

GLOBAL MINDSET TEAMWORK  
INTEGRITY COLLABORATION  
EXCELLENCE MUTUAL RESPECT

# WE VALUE YOUR DIVERSITY

---

At Ropes & Gray, we view our individual differences as assets that enhance our work as a firm. Our commitment to true equity and inclusion means every person is valued for who they are, and makes our firm a place where everyone has an equal opportunity to flourish.

**CONTRIBUTE, DEVELOP AND GROW—BEYOND YOUR EXPECTATIONS**

**ROPES & GRAY**  
ropesrecruiting.com

# Ropes & Gray LLP

## 2023 Vault Law Firm Diversity Survey



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Julie Jones, Chair	White	Female	
David Djaha, Managing Partner	Two or More Races	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 12

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	1	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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**

Kia Scipio, Director of Diversity, Equity & Inclusion

**DEI Committee**

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

In what year was the committee formed?

2001

Total Number of Attorneys on DEI Committee: 18

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

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? N/A

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials? Yes

2023 Vault Law Firm Diversity Survey

**ATTORNEY DEMOGRAPHICS**

**Attorney Headcount**

1,582 Total attorneys in U.S. offices

1,830 Total attorneys worldwide (including all U.S. and global offices)

**U.S. Associates**

1,135 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>610</b>	<b>520</b>	<b>5</b>	<b>0</b>
American Indian or Alaska Native	1	1	0	0
Asian	60	90	0	0
Black or African-American	30	36	0	0
Hispanic or Latinx	21	29	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	422	300	5	0
Two or More Races	26	34	0	0
Other or Unknown	50	30	0	0
<b>Additional Demographics</b>	<b>62</b>	<b>60</b>	<b>5</b>	<b>0</b>
LGBTQ+ Individuals	54	46	4	0
Individuals with Disabilities	8	14	1	0

2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

302 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>202</b>	<b>100</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	6	0	0
Black or African-American	4	3	0	0
Hispanic or Latinx	1	5	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	169	71	0	0
Two or More Races	3	3	0	0
Other or Unknown	19	11	0	0
<b>Additional Demographics</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	7	2	0	0
Individuals with Disabilities	0	0	0	0

**U.S. Non-Equity Partners**

0 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

The firm has a 1 tier partnership level.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

145 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>76</b>	<b>69</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	5	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	2	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	53	49	0	0
Two or More Races	3	4	0	0
Other or Unknown	9	6	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	1	2	0	0

U.S. Non-Partner-Track Attorneys

110 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>50</b>	<b>60</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	2	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	38	46	0	0
Two or More Races	1	3	0	0
Other or Unknown	4	6	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	2	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
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Attorneys that have not received their law degree carry the title of "Law Clerk," but are not tracked/counted as such in surveys.

**U.S. Office Managing Partners**

8 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>0</b>
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	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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

40 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>21</b>	<b>19</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	11	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	2	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	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:



**2023 Vault Law Firm Diversity Survey**

**Accountability**

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

**No**

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

If applicable, describe any other initiatives taken:

**2023 Vault Law Firm Diversity Survey**

**RECRUITMENT AND HIRING**

---

**HBCUs**

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

**Yes**

If yes, which HBCUs does the firm hire from?

Howard University

**Law Schools**

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

**Yes**

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

Howard University

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><b>Scholarships</b></p> <p>The Roscoe Trimmier Jr. 2L Diversity Scholarship, named after our first African American partner, awards scholarships of \$50,000 (pre-tax) to a number of outstanding second-year law students to help offset the expenses of their legal education, in addition to a paid summer associate position in the firm's summer associate program. The scholarship funds are paid out half upon completion of the summer program, and half upon starting as a full-time associate at the firm. Link: <a href="https://www.ropesgrayrecruiting.com/en/us/law-students#49d4726b-03d0-4618-b658-93eaa4b8635">https://www.ropesgrayrecruiting.com/en/us/law-students#49d4726b-03d0-4618-b658-93eaa4b8635</a></p>	12

