

LATHAM & WATKINS^{LLP}

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WITH**

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LEVERAGE YOUR STRENGTHS.

DISCOVER YOUR INTERESTS.

**FLOURISH IN AN INCLUSIVE
ENVIRONMENT.**

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Latham & Watkins LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Richard Trobman, Chair			
Brad Kotler, Vice Chair			
Lisa Watts, Vice Chair			

Executive Committee

Total Number of Attorneys on Committee: 6

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

Lauren Clairicia, Director of Global Attorney Diversity & Inclusion

Kerri Mesiah, Director of Staff Diversity & Inclusion

DEI Committee

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

2003

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

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

We did not collect disability data in 2020.

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

2,604 Total attorneys in U.S. offices

3,864 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

1,724 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	882	840	2	0
American Indian or Alaska Native	4	1	1	0
Asian	117	205	0	0
Black or African-American	34	51	0	0
Hispanic or Latinx	74	64	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	642	507	1	0
Two or More Races	10	12	0	0
Other or Unknown	0	0	0	0
Additional Demographics	93	60	2	0
LGBTQ+ Individuals	75	47	2	0
Individuals with Disabilities	18	13	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

640 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	461	178	1	0
American Indian or Alaska Native	1	0	0	0
Asian	26	20	0	0
Black or African-American	6	9	0	0
Hispanic or Latinx	18	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	410	142	1	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	20	5	0	0
LGBTQ+ Individuals	16	4	0	0
Individuals with Disabilities	4	1	0	0

For purposes of this survey, we do not distinguish between equity and non-equity partners; all partners share in the profits of the firm.

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

For purposes of this survey, we do not distinguish between equity and non-equity partners; all partners share in the profits of the firm.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

151 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	96	55	0	0
American Indian or Alaska Native	2	0	0	0
Asian	11	11	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	3	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	80	41	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	9	3	0	0
LGBTQ+ Individuals	8	2	0	0
Individuals with Disabilities	1	1	0	0

U.S. Non-Partner-Track Attorneys

89 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	30	59	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	3	5	0	0
Hispanic or Latinx	2	5	0	0
Native Hawaiian or Other Pacific Islander	0	2	0	0
White	21	41	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	8	5	0	0
LGBTQ+ Individuals	8	4	0	0
Individuals with Disabilities	0	1	0	0

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

140 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	59	81	0	0
American Indian or Alaska Native	0	0	0	0
Asian	14	20	0	0
Black or African-American	5	7	0	0
Hispanic or Latinx	6	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	34	43	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	7	14	0	0
LGBTQ+ Individuals	6	11	0	0
Individuals with Disabilities	1	3	0	0

U.S. Office Managing Partners

18 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	4	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

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

63 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	34	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	10	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	4	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	22	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	2	0	0
LGBTQ+ Individuals	3	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:

While we do not have targets, quotas, or preferences, we endeavor to achieve the same levels of representation of female and other underrepresented lawyers at all levels of our firm, from our new hires to our partners and into the highest levels of our leadership. To that end, we have a robust set of initiatives and programs designed to increase the recruitment, retention and promotion of traditionally underrepresented lawyers.

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?

As part of their annual self-evaluations, our partners and counsel are asked to detail their contributions to enhancing DEI at the firm and in the profession at large. These self-evaluations are required and reviewed by the Executive Committee as part of the annual compensation process.

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 School of Law. Please note that Latham & Watkins also accepts online applications from all HBCUs, beyond 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
Scholarships	
'-- 2L DIVERSITY SCHOLARS PROGRAM: We award \$50,000 scholarships and offers of summer employment each year to 65 second-year law students with a demonstrated commitment to promoting DEI in the legal profession and who are interested in pursuing a career at a global law firm. This is open to all law students, regardless of demographics. Since inception of this program, we have awarded over \$7 million in scholarships. New in 2023, our 2L Diversity Scholars have the opportunity to participate in a Client Mentorship Program where they receive mentorship from one of our clients. -- -- LAW PREVIEW DIVERSITY SCHOLARSHIP PROGRAM: To help support the success of students admitted to US law schools, we offer scholarships to incoming first-year law students for Law Preview's week-long law school preparation course. In 2022, we awarded over 70 scholarships. Link: '-- 2L DIVERSITY SCHOLARS PROGRAM: https://www.lw.com/en/global-citizenship/diversity-equity-inclusion/recruiting/pathways-program -- LAW PREVIEW DIVERSITY SCHOLARSHIP PROGRAM: https://lawpreview.barbri.com/scholarships/	65 (2L Diversity Scholars); 73 (Law Preview Scholarships)

