



*Shared vision.  
Endless possibilities.*

WilmerHale proudly supports Vault Law and its work to promote diversity, equity and inclusion in the legal profession.

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**LEADERSHIP**

**Head of Firm**

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Susan Murley, Co-Managing Partner	White	Female	
Robert Novick, Co-Managing Partner	White	Male	

**Executive Committee**

Total Number of Attorneys on 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	1	1	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	7	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
Monya Bunch, Director, Diversity, Equity and Inclusion
Talik Watson, Diversity, Equity and Inclusion Manager
Nicole Hill, Diversity, Equity and Inclusion Manager
Karla Aguayo-Ramirez, Firmwide Diversity, Equity and Inclusion Specialist

**DEI Committee**

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

In what year was the committee formed?

Office-specific diversity committees emerged in the early 2000s. In 2019, the firm established the Firmwide Executive Diversity and Inclusion Committee (EDIC) to develop goals and drive programming within the firm with a focus on: 1. Leadership Commitment; 2. Professional Development and Inclusive Workplaces; 3. Recruitment and Diversity Pipeline; and 4. External Engagement/Client Partnership Opportunities.

Total Number of Attorneys on DEI Committee: 87

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>40</b>	<b>45</b>	<b>2</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	7	14	0	0
Black or African-American	4	8	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	15	0	0
Two or More Races	2	5	0	0
Other or Unknown	0	0	2	0
<b>Additional Demographics</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	4	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**

1,048 Total attorneys in U.S. offices

1,146 Total attorneys worldwide (including all U.S. and global offices)

**U.S. Associates**

651 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>299</b>	<b>351</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	43	63	0	0
Black or African-American	12	28	0	0
Hispanic or Latinx	12	16	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	206	207	1	0
Two or More Races	26	36	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>24</b>	<b>29</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	24	29	1	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

247 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>175</b>	<b>72</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	7	7	0	0
Black or African-American	5	7	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	155	55	0	0
Two or More Races	8	3	0	0
Other or Unknown	0	0	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

**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

2023 Vault Law Firm Diversity Survey

**U.S. Counsel / Of Counsel**

53 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>35</b>	<b>18</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	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	33	16	0	0
Two or More Races	0	1	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

**U.S. Non-Partner-Track Attorneys**

97 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>46</b>	<b>51</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	1	5	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	40	40	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	5	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

U.S. Office Managing Partners

7 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>
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	2	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

85 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>50</b>	<b>35</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	5	0	0
Black or African-American	4	3	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	39	23	0	0
Two or More Races	3	4	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	1	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:

WilmerHale is a pioneering member of the Mansfield Rule, which seeks to ensure 30 percent of candidates are women or attorneys of color for lateral hiring, promotions to equity partner, and firm leadership. We first received Mansfield Certification status in 2018 after successfully completing a one-year pilot program in which participating firms agreed to have their diversity efforts measured against ambitious targets for the percentages of women and attorneys of color in leadership and other important roles. Underscoring WilmerHale’s continued commitment to diversity, equity and inclusion, the firm has achieved Mansfield Certification Plus status since its inception, including most recently, Mansfield Certified Plus Status for 5.0 (2021-2023). Certification Plus status indicates that the firm has affirmatively considered at least 30 percent women, lawyers of color, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. Our participation in Mansfield 6.0 is currently underway. WilmerHale has a long record of championing diversity, equity and inclusion (DEI), our participation in the Mansfield Rule initiative has helped provide a valuable framework for our efforts and more thoroughly documented our progress.



## 2023 Vault Law Firm Diversity Survey

### **Accountability**

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

**Yes**

If yes, explain how the firm holds partners accountable for DEI achievements?

WilmerHale formalized the requirement that partner compensation be tied to substantiated efforts to advance DEI, a significant step that underscores the partnership's bottom-line commitment to our DEI goals. In the Individual Partner Plan, partners are asked to report on how they have worked to advance the Firm's DEI objectives through recruiting, mentoring (formal and informal), training, staffing and business development.

