



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Scott A. Edelman, Partner and Chair	White	Male	

Executive Committee

Total Number of Attorneys on Committee: **4**

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

The Firm's Executive Committee includes four members based in the US and one member based in London. The Executive Committee member based in London identifies as a racially diverse male.

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

Mikeisha Anderson Jones, Chief Diversity, Equity & Inclusion Officer

DEI Committee

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

In what year was the committee formed?

1992

Total Number of Attorneys on DEI Committee: 10

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

578 Total attorneys in U.S. offices

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

U.S. Associates

417 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	196	221	0	1
American Indian or Alaska Native	0	1	0	0
Asian	26	34	0	0
Black or African-American	11	11	0	0
Hispanic or Latinx	15	20	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	110	115	0	0
Two or More Races	10	10	0	0
Other or Unknown	24	30	0	1
Additional Demographics	25	23	0	0
LGBTQ+ Individuals	14	11	0	0
Individuals with Disabilities	11	12	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

119 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	101	18	0	0
American Indian or Alaska Native	1	0	0	0
Asian	5	0	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	7	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	81	12	0	0
Two or More Races	0	1	0	0
Other or Unknown	4	1	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	0	0	0

Please note Milbank does not provide a breakdown between equity and non-equity partners.

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

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

60 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	40	20	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	4	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	4	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	26	14	0	0
Two or More Races	1	0	0	0
Other or Unknown	5	1	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

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

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

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

U.S. Office Managing Partners

3 Total U.S. Office Managing Partners

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	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	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

23 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	5	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	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?

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?

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
- No** 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 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.)

Yes

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

Rutgers University School of Law

2023 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
<p>Scholarships</p> <p>2L Diversity Scholarship: 3 Link: https://www.milbank.com/en/careers/law-students/2l-diversity-scholarship.html</p>	3

Internships

1L Diversity Fellowship: 9 Link: <https://www.milbank.com/en/careers/law-students/1l-diversity-fellowship.html>

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

Lavender Law Career Fair & 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.)?

The Firm provides annual interviewer training and implicit 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.)?

Interested summer associates have the opportunity to join any of our six affinity groups: aADAM (Attorneys of African Descent at Milbank), APIN (Asian Pacific Islander Network), LaMano (Latinx Mentoring and Networking Organization), PAG (Parenting Affinity Group), Pride (LGBTQ+ Affinity Group), or W@M (Women at Milbank); as well as our regional groups DIGLA (Diversity, Equity & Inclusion Group, Los Angeles) and DIGDC (Diversity, Equity & Inclusion Group, Washington, DC) if based in one of those offices. Affinity groups host a variety of programming during the summer from welcome meetings to social events to educational opportunities, as well as formal and informal mentoring opportunities. Affinity groups also provide opportunities for spontaneous small-group networking between summer associates and attorneys. Additionally, Partners, including members of the Firm's Diversity, Equity & Inclusion Committee, typically host events at their homes to meet summer associates in a more casual setting.

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	3	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	2	2	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	1	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	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?

9

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

77 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	31	46	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	8	0	0
Black or African-American	3	6	0	0
Hispanic or Latinx	3	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	19	0	0
Two or More Races	0	2	0	0
Other or Unknown	4	8	0	0
Additional Demographics	6	12	0	0
LGBTQ+ Individuals	4	6	0	0
Individuals with Disabilities	2	6	0	0

2L Summer Associates Who Received Offers

77 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	31	46	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	8	0	0
Black or African-American	3	6	0	0
Hispanic or Latinx	3	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	19	0	0
Two or More Races	0	2	0	0
Other or Unknown	4	8	0	0
Additional Demographics	6	12	0	0
LGBTQ+ Individuals	4	6	0	0
Individuals with Disabilities	2	6	0	0

2L Summer Associates Who Accepted Offers

68 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	40	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	7	0	0
Black or African-American	3	4	0	0
Hispanic or Latinx	3	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	19	0	0
Two or More Races	0	2	0	0
Other or Unknown	4	6	0	0
Additional Demographics	4	12	0	0
LGBTQ+ Individuals	2	6	0	0
Individuals with Disabilities	2	6	0	0

0

2023 Vault Law Firm Diversity Survey

Diversity Program Participants

How many of the law students who participated in the firm’s 2L summer associate program in 2022 were hired through the firm’s diversity scholarship/internship/fellowship program?