**Internships**

Link:

**Fellowships**

<p>Ropes &amp; Gray's 1L Diversity Fellowship offers a select number of highly qualified first-year law students the opportunity to participate in all aspects of the firm's summer associate program. In addition, Fellows will have the opportunity to participate in LCLD programming. Link: <a href="https://www.ropesgrayrecruiting.com/en/us/law-students#49d4726b-03d0-4618-b658-93eaa4b8635">https://www.ropesgrayrecruiting.com/en/us/law-students#49d4726b-03d0-4618-b658-93eaa4b8635</a></p>	23
---	----

## **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

Ropes & Gray participates in numerous diversity career fairs such as the Bay Area Diversity Career Fair, the Boston Lawyers Group Job Fair, the Cook County Job Fair, the Lavender Law Career Fair and the Northeast BLSA Job 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.)?

Our structured interview approach, with behavioral questions asked of each candidate, helps to combat implicit and affinity bias and strengthens the opportunity for candidates of diverse backgrounds to advance.

## **2023 Vault Law Firm Diversity Survey**

### **Summer Associates**

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

This year, the firm hosted its second annual Diverse Summer Symposium, from the evening of June 8 through the evening of June 9. The symposium brought together the 1L Diversity Fellowship and 2L Roscoe Trimmier Jr. Diversity Scholarship cohorts for a variety of substantive programming, ranging from panel discussions, team building activities, networking opportunities, and more.

In addition, both the LGBTQ+ Forum and Ropes Multicultural Forum assign a "buddy" to each summer associates who identifies as LGBTQ+ or racially/ethnically diverse. These programs provide the opportunity for summer associates to connect with associates and begin building relationships within the firm.

2023 Vault Law Firm Diversity Survey

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

25 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>15</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	4	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	4	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	1	0	0
Two or More Races	0	3	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	4	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?

23

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

176 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>79</b>	<b>97</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	18	25	0	0
Black or African-American	8	12	0	0
Hispanic or Latinx	3	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	45	42	0	0
Two or More Races	4	11	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>17</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	17	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

176 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>79</b>	<b>97</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	18	25	0	0
Black or African-American	8	12	0	0
Hispanic or Latinx	3	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	45	42	0	0
Two or More Races	4	11	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>17</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	17	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

164 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>74</b>	<b>90</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	17	23	0	0
Black or African-American	7	12	0	0
Hispanic or Latinx	3	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	42	39	0	0
Two or More Races	4	9	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>15</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	15	0	0
Individuals with Disabilities	0	0	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?

12

**New Attorneys Hired**

270 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>150</b>	<b>119</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	18	18	0	0
Black or African-American	11	12	0	0
Hispanic or Latinx	6	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	90	57	1	0
Two or More Races	5	6	0	0
Other or Unknown	20	17	0	0
<b>Additional Demographics</b>	<b>16</b>	<b>15</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	11	11	1	0
Individuals with Disabilities	5	4	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:

LGBTQ+ Forum, Ropes Multicultural Forum, Women's Forum, and diversity resource networks for business support professionals.

## **2023 Vault Law Firm Diversity Survey**

### **Affinity Groups Cont'd**

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

The firm supports the affinity forums in their efforts to play a vital role in enhancing personal and professional development of their attorney and business support professionals. In addition, their impact is felt through professional and business development, mentoring, educational programming, social activities and community outreach. The firm also assists in hosting high-profile speakers from diverse backgrounds to share their experiences with members of the firm community for education and awareness building around diversity, equity and inclusion.

## 2023 Vault Law Firm Diversity Survey

### DEI Events

Does the firm host DE&I retreats or conferences? **Yes**

Does firm leadership attend these events? **Yes**

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

The Diverse Summer Symposium brings together 1L and 2L diverse summer associates. The firm's 1L Diversity Fellowship and 2L Roscoe Trimmier Jr. Diversity Scholarship are integral components of Ropes & Gray's mission to attract and retain exceptional talent from backgrounds that are historically underrepresented in the broader legal profession. The symposium brings these cohorts together for a variety of substantive programming, ranging from panel discussions, team building activities, networking opportunities, and more during the summer associate program.

