals with Disabilities	4	1	0	0

The counts shown above include both Equity and Non-Equity Partners as of 12-31-2022.

U.S. Non-Equity Partners

0 Total Non-Equity Partners

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

The counts of Non-Equity Partners are included in the Equity Partner counts above.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

133 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	80	53	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	7	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	62	38	0	0
Two or More Races	1	1	0	0
Other or Unknown	5	1	0	0
Additional Demographics	6	3	0	0
LGBTQ+ Individuals	5	2	0	0
Individuals with Disabilities	1	1	0	0

U.S. Non-Partner-Track Attorneys

23 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	13	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	9	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	1	0	0	0

2023 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	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	2	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

Lateral Clerkships

U.S. Office Managing Partners

7 Total U.S. Office Managing Partners

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	0	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	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

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

95 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	54	41	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	4	0	0
Black or African-American	5	1	0	0
Hispanic or Latinx	7	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	36	24	0	0
Two or More Races	1	5	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	1	0	0
LGBTQ+ Individuals	4	1	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:

Within the firm's Global Talent Development Plan (TDP) are specific firm-wide, documented diversity representation goals, however due to Firm policy we are unable to publicly disclose the specific targets that have been established.

2023 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?

On an annual basis, individual partners are asked to summarize the extent of their contributions to DEI initiatives. Additionally, the Director of Diversity, Equity and Inclusion meets with the Firm's Compensation Committee to make its members aware of the significant contributions partners have made to the Firm's diversity and inclusion efforts. Such efforts are among the factors considered when establishing partner compensation.

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
- No** 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

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; North Carolina Central University, Thurgood Marshall School of Law at Texas Southern 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.)

Yes

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

University of Texas at Austin, George Washington University

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

Our US Diversity Scholars Program recognizes law students in our Summer Associate Program who share our commitment to improving diversity in the legal profession and who demonstrate strong academic achievement, leadership skills and an ability to overcome adversity. The program provides \$25,000 scholarships annually. We award multiple scholarships each year. Link:

Internships

Link:

Fellowships

Link:

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

CCBA Minority Job Fair, IMPACT Job Fair, National LGBT Lavender Law Career Fair, NEBSA Job Fair

Combating Implicit Bias

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

The firm's DEI leaders provide a comprehensive workshop every year prior to OCI on recruiting best practices, including interview training and behavioral interview questions. The firm also rolled out a global unconscious bias training to among other reasons--help interrupt biases and avoid unduly influencing decision-making processes during recruiting.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

We work to ensure that all of our summer associates have a positive and realistic experience by providing them with challenging substantive projects that are equivalent to the type of work performed by our junior associates. In addition, we arrange mentors and hold social functions for our diverse, women and LGBTQ summer associates so that they are easily able to learn from and network with other lawyers at the firm.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

17 Total 1L summer associates at the firm in 2022

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

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?

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

73 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	37	36	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	6	0	0
Black or African-American	4	4	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	23	20	0	0
Two or More Races	3	2	0	0
Other or Unknown	1	0	0	0
Additional Demographics	8	12	0	0
LGBTQ+ Individuals	6	6	0	0
Individuals with Disabilities	2	6	0	0

2L Summer Associates Who Received Offers

69 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	34	35	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	6	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	19	0	0
Two or More Races	3	2	0	0
Other or Unknown	1	0	0	0
Additional Demographics	7	12	0	0
LGBTQ+ Individuals	5	6	0	0
Individuals with Disabilities	2	6	0	0

2L Summer Associates Who Accepted Offers

65 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	33	32	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	5	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	17	0	0
Two or More Races	3	2	0	0
Other or Unknown	1	0	0	0
Additional Demographics	7	11	0	0
LGBTQ+ Individuals	5	6	0	0
Individuals with Disabilities	2	5	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?

