



SULLIVAN & CROMWELL LLP

*When it comes to Diversity, Equity
& Inclusion, we're all in.*

At S&C, we believe that attracting, developing and retaining the finest lawyers of all backgrounds is vital to providing the highest level of service to our clients.

www.sullcrom.com

NEW YORK · WASHINGTON, D.C. · LOS ANGELES · PALO ALTO
LONDON · PARIS · FRANKFURT · BRUSSELS
TOKYO · HONG KONG · BEIJING · MELBOURNE · SYDNEY

Sullivan & Cromwell LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
H. Rodgin Cohen, Senior Chair	White	Male	
Joseph C. Shenker, Senior Chair	White	Male	
Robert J. Giuffra Jr., Co-Chair	White	Male	
Scott D. Miller, Co-Chair	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 11

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	3	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	1	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	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

The Firm does not currently maintain records on people with disabilities.

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

Kyra Laursen, Director, Legal Talent Office -- Diversity, Equity & Inclusion and Talent

Cesar Chavez, Manager, Legal Talent Office - Diversity, Equity & Inclusion and Talent

Deeban Siva, Analyst, Legal Talent Office - Diversity, Equity & Inclusion and Talent

Isabella Coker, Coordinator, Legal Talent Office - Diversity, Equity & Inclusion

Grace Ketteler, Assistant, Legal Talent Office -- 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?

2005

Total Number of Attorneys on DEI Committee: 33

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	15	0	0
American Indian or Alaska Native		0	0	0
Asian	3	2		
Black or African-American	1	4		
Hispanic or Latinx	1	1		
Native Hawaiian or Other Pacific Islander				
White	13	8		
Two or More Races				
Other or Unknown				
Additional Demographics	6	1	0	0
LGBTQ+ Individuals	6	1		0
Individuals with Disabilities	0	0	0	0

Three of our Diversity Committee members who identify as “White” also identify as “Middle Eastern.” The Firm does not currently track nonbinary information or maintain records on people with disabilities.

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

713 Total attorneys in U.S. offices

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

U.S. Associates

371 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	203	167	1	0
American Indian or Alaska Native	0	0	0	0
Asian	21	34	0	0
Black or African-American	5	4	0	0
Hispanic or Latinx	3	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	164	111	1	0
Two or More Races	7	5	0	0
Other or Unknown	3	4	0	0
Additional Demographics	21	12	1	0
LGBTQ+ Individuals	21	12	1	0
Individuals with Disabilities	0	0	0	0

Please note, 7 of our Associates who identify as "White" also identify as "Middle Eastern." The Firm does not currently maintain records on people with disabilities.

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

137 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	101	36	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	95	29	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	10	0	0	0
LGBTQ+ Individuals	10	0	0	0
Individuals with Disabilities	0	0	0	0

Please note, 3 of our Partners who identify as "White" also identify as "Middle Eastern." The Firm does not currently maintain records on people with disabilities.

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

94 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	71	23	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	3	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	67	20	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	1	0	0
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

The Firm does not currently maintain records on people with disabilities.

U.S. Non-Partner-Track Attorneys

11 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	6	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

100 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	57	43	0	0
American Indian or Alaska Native	0	0	0	0
Asian	9	12	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	40	26	0	0
Two or More Races	1	2	0	0
Other or Unknown	3	1	0	0
Additional Demographics	7	5	0	0
LGBTQ+ Individuals	7	5	0	0
Individuals with Disabilities	0	0	0	0

Please note, 3 of our Law Clerks who identify as "White" also identify as "Middle Eastern." The Firm does not currently maintain records on people with disabilities.

U.S. Office Managing Partners

4 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	3	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	3	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

7 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	2	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

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?

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 School of Law

Law Schools

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

No

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

2023 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
Scholarships	

Link:

Internships

S&C funds the placement of interns through the American Bar Association's Judicial Intern Opportunity Program Link:

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

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.)?

