

# Alston & Bird LLP

## 2023 Vault Law Firm Diversity Survey

### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Richard Hays	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 9

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>3</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	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	3	0	0
Two or More Races	1	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				

Alston & Bird does not track disability information.

**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**

Angela Payne James, Diversity & Inclusion Partner

**DEI Committee**

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

In what year was the committee formed?

**2002**

Total Number of Attorneys on DEI Committee: **21**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	6	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities				

*The demographic profile provided above is for Alston & Bird’s National Diversity & Inclusion Steering Committee. However, it should be noted that the firm also has nine Regional Diversity & Inclusion Committees, a National Women’s Initiative Steering Committee, nine Regional Women’s Initiative Committees, and a Connecting Through Diversity Committee. Including these committees, we have a total of 259 attorneys on the DEI committees at Alston & Bird. Alston & Bird does not track information on individuals 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**

888 Total attorneys in U.S. offices

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

**U.S. Associates**

423 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>212</b>	<b>211</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	15	25	0	0
Black or African-American	9	20	0	0
Hispanic or Latinx	12	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	166	146	0	0
Two or More Races	7	6	0	0
Other or Unknown	2	2	0	0
<b>Additional Demographics</b>	<b>11</b>	<b>8</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	11	8	0	0
Individuals with Disabilities	0	0	0	0

*Alston & Bird does not track disability information.*

**2023 Vault Law Firm Diversity Survey**

**U.S. Equity Partners**

168 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>137</b>	<b>31</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	5	1	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	127	26	0	0
Two or More Races	1	0	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

*Alston & Bird does not track disability information.*

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

191 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>126</b>	<b>65</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	6	6	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	0	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	117	51	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	3	0	0
Individuals with Disabilities	0	0	0	0

*Alston & Bird does not track disability information.*

**2023 Vault Law Firm Diversity Survey**

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

96 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>53</b>	<b>43</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	45	38	0	0
Two or More Races	2	1	0	0
Other or Unknown	2	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	0	0	0
Individuals with Disabilities	0	0	0	0

*Alston & Bird does not track disability information.*

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

10 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>6</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	2	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	4	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

*Alston & Bird does not track disability information.*

**2023 Vault Law Firm Diversity Survey**

**U.S. Law Clerks**

1 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>1</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	1	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

*Alston & Bird does not track disability information.*

**U.S. Office Managing Partners**

9 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>2</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	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	2	0	0
Two or More Races	0	0	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

*Alston & Bird does not track disability information.*

**2023 Vault Law Firm Diversity Survey**

**U.S. Hiring Committee**

9 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	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

*Alston & Bird does not track disability information.*

**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
- No** 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:

Management has charged Practice Group Leaders with the development of diversity within their respective practice groups. Practice Group Leaders are encouraged to ensure diverse lawyers participate in networking, training, and business development opportunities. In addition, the overall effectiveness of our Practice Group Diversity Partner (PGDP) Initiative, which tasks appointed partners with bringing more intentional behavior toward diversity and inclusion within their respective practice groups, is monitored and evaluated by the Partners Committee as part of the year-end planning process. The PGDPs must submit concrete and measurable goals to the Diversity & Inclusion Partner and the Managing Partner. The PGDPs are also held accountable through periodic reports, which are reviewed by the Diversity & Inclusion Partner, Practice Group Leaders, Area Coordinators, and the Partners Committee. The Diversity & Inclusion Partner also conducts quarterly meetings with the PGDPs to review progress regarding diverse and female associate career development, advancement, visibility, retention, and performance.

Additionally, Alston & Bird measures and assesses the diversity of all our attorneys (at all seniority levels), summer class, incoming first year class, new partner class, and new joiners/laterals. Our diversity data allows the firm to measure and assess specific concern or progress areas by tracking data by practice group, office, level, and/or start date. We monitor these metrics from year to year to determine whether we are increasing diversity within our ranks, whether we are retaining and advancing the diverse lawyers we have, and whether we are consistently viewed as a place where people feel included and have equitable opportunities for advancement and promotion. Firmwide statistics and trends are reported at our firmwide leadership meetings by the Diversity & Inclusion Partner, and practice group specific diversity data is regularly provided to our PGDPs so they can assess trends at the practice group level.

