

Committed to meaningful diversity, equity and inclusion at every level

We are proud to sponsor the
Vault Law DEI Survey.

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Akin Gump Strauss Hauer & Feld LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Kim Koopersmith, Partner & Chairperson	White	Female	

Executive Committee

Total Number of Attorneys on Committee: 13

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	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

We do not track individuals with disabilities.

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

Nimesh Patel, Chief Diversity, Equity & Inclusion Officer (CDEIO)

Heather Reid, 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?

The firmwide DEI committee was established in 2000. In 2020, we restructured the committee and it is now led by the firm's chairperson, Kim Koopersmith, in partnership with our CDEIO.

Total Number of Attorneys on DEI Committee: 18

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	5	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

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

765 Total attorneys in U.S. offices

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

U.S. Associates

412 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	201	205	2	4
American Indian or Alaska Native	0	0	0	0
Asian	15	25	0	1
Black or African-American	8	16	0	0
Hispanic or Latinx	14	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	152	144	1	0
Two or More Races	12	10	1	0
Other or Unknown	0	0	0	3
Additional Demographics	19	9	1	0
LGBTQ+ Individuals	19	9	1	0
Individuals with Disabilities	0	0	0	0

We do not track individuals with disabilities.

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

264 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	197	66	0	1
American Indian or Alaska Native	1	0	0	0
Asian	16	7	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	8	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	167	52	0	1
Two or More Races	1	1	0	0
Other or Unknown	1	0	0	0
Additional Demographics	6	2	0	0
LGBTQ+ Individuals	6	2	0	0
Individuals with Disabilities	0	0	0	0

: We do not track individuals with disabilities.

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

We do not track individuals with disabilities.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

68 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	35	32	0	1
American Indian or Alaska Native	0	1	0	0
Asian	2	2	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	32	24	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	1	0	1
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

We do not track individuals with disabilities.

U.S. Non-Partner-Track Attorneys

21 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	14	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	0	3	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	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not track individuals with disabilities.

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

We do not track individuals with disabilities.

U.S. Office Managing Partners

10 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	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	2	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

We do not track individuals with disabilities.

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

6 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	2	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	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

We do not track individuals with disabilities.

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 use extensive data analytics to assess progress on a broad range of DEI metrics, including recruiting, retention, and advancement/promotions. We also conduct extensive benchmarking against other large law firms based on various scorecards and surveys. Our goal is to be an industry leader in DEI, in terms of our policies, practices, and results. To that end, we set internal aspirational goals for key areas based on our data analytics and continuously assess progress on those goals.

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?

Our partner compensation process is based on a set of criteria that we believe defines the most important attributes of partnership. This includes whether a partner has contributed to diversity, equity and inclusion. We give careful consideration of these contributions by having each partner submit a self-evaluation, which includes a specific required question about contributions to DEI, and by having practice group leaders consider these contributions in their recommendations to the compensation committee. When the compensation committee convenes to discuss each partner, contributions and commitment to diversity, equity and inclusion are considered as a component of overall 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

- No** Provides annual DEI training that addresses implicit bias for all attorneys
- No** 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 School of Law

Law Schools

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

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
<p>Scholarships</p> <p>Akin Gump/Robert S. Strauss Diversity & Inclusion Scholarship -This signature two-year program brings outstanding law students with demonstrated commitment to advancing DEI in the legal profession to work at Akin following their first and second years of law school, and also introduces them to in-house life by sharing part of their first summer with firm clients. In addition to the salary they earn at the firm during their two summers, scholars receive \$50,000 to help offset law school expenses. We had 23 scholars in this program in 2022. In addition, we offer specific programs for the Corporate, Intellectual Property, and Financial Restructuring practice groups for law students to gain early experience working alongside the firm’s trusted advisors, including dealmakers, patent litigators, and financial restructuring professionals, in various industry sectors. Link: https://www.akingump.com/en/responsible-business/diversity-equity-and-inclusion</p>	23

Internships

Pro Bono Scholars Program - Our two-year Pro Bono Scholars program allows 1Ls to work on pro bono projects at the firm and at public interest organizations during their first summer, and join the general summer program as a 2L. In addition to the salary they earn at the firm during their two summers, scholars receive \$50,000 to help offset law school expenses. We had 6 scholars in this program in 2022, 3 4 of whom are diverse . Link: <https://www.akingump.com/en/services/pro-bono/pro-bono-scholars-program>

Fellowships

SEO Law Fellows Program - Since 2008, we have partnered with the SEO program, which provides 5 summer internships to rising 1L students of color from top law schools to work in our Dallas, Houston, Los Angeles, New York and Washington, D.C., offices. We had 5 SEO Law Fellows in 2022. Link: <https://www.seo-usa.org/law/our-program/apply-to-fellowship/>

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

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.)?