Internships

'--1L DIVERSITY SCHOLARS PROGRAM: We offer summer internships to select first-year law students who have a demonstrated commitment to promoting DEI in the legal profession. These Diversity Scholars receive valuable mentoring, networking, and training opportunities, including invitations to our Diversity Leadership and Summer Academies. Our 1L Diversity Scholars typically spend five weeks with Latham and five weeks with one of our clients, giving students exposure to both law firm life and the in-house legal department experience. -- 2L DIVERSITY SCHOLARS PROGRAM: See description above. As summer associates, our Diversity Scholars also attend Summer Academy, where they are immersed in our firm culture through training seminars, networking, and fun social events. Link: https://www.lw.com/en/global-citizenship/diversity-equity-inclusion/recruiting/pathways-program	'-- 1L DIVERSITY SCHOLARS PROGRAM: 25 -- 2L DIVERSITY SCHOLARS PROGRAM: 65
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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

Bay Area Diversity Career Fair, Lavender Law Career Fair, PracticePro 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.)?

We provide focused training to all committee members responsible for conducting interviews and making hiring recommendations and we offer the same training to all lawyers. This training directly addresses the detrimental impacts of unconscious bias, imposter syndrome, social isolation, and covering and offers specific tips and tools to conduct interviews and make hiring decisions in an equitable and inclusive manner. We also hired a consultant to help us develop core competencies, which are used to evaluate all of our candidates equally and fairly. In addition, we created a custom behavioral assessment, which includes questions designed to help the firm understand candidates' natural approach to work and reduce unconscious bias in the interview process.

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 support all of our summer associates, including those from underrepresented backgrounds, in multiple ways, including the below:

-- MENTORING: All summer associates, including those from underrepresented backgrounds, are paired with a Latham mentor during the summer. In addition, summer associates are highly encouraged to participate in any of our affinity group mentoring schemes.

-- DIVERSITY LEADERSHIP COMMITTEE (DLC) OVERVIEW: The chairs of our DLC provide an overview of the firm's DEI strategies and the many programs, initiatives, and policies we have in place to support our summer associates. Summer associates also have an opportunity for Q&A with our DLC Chairs.

-- GLOBAL AFFINITY GROUPS : Our ten affinity groups host an in-person reception at Summer Academy with all summer associates. During this reception, summer associates learn about each of our affinity groups, including their mission, overall structure and governance, key initiatives, and recent events. In addition, summer associates meet affinity group leaders in smaller group settings to facilitate community-building and mentorship across offices. Throughout the summer, all summer associates are invited to attend all of our affinity group events, such as panels commemorating Asian American and Pacific Islander Heritage Month, LGBTQ+ Pride Month, and Juneteenth.

-- GENDER PRONOUNS: We encourage all of our people who are comfortable, including our summer associates to add their pronouns to their signature blocks and on our internal firm directory, providing them with additional resources explaining why gender pronouns are available and a pronunciation guide.

-- LOCAL OFFICE DEI SESSIONS: Our US offices organize a meeting for summer associates and all local affinity group and Multicultural Promotion & Attainment Coalition (MPAC) leaders to facilitate stronger relationships between summers and the attorneys in the office and to learn how the firm's DEI strategies are implemented on a local level. In addition, local affinity groups host a number of social events with summer associates that further strengthen relationships.

-- DIVERSITY AND RACIAL JUSTICE SPEAKER SERIES: We organize bi-monthly presentations by thought leaders and experts on the various facets of DEI and the history of systemic racism and inequality around the world. Summer associates are invited to all of these presentations.

-- CLOSED CAPTIONING: Closed captioning is a firm standard setting for all of our virtual training programs, presentations, and recordings, so that our programs are accessible for everyone, including those who are Deaf or Hard of Hearing.