## 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:

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## 2023 Vault Law Firm Diversity Survey

### RECRUITMENT AND HIRING

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#### HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University School of Law

#### Law Schools

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

Yes

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

Vanderbilt Law School, Washington University in St. Louis School of Law, Cardozo School of Law, Fordham University School of Law, Northeastern University School of Law, Loyola Law School, Los Angeles, New England Law School, Santa Clara University School of Law, SMU Dedman School of Law, Suffolk University Law School, University of California, Irvine School of Law, University of Denver, Sturm College of Law, University of Colorado Law School, University of Texas at Austin School of Law, University of Southern California Gould School of Law

2023 Vault Law Firm Diversity Survey

**Scholarships**

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
<b>Scholarships</b>	
1 -- Law Preview Scholarship Link: <a href="https://lawpreview.barbri.com/sponsor/wilmerhale-llp/">https://lawpreview.barbri.com/sponsor/wilmerhale-llp/</a>	50

**Internships**

3 -- Boston Lawyer's Group (BLG) Diverse 1L program; Colorado Pledge to Diversity program; Leadership Council on Legal Diversity (LCLD) 1L Scholars Program. Link: <a href="http://thebostonlawyersgroup.com/programs/">http://thebostonlawyersgroup.com/programs/</a> , * <a href="https://coloradopledge.org/">https://coloradopledge.org/</a> , * <a href="https://www.lclldnet.org/programs/1l-scholars/">https://www.lclldnet.org/programs/1l-scholars/</a>	3 -- 1 (BLG), 1 (LCLD), 1 (Colorado Pledge)
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**Fellowships**

2 -- Sponsors for Educational Opportunity's (SEO) Fellowship Law Program; John A. Payton Summer Associate Fellowship Link: <a href="https://www.seo-usa.org/law/our-program/fellowship/">https://www.seo-usa.org/law/our-program/fellowship/</a> , <a href="https://www.wilmerhale.com/en/about/diversity-and-inclusion/fellowship-scholarship">https://www.wilmerhale.com/en/about/diversity-and-inclusion/fellowship-scholarship</a> , <a href="https://www.wilmerhale.com/en/careers/law-students/fellowships-scholarships">https://www.wilmerhale.com/en/careers/law-students/fellowships-scholarships</a>	6 (SEO Fellows)
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## 2023 Vault Law Firm Diversity Survey

### Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

If yes, list the diversity career fairs in which the firm participates

Bay Area Diversity Career Fair, Boston Lawyer's Group Boston Job Fair, Lavender Law Conference & Career Fair, The Rocky Mountain Diversity Legal Career Fair

### Combating Implicit Bias

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

We develop formal training for our recruiting teams to ensure that interviews are conducted in a culturally relevant and inclusive manner. Additionally, discussing the possibility of introducing more uniform processes, such as having a core set of interview questions and panel interviews, among other items.

## 2023 Vault Law Firm Diversity Survey

### Summer Associates

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

The firm supports diverse summer associates in a variety of different ways, including:

- We participate in the Leadership Council on Legal Diversity (LCLD) 1L Scholars Program, which offers diverse first year law students an opportunity to participate in the firm's summer program and also work side-by-side with a firm client, to provide students joint summer experiences and enhanced professional development opportunities.
- We provide each diverse summer associate with a diverse attorney mentor, also known as a "Diversity Buddy." The buddy serves as a resource during their time at the firm.
- We host office based and firmwide programs to help build relationships including welcome events, panel discussions and participation in the affinity group meetings to help introduce diverse attorneys to one another across offices and seniority.
- We have a firmwide diversity, equity and inclusion team dedicated to help facilitate and coordinate a wide range of programs and initiatives throughout the firm as well as provide support to attorneys.