In addition, Alston & Bird is pleased to share that the firm has achieved Mansfield Certification status for Mansfield 5.0 by Diversity Lab, which requires consideration of at least 30% women, lawyers from unrepresented racial and ethnic groups, lawyers with disabilities, and/or LGBTQ+ lawyers for 70% or more of the firm's leadership roles, committees, and activities. Furthermore, participating firms must also track candidate pool diversity for the relevant categories, and commit to completing three-month, six-month, and annual check-ins with Diversity Lab during the certification review period. Lastly, participating firms must also engage in community building and knowledge sharing with other participating firms. The firm is committed to working with Diversity Lab to increase our diversity at all levels of leadership and is also participating in the Mansfield 6.0 Certification process.

## 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?

Alston & Bird's Partners Committee spends a considerable amount of time annually determining compensation for partners and counsel through an individualized and holistic evaluation that considers a variety of factors, including individual performance, practice area, contributions to client relationship-building, and other tangible and intangible contributions to the firm. This includes consideration of a partner's contribution to diversity, equity, and inclusion at the firm. DEI is also a particular focus in the reviews of our Practice Group Diversity Partners, and they are held accountable through regular written reporting directly to the firm's Managing Partner and Partners Committee and through year-end reviews as part of the partner planning process.

All Partners are also asked to provide information on to highlight mentoring efforts with diverse attorneys and report on steps they have taken to further the firm's diversity and inclusion efforts. In addition, all attorneys also track their non-billable diversity and inclusion internal and external efforts throughout the year, and these metrics are part of the statistics gathered and reviewed during the annual planning process.



## 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, Florida A&M, Southern University, and North Carolina Central University.

**Law Schools**

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

**Yes**

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

The firm recruits at all of the following schools: Columbia University; Cornell University; Harvard University; University of Pennsylvania; Yale University; American University; The Catholic University of America; Duke University; Emory University; Fordham University; The George Washington University; Georgetown University; Hofstra University; Loyola University -- Los Angeles; Mercer University; New York University; Northwestern University; Pace University; Pepperdine University; Santa Clara University; Seton Hall University; Southern Methodist University; St. John's University; Tulane University; University of Southern California; Vanderbilt University; Washington University in St. Louis; Washington & Lee University; College of William & Mary; Arizona State University; University of Alabama; University of Baltimore; Boston College; Boston University; Brooklyn Law School; University of California -- Berkeley; University of California -- Davis; University of California -- Hastings; University of California -- Irvine; University of California -- Los Angeles; Georgia State University; University of Florida; University of Georgia; University of Michigan; University of North Carolina; University of South Carolina; University of Tennessee; University of Texas; University of Virginia.

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**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>	

Link:

**Internships**

Atlanta Bar Minority Clerkship Program Participant. Charlotte Legal Diversity Clerkship Program Participant. Link: <https://atlantabar.org/?pg=Programs> 2

**Fellowships**

A&B Racial Justice Equal Justice Works Fellowship Sponsor Link: <https://www.equaljusticeworks.org/become-a-fellow/> 1

## 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

The Southeastern Minority Job Fair, Hispanic National Bar Association Conference, Washington Area Legal Recruitment Administrators Association (WALRAA) Diversity 8-Minute Networking Event, Los Angeles Legal Recruitment Association (LAALRA) Diversity Networking Event and Reception, Lavender Law Conference, Atlanta Bar Minority Clerkship Program, National Black Law Students Association Job Fairs, Mecklenburg County Bar Charlotte Legal Diversity Clerkship Program, and the Sunbelt Minority Job Fair. Alston & Bird is a long-standing sponsor of the National Association of Law Students with Disabilities (NALSWD) annual conference.

### 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.)?

As it relates to on-campus recruiting:

\*We have implemented a writing exercise as part of the recruiting process that is reviewed and critiqued blindly by a neutral, outside third party. Every candidate is required to complete the assignment, and we use it as an additional data point that we know is free of bias.

\*At the schools where we can select our own candidates, our Chief Legal Talent Partner, who is also a member of our Firmwide Diversity & Inclusion Steering Committee, has oversight over the selection process to ensure that our interview spots are being distributed equitably among all demographics in all locations.

