

Gibson, Dunn & Crutcher LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Barbara Becker, Managing Partner	White	Female	

Executive Committee

Total Number of Attorneys on Committee: 19

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities				0

Gibson Dunn does not track dis/ability status.

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

Zakiyyah Salim-Williams, Chief Diversity Officer and Partner

DEI Committee

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

In what year was the committee formed?

2005

Total Number of Attorneys on DEI Committee: 26

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	12	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	2	0	0
Black or African-American	4	2	0	0
Hispanic or Latinx		1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	7	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

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

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

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

1,546 Total attorneys in U.S. offices

1,898 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

1,013 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	507	505	1	0
American Indian or Alaska Native	0	0	0	0
Asian	56	93	0	0
Black or African-American	27	30	0	0
Hispanic or Latinx	40	40	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	372	321	1	0
Two or More Races	12	21	0	0
Other or Unknown	0	0	0	0
Additional Demographics	50	46	1	0
LGBTQ+ Individuals	50	46	1	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

303 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	231	72	0	0
American Indian or Alaska Native	0	0	0	0
Asian	19	6	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	206	61	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	6	1	0	0
LGBTQ+ Individuals	6	1	0	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

U.S. Non-Equity Partners

102 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	55	47	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	4	0	0
Black or African-American	3	5	0	0
Hispanic or Latinx	0	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	50	33	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	2	0	0
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

121 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	69	52	0	0
American Indian or Alaska Native	0	0	0	0
Asian	6	8	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	5	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	55	36	0	0
Two or More Races	0	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	7	2	0	0
LGBTQ+ Individuals	7	2	0	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

U.S. Non-Partner-Track Attorneys

7 Total Non-Partner-Track Attorneys

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

Gibson Dunn does not track dis/ability status.

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

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

U.S. Office Managing Partners

14 Total U.S. Office Managing Partners

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

Gibson Dunn does not track dis/ability status.

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

63 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	38	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	6	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	0	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	23	0	0
Two or More Races	1	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	6	0	0
LGBTQ+ Individuals	2	6	0	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

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:

We have set a goal to ensure that under-represented minorities in our attorney population and summer and new associate classes are at parity with their total of the U.S. population and/or ABA accredited law students.

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?

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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

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, Texas Southern University School of Law

Law Schools

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

No

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

2023 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
Scholarships 2L Diversity & Inclusion Scholarships (\$50,000); 1L Law in Tech Program; Diverse Attorney Pipeline Program; 1L Fellowship Positions; Law in Technology Diversity Collaborative Link: https://www.gibsondunn.com/diversity/diversity-recruiting/	62

Internships

Link:

Fellowships

Link:

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Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

Lavender Law, Columbia Overseas Trained LLM Interview Program, NYU International Student Interview Program, SEO Law Career Day

Combating Implicit Bias

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

We take combating bias in recruiting very seriously and strive to identify it and mitigate it whenever possible. To start, we offer several trainings each year on implicit/unconscious bias to our attorneys who will be interacting with law students and summer associates (either on-campus or throughout the year). This training is incorporated into our general interviewer training, which we require for our on-campus interviewers and attorneys who join the firm each year. The training touches on implicit/unconscious biases of all kinds, giving concrete examples of biases as wide-ranging as "like me" bias, the halo effect, affinity bias, and others. We also include common bias triggers to watch out for in an interviewer "tip sheet" included with every interview reminder to our attorneys. More broadly, we also conducted an implicit/unconscious bias training for our hiring committee and recently held an implicit bias training in some of our non-U.S. offices.

Within our process, we have also instituted procedures to mitigate bias. First, we have created a standard rubric of competencies according to which all candidates are evaluated. We also have standard interview questions that we ask our attorney interviewers to follow. We ask attorneys to also incorporate behavioral interview questions into their interviews, explicitly tying the benefits of such questions to mitigating bias. Finally, we ensure that each candidate interviews with several interviewers of varied backgrounds so that we can get evaluations from several different viewpoints.