Investing in high-quality and advanced DEI training for our people is one of the key ways in which the Firm combats implicit bias, including in recruiting. We provide mandatory, Firm-wide training for all lawyers and staff at the Firm every three years. In 2018 through 2019, all of our people throughout our global offices completed mandatory DEI training addressing the latest cutting-edge scientific research behind bias and discrimination and how they can manifest themselves in professional settings. Participants worked in facilitator-led groups to engage in discussions based on hypothetical scenarios about the ways in which all employees can work to combat biases and foster a respectful workplace that is free from harassment. In 2021 we introduced a new training titled "Becoming an Ally to All: Building Solidarity in the Legal Profession" which is discussed further in the "Successes and Priorities" section.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Each year, the Firm brings in an external consultant to provide mandatory DEI training as part of the summer associate orientation, and again in the fall as part of the new associate orientation. The summer program training introduces summer associates to how the wide range of ages, backgrounds and seniority levels at the Firm provide unique opportunities and challenges for building effective work relationships, and provides guidance on how to navigate those differences. The new associate training expands on what was discussed in the summer training and helps new full-time associates understand how they can contribute to an inclusive and effective working environment.

Understanding that effective mentors are an invaluable resource to a lawyer's development and ultimate success, the Firm provides several opportunities for mentoring relationships to develop across different seniority levels starting from when lawyers join us as summer associates. In addition to assigning all of our summer associates partner, associate and peer advisors, we assign our Black, indigenous and people of color ("BIPOC") and LGBTQ+-identified summers mentors from our Asian Associates Network, LGBTQ+ Network and Network of Black & Latinx Lawyers. We also assign mentors from the LGBTQ+ Network to summers who join the network, as not all who are LGBTQ+ publicly identify as such. The networks also hold regular meetings during the summer, at least one of which has a partner-led presentation or discussion. Along with the meetings, the networks host multiple social events throughout the summer in order to foster community and welcome the summer associates to the networks.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

11 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	4	0	0
American Indian or Alaska Native	1	0	0	0
Asian	2	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	3	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

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?

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

124 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	66	58	0	0
American Indian or Alaska Native	0	0	0	0
Asian	9	18	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	3	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	49	31	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	2	0	0
Additional Demographics	8	4	0	0
LGBTQ+ Individuals	8	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

124 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	66	58	0	0
American Indian or Alaska Native	0	0	0	0
Asian	9	18	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	3	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	49	31	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	2	0	0
Additional Demographics	8	4	0	0
LGBTQ+ Individuals	8	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

110 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	52	48	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	17	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	2	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	39	23	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	1	0	0
Additional Demographics	6	4	0	0
LGBTQ+ Individuals	6	4	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?

New Attorneys Hired

139 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	86	53	0	0
American Indian or Alaska Native	0	0	0	0
Asian	15	14	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	7	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	57	32	0	0
Two or More Races	3	2	0	0
Other or Unknown	3	1	0	0
Additional Demographics	8	8	0	0
LGBTQ+ Individuals	8	8	0	0
Individuals with Disabilities	0	0	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:

Asian Associates Network, LGBTQ+ Network and Network of Black & Latinx Lawyers and the Women's Initiative Committee

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Our affinity networks have created bespoke programs to further their missions to strengthen the support they provide their members. Each network maintains mentoring programs, which match more senior members of each network with incoming associates joining the networks each fall. The networks also regularly host events with the affinity groups of our clients and with individual alumni. These events allow our network members to address DEI in the legal profession and network in an intimate setting. Relatedly, the chairs of the networks are also active members of the Firm's Diversity Committee and, as such, have input into the Firm's overall DEI strategy.