\*We also require that every on-campus interview team reflect diversity in terms of gender, race/ethnicity, and LGBTQ+, and if this is not possible for some reason, we need approval from the Chief Legal Talent Partner.

\*Our interview structure is designed to combat bias by emphasizing the use of behavioral interview questions and ensuring that members of the Diversity & Inclusion Committee are on the slate. This is not only for every student who is a member of a diverse student organization, but also for any student who expresses an interest. To achieve this, we ask every interviewing student specifically if they would like to speak with someone from the Diversity & Inclusion and/or Pro Bono Committees.

\*The Hiring Committee is comprised of a diverse group of lawyers who make decisions through consensus rather than unilaterally. Each hiring partner and the hiring team is relied upon to identify and interrupt bias when or if it occurs in the formal evaluation process or the hiring discussions.

\*Through all of this, we have accountability to the firm's Firmwide Diversity & Inclusion Steering Committee, the Regional Diversity Committees, and the Diversity & Inclusion Partner. We allow transparency into the hiring and recruitment process and encourage open dialogue and new ideas.

As it relates to lateral hiring:

\*We have communicated our diversity & inclusion initiatives and our expectation that all our searches are extended to a diverse candidate pool to the key search consultants who work with us most often.

\*The blind writing exercise is part of our lateral recruitment as well.

\*Lateral candidates are offered the opportunity to meet with members of the Diversity & Inclusion Committee and/or the Diversity & Inclusion Partner.

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

### **Summer Associates**

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

Alston & Bird provides extensive mentoring, training, networking, events, programming, and work opportunities for all our summer associates.

**2023 Vault Law Firm Diversity Survey**

**1L Summer Associates**

Does the firm hire 1L summer associates?

**Yes**

13 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	5	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

*Alston & Bird does not track disability information.*

**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?

1

**2023 Vault Law Firm Diversity Survey**

**2L Summer Associates**

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

**54** Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>30</b>	<b>24</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	18	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	3	0	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Received Offers**

**52** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>29</b>	<b>23</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	17	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	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

**2L Summer Associates Who Accepted Offers**

**51** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>28</b>	<b>23</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	17	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	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

Alston & Bird does not track disability information.

**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**

155 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>83</b>	<b>72</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	7	11	0	0
Black or African-American	5	9	0	0
Hispanic or Latinx	3	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	63	46	0	0
Two or More Races	3	2	0	0
Other or Unknown	2	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	0	0	0
Individuals with Disabilities	0	0	0	0

Alston & Bird does not track disability information.

**Mandatory Arbitration**

**Yes** Does the firm require associates to agree to mandatory arbitration as a condition of employment?

**No** 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:

Black Attorneys; Hispanic Attorneys; Asian Attorneys; LGBTQ+ Attorneys; Women of Color Attorneys

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

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

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

The firm has provided training for the leadership of our affinity groups, internal support for preparing gatherings, as well as assistance planning and holding the in-person affinity network gatherings held at this year's area retreats. In addition, the firm provides support to its affinity groups by ensuring diverse attorneys are connected to their respective affinity groups per their requests and managing the email list serves.

**2023 Vault Law Firm Diversity Survey**

**DEI Events**

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

Does firm leadership attend these events?

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

N/A

**2023 Vault Law Firm Diversity Survey**

**Reverse Mentoring**

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

**No**

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

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

### **Associate Committee**

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

**Yes**

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

Almost half of the firm's Associates Committee members are Partners. We include partners on the committee so they can hear first-hand what is on the mind of the associates who are on the committee and who represent their peers. Additionally, while the Chief Legal Talent Partner responds to the questions and concerns posed to the committee or raised in committee meetings, it is also helpful to have other partners weigh in on responses to questions and concerns as they add a different perspective. Finally, partners who serve on the committee can also share what they are hearing at the meetings with other partners in their office or practice group and the Partners Committee. This helps the overall partnership have a better understanding of associate interests, ideas, questions, and concerns.