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 strives to support all of our summer associates through robust training and conscious mentorship. On the training front, we offer legal writing trainings, legal research trainings, negotiation training, deposition training, practice-group introductions, and other trainings that are overlaid on top of specific and meaningful feedback from our attorneys on every real-world assignment a summer associate completes. We also assign each summer associate an associate and partner buddy, who act as mentors, and incorporate summer associates into our existing attorney mentoring groups in every office. Law students of color are also provided with Diversity Summer Mentors, attorneys who have demonstrated an engagement in the firm's diversity efforts and have proven to be willing and able mentors. These mentors may be in the summer associate's local office or across the firm. On top of this, we incorporate our diverse summer associates into our existing firm Affinity Groups, inviting them to affinity group meetings and events (firmwide and at the local office level), thereby exposing them to even more diverse attorneys and support across the firm. Finally, our Diversity department holds firmwide events, in which summer associates are invited to participate.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

22 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	14	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	7	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	4	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	3	0	0
LGBTQ+ Individuals	2	3	0	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

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?

22

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

188 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	93	95	0	0
American Indian or Alaska Native	0	0	0	0
Asian	16	24	0	0
Black or African-American	4	10	0	0
Hispanic or Latinx	6	11	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	65	49	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	9	26	0	0
LGBTQ+ Individuals	9	26	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

181 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	89	92	0	0
American Indian or Alaska Native	0	0	0	0
Asian	14	23	0	0
Black or African-American	4	10	0	0
Hispanic or Latinx	5	11	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	64	47	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	9	28	0	0
LGBTQ+ Individuals	9	28	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

155 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	78	77	0	0
American Indian or Alaska Native	0	0	0	0
Asian	12	17	0	0
Black or African-American	3	8	0	0
Hispanic or Latinx	3	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	58	41	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	7	18	0	0
LGBTQ+ Individuals	7	18	0	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

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?

41

New Attorneys Hired

382 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	189	192	1	0
American Indian or Alaska Native	0	0	0	0
Asian	27	39	0	0
Black or African-American	12	25	0	0
Hispanic or Latinx	18	23	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	124	96	1	0
Two or More Races	8	9	0	0
Other or Unknown	0	0	0	0
Additional Demographics	29	16	1	0
LGBTQ+ Individuals	29	16	1	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

Mandatory Arbitration

No Does the firm require associates to agree to mandatory arbitration as a condition of employment?

N/A Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:

2023 Vault Law Firm Diversity Survey

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Asian American; Asian American Womxn; Black; Black Womxn; East Coast Women Partners; First Generation Professionals; Hispanic/Latino; LGBTQ+; LGBTQ+ Women's/Non-Binary; LGBTQ+ Allies; Middle Eastern and North African; Muslim; Christian; Sabbath-Observant; Religiously Observant; Parenting; Real Estate Attorneys of Color; Veterans; Women's; Women of Color; Chinese-Speaking; and EMEA (Europe, Middle East, and Asia Women. The Firm also has a robust "Women of Gibson Dunn Initiative" dedicated to providing opportunities for women to forge deeper connections internally and externally.

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 provides a budget to allow our diverse lawyers an opportunity to convene, to connect and build a community.

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:

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:

The Associates Committee provides feedback and suggests improvements to the partnership on an on-going basis. Committee members organize "town hall" style meetings where Partners-in-Charge report on the state of the office and solicit associate feedback. Committee members encourage associates in all offices to bring their ideas or concerns to the Committee's attention, so the Committee can relay those ideas and concerns and translate them into new programs or solutions. The Associates Committee also meets with the Firm's Managing Partner and other leaders on an annual basis both to share their insights and to solicit information on behalf of associates.

2023 Vault Law Firm Diversity Survey

Combating Structural Racism

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

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

The firm hosts events with special guests for each important date honoring diversity.

2023 Vault Law Firm Diversity Survey

NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

Yes

If applicable, describe the mentoring or sponsorship program

The firm has an active Diverse Talent Pipeline Initiative, which is committed to monitoring our women, LGBTQ and ethnically diverse attorneys as they advance the ranks.

