

# Baker & Hostetler LLP

## 2023 Vault Law Firm Diversity Survey

### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Paul M. Schmidt, Chairman	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 15

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	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				

*BakerHostetler does not disclose disability status due to privacy reasons; however, disability status is recorded by the firm and there is an active Disability Affinity Group.*

**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**

Leah Fisher, Director of Inclusion and Diversity

**DEI Committee**

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

In what year was the committee formed?

**2000**

Total Number of Attorneys on DEI Committee: **15**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>9</b>	<b>6</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	2	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	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				

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**

1,016 Total attorneys in U.S. offices

1,016 Total attorneys worldwide (including all U.S. and global offices)

**U.S. Associates**

373 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>172</b>	<b>200</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	10	16	0	0
Black or African-American	11	18	0	0
Hispanic or Latinx	10	17	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	135	137	0	0
Two or More Races	6	11	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>13</b>	<b>11</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	13	11	0	0
Individuals with Disabilities	0	0	0	0

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**2023 Vault Law Firm Diversity Survey**

**U.S. Equity Partners**

355 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>257</b>	<b>97</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	8	7	0	0
Black or African-American	7	7	0	0
Hispanic or Latinx	8	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	232	82	1	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>4</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	6	4	1	0
Individuals with Disabilities	0	0	0	0

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

113 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>95</b>	<b>18</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	88	15	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	0	0	0	0

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**2023 Vault Law Firm Diversity Survey**

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

105 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>61</b>	<b>44</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	3	0	0
Black or African-American	4	0	0	0
Hispanic or Latinx	4	1	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	52	39	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

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

70 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>33</b>	<b>37</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	2	3	0	0
Hispanic or Latinx	1	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	30	23	0	0
Two or More Races	0	2	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

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**2023 Vault Law Firm Diversity Survey**

**U.S. Law Clerks**

2 Total Law Clerks

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

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**U.S. Office Managing Partners**

17 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>1</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	14	1	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**

**U.S. Hiring Committee**

18 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>10</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	6	10	0	0
Two or More Races	1	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

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**FORMAL PROCESSES AND GOALS**

**Metrics**

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes** Racial/ethnic identity
- Yes** Gender identity and gender expression
- Yes** Sexual orientation
- Yes** Disability

**Measurement**

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

**No** If yes, describe the firm's targets:

**2023 Vault Law Firm Diversity Survey**

**Accountability**

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

**Yes**

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

It is listed on yearly partner goals, which is part of the compensation process. The firm is Mansfield 5.0 certified and is participating in Mansfield 6.0.



## 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
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

**2023 Vault Law Firm Diversity Survey**

**RECRUITMENT AND HIRING**

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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,  
Thurgood Marshall School of Law at Texas Southern 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?

CUNY School of Law,  
UNT Dallas College of Law,  
University of San Francisco,  
Seattle University,  
South Texas Houston,  
Santa Clara Law,  
Rutgers Law,  
University of Connecticut Law,  
New York Law School,  
Capitol University,  
Cleveland State University

**2023 Vault Law Firm Diversity Survey**

**Scholarships**

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

**Yes**

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
<p><b>Scholarships</b></p> <p>In tribute to Paul D. White, the firm's first minority partner and a pioneer in the legal profession, BakerHostetler created a scholarship to provide diverse law students with valuable experience early in their careers. The Paul D. White Scholarship is awarded annually to law students of underrepresented backgrounds and includes a paid summer clerkship and a scholarship award of up to \$27,500. This is a tiered scholarship program available to first-year (1L) and second-year (2L) students designed to provide recipients with unique opportunities and experiences during their summer internship. There is not a specific number of spots for this opportunity. Link: <a href="https://www.bakerlaw.com/firmdiversity/recruiting">https://www.bakerlaw.com/firmdiversity/recruiting</a></p>	6

**Internships**

Link:

**Fellowships**

Link:

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

### **Career Fairs**

Does the firm participate in legal diversity career fairs?

**Yes**

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

Southeastern Minority Job Fair, Sunbelt Diversity Recruitment Program, Philadelphia Area Diversity Job Fair, Lavender Law Conference, Veterans Legal Career Fair, Northeastern Black Law Student Association, Western Regional Black Law Students Association

### **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.)?

Implicit bias training has been conducted for lawyers across the firm for a number of years. The firm provides implicit bias related interview training and behavioral interview training for our lawyers conducting on-campus interviews.