3

New Attorneys Hired

150 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	67	82	0	1
American Indian or Alaska Native	0	1	0	0
Asian	15	14	0	0
Black or African-American	5	7	0	0
Hispanic or Latinx	3	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	32	39	0	0
Two or More Races	4	3	0	0
Other or Unknown	8	15	0	1
Additional Demographics	11	12	0	0
LGBTQ+ Individuals	4	4	0	0
Individuals with Disabilities	7	8	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:

aADAM (Attorneys of African Descent at Milbank), APIN (Asian Pacific Islander Network), LaMano (Latinx Attorney Mentoring and Networking Organization), Pride (LGBTQ+ Attorney Affinity Group), W@M (Women at Milbank), DIGLA (Diversity, Equity & Inclusion Group -- Los Angeles), DIGDC (Diversity, Equity & Inclusion Group -- Washington, DC), Parenting Affinity Group

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Each affinity group has two partner advisors, associate liaisons, a dedicated budget, and the support of the Firm's Diversity, Equity & Inclusion Committee, Women's Initiative Committee, and the DEI Team. The Firm recognizes that our affinity groups are instrumental in shaping the associate experience and retaining top-tier talent. We continuously seek ways to optimize our affinity group program.

2023 Vault Law Firm Diversity Survey

DEI Events

Does the firm host DE&I retreats or conferences? **No**

Does firm leadership attend these events?

If applicable, provide more detail on the firms DE&I events:

N/A

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?

No

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

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?

Milbank commemorates a variety of heritage months and other important dates each year by hosting Firm events and launching internal educational campaigns. Through Milbank's affinity groups, attorneys have the opportunity to identify dates and events that are important to them, and then host a variety of programs and events to build community and raise awareness. In addition to the Firm celebrated heritage months, attorneys have developed recurring events celebrating Diwali, Lunar New Year, etc. These programs have included pro bono legal clinics, film screenings, book talks, alumni lunches, clothing drives, and trainings.

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

Milbank has numerous mentoring programs throughout the Firm that connect underrepresented attorneys, and all attorneys, with senior leadership. One program, the Career Development & Coaching Program (CDCP), matches participating associates with a coach and partner mentor who provide support to their assigned associate. Participants also have the opportunity to come together as a cohort to learn from each other and share best practices. Through the CDCP and Milbank's best-in-class professional development programs, the Firm demonstrates our commitment to meeting associates where they are and providing them with targeted resources and opportunities to develop and grow their careers.

2023 Vault Law Firm Diversity Survey

Professional Development

Does the firm offer professional development programs specifically for diverse attorneys?

Yes

If applicable, elaborate on the professional development programs available to diverse attorneys:

Through the Firm's Milbank@Harvard program, underrepresented associates, and all associates are offered leadership training focused on self-advocacy and leadership skills. Additionally, Milbank participates in networking and community building opportunities for attorneys through key long-term partnerships with various organizations committed to ensuring inclusion in the legal profession.

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 talent managers actively monitor work distribution, development, and opportunities for all associates. The Chairs of the DEI and WI Committees and the Chief Diversity, Equity & Inclusion Officer regularly meet with the Firm's Practice Group Leaders to ensure every attorney has the resources they need to thrive.

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):

Milbank sponsors participation in Bar Associations and conferences committed to ensuring inclusion in the legal profession.

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
The Firm provides annual interviewer training and implicit bias training.

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
Upward Feedback for Partners is one of several initiatives designed to strengthen our culture of excellence, opportunity, and continuous improvement. The objective is to provide partners with feedback they can use to improve their effectiveness as leaders and managers by reinforcing behaviors that they should continue to use and generating specific suggestions for what they might do differently going forward. Upward feedback will allow the Firm to provide partners with targeted training and support which will result in better collaboration, development of counsel and associates.
All Milbank counsel and associates are eligible to provide feedback to partners and partners have the opportunity to request feedback from lawyers they have supervised in the last twelve months. These requests are intended to encourage feedback. Counsel and associates may choose to complete a feedback survey for a partner even if their feedback has not been requested by the partner.