2023 Vault Law Firm Diversity Survey

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

12 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>3</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	1	0	0
Two or More Races	0	2	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

**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?

5

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

92 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>38</b>	<b>54</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	4	11	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	4	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	33	0	0
Two or More Races	1	6	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	8	8	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

92 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>38</b>	<b>54</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	4	11	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	4	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	33	0	0
Two or More Races	1	6	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>8</b>	<b>8</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	8	8	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

68 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>25</b>	<b>43</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	10	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	28	0	0
Two or More Races	0	5	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	7	7	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?

0

**New Attorneys Hired**

197 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>102</b>	<b>94</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	16	17	0	0
Black or African-American	4	15	0	0
Hispanic or Latinx	5	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	65	48	1	0
Two or More Races	12	9	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>10</b>	<b>6</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	10	6	1	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**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

Asian American Affinity Group, Black/African American Affinity Group, Latino Affinity Group, LGBTQ Affinity Group, Middle Eastern Affinity Group, Women Leadership Initiative, Veterans Group, South Asian Group.

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

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

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

WilmerHale has multiple firmwide and office-based affinity groups for our diverse and LGBTQ attorneys. The office-based and firmwide affinity groups meet on a monthly basis and are supported with firm resources. The affinity groups bring together diverse attorneys to help build relationships and community and to share resources. To provide further support to our diverse attorneys, we implemented Diversity Mentoring Circles to provide attorneys with opportunities to develop informal mentoring relationships within the firm. The Diversity Mentoring Circles are designed to introduce senior attorneys to junior attorneys to build relationships that may carry over into substantive work and to build sponsorship and mentorship relationships for diverse attorneys.

## **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:

In November, over 260 diverse lawyers from all corners of the firm gathered in Washington DC to take part in WilmerHale's second Diversity Summit. The two-day event was an important opportunity for firm leaders and diverse attorneys to gather, reflect and reunite around the ongoing mission to make diversity, equity and inclusion part of the essential fabric of the firm and participate in professional development and networking programs.

**2023 Vault Law Firm Diversity Survey**

**Reverse Mentoring**

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

**No**

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

**2023 Vault Law Firm Diversity Survey**

**Associate Committee**

Does the firm have an associate committee that consults with the partnership?

**Yes**

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

The Associates Communication Task Force (ACTF) includes Associates from each class, Office Partners In-Charge, Chairs of the Associate and Counsel Evaluation Committees and the Director of Legal Personnel. The ACTF groups meet regularly and relay key take-aways with fellow associates. The ACTF serves as a liaison to Management regarding issues and concerns of the associates.

## 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?

WilmerHale hosts firmwide heritage month programs to celebrate the contributions of diverse groups and to foster greater cultural awareness to our firm community. These celebrations are open to the entire firm. The celebrations include fireside chats with guest speakers, panels and movie screenings followed by discussions. We also host celebrations within each applicable affinity group. In addition to the programs listed above, our co-managing partners circulate a communication recognizing the heritage month and share details on how the firm plans to celebrate or honor it. In addition, we encourage the firm community to share their experiences and photos related to their history and culture, such as their life experiences, literature, art and cultural traditions. The stories and photos are posted to our internal website.

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2023 Vault Law Firm Diversity Survey

**NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

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**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

We have implemented Diversity Mentoring Circles to provide attorneys with opportunities to develop informal mentoring relationships within the firm. The mentoring circles are designed to introduce senior attorneys to junior attorneys and build relationships that carry over into substantive work and build sponsorship and mentorship relationships for diverse attorneys.

The mentoring circles are comprised of a mix of partners, counsel, and associates. Each circle, diversified in terms of seniority, race/ethnicity, and gender, is led by 2-3 partners. The partners are selected based on their commitment to the development of diverse junior attorneys and include allies in addition to diverse partners. The mentoring circles are encouraged to meet regularly.

The Diversity Mentoring Circles are in addition to our firmwide Career Advancement Program which includes a formal mentoring program through which each non-partner lawyer receives a partner-mentor who is responsible for, among other things, helping mentees navigate their careers and assisting to promote lawyer development on an individualized basis.