## 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?

The firm commemorates important dates honoring diversity through a vibrant program committee called Connecting Through Diversity, which organizes firmwide educational and celebratory diversity and inclusion events throughout the year. Our diversity commemoration events and activities over the last 12 months are as follows:

**LGBTQ+ Pride Month 2023:** In recognition of LGBTQ+ Pride month, the firm hosted a discussion with Lambda Legal Senior Attorney Carl Charles and Southern Regional Director Michael Shutt on the current legal landscape implicating LGBTQ+ rights. Founded in 1973, Lambda Legal is the oldest and largest national legal organization whose mission is to achieve full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people, and everyone living with HIV through impact litigation, education, and public policy work.

**Juneteenth 2023:** The firm celebrated Juneteenth with a virtual art exhibition featuring some of the firm's artists and their work inspired by the theme "Connecting Through Community: Honoring Juneteenth Through Artistic Expression." The firm commenced the event with an address from Leesa Payton Jones, Co-Founder and Executive Director of the Washington Waterfront Underground Railroad Museum in North Carolina, who shared a living history presentation of the Underground Railroad and Juneteenth. Ms. Jones demonstrated the ingenuity of Freedom Seekers who used songs, nursery rhymes, flowers, food, and clothing to pass coded messages to abolitionists and each other. In addition, on Monday, June 19th, 2023, the firm closed all its US offices in observance Juneteenth or "Freedom Day," a celebration marking the end of slavery in the US and the beginning of an enduring legacy of freedom and community celebration, encouraging reflection, continued dialogue and action on racial justice and equity. This is the second year the firm closed for a full day for Juneteenth. In the two prior years, the firm closed early immediately following our meaningful Juneteenth programming.

**Asian American and Pacific Islander Heritage Month 2023:** The firm hosted a conversation with Ryan Park, Solicitor General for North Carolina. Ryan discussed the impact of his cultural identity on shaping his career as well as fascinating anecdotes and valuable lessons learned along the way.

**Jewish American Heritage Month 2023:** The firm compiled and distributed resource pages outlining not only the history of Jewish American Heritage Month, but ways to learn more and get involved, including a list of events in each of our US regions and on a national level.

**Arab American Heritage Month 2023:** The firm compiled and distributed resource pages outlining the history and contributions of Arab Americans, as well as ways to get involved nationally. This included informational sites, cultural galleries, and local events around each regional office.

**Women's History Month 2023:** Michele Thompson and Tracy Scelzo, representatives from the U.S. Mint's American Women Quarters Program, provided a behind-the-scenes overview of this history-making initiative featuring the contributions of outstanding women in US history.

**Black History Month 2023:** Damario Solomon-Simmons, Co-Founder of Justice for Greenwood, presented on the history of the Tulsa Race Massacre, its lasting impact on the local community, and Justice for Greenwood's representation of Tulsa Race Massacre survivors and descendants.

**Native American History Month 2022:** The firm compiled and distributed resource pages recognizing the rich and diverse cultures, traditions, histories, and important contributions of Native American people. The resource page also included sites sharing additional information and celebratory and educational events in the regions of each of our U.S. offices.

**Hispanic Heritage Month 2022:** Jennifer Pichardo, Senior Advancement Officer for the National Museum of the American Latino, described highlights of the Smithsonian Institute's newest museum in a live virtual tour of the Molina Family Gallery provided firmwide. More examples of the type of programming the Connecting Through Diversity Committee and the Diversity Committees organize can be found in the list below:

\*2022 Jewish American Heritage Month Program | ADL Webinar on Antisemitism 101

\*2022 Asian American & Pacific Islander Heritage Month | AAPI Leaders in the Law: A General Counsel Panel Discussion

\*2022 Celebrating Black History Month: The Black History of the White House

\*2022 Women's History Month Program | Reflecting on Effective Leadership: Remembering Missy Meloney

\*2021 Native American Heritage Month Program -- A Conversation with Activist and Legal Scholar Justice Sarah Deer

\*2021 Hispanic Heritage Month Program -- My Life Story: John Quiñones, ABC News Correspondent

As part of our goal to create a more intentionally inclusive culture, in 2020, Alston & Bird launched a series of panel discussions, events, and activities focused on racial justice in response to the tragic killings of George Floyd, Breonna Taylor, Ahmaud Arbery, and many others. This included an observation of Juneteenth with meaningful educational opportunities as well as two firm wide panel discussions with our colleagues on race and racism. The firm then hosted a panel on the intersection between race, criminal justice, and law enforcement featuring several high-profile outside speakers. The firm hosted Michelle Silverthorn, nationally known diversity speaker, who presented "Change the Rules, Change the World: Ten New Rules on Racial Justice and Allyship." The firm has continued the racial justice and Juneteenth programming. Most recently, the firm hosted Richard Rothstein and Leah Rothstein, authors of the new book "JUST ACTION: How to Challenge Segregation Enacted Under the Color of Law" to discuss how individuals and the firm can act to challenge remaining vestiges of laws and practices that created segregation in housing.