**2023 Vault Law Firm Diversity Survey**

**Reverse Mentoring**

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

**Yes**

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

While the primary focus of our mentoring programs is the associate's development, there is a component of education and awareness-building for the mentor as well. The programs include a series of knowledge sharing calls on mentor best practices for ways in which to be most helpful and build skills as a mentor.

## **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 primary goals of the Associates Liaison Committee (ALC) are (i) to maintain an open channel of communication among associates, partners, and the Policy Committee and (ii) to promote Ropes & Gray's "one firm" philosophy. As a resource that associates may use to offer ideas and to raise questions or concerns, the ALC serves as the voice of the associates to the Policy Committee regarding the quality of associate life, work, training and development. The ALC allows associates to recommend changes to policies affecting associate life and serves as a forum for the Policy Committee to solicit feedback from associates about the associate experience. The ALC also serves as a forum for sharing information about firm policies, operations, and expectations as they apply to associates, thereby facilitating a consistent, shared understanding among the firm's partners and associates, regardless of the associates' individual levels or locations.

**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?

Ropes & Gray hosts heritage and cultural celebrations throughout the year. The firm creates various communication campaigns as an opportunity to educate members of the firm. The firm also invites expert and high-profile professionals to host informative panel discussions centered on inclusive community building and cultural awareness. In the past year, we've welcomed Broadway performer Chloe Davis, journalist Wajahat Ali, legal scholar Lisa Fairfax, former Massachusetts governor Deval Patrick and many others.

**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 firm provides mentoring programs for all racially and ethnically diverse associates and counsel. The Partner Mentor Program pairs junior associates with partner mentors, who support their mentees' early career development by offering career guidance, providing quality work assignments and timely feedback and fostering relationships with partners and clients. The Advocate Mentor Program pairs mid- to senior-level associates and counsel with partner advocates, who actively champion their mentees' career development and advancement by fostering relationships with partners and clients to create business development opportunities on substantial matters.



## 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:

To support access to external professional development opportunities, the firm established the Diane Patrick Attorney Advancement Fund, in honor of the commitment of former partner, diversity committee co-chair and Massachusetts First Lady Diane Patrick. The grant dedicates \$25,000 annually to fund professional development activities for diverse associates who wish to attend and participate in external trainings, conferences and other professional development opportunities. In addition, the Joan D. Fuller Development Grant, created in honor of the firm's first woman partner, is designed to help women attorneys achieve their professional goals and develop successful relationships with colleagues, clients and prospective clients.

## 2023 Vault Law Firm Diversity Survey

### **Work Allocation**

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

**Yes**

Describe how the firm monitors work distribution

The firm works to provide equitable access to career-enhancing work, effective feedback and other professional development programs and opportunities to increase the retention and advancement of diverse lawyers.

We focus on equitable work allocation by utilizing a central assignment system, among other tools, to monitor attorney caseload and assignments. Attorney development managers work with practice group leaders and attorney development partners to allocate work assignments equitably among associates and deliver clear and actionable performance feedback. The firm is continuously reviewing the metrics concerning attorney access to work, caseload, and hours, with a focus on monitoring the skill development of diverse associates.

## 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):

As a member of the Leadership Council on Legal Diversity (LCLD), the firm is able to nominate an attorney from the firm for the organization's annual Fellows Program as well as their annual Pathfinder Program. Each program is designed for diverse, high-potential, junior and mid-career attorneys with the goal in mind to provide professional and personal development opportunities, leadership training, and access to other senior attorneys in the industry.

**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 welcomed attorney and consultant Paula Edgar to conduct a mandatory, firmwide bias training. Building on past trainings, the session, entitled "Raising Consciousness Beyond Unconscious Bias: Actionable Steps Toward Inclusion," presented various scenarios and how to address them, to include work allocation and performance evaluations.