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## 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:

Diversity Committee Co-Chairs, the Director of Diversity, Equity and Inclusion, the Diversity, Equity and Inclusion Managers and other key staff work with department and practice leaders to ensure that work assignments, training, professional development, mentoring and client engagement processes further the firm's goal of developing and advancing all our outstanding lawyers. WilmerHale is a member of the Leadership Council on Legal Diversity (LCLD). Since 2020, we have sponsored twelve diverse lawyers, including ten diverse women, to participate in the LCLD Fellow and Pathfinder Programs, as part of our ongoing commitment to promote opportunities that advance both the internal and external visibility, and our dedication to retaining and promoting diverse and women lawyers by providing the professional development and relationship building skills critical to enhancing their roles as leaders in the law. We have expanded our firm's lawyers' participation in outside programs geared toward the professional development of diverse lawyers-- including the Charting Your Own Course Conference, the Hispanic National Bar Association Intellectual Property Institute, programs run by the Minority Corporate Counsel Association, the National Asian Pacific American Bar Association Convention, the Corporate Counsel Men of Color Conference and the Corporate Counsel Women of Color Conference.

Additionally, in collaboration with a renowned expert, launched an ongoing, firm-wide customized Implicit Bias Initiative to raise awareness of and interrupt bias, as well as customized interventions into existing firm practices related to work assignments, evaluations, promotions, and elevations. In addition to our implicit bias programming for attorneys we rolled out implicit bias programs for our summer associates and non-attorney employees as well. We have added additional content to our firm-wide diversity programming, including training programs around racial justice and allyship, cultural awareness and intercultural competency, and the impact of racism, trauma, stress and anxiety on the Black attorney and professional community -- addressing the importance of attending to the mental and emotional health of our firm community.

## 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

WilmerHale has a centralized staffing model that is executed at the practice group and department level and supported by a team of practice managers to assist in assigning work and building client teams that reflect the range of perspectives, backgrounds, and talents of our lawyers.

In order to ensure our historically underrepresented attorneys receive opportunities for staffing on significant matters that expand their development and leadership options, as well as access to office and firm-wide leadership roles, WilmerHale has expanded our designated internal resources to support our commitment to their success, early on in their professional careers such as having one process point that assists this goal is the utilization of practice managers, who oversee staffing of all matters. Additionally, there are also regularly scheduled meetings between our DEI team, practice managers and practice group/department leaders, where professional development and advancement opportunities are frequently reviewed.

## 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):

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## 2023 Vault Law Firm Diversity Survey

### PROMOTION AND ADVANCEMENT

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#### 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

WilmerHale provides ongoing, firm-wide customized Implicit Bias trainings to raise awareness of and interrupt bias, as well as customized interventions into existing firm practices related to work assignments, evaluations, promotions, and elevations. In addition to our implicit bias programming for attorneys, summer associates and non-attorney employees as well. We have added additional content to our firmwide diversity programming, including training programs around racial justice and allyship, cultural awareness and intercultural competency. Most recently, organizational diversity and inclusion expert Michelle Silverthorn, who first visited WilmerHale in 2020 to speak about unconscious bias and allyship, returned to the firm and presented on allyship and belonging, prompting reflection on how one moves from good intentions to real action when confronting bias in the workplace and providing practical tips.

#### 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 Upward Evaluation Process, an opportunity for our lawyers and technology specialists to provide more senior lawyers with feedback on their managerial and leadership skills. This process is highly valued by our senior lawyers because it allows them to continue to develop, make positive improvements to our work environment, and enhance the training and development of our junior lawyers. The feedback is used by partners, special counsel, and counsel to improve their leadership and mentoring skills. It is also used by department and practice group leaders to work with individuals on their professional development and individual partner plans.