In addition to the speaker series, the firm designed and launched a Racial Justice Portal for its attorneys and staff that features numerous educational articles, books, podcasts, and videos on race, systemic racism, and racial justice. The portal also highlights relevant pro bono and volunteer opportunities for our attorneys and staff around the country. The firm also launched the A&B Racial Justice Fund, which is successfully sponsoring a 2021 Equal Justice Works Fellowship focused on the creation of tenant's rights to counsel legislation in South Carolina. In January of 2023, the firm launched "Racial Justice Fund 2.0" to sponsor a second Equal Justice

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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

Alston & Bird understands that creating and maintaining an inclusive environment where everyone feels that they can succeed, that they belong, and that they matter is critical to retaining and advancing top talent. A critical part of retaining and promoting diverse attorneys is working to ensure that they have equity in getting strong mentoring, career development, and training opportunities. The firm does that in many ways.

Through Alston & Bird's Diversity & Inclusion Committee Liaison Program, each of the firm's Regional Diversity & Inclusion Committees designate attorney members to act as a liaison to the diverse associates at the firm. In this role, the liaisons monitor mentoring and work to ensure our diverse associates have equal access to training, career development and business development opportunities. The liaisons also act as a mentor outside of the associate's practice group. Each are allotted funds to facilitate relationship building over meals and other activities.

As described herein, the Practice Group Diversity Partners are also tasked with meeting regularly with the diverse associates in their groups to discuss mentoring, workload, and career development.

All associates have formally assigned practice group mentors in the first through fourth years. In their fifth through partnership years, associates can opt in to participate in a coaching circle program with other senior attorneys and partner coaches through the A&B Career Development Initiative (A&BCD). Participants in the A&BCD Initiative also have access to several hours of coaching with an external executive coach.

## 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:

In addition to the mentorship and career development initiatives mentioned above, another way that the firm ensures that diverse attorneys are being offered ample opportunities for professional development is through the Practice Group Diversity Partner (PGDP) program. Each of the firm's practice groups have designated PGDPs charged with 1) regularly meeting with every female and diverse attorney in the group one-on-one; 2) working to ensure equitable distribution of meaningful work assignments; 3) fostering conscious inclusion on client teams and work groups; and 4) attracting new diverse and female attorneys to the group. The PGDPs also work to ensure that practice group assigned mentor pairings are working well. The PGDPs are held accountable through direct reporting to the Partners Committee (the firm's executive management committee) and to the Diversity & Inclusion Partner.

Another important diversity and inclusion initiative the firm implemented to enhance training, mentoring, and career development opportunities for diverse attorneys at the firm is the Practice Group Diversity Development Fund (PGDF). The PGDF is a fund that the firm has made available to all attorneys (2nd year and above) to attend and participate in diversity professional development conferences, seminars, career development and other networking events. Attorneys are encouraged to develop professional skills and client development skills through speaking at these conferences, taking leadership roles in the diverse bar organizations that sponsor them, and networking and sharing their practice expertise with attendees from in-house legal departments and other firms. The firm also is a sponsor of many diverse bar organizations, which increases opportunities for attorneys to attend conferences and professional development opportunities such as Chart Your Own Course Annual Professional Development Conference, which focusses on helping associates of color navigate large law firms, and the Corporate Counsel Women of Color Career Strategies Conference, which focusses on senior level women of color in-house attorneys and law firm partners.