8

New Attorneys Hired

208 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	113	95	0	0
American Indian or Alaska Native	0	0	0	0
Asian	10	15	0	0
Black or African-American	10	14	0	0
Hispanic or Latinx	5	13	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	82	42	0	0
Two or More Races	3	11	0	0
Other or Unknown	3	0	0	0
Additional Demographics	19	18	0	0
LGBTQ+ Individuals	13	12	0	0
Individuals with Disabilities	6	6	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:

Asian-Pacific Lawyers, Black Lawyers, Latinx Lawyers, LGBTQ Lawyers, Middle Eastern Lawyers, South Asian Lawyers, Diverse International Lawyers, LGBTQ Employees, Dependent Care, Parenting, Women's Forums

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Over 25 affinity groups are active across the firm's US offices. These groups provide an opportunity for those who share interests, experiences and/or perspectives to participate in and support our diversity initiatives, take advantage of professional development support and proactively work with the firm to address issues or circumstances that members identify as uniquely affecting a particular group.

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:

The firm has biennial DEI Summits to which all diverse attorneys in the United States are invited. In addition, the firm has a variety of associate and partner retreats and we host an additional program for our women lawyers in connection therewith. These retreats also provide supplementary leadership and business development training. For example, the most recent Diverse Lawyers Summit took place in October 2022, and the theme was "Reconnect. Reengage. Reemerge." All of the firm's US-based ethnically/racially diverse and LGBTQ lawyers were invited to attend, along with members of the firm's Management Committee and firm practice leaders. Organized by the DEI team, the two-day event focused on empowering lawyers to enhance their career trajectory and success at Mayer Brown. The retreat also provided a wealth of networking opportunities, a thought-provoking keynote speaker, and professional and business development programming.

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?

Yes

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

We have a formal mentoring program in place for all of our diverse associates, a part of which is a reverse mentoring program for our senior attorneys.

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:

An important part of our affinity group program is having our diverse attorneys connect with senior management and senior partners on issues that are relevant to their respective groups.

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?

* The firm frequently offers substantive programming in recognition of dates honoring diversity. A few recent examples include the following:

* Pride Month -- June: Our LGBTQ lawyers and DEI team planned a variety of events across offices to bring everyone together to celebrate Pride Month, virtually and in-person.

* The firm declared Juneteenth (June 19th) a paid firm-wide holiday in the US and the Diversity & Inclusion team carefully curated a webpage containing information and educational resources on race relations and systemic racism in the US.

* Race and Justice in America Speaker Series: The 2022 Speaker Series explored, among other things, justice issues and movements that impact diverse populations. It also built upon matters discussed during our 2021 Black in America Speaker Series, which examined the experiences, perspectives and challenges of being Black in America. The Speaker Series also explored how to keep momentum for the promises and commitments made in the past few years to advance racial equity in the United States. Rap artist and activist, Common, headlined the series, with nearly 1000 Mayer Brown lawyers, business services staff, and clients attending. The next speaker was Connie Chung Joe, CEO of Asian Americans Advancing Justice -- Los Angeles. The third installment of the Speaker Series has continued into 2023.

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

All entry-level and lateral diverse associates are assigned a mentor to ensure they have proper guidance and learn how to thrive--not just survive--in a large law firm. This program is reinforced by each office's Partner Mentoring Coordinator, and members of the Committee on Diversity and Inclusion conduct a Periodic Review Program to monitor the professional growth of diverse 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:

Through our Global Talent Development Plan, programs offered during our diverse and women's lawyers retreats, and collaborations with our clients, we are providing support and networking opportunities for our diverse and women lawyers as they strive to develop their own sustainable book of business.

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 Director of Diversity, Equity and Inclusion along with members of the Committee on Diversity, Equity and Inclusion, and Women's Leadership Committee, monitor the work loads of our diverse attorneys to ensure that work assignments are being fairly and equitably allocated through the firm's Global Talent Development Plan (TDP). The TDP includes a number of programs that promote the professional development of our attorneys, and has specific areas of focus on diversity and inclusion. The TDP is a framework that among much else, provides opportunities for our diverse attorneys in connection with business development efforts. We focus not just on the number of hours that our diverse attorneys are billing, but also on the quality and the level of sophistication of the work that they are being asked to perform.

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):

Through partnerships with well-respected legal and pipeline organizations, we sponsor and/or conduct a variety of workshops, panel discussions and diversity-related conferences for our attorneys. In our collaborations with these organizations, our efforts are designed not just to promote diversity and inclusion within Mayer Brown, but to help move the needle forward within the legal community as a whole. We are particularly proud of our support and involvement with the Leadership Council for Legal Diversity, National Asian Pacific American Bar Association, the National Bar Association, Lambda Legal, and the National Association of Women Lawyers, among many others.

