

Committed to **CLIENTS & COMMUNITY**

Helping clients meet their legal and business challenges throughout the world, McGuireWoods serves public, private, government and nonprofit clients from countless industries in all areas of law.

**McGuireWoods is proud to support
the Vault Law DEI Survey.**

McGuireWoods

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LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Jonathan P. Harmon	Black or African-American	Male	
J. Tracy Walker IV	White	Male	

Executive Committee

Total Number of Attorneys on Committee: **7**

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

We currently do not track the Nonbinary diverse category.

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
Kenneth M. Neighbors, D&I Committee, Chair & Partner
Rosanna Koppelman, Director of D&I
Linarda Brown, D&I Specialist

DEI Committee

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

In what year was the committee formed?

2006

Total Number of Attorneys on DEI Committee: 13

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

We do not currently track individuals with disabilities or non-binary identity.

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

970 Total attorneys in U.S. offices

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

U.S. Associates

394 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	195	199	0	0
American Indian or Alaska Native	0	1	0	0
Asian	13	16	0	0
Black or African-American	19	21	0	0
Hispanic or Latinx	10	11	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	147	144	0	0
Two or More Races	6	5	0	0
Other or Unknown	0	0	0	0
Additional Demographics	13	6	0	0
LGBTQ+ Individuals	9	5	0	0
Individuals with Disabilities	4	1	0	0

We currently do not track the Nonbinary diverse category.

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

224 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	177	47	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	8	4	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	161	39	0	0
Two or More Races	2	0	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

We currently do not track the Nonbinary diverse category.

U.S. Non-Equity Partners

188 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	126	62	0	0
American Indian or Alaska Native	0	1	0	0
Asian	2	3	0	0
Black or African-American	4	5	0	0
Hispanic or Latinx	6	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	111	49	0	0
Two or More Races	3	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	1	0	0	0

We currently do not track the Nonbinary diverse category.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

119 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	59	60	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	53	55	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	0	0	0	0

We currently do not track the Nonbinary diverse category.

U.S. Non-Partner-Track Attorneys

44 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	23	21	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	15	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We currently do not track the Nonbinary diverse category.

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

3 Total Law Clerks

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

We do not track the Nonbinary diverse category.

U.S. Office Managing Partners

1 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	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	1	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We currently do not track the Nonbinary diverse category.

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

21 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	7	0	0
Two or More Races	1	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

We currently do not track the Nonbinary diverse category.

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
- No Sexual orientation
- No Disability

Measurement

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

No If yes, describe the firm’s targets:

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 the partner selection process, a prospective partner is evaluated on many factors, to include their ability to increase opportunities for diverse talent into leadership roles and involvement on client matters within their practice area.

2023 Vault Law Firm Diversity Survey

DEI Training

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

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

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University

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
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<p>Scholarships</p> <p>McGuireWoods participates in the Leadership Council on Legal Diversity (LCLD) Pipeline Committee's 1L LCLD Scholars Program. The 1L LCLD Scholars Program gives diverse 1L students an opportunity to work side-by-side with McGuireWoods attorneys and clients during a paid internship in the summer. Link:</p>	
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Internships

McGuireWoods/NLF Internship Program. The Program supports students interested in the legal profession and will help students develop a commitment to advocacy on behalf of the APA community. The Program seeks to achieve these goals by providing undergraduate and law school students with meaningful internship experiences at the Washington DC offices of NAPABA and NLF. Link:

Fellowships

Charlotte Legal Diversity Clerkship Program: Through a partnership with Mecklenburg County Bar's Diversity & Inclusion Committee, McGuireWoods sponsors a 1L student for seven weeks as a summer associate. The 1L student then goes on to spend the remaining three weeks at a corporate legal department. 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

Lavender Law, Sunbelt Job Fair, CCBA Minority Job Fair, SEMJF, and 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

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Aligning diverse mentors, connecting with affinity network leaders, D&I orientation presentation

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

9 Total 1L summer associates at the firm in 2022

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

We currently do not track the Nonbinary diverse category.

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?

9

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

48 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	24	24	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	16	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	3	0	0
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

45 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	21	24	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	16	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	3	0	0
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

44 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	24	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	16	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	3	0	0
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	0	0	0	0

We currently do not track the Nonbinary diverse category.

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?

4

New Attorneys Hired

163 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	97	66	0	0
American Indian or Alaska Native	0	1	0	0
Asian	4	4	0	0
Black or African-American	14	6	0	0
Hispanic or Latinx	5	3	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	73	49	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	2	0	0
LGBTQ+ Individuals	4	2	0	0
Individuals with Disabilities	0	0	0	0

We currently do not track the Nonbinary diverse category.