Additionally, as part of our efforts to advance our BIPOC and LGBTQ+ lawyers' professional development, networking and mentoring opportunities, the Firm created the Partner-Led Discussion series. These discussions, which are led by Managing Partners, Associate Development Partners, practice group leaders and members of the Diversity Committee, provide a casual environment for our BIPOC and LGBTQ+ lawyers to learn from our partners and to share perspectives. The discussions cover a broad array of substantive practice and professional development topics, from how to maximize the value of, and deepen their relationships with, their assigned Partner Advisors (described in more detail in the "Networking, Mentoring, and Professional Development" section) to best practices on giving and receiving feedback. Another recent presentation covered our performance review system for associates. The partners shared examples of metrics and activities that reviewing partners focus on during annual reviews as well as actionable advice on how to further their careers.

One of our most recent presentations, titled "Paths to Partnership," was one of the most anticipated leadership lunches of the year. The panel was comprised of recently elected partners who provided insight into how they navigated each year of their associate careers and transitioned into partnership. After the panel presentation, the panelists opened the floor to allow associate to ask candid questions and receive feedback.

In addition, all of the networks have partner mentors who attend network meetings and host special events for the networks throughout the year. Our partners' active involvement with our affinity networks allows them to hear feedback directly from our BIPOC and LGBTQ+ communities on various topics so that their input can be incorporated into our programming.

The Women's Initiative Committee ("WIC") supports the Firm's commitment to recruit, retain and advance our women lawyers through impactful leadership programming. As such, the WIC's robust programming has not only continued but also expanded while working remotely.

One of the WIC's signature programs is the Leadership Lunch Series. The series brings women lawyers together, as well as provides additional guidance to our women associates as they navigate a path to leadership at S&C. The program consists of external experts and our women and men partners participating in panel presentations, ideation breakout sessions and interactive discussions on best practices to access additional professional development opportunities. Each program in the series is also designed to provide attendees with practical tips that can be utilized immediately after the program. Recent topics have included: "Self Advocacy," "From Heaters to Coolers: Finding Your Argument Style," and "Hollywood on Trial: Female Attorneys in Pop Culture." As noted by an attendee after a recent presentation on "Self-Advocacy": "It was an hour of really insightful comments by senior women at this Firm talking about what it means to advocate for yourself and to try to chart a path in your career. This adds to the many ways in which S&C helps support your career progression and development as a lawyer."

As a corollary program to the Leadership Lunch Series, we also host the Women@S&C Lunch program--a series of informal, small-group lunches led by two women partners for women associates. Each lunch covers a specific topic that complements the themes put forward in recent Leadership Lunches.

As part of our 2021 efforts to develop programming that is impactful to women lawyers at the Firm, the WIC created a new program--the Women@S&C and Beyond ("S&C and Beyond")--in partnership with S&C's Office of Career and Alumni Services. To this end, our women partners host S&C alumnae or clients to discuss life outside the Firm, the development of their respective careers and how they achieve work/life balance. The S&C & Beyond program, meant to encourage our women lawyers to explore practices and industries that are of interest to them, even if outside the Firm, provides another opportunity for our women lawyers to forge connections with and gain insights from leaders across industries through small-group discussions.

We also provide a multitude of opportunities for our women lawyers to form mentoring relationships and engage with each other. We do this through a variety of channels:

*Weekly Partner Office Hours: Our women partners continue to host weekly office hours, where women partners set aside specific windows of time during which women associates are invited to have impromptu discussions about any topic of interest to the associates.

*Annual Welcome Event: Our women partners in our U.S. and London offices host a meet-and-greet for our new women associates shortly after they join the Firm. This event allows our incoming women associates to learn more about our women partners and their practices and showcases the strength of our community.

*Get-Togethers for New Women Associates: As part of our efforts to ensure a seamless integration of our new women associates,

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:

Please describe these events: S&C hosts the Student Diversity Leadership Summit, discussed further in the "Successes and Priorities" section.

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:

Helping to bridge generational gaps and cultural perspectives is part of the Associate Advisor Program, which is discussed in the Networking, Mentoring, and Professional Development section.

