



Leaders in Diversity

At Covington, we believe deeply in the values of diversity, equity, and inclusion (DEI) and strive to put these beliefs into action every day. We recognize that diversity enriches our culture, enhances our work with clients, and strengthens the profession. Covington lawyers bring a wide variety of backgrounds, perspectives, and life experiences to our practice. The firm places a strong focus on DEI principles in our recruiting, retention, development, and promotion practices. As a result, we are actively fostering the growth of a new and increasingly diverse generation of leaders.

Highlights of our external recognition include:

- Received a perfect score of 100 on the Human Rights Campaign's Corporate Equality Index Survey in each of the last 14 years
- Honored as one of the top 50 Best Law Firms for Women by Seramount in 2022 and 2023
- Received Women in Law Empowerment Forum (WILEF) "Gold Standard Certification" in the U.S. and UK in 2021 and 2022
- Won the Outstanding Veterans Program category at the 2022 Chambers Diversity & Inclusion Awards: North America
- Recognized by the Leadership Council on Legal Diversity (LCLD) as a Top Performer (2020-2022) and Compass Award winner (2021-2022)
- Achieved Diversity Lab "Mansfield Rule Certification Plus" every year since 2018

Visit cov.com/dei to learn about our commitment to diversity, equity, and inclusion.

COVINGTON

Covington & Burling LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

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

Executive Committee

Total Number of Attorneys on Committee: 33

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

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

Marlene Aquino, Chief Diversity, Equity, and Inclusion Officer

Janet Herman, Director of DEI

Jessica Gershman, Senior Analytics Manager

Keyra Boise, Senior Communications Manager

Cullin Brown, Business Analyst

DEI Committee

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

In what year was the committee formed?

2017

Total Number of Attorneys on DEI Committee: 33

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	17	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	4	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	4	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	9	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	6	4	0	0
LGBTQ+ Individuals	5	4	0	0
Individuals with Disabilities	1	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

1,259 Total attorneys in U.S. offices

1,523 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

663 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	311	342	2	8
American Indian or Alaska Native	0	0	0	0
Asian	47	72	0	3
Black or African-American	17	23	0	0
Hispanic or Latinx	24	24	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	216	214	2	2
Two or More Races	3	6	0	0
Other or Unknown	4	3	0	3
Additional Demographics	48	34	2	0
LGBTQ+ Individuals	46	30	2	0
Individuals with Disabilities	2	4	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

278 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	194	84	0	0
American Indian or Alaska Native	0	0	0	0
Asian	14	13	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	5	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	168	64	0	0
Two or More Races	0	0	0	0
Other or Unknown	5	1	0	0
Additional Demographics	9	7	0	0
LGBTQ+ Individuals	8	7	0	0
Individuals with Disabilities	1	0	0	0

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

Covington has a single-tier partnership.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

241 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	170	71	0	0
American Indian or Alaska Native	0	0	0	0
Asian	9	9	0	0
Black or African-American	5	4	0	0
Hispanic or Latinx	4	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	144	53	0	0
Two or More Races	0	1	0	0
Other or Unknown	8	1	0	0
Additional Demographics	5	1	0	0
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Partner-Track Attorneys

77 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	46	31	0	0
American Indian or Alaska Native	0	0	0	0
Asian	10	4	0	0
Black or African-American	7	8	0	0
Hispanic or Latinx	6	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	12	0	0
Two or More Races	0	1	0	0
Other or Unknown	3	2	0	0
Additional Demographics	6	2	0	0
LGBTQ+ Individuals	6	1	0	0
Individuals with Disabilities	0	1	0	0

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

1 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	0	0	1
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	1
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

4 Total U.S. Office Managing Partners

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

32 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	23	12	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	10	0	0
Two or More Races	0	0	0	0
Other or Unknown	3	0	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	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:

Covington's Chief Diversity, Equity, & Inclusion Officer (CDEIO) works closely with the firm's DEI Committee Co-Chairs, and the Management Committee in setting and implementing the firm's strategic action plan goals, establishing initiatives and programs to meet our goals, and ensure we're making progress through regular reporting along key metrics. Our CDEIO works closely with key firm committees, i.e., Hiring, Work Assignment, Evaluation, to ensure a continued focus on DEI issues in committee conversations and activities. We measure our progress against both NALP and Diversity Lab targets for representation to ensure we are keeping pace with the industry.

