

**LEADERSHIP**

**Head of Firm**

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Colin Murray, North America CEO	White	Male	

**Executive Committee**

Total Number of Attorneys on Committee: 5

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

2023 Vault Law Firm Diversity Survey

**DEI Professional**

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm’s diversity, equity, and inclusion initiatives?

Yes

Name and Title
Marredia Crawford, Director, Inclusion, Diversity & Equity, North America
Fatima Choudhury, Director, Inclusion, Diversity & Equity, EMEA
Nydia Stewart, North America Inclusion, Diversity & Equity Manager

**DEI Committee**

Does the firm have a diversity, equity, and inclusion committee or the equivalent? Yes  
 In what year was the committee formed?

Total Number of Attorneys on DEI Committee: **16**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>8</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	2	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	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>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

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

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

**2023 Vault Law Firm Diversity Survey**

**ATTORNEY DEMOGRAPHICS**

**Attorney Headcount**

**667** Total attorneys in U.S. offices

**4,816** Total attorneys worldwide (including all U.S. and global offices)

**U.S. Associates**

**307** Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>130</b>	<b>177</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	19	43	0	0
Black or African-American	10	19	0	0
Hispanic or Latinx	13	20	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	69	74	0	0
Two or More Races	2	6	0	0
Other or Unknown	17	15	0	0
<b>Additional Demographics</b>	<b>12</b>	<b>14</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	9	12	0	0
Individuals with Disabilities	3	2	0	0

**2023 Vault Law Firm Diversity Survey**

**U.S. Equity Partners**

141 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>101</b>	<b>39</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	88	34	0	0
Two or More Races	0	2	0	0
Other or Unknown	3	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	1	0	0

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

177 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>104</b>	<b>73</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	13	10	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	11	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	71	55	0	0
Two or More Races	1	0	0	0
Other or Unknown	6	3	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

**2023 Vault Law Firm Diversity Survey**

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

42 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>28</b>	<b>14</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	0	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	10	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	1	0	0	0

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

0 Total Non-Partner-Track Attorneys

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

**2023 Vault Law Firm Diversity Survey**

**U.S. Law Clerks**

0 Total Law Clerks

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

**U.S. Office Managing Partners**

5 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</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	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**2023 Vault Law Firm Diversity Survey**

**U.S. Hiring Committee**

7 Total U.S. Hiring Committee Attorneys

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

**FORMAL PROCESSES AND GOALS**

**Metrics**

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

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

**Measurement**

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

**Yes** If yes, describe the firm’s targets:

In 2019, we enacted global targets of 40% women, 40% men and 20% flexible (or non-binary persons) by July 2025. These targets apply to partners, senior business professionals, committee leadership and candidate pools for recruitment. In addition, our Canada, US and London offices adopted targets for racial and ethnic minorities. We measure our progress against these targets every six months.

**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?

Our Global Executive Committee members and other members of management have Key Performance Indicators for I&D, against which they are assessed for achieving I&D goals.



## 2023 Vault Law Firm Diversity Survey

### DEI Training

Which of the following steps has the firm undertaken to bolster diversity, equity, and inclusion awareness among attorneys and staff?

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

If applicable, describe any other initiatives taken:

**2023 Vault Law Firm Diversity Survey**

**RECRUITMENT AND HIRING**

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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

**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?

**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>	
3 Link: <a href="https://nacareers.bakermckenzie.com /viRecruitSelfAp">https://nacareers.bakermckenzie.com /viRecruitSelfAp</a>	3

**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

Cook County Job Fair in Chicago, Bay Area Diversity Career Fair, Lavender Law Career Fair

### **Combating Implicit Bias**

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

Interview training, behavioral interview questions, blind resume review.

## 2023 Vault Law Firm Diversity Survey

### **Summer Associates**

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

We provide mentoring and our Summer Associate Training program throughout the entire summer, each of our affiliate networks host multiple events and meetings, and we participate in LCLD's 1L Scholar Program.

**2023 Vault Law Firm Diversity Survey**

**1L Summer Associates**

Does the firm hire 1L summer associates?

**Yes**

**12** Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	2	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	1	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

**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?

6

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

36 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>19</b>	<b>0</b>	<b>5</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	2	5	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	11	0	0
Two or More Races	1	1	0	0
Other or Unknown	1	0	0	5
<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

2L Summer Associates Who Received Offers

33 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>9</b>	<b>19</b>	<b>0</b>	<b>5</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	1	5	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	11	0	0
Two or More Races	1	1	0	0
Other or Unknown	1	0	0	5
<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

2L Summer Associates Who Accepted Offers

25 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>15</b>	<b>0</b>	<b>3</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	1	5	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	8	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	3
<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

0

**2023 Vault Law Firm Diversity Survey**

**Diversity Program Participants**

How many of the law students who participated in the firm's 2L summer associate program in 2022 were hired through the firm's diversity scholarship/internship/fellowship program?

7

**New Attorneys Hired**

79 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>34</b>	<b>45</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	11	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	3	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	15	0	0
Two or More Races	0	1	0	0
Other or Unknown	12	9	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	7	0	0
Individuals with Disabilities	1	1	0	0

**Mandatory Arbitration**

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:

Baker Asian Lawyers Network, BakerPride, BakerWomen, Black Attorney Network Alliance, and Unidos.