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:

S&C's Associate Experience Committee's ("AEC") mission is to listen to comments and feedback from associates, both through annual focus groups and through other, informal channels and to determine what we can do to improve the overall associate experience at the Firm.

The AEC is comprised of partners and associates from all practice groups and seniority levels, including a Diversity Committee co-chair, WIC co-chair as well as key administrators, including the Chief Legal Talent Officer and Director of Diversity, Equity & Inclusion and Talent Management. The AEC meets routinely throughout the year. Matters addressed by the committee run the gamut from high-level training and management issues to technology. In addition, smaller sub-groups of the committee meet frequently to address issues of particular importance. These issues include matters of importance to all associates, such as the upward review process, or matters that are of concern to particular practice groups, such as the formal assignment system with respect to staffing. The AEC recognizes that all of these issues impact one's experience at the Firm, and is committed to exploring ways that the committee can improve our associates' experience at S&C.

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?

We continued to expand our Allyship Learning Curriculum this year to further underscore that the work of being an ally requires ongoing self-reflection and growth. Our resource guides are comprised of relevant information and effective tools on how to become a better ally to the Firm-wide community. For each guide, we research a wide range of free educational programming and scholarly writings that address allyship, such as TED Talks, interviews, videos, articles and essays. Themes captured in the resource guides include, but are not limited to, microaggressions, intersectionality, injustice and privilege.

Additionally, the Firm conducts allyship book raffles, which are open to all of our lawyers and staff. To select the books, we review an assortment of fiction and non-fiction literary texts that magnify the experiences of BIPOC, LGBTQ+ individuals and women for each raffle. Because so many in our community are working parents, we also include in our resource guides and book raffles various programming and material suitable for younger audiences.

Our affinity networks, discussed above in the "Affinity Groups" section, also host individual Heritage Month events to celebrate the accomplishments and contributions of diverse groups. Some examples of previous Heritage Month celebrations are as follows:

*Black History Month

On February 22, 2023, the Diversity Committee welcomed Damon T. Hewitt, President and Executive Director of the Lawyers' Committee for Civil Rights Under Law ("LCCRUL"). Mr. Hewitt discussed his work with the LCCRUL, how his time clerking for the Honorable Eric L. Clay influences his work today and the importance of focusing on the future while celebrating the past.

*Women's History Month/International Women's Day

On March 8, 2023, the WIC welcomed speakers from "The Band of Sisters," a group of six executive-level women change makers who work to eliminate the lingering effects of unconscious gender bias in the workplace.

*Asian American, Native Hawaiian and Pacific Islander ("AANHPI") Heritage Month

On May 31, 2023, AAN hosted a virtual Firm-wide presentation in recognition of AANHPI Heritage Month. The guest speaker was Elizabeth R. OuYang, a distinguished civil rights attorney, community advocate, educator and consultant. Ms. OuYang discussed her career trajectory, redistricting in New York and its impact on the AANHPI community and the rise of hate crimes against the AANHPI community.

*Juneteenth

On June 21, 2022, the Diversity Committee and the Historical Society of the New York Courts hosted "Celebrating Emeline, the Heroine of the Lemmon Case: How to Tell the Untold Stories of legal History in Media," featuring a world premiere Mustapha Khan's podcast How Emeline Got Free.

*Pride Month

On June 22, 2023, the LGBTQ+ Network held a discussion with Rose Saxe, Deputy Project Director, and Harper Seldin, Staff Attorney at the ACLU & HIV Project, about their recent work and the current legislative and litigation landscape in LGBTQ+ rights, including anti-trans and anti-drag legislation.

*Hispanic Heritage Month

On October 10, 2022, NOBLL hosted a virtual Firm-wide discussion for Hispanic Heritage Month with Georgia Pestana, the 80th Corporation Counsel of the City of New York. Georgia discussed her experience being the first Latina woman and first attorney in the Law Department of the City of New York.