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?

Partners are required to include DEI goals in their individual commitments annually. The firm considers the contributions of partners to the firm and its success, including in promoting the firm's goals for associate development. Additionally, all senior lawyers are required to take training on interrupting bias.

2023 Vault Law Firm Diversity Survey

DEI Training

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

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

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University

Law Schools

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

No

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

2023 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
Scholarships LCLD Link: https://www.lclldnet.org/programs/1l-scholars/	8

Internships	
SEO Link: https://www.seo-usa.org/law/our-program/fellowship/	4

Fellowships	
Law in Technology Link: https://www.lawintechdiversity.com/for-students.html	1

2023 Vault Law Firm Diversity Survey

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

Lavender Law Career Fair

Harvard Black Law Student Associate Job Fair

UCLA Law Firm Diversity Reception

Bay Area Diversity Career Fair

Veterans' Legal Career 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.)?

Interview training, behavioral interview questions, GPA redaction, Hiring Committee unconscious bias training

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Affinity group activity, mentoring, individualized assignments process, diversity roundtable presentation

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

14 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	2	5	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	1	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	1	1	0	0
Individuals with Disabilities	0	0	0	0

Diversity Program Participants

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

12

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

135 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	65	69	1	0
American Indian or Alaska Native	0	0	0	0
Asian	7	11	0	0
Black or African-American	7	11	0	0
Hispanic or Latinx	7	7	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	42	39	0	0
Two or More Races	1	1	0	0
Other or Unknown	1	0	0	0
Additional Demographics	10	9	2	0
LGBTQ+ Individuals	10	8	1	0
Individuals with Disabilities	0	1	1	0

2L Summer Associates Who Received Offers

135 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	65	69	1	0
American Indian or Alaska Native	0	0	0	0
Asian	7	11	0	0
Black or African-American	7	11	0	0
Hispanic or Latinx	7	7	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	42	39	0	0
Two or More Races	1	1	0	0
Other or Unknown	1	0	0	0
Additional Demographics	10	9	2	0
LGBTQ+ Individuals	10	8	1	0
Individuals with Disabilities	0	1	1	0

2L Summer Associates Who Accepted Offers

109 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	49	59	1	0
American Indian or Alaska Native	0	0	0	0
Asian	4	10	0	0
Black or African-American	6	8	0	0
Hispanic or Latinx	4	6	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	33	34	0	0
Two or More Races	1	1	0	0
Other or Unknown	1	0	0	0
Additional Demographics	6	8	2	0
LGBTQ+ Individuals	6	7	1	0
Individuals with Disabilities	0	1	1	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

209 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	94	106	0	9
American Indian or Alaska Native	0	0	0	0
Asian	16	23	0	2
Black or African-American	6	11	0	0
Hispanic or Latinx	11	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	59	63	0	3
Two or More Races	0	1	0	0
Other or Unknown	2	0	0	4
Additional Demographics	15	14	0	0
LGBTQ+ Individuals	15	12	0	0
Individuals with Disabilities	0	2	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:

The Firm's Affinity Groups include Latino, Women's Forum, Middle Eastern Northern African, Black, Asian Pacific Islander, LGBTQ+, and Veterans. The Firm also sponsors interest groups focused on Social Mobility, Wellness & Disability, and CovFamily.

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Provide sufficient resources for the firm's affinity groups to develop programming, manage an annual budget, build relationships with executive sponsors, and promote professional and client relationship development.

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:

In 2022, we hosted our inaugural Covington Connected: Lawyers Diversity Summit bringing together 270+ racial/ethnic minority (R/EM) and LGBTQ+ lawyers from our offices globally. The Summit empowered attendees to re-affirm existing bonds with colleagues and cultivate new ones through sessions designed for candid conversations and shared reflections on experiences at the firm. This event represented a significant investment and re-affirmation of our commitment to DEI through the creation of a forum for R/EM and LGBTQ+ colleagues to connect and strengthen their relationships across the firm. Since the Summit, we have successfully executed several follow-on actions with clear benefits for our Covington colleagues across the globe.

2023 Vault Law Firm Diversity Survey

Reverse Mentoring

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

No

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

2023 Vault Law Firm Diversity Survey

Associate Committee

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

Yes

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

The Associate Advisory Committee is intended to provide a means for discussion and consultation on matters of concern or interest to associates. Information is then conveyed to the relevant groups: Management Committee, MPLPs, and others.