## 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 affiliate networks are supported by our internal I&D team and each network receives a line item in the budget for funding events, programs, etc.

## 2023 Vault Law Firm Diversity Survey

### DEI Events

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

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

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

Lawyers of Color Conference: In 2020, we launched a dynamic initiative aimed at improving the representation and success of underrepresented racial/ethnic lawyers at the Firm. The conference, which centered on themes of community, authenticity and inclusion, brought together many of our 175+ US/Canada lawyers of color, firm leadership and other D&I champions from around the globe for two full days of meaningful dialogue and development. It kicked off with remarks by our NA CEO Colin Murray as well as our Global Chair, Milton Cheng. Colin actively participated throughout the entire conference, along with a significant number of our Office Managing Partners, Practice Chairs and global leadership. Among its other impact, the gathering strengthened our lawyers' community of support, provided significant learning and relationship-building opportunities, and enabled candid discussion and action-planning focused on furthering our I&D goals. Our second conference was held in September 2022.

**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:

**2023 Vault Law Firm Diversity Survey**

**Combating Structural Racism**

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)?      **Yes**

**Cultural Awareness**

How does the firm commemorate important dates honoring diversity?

We raise awareness about important dates honoring diversity by bringing in keynote speakers, celebrating heritage months through events, and sending out special newsletters.

**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

Sponsorship: Leaders Investing For Tomorrow (LIFT) Sponsorship Program focused on supporting talented women partners in progressing to senior leadership roles.

Mentorship: RISE, a year-long program designed for mid-senior level associate women, focuses on the development of leadership and relationship building skills.

## 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:

Success Initiative: A dynamic program that aims to improve the representation and success of underrepresented racial and ethnic minorities among US and Canada associates, counsel, partners and other leaders. The program was launched with our inaugural Lawyers of Color Conference in January 2020 centering on themes of community, authenticity and inclusion.



## 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

We assign work allocation coordinators to our incoming first year associates.

## 2023 Vault Law Firm Diversity Survey

### External Professional & Business Development Opportunities

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

- 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):

**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  
Interview training, behavioral interview questions, blind resume review

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

### Multi-tier Partnership

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

### Alternatives to Partnership

Does the firm have a multi-tiered partnership? **Yes**  
If applicable, describe the alternatives to partnership:

**2023 Vault Law Firm Diversity Survey**

**Homegrown Partners**

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

**Promotions to Partnership**

23 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>15</b>	<b>8</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	1	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	9	6	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	0	0	0	0

**BILLABLE HOURS AND COMPENSATION**

**Credit for DEI Work**

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

Yes

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

125 hours in the US/Canada; 50 hours in Mexico.

**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?

N/A

### **Flex-time Policy**

Does the firm have a formal flex-time policy?

### **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:

It does not affect an associate's path to partnership - no one will be slow-tracked by choosing a non-traditional path, by working at home, or by caring for loved ones.

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	1	14	0	0
Equity Partners	0	0	0	0
Non-equity Partners	5	10	0	0
Counsel / Of Counsel	9	8	0	0
Non-Partner-Track Attorneys	0	0	0	0

WORKING PARENTS

Family-planning Resources

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

If applicable, describe the family-planning resources available:

**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?

The policy makes a distinction between the amount of time available to primary caregivers and secondary caregivers.

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

18

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

6

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.

## 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.

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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**

74 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>37</b>	<b>37</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	7	7	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	16	0	0
Two or More Races	0	1	0	0
Other or Unknown	7	5	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

**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>13</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	10	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	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**

18 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>13</b>	<b>3</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	11	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**2023 Vault Law Firm Diversity Survey**

**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**

oWe are hosting our inaugural LGBTQ+ Conference in August 2022 bringing together members of the Baker LGBTQ+ community to engage with each other and Firm leadership to advance inclusion and belonging at the Firm.

## 2023 Vault Law Firm Diversity Survey

### Top Three Accomplishments

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

#### #2

oOur Inclusion Minute newsletter has been a success in our North America region, providing transparency and information related to ID&E across the Firm. We provide ID&E updates, educational resources and opportunities for engagement on a bi-weekly basis with an 80% rate of readership.

## **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**

oWe have advanced our ID&E strategy across the region with a "roadshow" to connect our North American Inclusion, Diversity & Equity Committee with each of our local offices. These visits have included open lunches and events for local office colleagues to learn more about regional ID&E initiatives and provide feedback on inclusion initiatives.



**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**

Our priorities are to continue to progress towards our targets that are currently in place.

**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**

oContinue working on retention initiatives across the Firm for underrepresented groups including mentorship and sponsorship programs.

## **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**

oWe will continue to provide updates on progress and ID&E goals across the Firm through our North America Inclusion, Diversity & Equity Committee.

**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?

Candidates should be open to asking "tough" questions of firms to assess if their environment is diverse and inclusive. They should not be afraid to make their own values known to ensure alignment with the firm with which they interviewing. Candidates who are looking to assess a firm's commitment to diversity, equity and inclusion should consider the following questions: -Who makes up your inclusion and diversity committee? -How is your leadership held accountable for diversity progress? -What are your ID&E priorities for the next year? -What metrics do you use to measure the success of your I&D initiatives?