-- 1L DIVERSITY SCHOLARS PROGRAM: We offer summer employment for select first-year law students who have a demonstrated commitment to promoting DEI in the legal profession. These Diversity Scholars receive valuable mentoring, networking, and training opportunities, including invitations to our Diversity Leadership and Summer Academies.

-- 2L DIVERSITY SCHOLARS PROGRAM: We award \$50,000 scholarships and offers of summer employment each year to select second-year law students with a demonstrated commitment to promoting DEI in the legal profession and who are interested in pursuing a career at a global law firm. To date, we have awarded over \$7 million in scholarships.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

38 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	22	1	0
American Indian or Alaska Native	1	0	0	0
Asian	0	7	0	0
Black or African-American	4	6	1	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	2	1	0
LGBTQ+ Individuals	4	2	1	0
Individuals with Disabilities	0	0	0	0

Please note we had four additional 1L summer associates who identify as ethnic/racial minorities and as an individual with disabilities. However, due to applicable data privacy laws, we are not able to include that data as we do not have that individual's consent.

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?

25

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

257 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	116	141	0	0
American Indian or Alaska Native	0	2	0	0
Asian	23	39	0	0
Black or African-American	11	9	0	0
Hispanic or Latinx	10	13	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	67	76	0	0
Two or More Races	4	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	20	23	0	0
LGBTQ+ Individuals	15	16	0	0
Individuals with Disabilities	5	7	0	0

2L Summer Associates Who Received Offers

255 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	114	140	0	0
American Indian or Alaska Native	0	2	0	0
Asian	23	38	0	0
Black or African-American	11	9	0	0
Hispanic or Latinx	10	13	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	66	76	0	0
Two or More Races	4	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	19	23	0	0
LGBTQ+ Individuals	14	16	0	0
Individuals with Disabilities	5	7	0	0

2L Summer Associates Who Accepted Offers

235 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	104	130	0	0
American Indian or Alaska Native	0	2	0	0
Asian	22	34	0	0
Black or African-American	8	8	0	0
Hispanic or Latinx	9	13	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	63	71	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	16	22	0	0
LGBTQ+ Individuals	12	16	0	0
Individuals with Disabilities	4	6	0	0

Please note we had one additional 2L summer associates who identify as an ethnic/racial minority. However, due to applicable data privacy laws, we are not able to include that data as we do not have that individual's consent.

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?

49

New Attorneys Hired

620 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	308	312	0	0
American Indian or Alaska Native	1	0	0	0
Asian	44	80	0	0
Black or African-American	18	30	0	0
Hispanic or Latinx	25	28	0	0
Native Hawaiian or Other Pacific Islander	1	1	0	0
White	216	168	0	0
Two or More Races	3	5	0	0
Other or Unknown	0	0	0	0
Additional Demographics	32	29	0	0
LGBTQ+ Individuals	24	20	0	0
Individuals with Disabilities	8	9	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:

We have affinity groups for our Asian and Middle Eastern, Black, Disabled and Neurodiverse, First Generation Professional, Hispanic and Latin American, LGBTQ+, Parent, Native American and Indigenous, Military & Veteran and Women lawyers. In addition, we also have MPAC chapters, which are associate-driven, grassroots groups open to all lawyers, which provide a forum to strengthen our culture of inclusion in our local offices and support the firm's efforts to recruit, retain, and promote traditionally underrepresented lawyers through educational and social activities. We currently have MPAC chapters in 10 of our US offices.

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

All affinity groups and MPAC chapters have their own, standalone budgets to support their initiatives, including mentoring programs, tailored professional development programs, and social events. Affinity groups are managed by global and local office leaders who have a direct channel of communication to firm management and leadership.

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:

-- DIVERSITY LEADERSHIP ACADEMY (DLA) (STUDENT PROGRAM): Our award-winning DLA is an innovative program within the legal industry and one of our most effective recruiting initiatives. The DLA brings together 120 US law students for an annual, dynamic multi-day professional development and community-building program. Substantive sessions for law students focus on an introduction to Latham, tips for transitioning from law student to summer associate, effectively building their brand as junior professionals, practical strategies for maintaining self-care and well-being habits, and perfecting resume and interview skills. We also promote opportunities to build relationships by connecting law students with attorney mentors and role models who all come together to attend multiple workshops and presentations, including a keynote address and a session on communicating with confidence. For more information about our DLA, please visit: <https://www.lw.com/en/global-citizenship/diversity-equity-inclusion/recruiting/diversity-leadership-academy>.