## 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

Each practice group at the firm has mechanisms for assigning work and monitoring workload, and many employ a centralized system or workload coordinator process to ensure that everyone has equal access to quality assignments and significant client matters. Also, as mentioned above, one of the firm's key diversity and inclusion initiatives is the Practice Group Diversity Partner (PGDP) program and one of the four main charges each PGDP is designated with is working to ensure equitable distribution of meaningful work assignments for diverse and female attorneys in their respective practice groups. This includes monitoring billable hours and work distribution. The PGDPs are held accountable through direct reporting to the Partners Committee (the firm's executive management committee) and to the Diversity & Inclusion Partner. In addition, the practice group leaders, workload coordinators, firm leadership, and D&I partner receive and monitor regular billable reports to assess how evenly work is distributed across the practice groups.

## 2023 Vault Law Firm Diversity Survey

### External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- No** Pays for associate membership in diversity bar associations or other affinity organizations
- 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 Practice Group Diversity Development Fund (PGDF) is a fund that the firm has made available to all attorneys (2nd year and above) to attend and participate in diversity conferences, seminars, career development and other networking events. Attorneys are encouraged to develop professional skills and client development skills through speaking at these conferences, taking leadership roles in the diverse bar organizations that sponsor them, and networking and sharing their practice expertise with attendees from in-house legal departments and other firms. In addition, associates can seek funding from their practice groups for membership in diverse bar associations. Moreover, in 2022, the firm implemented a D&I Billable Hours credit program, which includes leadership in diverse bar organizations and conferences as a covered activity.

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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

To mitigate implicit bias in feedback and performance reviews, the firm hosts annual training on Providing Effective Feedback for all partners & counsel, including training explaining various types of bias that can impact written performance reviews and outlining how to mitigate that bias provided by the firm's D&I Partner. Also, as part of the firm's diversity-related education and training programming, the firm has hosted Professor Jerry Kang of UCLA, who presented, Disrupting Implicit Bias. In this program, Professor Kang explained the social science of implicit bias with an emphasis on the real-world consequences within the workplace and legal community. The program then turned to a discussion of concrete strategies and actions individuals and organizations can implement to counter implicit social cognitions in a meaningful way. We provided all PGDPs with "tool kits" from the training for them to review with their practice groups to continue the efforts to mitigate implicit bias.

In addition to the previously mentioned PGDP initiative, which promotes fair workload allocation and billable hour monitoring, and trainings on unconscious bias, bias interruption, and training on the importance of candid, timely, and clear feedback and performance reviews, the firm achieved certification under Mansfield Rule 5.0 and is also a registered participant in the Mansfield Rule 6.0 certification process and has set measurable goals for mitigating implicit bias in promotions and will increase diversity in recruitment, retention, promotion, and leadership by following the guidelines set forth in the same. Participating law firms in Mansfield Rule 6.0 must consider at least 30% women, lawyers from unrepresented racial and ethnic groups, lawyers with disabilities, and/or LGBTQ+ lawyers for 70% or more of the firm's leadership roles, committees, and activities. Participating firms must also track and document the makeup of candidate pools by demographic identity, and commit to completing three-month, six-month, and annual check-in surveys and data collection requests during the certification review period.

In addition, the firm has held training for all D&I leaders (including PGDPs, D&I Committee Chairs, Affinity Network Partner Leads, etc.) entitled "10 Ways to Make the People You Lead Feel Valued" conducted by D&I consultant Werten Bellamy, which also addresses checking bias.

**Upward Reviews**

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

**No**

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

## 2023 Vault Law Firm Diversity Survey

### Diverse Slate of Candidates

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

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

### Multi-tier Partnership

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

### Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

Alternatives to partnership consist of Counsel or Senior Attorney. Counsel may be an option for associates beyond their tenth year in practice who have not been asked to become partners but who have been invited to remain with the firm. As a general matter counsel will have sufficient experience and expertise in an area of practice that they may assume responsibility for direct interaction with clients on significant matters with little continuing supervision. The other alternative is Senior Attorney. Senior Attorneys are salaried lawyers who are actively involved in supervising and managing project assistants, and other non-track associates and typically have a substantive role in the matters in which they are involved.

**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.  
**33%**

**Promotions to Partnership**

**26** 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>21</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

Alston & Bird does not track disability information.

**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?

**50**

**Compensation**

Are associate salaries lockstep or discretionary?