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?

Yes

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

Our Director of Diversity, Equity & Inclusion sits on the Partner Promotion Committee to ensure the firm's diversity and inclusion principles are incorporated in every decision made globally across firm. In connection with the global Talent Development Plan, the firm is currently implementing a formal assignment system that will ensure an equitable distribution of work assignments across all demographics. With regard to performance reviews, we have mandated that all of our practice leaders undergo unconscious bias training to more effectively combat implicit bias during performance review processes.

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
- 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:

Counsel and Staff Attorney roles

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.

46%

Promotions to Partnership

26 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	19	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	1	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?

200

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 firm's existing policy allows attorneys to be considered for promotion to partnership while working on an alternative work schedule at the same time as other members of their class and using the same factors customarily considered in the partnership process. An extended path to partnership may also result, depending on experience gained while working on an alternative schedule. There are many examples within the firm of attorneys who have worked part-time, alternative, or flexible work schedules who have been promoted to partner.

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

98 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	6	26	0	0
Equity Partners	15	14	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	15	21	0	0
Non-Partner-Track Attorneys	1	0	0	0

NOTE: The counts shown above for Equity Partners above include both Equity and Non-Equity Partners as of 12-31-2022.

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:

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?

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?

12 weeks parental leave plus an additional 6-8 weeks of disability leave for a birth mother.

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

Parental Leave is available to new parents to provide time to care for and bond with the newborn or newly adopted child upon the commencement of the parent-child relationship. Parental Leave provides twelve (12) weeks of paid leave for eligible attorneys. Additionally, a birth mother is entitled to paid disability leave following the birth of a child for the full period of her medical disability, generally 6-8 weeks unless a longer period is documented to be necessary for medical reasons. After disability leave is over, the birth mother may also be eligible for additional Paid Parental Leave beyond the disability time period.

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.
- 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

Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

- No Provides gender-neutral restrooms/facilities
- Yes Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes Provides an opportunity for employees to share preferred pronouns
- Yes Uses gender-neutral pronouns in its policies and materials
- Yes Non-discrimination policy explicitly includes gender identity and expression as a protected category
- No Other (please elaborate):

Accessibility

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

- Yes Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes Non-discrimination policy explicitly includes disability as a protected category
- No Other (please elaborate):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

100 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	49	51	0	0
American Indian or Alaska Native	1	0	0	0
Asian	4	9	0	0
Black or African-American	6	5	0	0
Hispanic or Latinx	1	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	31	26	0	0
Two or More Races	2	6	0	0
Other or Unknown	4	0	0	0
Additional Demographics	6	9	0	0
LGBTQ+ Individuals	4	8	0	0
Individuals with Disabilities	2	1	0	0

Departures among U.S. Partners

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

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

NOTE: The Firm does not release partner attrition data.

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	9	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	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

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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

The firm has been successful in significantly increasing the percentage of diverse associates and women associates and improving the percentage of diverse and women partners at the firm. An additional accomplishment includes creating a more supportive, diverse and inclusive work environment for everyone at the firm through programs and initiatives such as unconscious bias training, impostor syndrome training, our Race and Justice in America Speaker Series, and Pride Month programming, among much else.

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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?

#2

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

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

Our top priorities for advancing diversity, equity, and inclusion within the firm moving forward include increasing the percentage of racially/ethnically diverse partners, improving the pipeline of diverse internal candidates for partner, and increasing the percentage of women equity partners at the firm.

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Top Three Priorities

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

#2

0

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

0

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?

We advise candidates to make a firm's diversity and inclusion efforts an important component of the decision-making process. Above all however, it is important to ensure you get to know enough people within the organization to know that you and your personality fit within that environment. As for questions, consider asking if the firm has one or more full-time diversity professionals dedicated to supporting diversity and inclusion initiatives at the firm. Ideally the firm would at least have a senior level administrator who focuses on diversity and inclusion matters full-time and is not subject to other billable hour requirements. If not, why not, and if so -- who does that person report to? Ideally this person would report to the chairman or managing partner of the firm.