## **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 by providing mentoring, affinity groups, weekly firmwide training, practice training, and office diversity events. Our programming includes a specific focus on our inclusion and diversity programming and wellness initiatives for our attorneys.

**2023 Vault Law Firm Diversity Survey**

**1L Summer Associates**

Does the firm hire 1L summer associates?

**Yes**

11 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>3</b>	<b>8</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	0	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	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>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

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**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?

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**2023 Vault Law Firm Diversity Survey**

**2L Summer Associates**

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

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>22</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	3	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	12	1	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	0	2	1	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Received Offers**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>20</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	12	1	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	0	2	1	0
Individuals with Disabilities	0	0	0	0

**2L Summer Associates Who Accepted Offers**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>19</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	11	1	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	0	2	1	0
Individuals with Disabilities	0	0	0	0

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**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?

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**New Attorneys Hired**

145 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>86</b>	<b>59</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	6	0	0
Black or African-American	7	6	0	0
Hispanic or Latinx	8	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	61	35	0	0
Two or More Races	4	5	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>9</b>	<b>6</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	9	6	0	0
Individuals with Disabilities	0	0	0	0

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**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/Pacific Islander Affinity Group, Black Affinity Group, Disabilities Affinity Group, Hispanic/Latinx Affinity Group, LGBTQ+ Affinity Group, Veterans/Active Military Affinity Group, Women's Committee

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

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

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

Our Affinity Groups provide our diverse attorneys with forums to share experiences and interests, and collaborate, network and partner with clients and outside organizations who share our commitment to increasing inclusion and diversity in the legal profession. The firm provides financial and mentoring support.

## 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 firm's DE&I events:

BakerHostetler hosts a biennial conference for its diverse attorneys to gather with each other and firm management for training and discussion on issues facing diverse attorneys in the legal profession and at the firm. In addition to outside speakers, attorney panels, and strategic planning discussions guided by the firm's affinity group leaders, the conference provides opportunities for informal networking among the firm's diverse attorneys.

**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 office associate committees provide support to associates as well as insight to management on the associate experience in the firm.

**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?

An announcement is sent out from the Chairman and Director of Inclusion and Diversity to all attorneys and staff regarding the day or month discussing the importance both generally and to the firm. For certain holidays or month-wide celebrations, events are hosted either on the day or throughout the month both firmwide and by local offices.

**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

BakerHostetler offers a comprehensive mentoring program known as BeMentored for associates over the life cycle of their careers to promote their professional satisfaction, well-being, training and development, and opportunities for advancement. In addition to the opt-in mentoring program, the firm also offers the fifth-year business development coaching mentor program and the Accelerators program for mid-to-senior level associate.

## 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:

Paul D. White diversity scholars who join the firm as associates will become part of our Paul D. White Scholars Alumni Group. Each alumni scholar will be assigned a management sponsor with whom they will meet quarterly during their first year as an associate, and at least annually thereafter. The Alumni Group will provide additional networking.

BakerHostetler's Women's Committee offers cross-office mentoring circles for women lawyers of varying levels of experience and seniority to provide professional development and network building opportunities. Over 43% of women lawyers at BakerHostetler participate in a mentoring circle.



## 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

BakerHostetler developed a work allocation program to ensure that junior associates have equal access to developmentally rich assignments, strong billable hours, clients, and assigning lawyers. Work allocation provides associates with real-time guidance and support as they develop their practice and learn to manage workflow, and teaches associates to approach their work with intentionality and purpose in a way that accelerates their development.

## 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):

Leadership Council on Legal Diversity and Lavender Law

**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

Implicit bias training has been conducted for lawyers across the firm for a number of years. We implemented a work allocation program for associates which assists in eliminating bias for work assignments.

**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
- Yes** The firm has instituted other formal processes (please describe):

The firm recruits at diverse career fairs and universities.

### 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:

The firm hires non-partner track attorneys as Staff Attorneys or Counsel/Of Counsel. Associates also have the option to be promoted to Counsel instead of Partner.

**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.

**54%**

**Promotions to Partnership**

**28** 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>18</b>	<b>10</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	0	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	18	6	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

BakerHostetler does not disclose disability status due to privacy reasons; however, disability status is recorded by the firm and there is an active Disability Affinity Group.

**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?

**Hybrid**

## 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 has a Performance Bonus Program policy for associates, which outlines bonus eligibility criteria.