In 2020, Akin launched a comprehensive Implicit Bias/Inclusive Leadership Initiative, which includes training and implementing bias interrupter in key firm processes such as recruiting, evaluations, and promotions. Our firmwide implicit and systemic bias training sessions helped us understand how racism and implicit bias impact our everyday interactions. Additional sessions for firm leaders included a focus on partner promotions, work assignments, partner compensation and recruiting. Our inclusive leadership sessions provided guidance on the actions partners and other leaders can take to build diverse teams and manage them in an inclusive manner. In addition, our CDEIO holds sessions with each of the firm's five US hiring committees to provide an overview of diversity metrics in each office, recent trends in summer associate diversity results, relevant benchmarks, strategies to close the deal once an offer is extended, and a reminder of key points from the implicit bias discussion. Additionally, we encourage interviewers to use behavioral-style interview techniques and a structured interview process to ensure all interviewees have a common experience. Our CDEIO also meets annually with the Partner Admissions Committee and the Partner Compensation Committee to provide relevant DEI insights and a refresher on the types of implicit bias that might be prominent in promotion discussions and compensation discussions.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Diverse summer associates have the full support of the firm throughout the summer program. Our CDEIO and the DEI team do a presentation for all summer associates as part of orientation to share the firm's commitment to DEI, DEI resources, and information on how to get involved with Firmwide Resource Groups (FRGs) and office DEI Councils. All summer associates, including diverse summer associates, are provided with lawyer mentors in their office for support and guidance. Diverse summer associates also receive mentoring and support from the firm's FRGs and office DEI councils. The firm actively involves all incoming and current summer associates in our programs. For instance, in 2023, we celebrated Juneteenth with a firmwide presentation that featured Dr. Gina Paige, co-founder of African Ancestry, who explored African American heritage, and discussed the importance of knowing your roots. For Pride month, we held a private screening of the critically-acclaimed documentary, CURED, which sheds light on a significant yet lesser-known moment in LGBTQ+ history, when activists rose up to challenge the American Psychological Association's categorization of homosexuality as a mental illness, winning a critical victory in the modern movement for LGBTQ+ equality and justice. Lastly, we held our Akin Scholar Summit in Washington, D.C. This annual Summit brought together all of Akin's Strauss and Pro Bono Scholars for two days of substantive programming and networking with other attorneys at the firm.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

43 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	26	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	6	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	5	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	15	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	5	0	0
LGBTQ+ Individuals	3	5	0	0
Individuals with Disabilities	0	0	0	0

We do not track individuals with disabilities.

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?

23

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

65 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	24	41	0	0
American Indian or Alaska Native	0	1	0	0
Asian	3	9	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	20	0	0
Two or More Races	1	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	10	0	0
LGBTQ+ Individuals	2	10	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

64 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	23	41	0	0
American Indian or Alaska Native	0	1	0	0
Asian	3	9	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	20	0	0
Two or More Races	1	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	10	0	0
LGBTQ+ Individuals	1	10	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

60 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	22	38	0	0
American Indian or Alaska Native	0	1	0	0
Asian	3	9	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	19	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	8	0	0
LGBTQ+ Individuals	1	8	0	0
Individuals with Disabilities	0	0	0	0

We do not track individuals with disabilities.

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?