**Lockstep**

## 2023 Vault Law Firm Diversity Survey

### **Bonuses**

Are associate bonuses lockstep or discretionary?

**Discretionary**

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

Our bonus program consists of two components, an hours-based bonus, and a non-hours-based bonus. The hours-based bonus, which is calculated on a percentage of base compensation, is paid to associates in good standing who hit a billable hours threshold.

Associates may also be eligible for a non-hours-based bonus for extraordinary contributions if they reach the billable hours threshold and have a minimum specified number of non-billable hours. The non-hours-based bonus is awarded for extraordinary contributions of a non-billable nature which include the following activities: leadership in the firm, including recruiting, service on committees, practice group leadership and mentoring of younger lawyers; leadership roles in the bar or community organizations; credentialing activities such as publishing and public speaking; contributions to current or prospective client relations and client development; engagement in significant pro bono legal matter(s).

### **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:

The decision to work part time will not have any impact on an attorney's ability to make partner, or to remain a partner at the firm.

**2023 Vault Law Firm Diversity Survey**

**Attorneys Working Reduced Hours**

25 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	5	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	4	0	0
Counsel / Of Counsel	7	9	0	0
Non-Partner-Track Attorneys	0	0	0	0

Alston & Bird does not track disability information.

**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:

To be an employer of choice, Alston & Bird attracts and retains the best talent by ensuring the firm supports attorneys and staff in their family planning journey. The firm offers \$25,000 in fertility benefits, which includes everything from fertility testing to egg freezing and IVF. The firm also offers up to \$20,000 in adoption and surrogacy support.

## 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?

A primary caregiver is defined as a salaried professional who is principally responsible for the care of a child during the first several months following birth or adoption. A non-primary caregiver is defined as the parent who is not principally responsible for the care of the child during the first several months following the birth or adoption of the child.

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

18 weeks. A primary care giver is eligible to take up to 18 weeks of paid parental leave with the birth or adoption of a child aged 17 or younger.

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

4 weeks. A non-primary caregiver is eligible to take up to 4 weeks of parental leave with the birth or adoption of a child aged 17 or younger.

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.

While the federal Family and Medical Leave Act (FMLA) provides for unpaid leave in connection with the birth or adoption of a child, Alston & Bird believes that its attorneys and staff should be entitled to paid leave for such an important life event. As such, the firm's parental leave policy provides up to 18 weeks of paid time off for 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.

As part of ongoing retention efforts, we regularly evaluate employee benefit programs to support our diverse workforce. Examples of our benefits include:

- oDomestic partnership insurance benefits
- oNear-site childcare center for attorneys located in Atlanta
- oThe Backup Care Advantage (BUCA) program which provides access to childcare centers across the country for full-time and backup childcare. In-home caregiving also available.
- oBack-up caregiving available for adult/eldercare and for pets.
- oParental leave policy provides up to 18 weeks paid time off for attorneys.
- oAlternative Career Path Policy that allows associates on alternative and reduced schedules to be considered for partnership
- oFirm paid concierge breastmilk shipping program for firm travel
- oDaily, self-guided courses to help attorneys and staff build healthy habits during each trimester and immediately following the pregnancy journey.
- oMindfulness/meditation sessions for attorneys and staff in all stages of parenthood to focus on parenting skills like empathy, patience, resilience, communication, gratitude, stress and more.
- oAttorney assistance program providing 8 free counselling sessions for all attorneys and anyone living in their household
- oOnsite consultants in each office available for one-on-one coaching/consulting sessions on topics ranging from parenthood, work life balance and relationship conflict to time management to substance misuse
- oQuarterly caregiver support group meeting for parents
- oNew Mother Mentoring Program for Female Attorneys in ATL (in the process of expanding to all new parents firmwide)
- oComplimentary research & referrals referral service can provide resources for nanny and au pair services referrals, summer camp referrals, preschools & more.
- oConcierge services can assist parents with errands

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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**

73 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>36</b>	<b>37</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	5	5	0	0
Black or African-American	2	5	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	24	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	2	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

Alston & Bird does not track disability information.

**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>6</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	14	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

Alston & Bird does not track disability information.

**2023 Vault Law Firm Diversity Survey**

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

15 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>10</b>	<b>5</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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

Alston & Bird does not track disability information.