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?

Our seven affinity groups (Asian-Pacific Islander (API), Black, Latino, LGBTQ+, Middle Eastern and North African (MENA), Veterans, and Women's Forum) collectively host programming throughout the year to celebrate the many identities that our colleagues represent. This programming includes specific events celebrating important dates and months honoring diversity. A few specific examples include:

In celebration of Black History Month, our Black Affinity Group hosted a conversation with Senator Reverend Raphael G. Warnock, who discussed the legacy of Black leadership in politics and the faith community.

In celebration of Women's History Month, our Women's Forum hosted a discussion with Covington partners and former Supreme Court law clerks on trends in the U.S. Supreme Court, including the business docket and government-facing litigation.

In celebration of Juneteenth, our Black Affinity Group hosted a conversation with Professor Andrea L. Dennis (University of Georgia Associate Dean for Faculty Development & John Byrd Martin Chair of Law). Professor Dennis spoke about the importance of Juneteenth, provided insights from her career journey, and shared guidance for the next generation of lawyers fighting for equal rights.

In celebration of Pride Month, we invited Marti Cummings, NYC drag artist and television personality, to discuss issues in the LGBTQ+ community, including transphobic legislation such as recent drag bans and 'Don't Say Gay' bills.

These events help to strengthen community connections amongst affinity group members in all of our offices.

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

Our mentoring program enables our underrepresented lawyers to connect with senior attorneys who can provide career guidance. In addition, several of our affinity groups (e.g., API, Black, MENA) offer structured mentorship programs that offer associates the opportunity to meet with senior lawyers of shared identities at the firm. We have learned through feedback from our lawyers that mentorship is valuable from both leaders who share similar identities as well as allies.

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 support of our diverse associates, we track the professional development of women, racial/ethnic minority, and LGBT+ lawyers, and team with practice group leaders and MPLPs to maximize appropriate professional opportunities. Additionally, the firm provides reimbursement for external networking and educational opportunities and engages affinity groups in recruiting, mentoring, and professional development.

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 formal assignment team is run by a diverse team of partners that carefully tracks each associate's individual assignments and opportunities against the associate's professional development goals, and monitors work assignments to ensure that 1) each associate is assigned a wide spectrum of work; that 2) significant assignments and professional opportunities are distributed equally; and that 3) historically underrepresented associates are given opportunities to move into more senior roles within case teams.

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):

DL Client Forums

LCLD Fellows and Pathfinder Programs

CYOC

Think Like a GC

WILPower

Out Leadership Summit

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 existing training programs focus on the foundations of DEI, identifying and addressing implicit bias, leading inclusively, and supporting the contributions of our diverse colleagues. We also offer programs targeted to different roles and levels within the firm, with specific programming required of our partners and senior professional staff as well as our hiring, work assignment, and evaluation committees.

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? **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.
 1000%

Promotions to Partnership

10 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	6	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	0	1	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	1	0	0
LGBTQ+ Individuals	0	1	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?

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:

Associates working a reduced schedule continue to progress toward partnership and will be evaluated for partnership under the same substantive standards applied to other associates. There is no requirement that an associate working reduced hours move to a full-time schedule before being considered for partnership, and lawyers working part-time have become partners at the firm. A reduced-hours schedule may affect the timing of a partnership decision or an associate's fifth-year review where the firm believes that additional time is needed. Associates working a reduced schedule may themselves request that their entry into the senior process be delayed or that the senior process be extended.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

108 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	14	35	0	0
Equity Partners	6	4	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	25	25	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:

Covington's growing family planning benefit toolkit currently includes adoption, cryopreservation, paid family leave, infertility treatment coverage, fertility/in-vitro fertilization, and surrogacy.

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?

The "primary caregiver" is the parent bearing the majority of the child care responsibilities for the child on a daily basis during the leave period following birth or adoption of the child.

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

18 weeks

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

12 weeks

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

N/A

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Parental Leave Policy

Describe the firm's parental leave policy.