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

Most of our partners started their careers at S&C, and so we seek to support and advance BIPOC, LGBTQ+ and women associates from the outset and nurture as deep and broad a pipeline as possible. To that end, as briefly mentioned in the "Culture and Community" section, the Firm maintains the Associate Advisor Program, which seeks to provide all of our lawyers with critical tools to develop professionally with action-oriented goals to further their advancement. This program goes beyond the traditional, social forms of mentoring and calls for a true advisory partnership between the Advisor and Advisee. To facilitate stronger relationships between Advisors and Advisees--leading to greater investment and commitment on both sides--the Advisees are allowed to select their Advisors and can select whomever they feel will be most beneficial to their specific career goals.

The nature of the partnership between Advisor and Advisee is clearly articulated to both parties through a list of explicitly stated expectations for both parties. These expectations require, among other things, a significant investment of time from the partner and a demonstrated expertise in the practice area or areas that the associate is interested in pursuing.

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:

See response under "Affinity Networks" in the "Culture and Community" section.

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's assignment system is designed to ensure an equitable distribution of work and promote associate development by exposing all of our associates to a variety of different practice areas and senior lawyers. In each of our practice areas, certain partners-- Associate Development Partners--are specifically charged with ensuring equitable distribution of assignments. The Firm is committed to providing equal access to work matters for all of our associates to provide a broad, varied perspective in order to train our lawyers to become better counselors to our clients.

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):

The New York City Bar's Associate Leadership Institute and Associate Leadership Institute LITE

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

Please describe the firm's initiatives to mitigate implicit bias: Please see the "Combating Implicit Bias" section under "Recruitment and Hiring" section above.

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

The Firm invites all associates to complete an upward review questionnaire on a semi-annual basis. We regard upward reviews as a key professional development resource for our lawyers and a way of measuring and improving lawyers' management and mentoring skills. A general discussion of the results of the upward review is a regular part of our annual review process.

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
- 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? **No**

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

Special/Of Counsel; Practice Area Associate

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.

93%

Promotions to Partnership

5 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	3	2	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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 does not have a billable hour target.

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:

Working a flexible schedule does not preclude one from career advancement. Indeed, several of our partners were elected to the partnership while working a flex-time schedule.

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

9 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	2	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	2	5	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:

In-network infertility benefits subject to lifetime maximum (includes IVF, GIFT, ZIFT, egg freezing and storage for 1 year).

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?

Amount of leave for associates varies depending on whether parent is primary or secondary caregiver

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

18 weeks

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

4 weeks

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.

An eight-week pregnancy-related maternity disability leave with full salary is granted to lawyers who give birth to a child. An eight-week adoption leave with full salary is granted to lawyers who are the primary caregivers for an adopted child. The pregnancy-related maternity disability and the adoption leaves are in addition to the four-week child care leave available to all lawyers in connection with the birth or adoption of a child and the six-week primary caregiver leave available to primary caregivers in connection with either the birth or adoption of a child. Lawyers may be eligible to take unpaid parental leave in addition to the paid primary and secondary caregiver leave described above.

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 has maintained a flex-time policy since 1987. The availability of flexible work arrangements reflects the Firm's recognition that some lawyers have needs that lead them to pursue career paths that vary from a "traditional path." The Firm actively supports the idea of alternative career tracks in these circumstances and routinely authorizes our lawyers to work on flex-time schedules that are customized to their needs. We thus allow various flexible work arrangements, including, among others, working a reduced-hours schedule, telecommuting from home up to one workday a week or working full-time while a case or deal is ongoing and then taking time off when the case ends or deal closes before being staffed on another matter. To further ensure that our lawyers are receiving the guidance and support they need, we maintain a flex-time mentorship program to support lawyers working flex-time.