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:

African American, Asian Pacific, Hispanic/Latinx, LGBTQ+, Middle Eastern/North African, Veteran, and Women Lawyers Network

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

We provide budget administrative support to achieve these goals. The aim of these networks is to enable, support and encourage all our lawyers to be their truest selves, no matter their gender, race, or sexual orientation. The firm wants to provide support to our diverse attorneys so that everyone is able to achieve their full potential for the benefit of our clients, the firm and most important themselves and their future careers. These networks offer significant business development and networking opportunities for their members. Each lawyer network is led by members of the firm's Diversity & Inclusion Committee.

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:

Professional Staff Diversity and Inclusion Council, Women's Leadership Development Forum, Diverse Associates Leadership Program (DALP), and Diversity Retreat and Inclusion Summit

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 has representation on the committee from the partner ranks. They participate in key decision making especially as it pertains to helping to elevate and promote programs and initiatives that support diverse associates.

2023 Vault Law Firm Diversity Survey

Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **No**

Cultural Awareness

How does the firm commemorate important dates honoring diversity?
Through programming and events.

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

The program is designated to provide new associates with a point-person who can guide/steer their practice development and professional acumen at the firm.

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:

The firm has made it a priority to recruit, retain and promote diverse talent. Both of the D&I mechanisms help advance these goals and objectives by providing diversity programs such as the Women Lawyer Development Program and the Diverse Associates Leader Program. Both help develop attorneys across the 1st -8th year of tenure to be poised for partner considerations in leadership roles within the firm. Based on these programs, the committees also examine feedback from these programs for ways to improve overall D&I efforts.

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

Through our affinity networks, the firm provides opportunities through sponsorships of our diverse attorneys to attend industry sponsored conventions/symposiums (i.e.: CCWC, CYOC, LCLD) to develop and strengthen their professional networks within the industry.

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
- No** Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

LCLD Fellows and Pathfinders -- our firm is among the original co-founders in 2009 of the LCLD, Leadership Council on Legal Diversity, which includes more than 300 members, who serve as general counsel at major corporations of managing partners of the nation's leading law firms. The LCLD Fellows program is designed for lawyers with eight to 15 years of experience. It is an intensive, year-long professional development program that mentors the legal industry's diversity leaders of tomorrow. The LCLD Pathfinders program is tailored for lawyers with three to five years of experience. It provides practical tools for developing and leveraging professional networks, leadership skills and career development strategies.

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?

No

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

Upward Reviews

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

No

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

2023 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

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

- Yes The firm is Mansfield Certified
- Yes The firm is Mansfield Certified Plus
- Yes The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- Yes The firm has instituted other formal processes (please describe):

The firm is in the process of completing Mansfield 6.0 and will continue with Diversity Lab's Mansfield Certifications. The Mansfield Rule has become the standard by which law firms track and measure that they have affirmatively considered at least 30 percent women, lawyers of color, lawyers with disabilities, and LGBTQ+ lawyers for top leadership roles, senior-level lateral hiring, promotions into equity partnership and participation in client pitch meetings.

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:

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.

Promotions to Partnership

23 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	14	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	6	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We currently do not track the Nonbinary diverse category.

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?

We currently do not track hours dedicated to DEI work.

Compensation

Are associate salaries lockstep or discretionary?

Discretionary

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Bonuses

Are associate bonuses lockstep or discretionary?

Discretionary

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:

These conversations are conducted on an individual basis in consultation with the department chair.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

26 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	6	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	4	9	0	0
Non-Partner-Track Attorneys	0	6	0	0

We currently do not track the Nonbinary diverse category.

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:

As part of our healthcare plan, employees have the option to take advantage of the resources.

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?

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?

N/A

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

Associates: Primary care givers - 18 weeks firm paid parental leave; Secondary care givers - 6 weeks firm paid parental leave.

Counsel/Staff attorneys - Primary care givers - 12 weeks firm paid paternal leave; Secondary care givers - 6 weeks firm paid parental leave.

2023 Vault Law Firm Diversity Survey

Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- No** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

2023 Vault Law Firm Diversity Survey

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

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

Accessibility

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

- Yes Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes Non-discrimination policy explicitly includes disability as a protected category
- Yes Other (please elaborate):
We are currently in the preliminary stages of identifying programs. Additionally, we are involved at both the local and national level with organizations that incorporate professional development opportunities for our attending LGBTQ+ members.

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

74 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	30	42	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	6	0	0
Black or African-American	1	5	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	30	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

We currently do not track the Nonbinary diverse category.

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	30	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	8	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We currently do not track the Nonbinary diverse category.

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	22	21	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	20	19	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We currently do not track the Nonbinary diverse category.

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

Diversity & Inclusion Committee

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

Diversity Action Council

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

Professional Staff Diversity & Inclusion Council

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

Leadership Development 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?

#2

Advancing Lawyers of Color into leadership roles

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

Increasing Lawyers of Color, Women, and LGBTQ+ into partnership

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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