-- DIVERSITY LEADERSHIP ACADEMY (DLA) (ASSOCIATE PROGRAM): We hold a separate annual DLA to support the training, retention, and advancement of mid-level associates who have a strong interest in advancing DEI. Programming for our lawyers focuses on leadership, executive presence, communication, and tips for succeeding at the firm, highlighting a wide variety of pathways to success. The firm's commitment to advancing DEI is underscored by the robust participation in this program by our top firm leadership and a large delegation of Latham partners and counsel from around the world.

-- WOMEN'S LEADERSHIP ACADEMIES (WLA): We hold two WLAs each year: one for senior associates and one for partners. In addition to tailored training, these award-winning academies provide invaluable opportunities for community building and mentorship. For more information about our WLA, please visit: <https://www.lw.com/en/global-citizenship/diversity-equity-inclusion/WLA>.

-- AFFINITY GROUP RETREATS: Many of our affinity groups hold regular, in-person retreats for their members and their leaders. These retreats build strong networks and a sense of community, facilitate mentorship relationships, and provide tailored professional development opportunities. For more information about our affinity group retreats, please visit: <https://www.lw.com/en/global-citizenship/diversity-equity-inclusion/global-affinity>.

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 Associates Committee is responsible for managing associate evaluations, compensation and promotion decisions, and engages with firm leaders on all of these processes. The Associates Committee is comprised of a balanced number of partners and associates who represent the various regions and departments across the firm.

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?

As a firm, we commemorate important dates honoring diversity in several ways, including by hosting external experts and thought leaders to educate and engage our colleagues in dialogue and conversation. At the local office level, we host events and social gatherings so colleagues can learn from one another about cultural celebrations and traditions they may not be familiar with. In addition, we commemorate important dates honoring diversity in the following ways:

>> Juneteenth is a firm-paid holiday for all US personnel, which we encourage everyone to use for continued education, service, and reflection. Our Black Lawyers and Staff Affinity Groups also host programming in honor of Juneteenth to further educate colleagues on the history and significance of this important US milestone.

>> Through our Allies@Latham firmwide initiative, which is designed to help our lawyers and professional staff serve as more effective allies for one another, we provide practical tools, training programs, and educational resources, which raise awareness of important cultural dates on a bi-monthly basis. For example, past newsletters included information about the history and significance of Juneteenth and LGBTQ+ Pride Month. We also feature People of Latham stories in our newsletters, which highlight the diversity of our lawyers and staff. These stories are further described below.

>> Firm leaders and affinity group leaders regularly send email and video communications commemorating various diversity dates, and often share these messages outside of our firm.

>> We launched a campaign on Facebook called People of Latham, which includes personal stories of our lawyers and staff highlighting moments of transformation in their lives in honor of various diversity dates and celebrations, such as Black History Month, International Women's Day, Asian American and Pacific Islander Heritage Month, National Hispanic Heritage Month, and LGBTQ+ Pride Month. Click for an example post:
<https://www.facebook.com/lathamwatkins/posts/pfbid033dZH8QRf88wLRVhtdsGNXapmHpcvJdg6msEzh98oPbJ9pbCa6LGsoTrw5TwnADpol>

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

Mentoring plays a critical role in the development and retention of lawyers at all levels, and in particular, underrepresented lawyers.

-- GLOBAL MENTORING PROGRAM: We have a longstanding global mentoring program, which assigns a mentor to all new associates (including laterals) to facilitate integration into the firm. Depending on local needs, many of our offices provide expanded mentoring programs for associates through their fifth year of practice, to support department and practice group integration.

-- AFFINITY GROUP MENTORING PROGRAMS: Most of our affinity groups have mentoring programs that are tailored specifically to build relationships and networks among group members. These mentoring programs take a number of different forms, including mentoring "families"(or small groups of lawyers, led by a partner), "wildcard"programs (which allow associates to choose different mentors on a monthly or quarterly basis), and 1:1 pairs which meet over the course of a year. These programs are critical for connecting our underrepresented associates with role models and mentors, providing them with invaluable guidance as well as a stronger sense of community.