The program is also open to those lawyers who are not yet on a flex-time arrangement but are considering it. Flex-time mentors assist lawyers on any and all matters relating to flexible work scheduling, including whether the lawyer would prefer to limit business travel, ensuring thoughtful work assignments, providing work-related advice, reviewing periodic feedback that their mentees receive from lawyers supervising their mentees and recommending modifications if their mentees' schedules require adjustments. These consultations are often held on a confidential basis at the mentees' request.

Additionally, before our lawyers take their parental leave, we encourage them to attend an in-person meeting with senior members in our Legal Talent Office ("LTO") to discuss our policies and procedures and receive clarification on any questions and/or concerns they may have. Our lawyers are also provided an opportunity to take a tour of our on-site backup daycare provider, Bright Horizons. While on leave, a member from the LTO remains in contact with our lawyers, providing updates on their leave of absence, discussing their potential return date and whatever other issues the lawyers would like to discuss. Upon returning from leave, our lawyers meet with members of the LTO to begin the onboarding process, which includes coordinating meetings with the Managing Partner(s) and/or Associate Development Partner(s) for their group to discuss work assignments. Our lawyers are also provided access to an on-site lactation room and Milk Stork, a company that provides overnight shipping, as well as personal toting services, for breastfeeding mothers.

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?

In part (please elaborate):

Health care benefits are provided for legal spouses, not domestic partners. S&C does not have offices in states that prohibit same-sex marriage.

LGBTQ+ Inclusivity

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

- Yes** Provides gender-neutral restrooms/facilities
- Yes** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes** Provides an opportunity for employees to share preferred pronouns
- Yes** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes gender identity and expression as a protected category
- Yes** Other (please elaborate):
As discussed below in the "Successes and Priorities" section, the Firm expanded the number of single-occupancy, all-gender bathrooms in our New York office.

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

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

#1 Diversity Management Department

Our Diversity Management Department ("DMD") works directly with the Firm's senior leaders--including the members of our Management Committee, Diversity Committee and Women's Initiative Committee--and other internal departments to ensure that the Firm takes a holistic approach in executing our DEI strategy.

DMD implements extensive programming to advance our BIPOC, LGBTQ+ and women lawyers. S&C hosts or sponsors more than 150 programs each year that address professional development and mentoring and also provide social and networking opportunities for our people. In 2021 our DMD team received a Diversity Teams Award from Profiles in Diversity Journal and was profiled in its September issue.

In August 2022, recognizing the increased importance in partnering with clients as well as other external organizations committed to advancing DEI in the legal profession, we increased our DMD team from four to five full-time employees. Increasing the size of the team has allowed us to collaborate with other departments in the Firm, such as Recruiting and Associate Development, to further integrate holistically throughout the Firm.

We believe that adding additional personnel to assist with our DEI efforts, both internal and external, is the right thing to do as we strengthen our ongoing efforts to support our women, BIPOC and LGBTQ+ lawyers.

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 Pro Bono

In 2022 S&C continued to work diligently on asylum cases for LGBTQ+ applications. For example, in November 2022 and January 2023, U.S. Citizenship and Immigration Services granted S&C pro bono clients L.C. and A.S. asylum in the United States, respectively. L.C., a bisexual man from Guyana, had suffered persecution and physical violence in his home country on account of the perception that he was a gay man. A.S. had co-founded an organization to defend and promote the rights of LGBTQ+ individuals in Guinea and suffered persecution and physical violence in his home country on account of his advocacy work and the perception that he was a gay man.

Our other areas of pro bono work in 2022 spanned many subjects, including:

*Achieving a landmark settlement of a class action ending the use of illegal and abusive restraint and seclusion practices at a school in California serving students with behavioral and emotional needs;

*Obtaining compassionate release of our client who served 14 years in prison for his participation in a conspiracy to distribute marijuana; and

*Helping two survivors of domestic violence to receive reduced sentences under New York's Domestic Violence Survivors Justice Act, results that were featured in the Financial Times as the winner in the "Innovation in Social Justice" category at its annual Innovative Lawyers Awards.