9

New Attorneys Hired

144 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	75	68	0	1
American Indian or Alaska Native	0	0	0	0
Asian	7	11	0	0
Black or African-American	8	8	0	0
Hispanic or Latinx	5	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	52	39	0	0
Two or More Races	3	3	0	0
Other or Unknown	0	0	0	1
Additional Demographics	11	3	0	1
LGBTQ+ Individuals	11	3	0	1
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:

Abilities, Asian, Black, First Generation Lawyers and Social Mobility, LatinX, Middle Eastern and North African, Native American and Indigenous Peoples, Out & Allied, Parents and Caregivers, Veterans, Women

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Our FRGs have the full support of firm management and are also supported administratively by the Diversity, Equity & Inclusion team, including receiving an allocated budget to support various activities and encourage both internal and external engagement. Additionally, each attorney FRG is chaired or co-chaired by a partner and has a senior partner Executive Sponsor.

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 Robert Strauss Diversity & Inclusion Scholars (SDIS) Summit is hosted each summer to bring together current scholars, returning scholars, and associate alumni of the firm.

*The Diverse Lawyers Summit took place in Washington, D.C. in June 2022. This was our inaugural Diverse Lawyers Summit. We brought together over 250 attendees from our offices all over the world, for one and a half days of networking and substantive programming. In addition to our diverse lawyers, our attendees included members of firm leadership, including the management committee, the partner admissions committee, practice group leaders and the chair of the firm.

*The Women's Leadership Conference brings together women lawyers from all levels and offices with a focus on practice development, leadership and work-life integration. The first Women's Leadership Conference was hosted in 2007, followed by 2013 and 2018. We are currently planning to host it again in 2024.

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 do not have a program specifically for reverse mentoring, but every mentoring relationship established at the firm is designed to be a two-way channel for learning and bridging generational or cultural gaps, sharing perspectives and skills, and generally supporting our goal of creating an inclusive culture at the firm.

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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:

The firm Chair's, Associates and Counsel Committee meets regularly with the Chairperson to provide feedback and ideas on how to improve the experience of associates and counsel at the firm, along with discussing opportunities that can enhance the development of our associates and counsel. Each office also has a local associates committee.

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?

In 2023, we have had the privilege of hosting a range of distinguished guests in celebration of various history and heritage months. During Black History Month, we hosted a conversation with Janai Nelson, President and Director-Counsel of the Legal Defense Fund, where she shared insights on her career and thoughts on the issues of race and equality. For Women's History Month, Ambassador Adela Raz, the former Afghan Ambassador to the US, discussed the current state of affairs in Afghanistan as well as her career journey. For International Women's Day, Dr. Kamel Hothi, an influential leader for diversity in banking, gave a thought-provoking talk titled Courage Empowered by Purpose. During AAPI Heritage Month, Frank H. Wu, a celebrated author and President of Queens College, gave a compelling presentation on discriminatory laws against AAPI communities in the U.S. We also had the pleasure of hosting Neda Maghbouleh, Associate Professor of Sociology at the University of Toronto, during MENA Heritage Month. Her lecture touched on the formation of the MENA identity, the diversity of culture within it and how people of MENA descent have been historically categorized in the U.S. During Pride month, we held a private screening of the documentary CURED with co-director Bennett Singer and guests Casey Pick and Rev. Magora Kennedy. CURED uncovers a pivotal moment in LGBTQ+ history when activists took on the American Psychological Association's classification of homosexuality as a mental illness, leading to a critical win for justice and equality in the modern LGBTQ+ movement. For Juneteenth, we celebrated with a firmwide presentation that featured Dr. Gina Paige, co-founder of African Ancestry, who explored African American heritage, and discussed the importance of knowing your roots.

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

We continuously assess and seek to enhance our formal and informal mentoring/sponsorship efforts for diverse lawyers. Over the years, we have implemented a range of programs, including formal one-on-one mentoring programs and targeted programs for lateral and first year lawyers. In 2020, we launched mentoring circles through our office DEI Councils for diverse lawyers in our U.S. offices. Each circle has two partners and a mix of associates and counsel, with the goal of building broader and deeper relationships within the firm. Our goal for the mentoring circles is to create a matrix of relationships that is less reliant on the personal connection between just two individuals.

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:

In 2022, we hosted our inaugural Diverse Lawyers Summit in Washington, D.C. We brought together over 250 attendees from our offices all over the world, for one and a half days of networking and substantive programming on topics related to professional development. In addition to our diverse lawyers, our attendees included members of firm leadership, including the management committee, the partner admissions committee, practice group leaders and the chair of the firm.