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?

- No The firm is Mansfield Certified
- No 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:

Milbank works with all our attorneys to help them achieve their individual career goals including non-partner track alternatives.

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.

N/A

Promotions to Partnership

8 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	4	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	3	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

Please note Milbank does not provide a breakdown between equity and non-equity partners.

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.

N/A (firm has no billable requirement)

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

N/A

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:

Part-time lawyers are eligible for partnership consideration and are evaluated by the same criteria as their full-time colleagues. The timing of partnership may be impacted. Milbank's part-time programs are available to all eligible lawyers, including partners.

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

10 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	5	0	0
Equity Partners	1	1	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	0	3	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:

The Firm offers fertility treatments as well as advanced reproductive technologies.

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?

If an attorney designates themselves as a primary or secondary caregiver, they are eligible for leave accordingly. No certification is required

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

Primary caregivers receive 12 weeks paid leave.

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

Secondary caregivers receive 4 weeks paid leave.

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.

Parental leave involves a number of components, including Milbank's childcare leave, primary caregiver leave and, if applicable, disability leave. 1) Milbank provides primary caregivers with up to 12 weeks of paid leave and up to 8 weeks of unpaid leave for the birth or adoption of a child. Parents who are not primary caregivers are eligible for up to 4 weeks of paid leave and up to 8 weeks of unpaid leave. 2) Birth mothers are also eligible for short-term disability leave, which is typically two weeks before the due date and 6 - 8 weeks after birth. Birth mothers may be eligible for up to 20 weeks of paid leave following the birth of a child.

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.

The Firm's Parenting Affinity Group provides attorneys the opportunity to share their experiences, discuss resources and best practices, and provide mutual support in navigating the issues that often arise in being a parent and a lawyer.

2023 Vault Law Firm Diversity Survey

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

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

Accessibility

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

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

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

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

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

0

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

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

1. Global DEI Learning: Launched at the beginning of 2021, Milbank's Global DEI Learning is a collaborative global learning effort with our DEI, WI, and Professional Development Committees with the goal of giving all Firm members a common vocabulary to use in our ongoing, everyday efforts to ensure Milbank is a model of inclusion. The Firm has featured bespoke interactive workshops focused on inclusive leadership for all attorneys and business services professionals globally.

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

2. Career Development & Coaching Program (CDCP): The CDCP matches participating associates with a coach and partner mentor who provide support to their assigned associate. Participants also have the opportunity to come together as a cohort to learn from each other and share best practices. Through the CDCP and Milbank's best-in-class professional development programs, the Firm demonstrates our commitment to meeting associates where they are and providing them with targeted resources and opportunities to develop and grow their careers.

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

3.Milbank@Harvard: Through the Firm's Milbank@Harvard program, underrepresented associates, and all associates are offered leadership training focused on self-advocacy and leadership skills. Additionally, Milbank participates in networking and community building opportunities for attorneys through key long-term partnerships with various organizations committed to ensuring inclusion in the legal profession.

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

Evaluating employee engagement and belonging through a cultural assessment survey.

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

Providing additional inclusive leadership and cultural competency training.

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

3.Leveraging empirical data to further develop the Firm's thoughtful and intentional approach to fostering a culture of inclusion.

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?

When evaluating a firm's commitment to DEI it is important for a candidate to delve into all aspects of the firm's operations and culture. Does the firm sponsor or partner with organizations that speak to your values? Does the firm host informative and educational programming in addition to the social and cultural celebrations? Has the firm delivered on their previous commitments to diversity, equity and inclusion? How does the firm's Pro Bono work connect with its stated mission? How are affinity groups resourced and supported? Many of these questions require building relationships with people at the firm to get a fuller picture of the firm's commitment inclusion.