*We achieved a major victory working with the ACLU and others in pursuing a lawsuit on behalf of four transgender youth in Arkansas, their families and two doctors challenging a proposed state law to prohibit medical professionals from providing or even referring transgender youth for medically necessary health care. A federal judge permanently blocked the country's first law banning gender-affirming care for minors, signaling a victory for LGBTQ+ advocates. We expect further appellate work in this matter.

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 Alexandra D. Korry Award

In 2021, to honor the late S&C partner Alexandra Korry, who passed away in 2020 at the age of 61 and was well known for her groundbreaking legal career, the WIC created the Alexandra D. Korry Award. This internal award is given to a member of the S&C community who has demonstrated outstanding leadership and commitment to the advancement of women at S&C and in the legal profession. Alexandra was one of the first women elected Managing Editor of the Harvard Crimson in 1979 and she was among the first women elected partner in S&C's M&A Group in 1993. She became one of the leading M&A lawyers in the United States, serving as the trusted advisor to high-profile companies around the world--including Microsoft, Philips Electronics, UBS, Kodak and Wells Fargo--who relied on her guidance in headline-dominating deals that reshaped industries. She was also a dedicated criminal justice advocate, heading the New York State Advisory Committee to the United States Commission on Civil Rights and helping spur the abolition of solitary confinement for juvenile inmates in New York City. Within S&C, Alexandra is best remembered for her unique brand of mentorship, defined by her relentless pursuit of excellence.

For 2022's award, men and women nominated individuals across the Firm, offices and departments. In only its second year, the number of nominees jumped from four to twenty. Adding further emphasis to the importance of our mentoring culture, our Co-Chairs sent a Firm-wide communication congratulating both the 2022 recipient of the Alexandra D. Korry Award and the other nominees for their superlative commitment to fostering community, mentoring and serving as a resource to the entire S&C community.

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

#1 Continuing to Build Pipeline

One top priority of ours is continuing to expand our partnerships to help give people a foundation to succeed in law school and to increase the pipeline of BIPOC, LGBTQ+ and women lawyers.

S&C hosts high school students from The Boys' Club of New York, Legal Outreach, and New Jersey Law and Education Empowerment Project ("NJ LEEP"), the New York City Bar's Thurgood Marshall Program and Young Women's Christian Association-New York City ("YWCA-NYC") for one week every summer.

These nonprofit programs provide urban youth from underserved communities intensive academic, educational and other skills-building workshops, and Legal Outreach, NJ LEEP and NYC Bar's Thurgood Marshall Program have a law-based focus.

Additionally, we team up with Practicing Attorneys for Law Students, Inc. ("PALS") to provide networking opportunities and mentoring and development programs to minority law students. Each year, the Firm hosts the program's Fall Kick-Off Event, which attracts approximately 250 minority law students and attorneys from around the New York City area. S&C also hosts a writing workshop each spring for PALS members, which is led by a retired partner. Based on feedback, S&C recently expanded this program from one day to two days. S&C attorneys also serve as PALS mentors.

One of our recent efforts to create tangible results in the legal industry is the Student Diversity Leadership Summit ("Summit"), held each spring. The Summit is a program for Black and Latinx law school affinity group leaders. The students join us for a day-long conference focused on how they can best leverage their leadership roles to positively impact their respective campuses and the broader legal and business professions.

We also sponsor a number of external organizations and programs to leverage our collective resources and knowledge to empower diverse law students with the skills and mentors they need to thrive in the legal profession. For example, we sponsor PracticePro, an educational technology company that connects law school to everyday practice through various initiatives by providing 1Ls from historically underrepresented backgrounds with access to conferences, recruiting events, career coaching and training and mentorship opportunities. As program sponsors, we play a pivotal role in the PracticePro 1L Diversity Scholars' training and career development. We participate in panels for their 1L Diversity Scholars on topics like "Getting Hired" and host virtual networking receptions with our affinity networks. In recognition of our long-standing engagement with pipeline initiatives, one of the co-chairs of the Firm's Diversity Committee was invited to join the PracticePro Advisory Board.