Our Firmwide Resource Groups also provide professional development opportunities to our diverse attorneys through formal mentoring programs. Additionally, the FRGs provide members with informal mentoring opportunities, as we made a conscious decision to have members of our Management Committee, our highest governing body, serve as the Executive Sponsor of each FRG to foster a connection between firm leaders and FRG members.

Akin also offers a number of opportunities to participate in professional development programs through firm-sponsored attendance at industry conferences and seminars specifically designed for diverse attorneys (e.g. NAPABA Convention, Lavender Law Conference & Career Fair, Corporate Counsel Women of Color Career Strategies Conference, Hispanic National Bar Association Conference, Charting Your Own Course, etc.). At these events, the firm hosts dinners for our attendees, which includes a number of partners, to come together and foster greater connections.

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

The work assignments process is one of the most important paths to enhance the retention and advancement of diverse associates. We are focused on assignment processes in our practices that are not random or left up to each partner, and have steadily increased the use of assignment partners and non-lawyer practice managers who are charged with overseeing how assignments are managed. With greater oversight, we have created paths for associates to have greater opportunities with a wider range of partners. This also helps counteract some of the unconscious tendencies that some partners have to work with people who "look like them." Finally, a more intentional assigning process also counteracts some of the well-documented tendencies for women to be assigned a disproportionate amount of organizational or administrative tasks.

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):

From time to time, we approve requests from lawyers to attend programs we do not formally sponsor.

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

Akin provided inclusive leadership sessions to give guidance on the actions partners and other leaders can take to build diverse teams and inclusively manage them. In addition to providing regular refreshers, we have also implemented bias interrupters to further minimize the influence of implicit bias in key firm practices such as recruiting, performance evaluations, work assignments, and promotions. Moreover, we include key aspects of DEI, implicit bias, and inclusive leadership into a broad range of on-going trainings and meetings which is aligned to our view that DEI should be infused into everything we do. In 2023, Akin launched inclusive workplace sessions for all lawyers in our U.S. offices as part of our continuing efforts to foster a diverse, equitable and inclusive environment. The sessions were facilitated by consultants from Paradigm, leaders in delivering meaningful and actionable programs on inclusiveness, including in the legal industry. Additionally, our CDEIO holds annual sessions with each of the firm's five US hiring committees to provide an overview of diversity metrics in each office, recent trends in summer associate diversity results, relevant benchmarks, strategies to close the deal once an offer is extended, and a reminder of key points from the implicit bias discussion. Our CDEIO, Chief Legal Talent Officer, Firmwide Professional Development Partner, and chair of the Partner Admissions Committee (PAC) also meet annual to review the pipeline of diverse talent for partnership. Our CDEIO also meetings with the PAC each year before consideration of candidates for partnership to provide DEI insights about the partnership and provide a refresher on implicit bias that can be part of the promotion process.

Upward Reviews

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

Yes

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

The firm has a Partner Upward Feedback Program. The goals of the program are to: 1) create a platform for our non-partner lawyers and advisors to provide feedback to partners anonymously; 2) enable partners to understand how they are seen by our non-partner lawyers/advisors; and 3) gather and share specific feedback that partners can use to understand what they do well and what they can do to enhance their leadership and management skills. The Partner Upward Feedback Program covers Leadership, People Management and Project Management. This program is completely separate from the firm's lawyer/advisor evaluation process. Feedback is delivered to partners in an aggregated and anonymized report and is not accessible on an attributable basis to anyone at the firm.

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? **No**

Alternatives to Partnership

Does the firm have a multi-tiered partnership? **No**
If applicable, describe the alternatives to partnership:

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.

49%

Promotions to Partnership

15 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	10	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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	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

We do not track individuals with disabilities.

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

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

Yes

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

100

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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 reduced schedule policy specifically provides that lawyers who work reduced schedules remain on track for partnership and other promotional opportunities. We have a significant track record of promotions of attorneys who have availed themselves of the policy.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

32 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	12	0	0
Equity Partners	0	4	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	2	10	0	0
Non-Partner-Track Attorneys	0	2	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:

We have a dedicated program to support access to services and navigation of all fertility, adoption, and surrogacy planning needs. We do not have any medical plan restrictions on voluntary access to all covered fertility services for up to a lifetime maximum. Firm policy provides reimbursement for out-of-pocket costs related to adoption and/or surrogacy for up to a lifetime maximum.