### **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?

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

Part-time attorneys have become partners without delay, and other partners have reduced their hours to become part time. A part-time attorney may be delayed in achieving partner status due to a delay in sufficient experience but is eligible to achieve partner status once they have sufficient experience.

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**2023 Vault Law Firm Diversity Survey**

**Attorneys Working Reduced Hours**

47 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	4	7	0	0
Equity Partners	0	9	0	0
Non-equity Partners	0	2	0	0
Counsel / Of Counsel	7	15	0	0
Non-Partner-Track Attorneys	2	1	0	0

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**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:

Preconception Fertility Preservation; In-Vitro Fertilization Treatments and Support; Reproductive Endocrinology; Adoption and Surrogacy; Egg, Sperm, and Embryo Freezing; Male Fertility; Prescription Drugs; Mental Health; Expense Management; Partner Support; Travel and Accommodations.

## 2023 Vault Law Firm Diversity Survey

### **Parental Leave for Adoption**

Does the firm offer parental leave for adoption?

**Yes**

If yes, is the adoption leave gender neutral?

**Yes**

### **Primary & Secondary Caregivers**

Does the firm's parental leave policy distinguish between primary and secondary caregivers?

**No**

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

N/A

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

N/A

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

N/A

If no: How much paid leave is available to those taking parental leave?

Attorneys and Exempt Staff may take up to 10 weeks of fully paid Parental Leave. Non-Exempt Staff may take up to 4 weeks of fully paid Parental Leave.



## 2023 Vault Law Firm Diversity Survey

### **Parental Leave Policy**

Describe the firm's parental leave policy.

The firm provides a Parental Leave of Absence in connection with the birth, adoption of a child under age 18, and foster care placement of a child under age 18. Attorneys and staff are eligible if they work at least 24 hours per week on a non-temporary basis.

## 2023 Vault Law Firm Diversity Survey

### Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

The Firm partners with Bright Horizons Additional Family Supports to assist attorneys and staff in finding childcare, adult and elder caregivers, pet sitters, and housekeepers.

The New Parent Program (NPP) is for all attorneys for any birth of a child. The NPP was developed with three main goals. First, to acknowledge the big life change. Second, to provide a way to have a positive way to continue and strengthen the relationship with BakerHostetler and the attorney. And third, to assist the new parents return to work after a leave of absence and aid with transitioning back to work.

The firm has implemented a ramp-up program for attorneys returning from parental leave.

**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**

72 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>34</b>	<b>38</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	6	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	29	29	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	0	0	0	0

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**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>25</b>	<b>12</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	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	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**

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

44 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>28</b>	<b>16</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	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	12	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

BakerHostetler does not disclose disability status due to privacy reasons; however, disability status is recorded by the firm and there is an active Disability Affinity Group.

**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**

BakerHostetler achieved Mansfield 5.0 Certification.

## 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

BakerHostetler has sponsored multiple talent pipeline initiatives. The firm is a founding participant in the Patent Pipeline Program, an innovative program through the National Council on Patent Practicum, which seeks to increase the number of women and minorities within the patent profession while fostering relationships with partner firms that have prioritized diversity efforts. BakerHostetler is also the inaugural sponsor of the RISE program at Georgetown Law. RISE is designed to serve incoming JD students from backgrounds historically underrepresented in law school and the legal profession.

## **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**

Citizenship Hours provide associates with up to fifty hours of billable credit for the time spent on advancing the firm's strategic priorities, including inclusion and diversity, in recognition of the important investment associates, staff attorneys, and paraprofessionals contribute to achieving the firm's DEI and other strategic business goals.



**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 firm has started the process to become Mansfield 6.0 Certified.

**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 firm would like to expand the Work Allocation program to all practice groups.

**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**

The firm will continue to focus on retention and advancement of diverse attorneys.

**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?

At BakerHostetler, embracing people of all backgrounds is essential to our identity and to our business. Recruiting, developing, and promoting diverse talent enables us to best serve our clients and makes us a stronger, more successful firm. Give some thought to what you are most looking for in a firm and make a list of questions to ask yourself as you research firms. Take time to read firm websites and the Vault Why Work Here page. Ask about inclusion and diversity when interviewing. Ask about the commitment of firm leadership and what tangible goals the firm has surrounding inclusion and diversity. Ask what the firm believes they are doing well and what they are working to improve. When meeting with firms, pay attention to clues that will help you understand if a firm will be a good fit for your career goals. For example, how do people interact with each other -- does the firm culture seem supportive and collaborative? Also ask about professional development, training, and mentor opportunities for associates.