**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?

- No** The firm is Mansfield Certified
- No** The firm is Mansfield Certified Plus
- No** 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):

Ropes & Gray is not currently Mansfield Rule certified. While we consider future participation, we have been using Mansfield's metrics as a baseline for staffing, client pitch teams, hiring and promotions.

### Multi-tier Partnership

Does the firm have a multi-tiered partnership? **No**

### Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

Ropes & Gray's attorney population includes career counsel, senior attorneys, senior career associates and career associates.

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.

57%

**Promotions to Partnership**

20 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	6	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

**BILLABLE HOURS AND COMPENSATION**

**Credit for DEI Work**

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

Yes

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

The firm encourages all attorneys to make a 20-hour annual commitment to DE&I activities. The firm also extends up to 100 hours of billable credit per year to counsel, associates, career attorneys, legal managers and consultants, trainee solicitors and technical advisors for specified contributions to diversity, equity, and inclusion.

**Compensation**

Are associate salaries lockstep or discretionary?

Lockstep

## 2023 Vault Law Firm Diversity Survey

### **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?

The firm follows a lockstep model, but bonuses are discretionary and are not shared per firm policy.

### **Flex-time Policy**

Does the firm have a formal flex-time policy?

**Yes**

### **Reduced-hours Policy**

Does the firm have a formal reduced-hours policy?

**Yes**

### **Partnership Eligibility**

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

**Yes**

Please explain how working an alternative schedule may affect an associate's path to partnership:

Associates on alternative schedules are eligible for partner on the same timeline as they would be otherwise. Associates on reduced schedules may be considered for an extended path to partnership on an individual basis if it makes sense for the associate and practice group.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

92 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	4	23	0	0
Equity Partners	4	3	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	0	21	0	0
Non-Partner-Track Attorneys	7	30	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:

Through Stork Club and the firm's medical plan, the firm offers participating members fertility coverage regardless of an infertility diagnosis. Not only are a generous amount of bundles offered, but support and resources are offered through Stork Club. The firm also offers surrogacy and adoption reimbursement through Stork Club.



**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?

Lawyers are granted child care leave for 14 paid weeks.

**2023 Vault Law Firm Diversity Survey**

**Parental Leave Policy**

Describe the firm's parental leave policy.

For Lawyers -- Child Care (Total: 18 weeks, paid: 14 weeks, unpaid: 4 weeks) A lawyer will be granted leave to care for their newborn child or a child placed with them for adoption or foster care. Leave will be with pay for 14 weeks, followed by 4 unpaid weeks. This leave is in addition to, and not in place of, any maternity or adoption/foster care 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
- 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 partners with Bright Horizons to offer 20 days of back-up care per dependent child or elder. During the 20-day covered period, there is no up-front copayment required for care at a Bright Horizons center and in-home care is offered at a subsidized hourly rate. The firm's Milk Stork benefit helps nursing parents ship milk home while away on firm business, free of charge. Additionally, the firm has dedicated lactation rooms in each of its offices.

---

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**

173 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>103</b>	<b>69</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	9	12	0	0
Black or African-American	4	3	0	0
Hispanic or Latinx	6	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	70	41	1	0
Two or More Races	7	3	0	0
Other or Unknown	7	7	0	0
<b>Additional Demographics</b>	<b>17</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	17	3	0	0
Individuals with Disabilities	0	0	0	0

**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>0</b>
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	7	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	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

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>13</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	10	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	2	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