Finally, this year, given the lifting of COVID-related restrictions, we were pleased to bring back our 1L Diversity Reception for BIPOC, LGBTQ+ and women law students. This widely anticipated social and networking opportunity allows students from law school affinity groups to meet our lawyers in person and hear from them directly about working at S&C.

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

#2 Furthering Opportunities for Professional Development and Inclusion

We are proud to continue the integration of DEI principles throughout the Firm in ways large and small--enhancing existing programming as well as launching new initiatives. Through our extensive offerings, the Firm provides multiple platforms and opportunities for career development to ensure BIPOC, LGBTQ+ and women associates of all levels have access to the support and resources they need to thrive.

In the "Affinity Groups" section above, we discussed our robust affinity networks for our BIPOC, LGBTQ+ and women lawyers: the Asian Associates Network, the LGBTQ+ Network and the Network of Black & Latinx Lawyers and the Women's Initiative Committee. As part of our continued efforts to provide professional development opportunities for our affinity network members, this year we are launching a leadership development series for our affinity networks. This series will consist of three training sessions led by an external consultant on the topics such as: What It Takes to Build Winning Relationships; Intersectional Allyship: Creating a Network of Champions; Workplace Communication: Communicating within a Team; and Refining Your Leadership Style & Executive Presence.

We are also proud to be working with our affinity groups to assure that DEI principles are embedded not only in our culture but in our physical spaces as well. After discussions with members of our LGBTQ+ Network, this year the Firm is expanding the number of single-occupancy, all-gender bathrooms in our New York office in furtherance of our ongoing commitment to inclusivity.

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 Communicating our Commitment to Diversity, Equity and Inclusion

S&C remains committed to providing our people with multiple opportunities for candid dialogue regarding DEI.

We use a broad range of vehicles to communicate both internally and externally our strong commitment to DEI principles, as well as our progress in achieving our goals. This includes issuing DEI-specific publications detailing the Firm's initiatives, programming and events. We also make regular announcements of DEI programming, recognitions and developments in our weekly internal newsletter, and provide DEI-specific content and messaging on the Firm's internal and external websites.

This year, one of our priorities is to expand the channels through which we communicate our deep commitment to advancing principles of DEI throughout the Firm. To that end, the Firm created a series of videos that highlight our community and collaborative culture.

Please see the link to our most recent video: <https://www.sullcrom.com/insights/videos-and-podcasts/2023/June/Video-Diversity-Equity-and-Inclusion-at-S-C>

Please also see our DEI and Women in Leadership brochures:

https://www.sullcrom.com/SullivanCromwell/_Assets/PDFs/General/SC_Diversity_20Equity_Inclusion_2022.pdf

https://www.sullcrom.com/SullivanCromwell/_Assets/PDFs/General/2023-SC-Women-in-Leadership.pdf

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?

The Firm and its leadership are very focused on continuing to increase the number of BIPOC, LGBTQ+ and women associates we hire each year. Equally important is supporting our BIPOC, LGBTQ+ and women lawyers once they arrive so they choose to stay at the Firm for as long as they want to remain in private practice. Our ultimate goal is to ensure they feel fully valued and wholly engaged in practice, and so we take a dynamic approach, constantly re-evaluating our efforts to best support our lawyers.

We advise candidates to research the DEI programs and initiatives made available by prospective employers in advance of their interviews. To get a better understanding of a Firm's commitment to DEI, candidates should ask questions such as, but not limited to:

- *What are the most important DEI initiatives the firm has undertaken in the past year?
- *How does the firm measure its efforts to create an environment that is inclusive for lawyers and staff?
- *How is your firm's leadership involved in advancing your firm's DEI initiatives?
- *What kind of influence do the firm's affinity networks have in implementing DEI programming?