## 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**

Alston & Bird achieved Diversity Lab's Mansfield Rule 5.0 Certification. Mansfield certification requires consideration of at least 30% women, lawyers from unrepresented racial and ethnic groups, lawyers with disabilities, and/or LGBTQ+ lawyers for 70% or more of the firm's leadership roles, committees, and activities. Furthermore, participating firms must also track candidate pool diversity for the relevant categories, and commit to completing three-month, six-month, and annual check-ins with Diversity Lab during the certification review period. Lastly, participating firms must also engage in community building and knowledge sharing with other participating firms. The firm is committed to working with Diversity Lab to increase our diversity at all levels of leadership. The firm is also now participating in Mansfield 6.0.

## **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**

The election of a very diverse Partners Committee (the firm's governing body) and a diverse Partners Committee Chair. 44% of the Partners Committee is diverse, and this year's Chair of the Partners Committee is James Sullivan, a corporate attorney, who also serves as Partner in Charge of our New York office and Co-Chair of the New York D&I Committee.

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

### **Top Three Accomplishments**

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

#### **#3**

The continued election of diverse partner classes and recognition as one of the country's best employers. 2023 is the fourth consecutive year that the firm has promoted a partner class that is 40% diverse or higher. Moreover, Alston & Bird has been named among the Fortune Best Places to Work for 24 consecutive years and scored 100% on the Human Rights Campaign Corporate Equality Index for 18 consecutive years. In 2022, Alston & Bird was recognized once again as one of America's "Best Workplaces for Parents" by The Great Place to Work® for the fifth time since 2016. In People magazine's fourth annual list of the "50 Companies That Care," Alston & Bird ranks No. 14. A&B has also been recognized by our clients as a leader in D&I. The firm was recently awarded the "Invested in Diversity" Award from U.S. Bank Law Division.



**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**

The retention and advancement of diverse attorneys at the firm to partnership and firm leadership.

## **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**

The tailoring of D&I strategies to meet various regional challenges more effectively for recruiting of diverse attorneys and promotion of an inclusive culture firmwide.

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

### **Top Three Priorities**

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

#### **#3**

Increasing diversity in lateral partner and senior associate hiring.

We aim to address these priorities by focusing on the following specific firmwide DEI goals:

\*Hiring, retaining, and advancing top talent, including women, people of color, members of the LGBTQ+ community, and veterans.

\*Ensuring that diverse attorneys are equipped to sustain a level of success as partners.

\*Providing meaningful and equal access to mentoring, skill development, and work opportunities to all diverse lawyers to ensure their continued success.

\*Creating and sustaining a culture of intentional inclusion.

\*Creating and tracking the progress for each practice group in the firm.

## 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?

We would advise candidates who are looking for diverse and inclusive work environment to seek out firms where diversity and inclusion are core values of the firm and part of the strategic plan. Alston & Bird is such a firm, as we believe that a diverse law firm is critical to providing the quality of legal services our clients expect, to preserving our core values, and to nurturing our rich culture. Accordingly, the firm focuses on recruiting, mentoring, training, retaining, and promoting diverse attorneys. To ensure the success of these efforts, we are committed to nurturing an inclusive environment that emphasizes learning and development, transparency, and continuous improvement at all levels within the firm. To provide leadership, structure, and accountability for these efforts, the firm has had a formal diversity committee structure, programs, and initiatives for over 20 years. The firm's diversity committee structure, the Practice Group Diversity Partner program, and our diversity and inclusion efforts are led by the firm's first full-time Diversity & Inclusion Partner, Angela Payne James, who was hired in early 2020 as part of the firm's increased investment in, and commitment to, diversity and inclusion. In addition to Angela, the firm has a full-time Diversity & Inclusion Manager, Diversity & Inclusion Coordinator, and Human Resources & Diversity Data Analyst.

Below are some questions we suggest candidate ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion:

- \*What is the structure of the diversity and inclusion leadership at the firm?
- \*What diversity and inclusion initiatives does the firm have in place to attract, retain, and promote diverse attorneys?
- \*How diverse is the firm's partnership?
- \*How does the firm participate in and further promote diversity and inclusion within the legal community as a whole?