---

2023 Vault Law Firm Diversity Survey

**SUCCESSSES AND PRIORITIES**

---

**Top Three Accomplishments**

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

**#1**

The firm has continued to provide opportunities for the entire firm community to come together to discuss current events and recognize cultural celebrations. The diversity committee and DE&I team host quarterly sessions with the firmwide community to share updates, respond to questions and encourage idea-sharing about the firm's DE&I efforts. The firm also recognizes cultural events and celebrations by hosting educational programs with renowned speakers. For example, for Black History Month, the firm hosted a keynote event with former Massachusetts governor Deval Patrick, who joined litigation & enforcement partner Alex Rene in the Boston office for a "barbershop talk" about his journey from the South Side of Chicago to the heights of law, politics and business. Senior Counsel and Diversity Relationship Leader Dennis Coleman introduced the event and provided closing remarks. In addition, the New York LGBTQ+ Resource Network screened Bayard & Me, a short documentary about openly gay civil rights activist Bayard Rustin, best known for organizing the March on Washington and advising Martin Luther King Jr. In addition, we recently hosted a panel discussion with lawyers at the firm about the potential implications of the Supreme Court's affirmative action decision.

## 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

In an effort to hold the Ropes community accountable for supporting the firm's DE&I efforts, the Diversity Honor Roll continues to recognize attorneys and other timekeepers who have met the firm's goal of dedicating at least 20 hours annually to efforts specifically focused on promoting the recruitment, retention and/or advancement of diverse attorneys. In 2022, 1,143 attorneys, legal managers and consultants, trainee solicitors, and technical advisors dedicated nearly 23,000 hours to DE&I activities--and 350 of these timekeepers met the Honor Roll's goal of investing at least 20 hours. In addition, to recognize the efforts of many employees whose time is not tracked but who demonstrate a commitment toward fostering a diverse, equitable and inclusive community, the firm instituted the Diversity Champion program in 2022. The program recognizes business support professionals who actively participate in the development, planning or logistics of internal or firm-sponsored external DE&I events. In the program's inaugural year, 52 professionals were recognized as Diversity Champions.



## **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**

The Diversity Committee expanded its membership representation to better reflect the firm's various practice groups and business support professionals. Moreover, the committee introduced three subcommittees, each tasked with oversight of different aspects for the firm's DE&I strategic plan: mentor and sponsorship programs, task force and strategic plan implementation, and embedding DE&I into the fabric of the firm. These newly formed subcommittees are helping to guide our DE&I efforts with greater intentionality, efficiency and accountability.

## **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**

Change the culture of the firm for the better by learning from, teaching and engaging the entire firm regarding the importance of DE&I, and to ensure that the composition of our attorney talent and business support teams is representative of the broader aspirations we have for DE&I at the firm.

**2023 Vault Law Firm Diversity Survey**

**Top Three Priorities**

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

**#2**

Continue to strengthen our infrastructure and procedures for recruiting a diverse community of colleagues, among both attorneys and business support teams, and to embed DE&I into all matter assignment and professional development processes to ensure that all attorneys have equitable access to work, and all employees receive the clear, candid and actionable feedback needed to thrive.

**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**

Increase the representation of individuals from diverse backgrounds in positions of leadership and the representation of individuals from diverse backgrounds in positions of responsibility with firm clients.

## 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?

\*An inclusive culture should strive to ensure diversity, equity and inclusion are a part of the entire organization's culture. Priorities should be centered on how to recruit, retain, and advance people from diverse backgrounds. Equity in the opportunities provided for everyone to thrive and develop will positively contribute to building a welcoming community.

\*Candidates should consider a work environment with a variety of diversity initiatives, such as innovative candidate pipeline sourcing, mentoring programs, and opportunities for professional development--be it through internal programs and efforts or external opportunities in the form of grants and scholarships. Seeing and bearing witness to intentional efforts that ensure that everyone is afforded the opportunity to fully maximize their professional and career potential are demonstrative of a thriving and culturally competent organization and community.

\*Questions centered around the importance of and attention given to affinity groups should be asked in order to assess how vital these groups are in enhancing personal and professional development among its employees. The impact of these groups should be felt through opportunities in business development, educational programming, social activities and community outreach.

\*It's also important for an environment to demonstrate its commitment to diversity, equity, and inclusion outside of its walls, through external partnerships and initiatives. These actions show a willingness to advance social justice, equity and equality for all.