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

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

Qualifying employees are eligible for 12 weeks of paid parental leave at 100% of base salary. We separate family and disability leave in that we offer 12 weeks of parental leave plus an additional 8 weeks of medical disability leave, so a minimum of 20 weeks total is available to birthing parents.

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.

Akin is committed to providing support programs for parents at every stage of life. Our parental leave policy applies to all parents, regardless of caregiver status. We also have an Infant Transition Program, which provides up to eight weeks of transition care at daycare centers close to our offices. To further support the transition back to work, the firm partnered with "Milk Stork," a recognized leader in breast milk delivery services. The firm also offers an emergency backup child care and elder care benefit available to employees in all U.S. and London offices. In 2020 we doubled the number of subsidized hours to care for children and/or elder parents during the pandemic, and continued this for 2021 and 2022, adding tutoring options. These resources provide flexibility and options for personnel who are transitioning back to work following parental leave, and for those whose regular childcare option is temporarily unavailable or who have responsibilities caring for aging or ill parents. The firm also has a Director of Career Counseling and Planning, a dedicated well-being manager, and on-site behavioral health counselors in four of the firm's offices, who during the pandemic provided care virtually across our global offices. These firm-provided counselors are very valuable resources for new and working parents, as well as all firm personnel.

Additional resources include a 24/7 parent-child mental health support hotline, discounted nanny and caregiver placement services, resources for families with special needs children, subsidized virtual tutoring, education enrichment programs, and college admissions/financial aid resources. In our London office we also introduced a "Ramp down/Ramp up" policy for all expectant mothers which allows them to reduce their workload and time in the office prior to their period of leave. This policy is also in place on their return to the office and helps to ease them back into a working environment having been out for a long period of time. In addition to this, the firm offers one to one coaching sessions designed to help new parents successfully manage their journey to parenthood in the context of their professional lives. Coaching is delivered by a team of professional and experienced executive coaches and includes three to five tailored sessions.

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

76 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	31	44	0	1
American Indian or Alaska Native	0	0	0	0
Asian	2	3	0	0
Black or African-American	0	5	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	28	0	1
Two or More Races	2	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	5	0	0
LGBTQ+ Individuals	4	5	0	0
Individuals with Disabilities	0	0	0	0

We do not track individuals with disabilities.

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	4	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	2	1	0	0
Individuals with Disabilities	0	0	0	0

We do not track individuals with disabilities.

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	6	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	9	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	1	0	0
Individuals with Disabilities	0	0	0	0

We do not track individuals with disabilities.

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

Leadership: Naming Kim Koopersmith the firm's first woman chairperson marked an important milestone for Akin and the legal industry. As one of the few women leading an AmLaw 50 law firm, Kim brings a deep commitment that empowers everyone at the firm to work together in moving the needle on diversity and inclusion. Kim works closely with the firm's CDEIO, Nimesh, who is responsible for leading our strategy and executing key initiatives. Together, Nimesh and Kim lead the Firmwide DEI Council (FW Council), which includes top leaders from across the firm as well as partners in charge of Firmwide and local initiatives. The FW Council sets the tone from the top, supports the execution of our global DEI strategy, provides oversight, and drives accountability to ensure Akin is a model for diversity, equity and inclusion. The leadership of the firm is deeply committed to improving representation, particularly when it comes to the composition of key firm committees and management roles. When opportunities arise to change the composition of firm committees or nominate individuals to key internal roles such as Partners-in-Charge for each office, women and diverse partners are closely considered to ensure they are evaluated for every leadership opportunity in 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

Recruiting: We recruit exceptional and diverse talent at all levels. Our 2022 2L summer associate class was the most diverse ever, with 49% law students of color, 63% women, and 18% LGBTQ+.