## 2023 Vault Law Firm Diversity Survey

### Diverse Slate of Candidates

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

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

### Multi-tier Partnership

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

### Alternatives to Partnership

Does the firm have a multi-tiered partnership? **No**  
If applicable, describe the alternatives to partnership:

## 2023 Vault Law Firm Diversity Survey

### Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.

74%

### Promotions to Partnership

12 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>6</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	5	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

## 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?

Attorneys can include up to 50 hours of firm time spent on activities related to diversity, equity and inclusion programming in recognition of the commitment from our attorneys to spend time on a variety of activities both to support our recruiting efforts and to build a culture of inclusion within the firm.

### Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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## 2023 Vault Law Firm Diversity Survey

### **Bonuses**

Are associate bonuses lockstep or discretionary?

**Hybrid**

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

Yes. The Firm circulates internal communications detailing salary and bonus levels.

### **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:

An alternative workload arrangement (including a part-time schedule) does not affect the timing of a lawyer's promotion to counsel or partner. The firm offers a flexible career path structure—associate, senior associate counsel, special counsel, and partner—that promotes lawyer development on a more individualized basis. In order to enhance retention, and to avoid any stigma relating to the pace of promotion, we have a flexible timeline for promotion from senior associate to counsel and from counsel to partner. After three and a half years, associates are eligible for promotion to senior associate. Senior associates are then eligible for promotion to counsel after three years, but depending upon individual circumstances, that track may be extended up to five years. Counsel are eligible for election to partner after two years, but that track may be extended up to four years. Special Counsel is a position at the firm intended for lawyers with specialized expertise and skills.

**2023 Vault Law Firm Diversity Survey**  
**Attorneys Working Reduced Hours**

57 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	5	19	0	0
Equity Partners	2	9	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	8	4	0	0
Non-Partner-Track Attorneys	2	8	0	0

**WORKING PARENTS**

**Family-planning Resources**

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

If applicable, describe the family-planning resources available:

The WIN Fertility Benefits include a Fertility Preservation Program (egg, embryo and sperm freezing cycles), Adoption & Surrogacy Benefits through a reimbursement program and a Fertility Support Program that provides advocacy and support for members undergoing fertility treatment. Fertility treatment benefits continue to be available through the firm's BCBS medical plans without a medical diagnosis of infertility.



## 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?

While our policy does distinguish between primary and secondary caregivers -- a primary caregiver is defined as the parent or adoptive parent (either father or mother) of a child who has the primary responsibility of caring for that child during a specific period of time; and a secondary caregiver may take a paid leave of absence up to four consecutive weeks to care for his or her newborn (or newly adopted) child -- the vast majority of our leave takers use the 18-week paid leave.

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.

Any attorney who expects to return to the firm may take a leave of absence to care for his or her newborn (or newly adopted) child as either the child's primary or secondary caregiver ("parental leave").

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## 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.

- oWilmerHale offers Milk Stork which combines breast milk shipping with a flock of practical, family benefits to support working parents.
- oOffice-specific designated wellness/lactation rooms for use by nursing mothers.
- oInfant Transition Program through Bright Horizons provides up to 60 days of transition care at a daycare center close to the office.
- oEmergency back-up childcare benefit available to employees when regular arrangements fall through.
- oNew parents have access to 60 additional days of back-up care during the first 12 months following the baby's birth.
- oThe firm has hybrid and part-time work policies and considers all requests for alternative workload arrangements to address family, personal, or professional circumstances or goals. In all instances, alternative workload arrangements that are distinct from the firm's formal hybrid work policy are considered on a case-by-case basis and discussed with department leadership. The firm, however, is quite liberal in approving such requests. The purpose of addressing these requests on a case-by-case basis is to ensure that alternative workload arrangements are the product of a meaningful discussion between the lawyer and departmental leadership. It is often through these discussions that lawyers and department leadership can better understand each other's needs. Notwithstanding a formalized flex-time policy, we have a culture of flexibility, not of face time (i.e., time spent in the office).