-- MENTORING FOR COUNSEL AND PARTNERS: We provide mentoring for counsel and partners to support their integration into new roles, business development efforts, and overall career success. This includes our Women Enriching Business Connection Program, which pairs all newly promoted and recent lateral counsel and partners with a senior partner mentor, and our Leadership Coaching Program, which pairs counsel and junior partners with retired Latham partners who serve as their mentors.

-- SUMMER ASSOCIATES: As mentioned above, all of our summer associates, including our 1L and 2L Diversity Scholars, are paired with a Latham mentor during the summer. In addition, summer associates are eligible -- and strongly encouraged -- to participate in our affinity group mentoring schemes.

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:

-- GLOBAL TRAINING ACADEMIES: Our Training and Career Enhancement Committee is responsible for implementing training programs to ensure all of our attorneys, from junior associates to senior partners, have the skills they need to operate as industry leaders and deliver first-class client service. We are also focused on making sure all of our attorneys have equal access to training programs and professional development opportunities. One example is our global academies, which are held on an annual basis, for first-, fourth- and sixth-year associates, new counsel, new partners, and junior partners. Each academy is specifically tailored for each "stage" in our attorneys' careers, and the training sessions are focused on concrete tips for how to be successful and progress at the firm.

-- DIVERSITY LEADERSHIP ACADEMY (DLA) (ASSOCIATE PROGRAM): We hold a separate annual DLA to support the training, retention, and advancement of mid-level associates who have a strong interest in advancing DEI. Programming for our lawyers focuses on leadership, executive presence, communication, and tips for succeeding at the firm, highlighting a wide variety of pathways to success. The firm's commitment to advancing DEI is underscored by the robust participation in this program by our top firm leadership and a large delegation of Latham partners and counsel from around the world.

-- WOMEN'S LEADERSHIP ACADEMIES (WLA): We hold two WLAs each year: one for senior associates and one for partners. In addition to tailored training, these award-winning academies provide invaluable opportunities for community building and mentorship. For more information about our WLA, please visit: <https://www.lw.com/en/global-citizenship/diversity-equity-inclusion/WLA>.

-- AFFINITY GROUPS: Our ten affinity groups for lawyers provide regular professional development programs for their members, including panel discussions about the path to partnership, strengthening business development efforts, and building your internal and external brand.

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

To ensure that all associates, including those from traditionally underrepresented backgrounds, gain access to substantive work and develop their skillset, nearly all US Latham lawyers start in our "unassigned program," which allows new lawyers to gain broad, diverse exposure to all practice groups before committing to one practice. Staffing for unassigned associates is handled by administrators, who monitor workload, in terms of quantity and quality, to ensure an equitable distribution of work and opportunities to develop substantive skills. In addition, through our Talent Access Program, associates are able to indicate their availability for new work, work preferences, and special skills they would like to develop. Staffing partners, staffing administrators, and practice group and department leaders use this information to help match associates with the best opportunities for their professional development and fairly allocate work among associates. Local department leaders also regularly monitor the staffing of the associates in their office.

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?

- No** 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):

We sponsor participation in outside professional development and networking programs.

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

We hold several DEI training programs throughout the year to mitigate implicit bias. For example, we have DEI training sessions at each of our global academies, including for our first-, fourth- and sixth-year associates; our new counsel and our new partners. We provide focused unconscious bias training to firm committee members charged with associate hiring, evaluation, compensation, and progression decisions (before those decisions are made). In addition, we organize firmwide and local training sessions designed specifically to mitigate implicit bias in work allocations and performance reviews, and include reminders on mitigating bias in our bi-monthly Allies@Latham newsletters, which are sent firmwide.

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

As part of the confidential supervisor reviews that associates complete, they can provide feedback specifically on whether their supervisor respected the need for work/life balance during the course of a project. Associates are given the opportunity to review their supervisors twice a year -- in the spring they review their associate supervisors and in the fall they review their partner/counsel supervisors. A small subcommittee reviews the anonymized data and determines whether a supervisor should receive constructive feedback or if a supervisor should be recognized as a "Best Supervisor" in the firm. This process is highly effective and well received, and there is nearly a 100% completion rate of these reviews.