The Firm provides 18 weeks paid Primary Caregiver Leave to parents who are primary caregivers upon birth of a newborn child beginning on the date of delivery or, in the case of adoption, guardianship of a child, or surrogacy, beginning the date custody is obtained. The leave period for adoption, guardianship or surrogacy may begin earlier if an extended stay outside the jurisdiction where the parent resides is required prior to obtaining custody. The Firm provides 12 weeks paid secondary leave to non-primary caregivers of newborn children, including in cases of adoption, guardianship of a newborn or infant, or surrogacy.

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.

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
- Yes Other (please elaborate):
In addition to the benefits listed above, Covington offers means to support transgender colleagues, such as, complete access to domestic partner benefits where a spouse is not present; health benefits for employees undergoing a gender transition (e.g., facial reconstruction surgery, blepharoplasty, voice modification surgery, and lipoplasty); trainings that provide colleagues across the firm with the correct terminology; protocols for transgender employees seeking support with access to

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

162 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	79	82	0	1
American Indian or Alaska Native	0	1	0	0
Asian	12	16	0	0
Black or African-American	3	11	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	58	53	0	1
Two or More Races	1	0	0	0
Other or Unknown	2	0	0	0
Additional Demographics	12	7	0	0
LGBTQ+ Individuals	12	7	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	3	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	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	2	0	0

0

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	23	21	0	1
American Indian or Alaska Native	0	0	0	0
Asian	5	1	0	0
Black or African-American	0	3	0	1
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	13	0	0
Two or More Races	4	1	0	0
Other or Unknown	2	3	0	0
Additional Demographics	4	2	0	0
LGBTQ+ Individuals	4	2	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

SUCCESSSES AND PRIORITIES

Top Three Accomplishments

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

#1

At Covington, we believe deeply in the values of diversity, equity, and inclusion (DEI) and strive to put these beliefs into action every day. We recognize that diversity enriches our culture, enhances our work with clients, and strengthens the profession. We believe that an equitable workplace requires that all colleagues have an equal opportunity to succeed. As an inclusive firm, we aim to acknowledge the daily contributions of each individual. We execute DEI programming and initiatives that extend to all colleagues at the firm. Areas of which we are especially proud include our:

Inclusive Leadership Program: With the knowledge that inclusive skills and behaviors practiced by leaders promote greater engagement and retention among their teams, we have been developing and implementing an inclusive leadership program focused on strengthening the DEI fluency and competency of all colleagues. Senior leaders are required to participate in these programs to recognize and interrupt bias and effectively address DEI topics within their teams. We engaged external learning strategy experts in the U.S. and EMEA to create and tailor program content towards Covington's collaborative culture. The content also leverages feedback themes from firm-wide focus groups, local office listening sessions, colleague exit interview themes, and input from key stakeholders and departments across the firm. We intentionally customize programming across roles, levels, and geographies to ensure that the content is relevant and impactful for all colleagues.

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

Covington Connected -- Lawyers Diversity Summit: In 2022, we hosted our inaugural Covington Connected: Lawyers Diversity Summit bringing together 270+ racial/ethnic minority (R/EM) and LGBTQ+ lawyers from our offices globally. The Summit empowered attendees to re-affirm existing bonds with colleagues and cultivate new ones through sessions designed for candid conversations and shared reflections on experiences at the firm. This event represented a significant investment and re-affirmation of our commitment to DEI through the creation of a forum for R/EM and LGBTQ+ colleagues to connect and strengthen their relationships across the firm. Since the Summit, we have successfully executed several follow-on actions with clear benefits for our Covington colleagues across the globe.

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

DEI Team: Covington has invested in building a professional DEI team, which consists of several practitioners who are committed to ensuring we make meaningful progress in advancing our DEI efforts every day. They work closely with the leaders of Covington's DEI Initiatives and the firm's Management Committee in setting and implementing the firm's strategic action plan goals. The DEI team is led by Marlene Aquino, who joined the firm in 2020 as our first Chief Diversity, Equity, and Inclusion officer.

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

At Covington, we have instituted all the elements of a strong DEI program, which includes a strong infrastructure, tailored events, firm-wide learning programs, and sustained DEI communications. Our initiatives are guided by three strategic goals:

Ensuring DEI is a firm priority and the diversity of our leaders reflects the diversity of our lawyers and professional staff.

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

Developing, promoting, and retaining a diverse population of lawyers and professional staff at all levels and across all offices

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

Collaborating with clients to increase the representation of women and historically underrepresented lawyers in the profession

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?

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