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2023 Vault Law Firm Diversity Survey

**INCLUSIVENESS AND ACCESSIBILITY**

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**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**

101 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>47</b>	<b>54</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	4	3	0	0
Hispanic or Latinx	1	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	36	36	0	0
Two or More Races	2	6	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	4	0	0
Individuals with Disabilities	0	0	0	0

**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	2	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

0

2023 Vault Law Firm Diversity Survey

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

30 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>17</b>	<b>13</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	1	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	10	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

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## 2023 Vault Law Firm Diversity Survey

### SUCSESSES AND PRIORITIES

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#### Top Three Accomplishments

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

##### #1

Diversity, equity and inclusion (DEI) are guiding principles of WilmerHale and key drivers of the value the firm provides to our clients. Our commitment to diversity, equity and inclusion starts at the top and cascades throughout the firm to create a more diverse and inclusive culture at the firm. While our DEI journey is one of continuous assessment, progress and partnership with others committed to advancing these principles in the legal profession, we are particularly proud of the following three programs:

1)The Executive Diversity and Inclusion Committee (EDIC) represents the establishment of a chain of accountability that starts at the top and sets goals that extend to all members of our firm, covering objectives relating to recruiting, developing and retaining diverse lawyers; strengthening our culture of inclusion; tying partner compensation to demonstrated diversity efforts; revisiting our evaluation, mentoring and benchmarking programs; and revamping our work assignment process. The EDIC is chaired by the firm's co-managing partners Susan Murley and Robert Novick and includes department chairs, practice group leaders and works with our DEI professionals and regional Diversity Committee Chairs to implement DEI programs. These actions help us ensure that diversity, equity and inclusion are a part of WilmerHale's culture, as this also helps to strengthen our internal diversity pipeline.

## 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) In furtherance of our leadership commitment to DEI, the firm implemented a Bonus Eligible Time policy to include up to 50 hours of firm time spent on activities related to DEI programming in recognition of the commitment from our attorneys, especially diverse attorneys, to spend time on a variety of activities both to support our recruiting/pipeline initiatives and to build a culture of inclusion within the firm.



## 2023 Vault Law Firm Diversity Survey

### Top Three Accomplishments

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

#### #3

3) We further recognize that in order to sustain long term and meaningful progress toward a more inclusive and equitable organization, inclusive leadership must be infused at all levels. As such we have developed inclusive leadership education and have tied partner compensation to demonstrated diversity efforts.

## 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

Continue furthering our diversity, equity and inclusion progress in connection with our retention efforts by continuing the DEI team's periodic review of diverse and women attorneys with chairs and practice group leaders for each firm department.

## 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

In light of the recent affirmative action supreme court decision, continue to support the collaboration of our EDIC, DEI professionals and recruiting teams to determine new approaches to recruiting and retaining top diverse talent--including exploring recruiting opportunities outside the "high-yield" schools and geographies that are our traditional focus-- to broaden our applicant pool including expanding our support of pipeline programs. Such pipeline initiatives include, among others, (a) Law Preview, an initiative designed to prepare accepted law students for the rigors of the 1L experience; (b) our 1L Diversity Public Interest Fellowship Program in which recipients are awarded a stipend to work in a public interest legal position or a judicial internship the summer after their first year of law school, and (c) our 2L Diversity Scholarship Program in which recipients will be awarded a stipend while spending their 2L summer at our firm and participating in diversity related work and/or programming while summer associates.

## **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**

Continue to partner with clients and alumni to foster connections and to support a culture of inclusion, equity and belonging.

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2023 Vault Law Firm Diversity Survey

**ADVICE TO CANDIDATES**

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**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?

\*Ask questions about DEI initiatives to both diverse attorneys and non-diverse attorneys.

\*What programs are presently in place, to support historically underrepresented attorneys at their firm?

\*How long have such programs been in place?

\*How do they measure success of such initiatives?

\*What does the firm consider the most challenging aspects of their DEI strategy? Why?

\*Inquire about diversity among equity partner population and firm leadership.