2023 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

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

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

Multi-tier Partnership

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

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

: There are multiple pathways to success for our attorneys. For attorneys seeking non-partner track progression, they have the opportunity to progress into counsel roles. In these roles, attorneys can continue practicing at the firm without progressing to partner (although progression remains possible from the counsel role to partner). In addition, attorneys who are not interested in progression to partnership have several options to stay at the firm by pivoting into staff positions to support the firm's operations, including in attorney development, business development, knowledge management, litigation services, office administration, and the office of the general counsel. The firm's CareerDesign program actively engages our attorneys on the full range of career concerns, including non-traditional career paths at the firm and relevant external opportunities.

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.

87% (Please note that for purposes of this survey, Latham does not distinguish between equity and non-equity partners; all partners share in the profits of the firm.)

Promotions to Partnership

38 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	21	16	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	4	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	11	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

Please note that for purposes of this survey, Latham does not distinguish between equity and non-equity partners; all partners share in the profits of the firm. We had one additional ethnic/racial minority promotion as of December 31, 2022. However, due to applicable data privacy laws, we are not able to include that data as we do not have that individual's consent.

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?

Credit is available to associates and counsel for time spent advancing DEI. Associates are eligible to receive up to 50 hours of bonus-eligible credit for participating in the firm's various DEI initiatives.

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

2023 Vault Law Firm Diversity Survey

Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

If salaries and/or bonuses are discretionary or hybrid: Does the firm publish compensation ranges or actual compensation for each associate?

Yes, the firm publishes a range of associate bonuses by class year in an annual memorandum distributed to all associates.

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:

A customizable Reduced Pace Program is available to Latham lawyers for any reason, including childcare and elder care. Working on reduced pace does not impact lawyers' progression at the firm and compensation is appropriately increased when lawyers exceed their reduced-pace hours target. Our reduced pace lawyers are not considered "off track" and remain eligible for and have been promoted to long-term roles at the firm, including partner. In addition, reduced pace attorneys are bonus-eligible and are eligible for a retroactive "true-up" in salary if the attorney exceeds a full-time budget for a particular calendar year.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

111 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	20	66	0	0
Equity Partners	0	4	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	4	15	0	0
Non-Partner-Track Attorneys	1	1	0	0

For purposes of this survey, Latham does not distinguish between equity and non-equity partners.

WORKING PARENTS

Family-planning Resources

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

Yes

If applicable, describe the family-planning resources available:

Fertility and advanced reproductive assistance, including egg-freezing, IUI (intrauterine insemination), IVF (in vitro fertilization), male infertility care; contraception (birth control pill, IUDs, etc.); female and male sterilization; educational platform providing guidance during one's family building journey; and reimbursement for eligible expenses related to adoption or 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?

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?

Our parental leave policy provides a minimum of 14 weeks of paid leave for all parents who welcome children via adoption, surrogacy, or gestational carrier ("A.S.G. parents") and 22-26 weeks of paid leave to birth mothers / non-A.S.G. parents.

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

Our parental leave policy provides a minimum of 14 weeks of paid leave for all parents who welcome children via A.S.G. parent and 22-26 weeks of paid leave to birth mothers / non-A.S.G. 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.

We maintain unwavering support for the career advancement of parent lawyers and have implemented policies and developed resources to help lawyers balance work and family responsibilities.