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

Data analytics: We are committed to, and focused on, continuously assessing and enhancing our results. As CDEIO, Nimesh Patel regularly shares metrics with the FW DEI Council, as well as the management committee. He also meets with practice group leaders to discuss diversity, equity and inclusion in their respective areas, including current and trend data related to representation, hiring, advancement, and attrition of women and diverse lawyers. Nimesh also meets with other key leaders, such as the chair of the partner admissions committee (PAC), and presents at the start of the PAC's partner promotion discussion. He also presents data and trends to office Hiring Committees. The goal of this data-driven approach is identify areas of strength, challenges, and potential blindspots. Our approach also further embeds the responsibility and ownership for recruiting, professional development, and sponsorship with the key leaders in the firm who are best positioned to drive thoughtful and inclusive efforts.

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

Retention: We recruit exceptional talent, and we also want to foster and develop that talent for years to come. Professional development, representation and growth opportunities are key to retention. We are continuing to build on our professional development trainings and opportunities. Our extensive suite of professional development training and hands-on experiences is enhanced by access to our network of DEI councils and FRGs. We also recognize the challenges of managing professional expectations and ambitions while prioritizing time with family. Our exceptional set of family-friendly policies enables more effective integration of career aspirations and personal priorities. In 2021, we expanded our parental leave benefits, to better support our working parents. We also added four new FRGs in 2021 (First Generation Lawyers, Middle Eastern and North African, Native American/American Indian, and Veterans), to support lawyers with these identities.

As a result of our efforts to foster and develop talent, we have proudly elevated more diverse new partner classes, including 51% women, 17% attorneys of color, and 5.7% LGBTQ partners since 2020. The leadership of the firm is also deeply committed to improving representation, particularly when it comes to the composition of key firm committees and management roles. When opportunities arise to change the composition of firm committees or nominate individuals to key internal roles such as Partners-in-Charge for each office, women and diverse partners are closely considered to ensure they are evaluated for every leadership opportunity in the firm.

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

Community Building: In 2022, we held our inaugural Diverse Lawyers Summit. We brought together over 250 attendees from our offices all over the world, for one and a half days of networking and substantive programming. In addition to our diverse lawyers, our attendees included members of firm leadership, including the management committee, the partner admissions committee, practice group leaders and the chair of the firm. We focused much of the programming towards helping lawyers connect across offices and practices as well as organized the first in-person meetings for many of our FRGs. We have continued to develop this sense of community by working with the FRGs and the local and firmwide DEI Councils to provide even more programming and opportunities to meet and connect with each other.

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 improve on work allocation processes: It has been our experience that work assignments and client relationship opportunities are the two most important paths to enhance retention and promotion of diverse associates. We focus on assignment processes that are not random or left up to each partner, and have steadily increased the use of assignment partners and non-lawyer practice managers who are charged with overseeing how assignments are managed. We also want to continue to ensure that all of our lawyers are getting the exposure to the work they need to do to support their career development.

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?

Do the research. One way to evaluate how diverse and inclusive a work environment may be is to research, both quantitatively and qualitatively, via information provided on the firm's website or through resources such as the NALP Directory of Legal Employers. Candidates may find it helpful to look for general statistics on the firm's demographics, but also useful to look at that same information for a specific office and/or practice area. In addition to numbers, examine what programs and initiatives the firm has established or is working to develop. For example, does the firm offer internal affinity or resource networks to connect lawyers to each other? What about mentoring pairings? How are work assignments allocated and tracked to ensure equitable opportunities? Every law firm has a different approach to addressing diversity and inclusion, and work environments and culture are equally unique. Candidates should focus on identifying what is most important to them, and look for examples of how that does or does not align with various firms.

Connect and ask questions. Once a candidate has done preliminary research on a firm to ensure it meets their criteria, the next step is to learn more about the firm from individuals who can speak first-hand about what it's like to work there. One way to do this is to connect with other students who may have experience interviewing and/or working at a firm. Students are also encouraged to leverage their school's alumni network to build relationships with attorneys and hear their perspectives. Candidates may also contact their law school Career Services Office to learn about when firms are hosting events on-campus and sign-up to attend. This is a great way to connect 1:1 with attorneys and learn more about individual experiences first-hand. Additionally, law firms often host programs for students at their offices, which provides an opportunity to see the action and learn more about the firm, its culture, practices, and people.