- REDUCED PACE: We make various reduced pace arrangements available to our attorneys, including attorneys with caregiving responsibilities.
- THE PRO-RATA (PACE REDUCTION OPTION FOR RAMPING ASSOCIATES TO ADJUST) PROGRAM: Our PRO-RATA Program provides associates with the option to work on a reduced pace for up to 36 weeks prior to and six months after returning from a parental leave without the need to seek approval.
- REMOTE WORK: Associates in the US who take 14 weeks or more of parental leave have the option to work fully remotely for up to 6 months following their return from leave.
- BREAST MILK SHIPPING PROGRAM: This "first-in-the-industry" program provides parents and their spouses/partners with assistance transporting breast milk safely to their children while traveling on business.
- BREAST MILK ADOPTION & SURROGACY PROGRAM: The program assists parents who have adopted or used a surrogate, and the birth mother or gestational surrogate will be providing breast milk for their child.
- GENDER-NEUTRAL PARENTAL LEAVE POLICY: Our parental leave policy provides a minimum of 14 weeks of paid leave for all parents who welcome children, regardless of gender or caregiver status. It provides 22 weeks of paid leave for all parents who welcome children via adoption, surrogate, or gestational carrier, and 22-26 weeks of paid leave to birth mothers / non-A.S.G. parent.
- BONUS TREATMENT FOR NEW PARENTS: Paid leave under the firm's official leave policies, including parental leave, does not result in a prorated year-end bonus for up to 26 weeks in a calendar year, assuming the associate otherwise qualifies for a year-end bonus in that calendar year.
- PARENT LAWYERS GROUP (PLG): The PLG is open to all parents, parents-to-be, and those who are allies of parents. The group's objective is to improve and harmonize the working parent experience for our lawyers around the world, to advance strategies to recruit, retain, and promote parent lawyers, and to foster a culture that is supportive of working parents (through tailored educational programs and community building activities for Latham lawyers and their families).
- DEDICATED FULL-TIME RESOURCE FOR PARENT LAWYERS: Starting in 2022, we hired a full-time professional dedicated to supporting our parent lawyers. This professional provides 1:1 and small group coaching and works with other administrative departments to implement new mechanisms to support transitions into and out of parental leaves.
- OTHER FAMILY CARE INITIATIVES:
 - >> Subsidized Back-Up Care: Offered through Bright Horizons, which connects lawyers to a network of high-quality child care centers and in-home care providers for children, disabled adults, and the elderly in the event regular care arrangements are not available.
 - >> Accommodations for Breastfeeding Parents: Includes dedicated lactation rooms, privacy screens for offices with glass doors or walls, and personal refrigerators with locks.
 - >> Telehealth and Breastfeeding Support: Access to 24/7 telemedicine service, which includes online breastfeeding support with lactation experts.
 - >> Center-Based Child Care: Preferred enrollment access and tuition discounts for full-time, center-based child care.
 - >> In-Home Care Finder: Unlimited access to a self-directed online resource for finding in-home care (babysitters, nannies, companion care, learning pods, virtual sitting options, etc.).
 - >> Nanny Placement Service: Personalized help to find trained and screened nannies at discounted placement fees.
 - >> Elder Care and Care for Adults with Disabilities: Access to dedicated care team that offers guidance and support, including planning for care and coordinating services, such as household care, grocery delivery, transportation, medication delivery, etc.
 - >> Learning Support: Discounted access to tutoring, test prep, digital learning support, and before- and after-school extracurricular programs.
 - >> Enrichment Programs and Camps: Discounted access to enrichment classes and in person/virtual camps for children.
 - >> Caregiving Support: Expert guidance for aging loved ones or adults with disabilities, as well as caregivers.
 - >> College Preparation: Receive guidance on navigating the college admission process.
 - >> Mental Health, Coaching, and Work/Life Support: 24/7 access to Master's-level clinicians, licensed mental health counselors, and professional coaches, as well as referrals for daily life needs.
 - >> Free Subscriptions to Headspace: An app which offers kid-friendly meditation and calming resources.
 - >> Dependent Care Flexible Spending Accounts: Helps reduce the tax burden for eligible dependent care expenses.
 - >> Personal Financial Management Service: Helps parents manage family financial matters with the help of one-to-one financial coaching and robust digital tools.
 - >> Financial Protection: Firm-paid short- and long-term disability insurance and basic life insurance, with several supplemental insurance options.

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):

We instituted new Guidelines for Gender Transition in the Workplace to ensure the safety, comfort, and healthy development of transgender or gender nonconforming individuals.

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

Yes Other (please elaborate):

In 2022, we launched our Disability & Neurodiversity Network for our lawyers and staff. In addition, we implemented processes that make it easier for colleagues to self-identify and to request reasonable accommodations.

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

0 Total Number of Departures among Associates 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

Latham does not report statistics on attrition.

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

Latham does not report statistics on attrition.

2023 Vault Law Firm Diversity Survey

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

0 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys 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

Latham does not report statistics on attrition.

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

We have affinity groups for our Asian and Middle Eastern, Black, Disabled and Neurodiverse, First Generation Professional, Hispanic and Latin American, LGBTQ+, Native American & Indigenous, Parent, US Military & Veteran and Women lawyers. Each of these groups is led by associates, who are in charge of defining strategy, coordinating activities around the world and discussing new initiatives with firm leadership, providing invaluable profile-building opportunities. Currently, over 65% of our lawyers worldwide (including partners and firm leaders) are members of at least one affinity group, and over 160 of our associates serve in a leadership position.

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

As described above, our Diversity Leadership Committee hosts three annual global leadership academies -- a Diversity Leadership Academy for our 4th year associates, a Women's Leadership Academy (WLA) for our 6th year associates and another WLA for our partners. These academies are multi-day, in-person meetings, attended by our lawyers from around the world. The goal of the academies is to increase the diversity of our partnership and leadership ranks by supporting the success of our lawyers through focused professional development training, mentorship and community building. These academies are among our highest rated global programs at 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?

#3

Our Diversity and Racial Justice Speaker Series initiative is part of our commitment to advance justice and equality by educating ourselves on the issues underlying systemic racism and on DEI topics, more broadly. The initiative features bi-monthly presentations by thought leaders and experts in various facets of diversity, inclusion, and belonging. The presentations are broadcast firmwide and our clients are also invited to attend. We have been able to achieve significant engagement in our programs, and the formal feedback on the series has been overwhelmingly positive, with attendees rating the sessions as "very beneficial, informative and thought provoking," and leaving each presentation with new insights and action items. The series has also been an effective way to engage all members of our firm and set an even stronger tone from the top, with firm leaders and partners moderating our sessions.

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

Strengthening our culture of allyship and inclusion, where all of our colleagues feel empowered and confident to be allies for one another and where everyone feels like they belong and are valued for who they are.

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

Endeavoring to Increase the retention and promotion of underrepresented lawyers to partnership and leadership positions through our robust set of initiatives and programs.

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

Expanding our support of pipeline programs to increase the number of underrepresented students attending law school and pursuing a career in law.

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?

In terms of advice for candidates who are looking for a diverse and inclusive work environment:

- **ASK QUESTIONS.** Before you accept an offer, ask to speak to lawyers at the firm, including those who do and do not have life experiences similar to yours. Take the opportunity to ask any questions you have regarding partnership, mentorship, community and collegiality among the attorneys, and the firm's commitment to DEI. The lawyers you speak to -- regardless of background -- should be able to talk about what their firm is doing with respect to DEI.
- **DO YOUR RESEARCH.** Review firm websites, including what is publicly posted regarding the firm's commitment to DEI. Reach out to your Office of Career Services to see if they can connect you to alumni who are or were at the law firm you're interested in. You should get a few different perspectives before you accept your offer.
- **EVALUATE THE FIRM.** Once you decide to accept your summer associate offer, you should take advantage of the opportunities presented to you during the summer program. Remember you are evaluating the law firm, just as much as they are evaluating you. Participate in affinity groups, connect with mentors and seek advice from others in the firm. By the end of the summer, you should be able to determine whether the law firm is truly a diverse and inclusive work environment.
- **REFLECT.** After spending time with lawyers at the particular firm, ask yourself: do you feel like you belong as you are at the firm? If the answer is yes, the work environment is likely inclusive.

Consider these questions when assessing the extent of a firm's commitment to DEI:

1. How does the law firm define diversity, equity and inclusion?
2. How does the firm work to advance DEI? Is it the sole responsibility of one committee or group? Or are other committees, groups or firm leaders actively involved in advancing DEI?
3. What programs does the law firm have in place to support the retention and promotion of its lawyers?
6. What efforts has the firm taken to increase the pipeline of underrepresented high school and college students considering law as a career?
7. What does the firm do specifically to promote a culture of inclusion and belonging? How does the firm keep inclusion top of mind for all colleagues on a daily basis?
8. What concrete actions has the firm taken to advance racial and social justice?