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:

The firm has an active Diverse Talent Pipeline Initiative, which is committed to monitoring our women, LGBTQ and ethnically diverse attorneys as they advance the ranks.

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

For each matter, we track diversity demographics for timekeepers' billing hours on all client matters, and the Finance Department has created a dashboard detailing each partner's progress on staffing diverse talent. During the review season, partners are asked about their inclusion of diverse attorneys on matters and in leadership roles, and how the inclusion statistics compare with the Firm average.

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):

2023 Vault Law Firm Diversity Survey

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

Yes

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

Upward Reviews

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

Yes

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

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?

- No** 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? **No**
If applicable, describe the alternatives to partnership:

2023 Vault Law Firm Diversity Survey

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.
4000%

Promotions to Partnership

32 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	15	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	9	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

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.

No

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

N/A

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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Bonuses

Are associate bonuses lockstep or discretionary?

Lockstep

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

N/A

Flex-time Policy

Does the firm have a formal flex-time policy?

Yes

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

Yes

Partnership Eligibility

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

Yes

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

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

88 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	18	37	0	0
Equity Partners	2	8	0	0
Non-equity Partners	1	2	0	0
Counsel / Of Counsel	4	15	0	0
Non-Partner-Track Attorneys	0	1	0	0

WORKING PARENTS

Family-planning Resources

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

Yes

If applicable, describe the family-planning resources available:

The Firm offers Associate Attorneys, Of Counsel Attorneys, and Partners a \$60,000 lifetime maximum benefit for Family Planning which includes Infertility and Surrogacy.

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?

18 weeks

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

Firm provides up to 18 weeks paid leave for new parents.

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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.
Private nursing rooms, backup childcare, breast milk shipping and ramp-up for those returning from leave.

2023 Vault Law Firm Diversity Survey

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

Yes

LGBTQ+ Inclusivity

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

- No** 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
- No** Uses gender-neutral pronouns in its policies and materials
- No** 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

169 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	83	86	0	0
American Indian or Alaska Native	0	0	0	0
Asian	8	17	0	0
Black or African-American	4	6	0	0
Hispanic or Latinx	6	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	62	50	0	0
Two or More Races	3	3	0	0
Other or Unknown	0	1	0	0
Additional Demographics	8	7	0	0
LGBTQ+ Individuals	8	7	0	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

Departures among U.S. Partners

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

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

Gibson Dunn does not track dis/ability status.

2023 Vault Law Firm Diversity Survey

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

14 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	6	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Gibson Dunn does not track dis/ability status.

2023 Vault Law Firm Diversity Survey

SUCSESSES AND PRIORITIES

Top Three Accomplishments

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

#1

We are proud of our diverse leadership. The Firm elected its first female Chair and Managing Partner and she has assembled a diverse leadership team. Diverse lawyers make up 41% of the Executive Committee (up from 25%) and 40% of the Management Committee (up from 20%). Three of the six women on the firm's Executive Committee are ethnically diverse women. In addition, 53% of the Partners-in-Charge of our U.S. offices (up from 16%) are diverse lawyers. At the practice group level, 46% of diverse lawyers serve as practice groups heads.

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 firm reached some important milestones in the partnership ranks with a record 142 women partners and 14 Black partners. Over the past eight years, we have added over 150 women, ethnically diverse and LGBTQ+ elevated and lateral partners into the Firm's partnership. With over 54% of diverse lawyers in this year's partnership class, we continue to increase the number of women, ethnically diverse and LGBTQ+ elevated and lateral partners into the Firm's partnership.

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

We have expanded our firmwide affinity groups for our Asian-American, Black, Hispanic/Latino, First Generation Professionals, LGBTQ, Veterans, Muslim and Sabbath-Observant attorneys, as well as for our working parents.

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

Increase the diversity of the partnership through associate promotions and lateral hires

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

Increase in-person diversity-related gatherings at the local, regional and firmwide level following return to work

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

Employ retention-based initiatives across all affinity groups and offices

2023 Vault Law Firm Diversity Survey

ADVICE TO CANDIDATES

Advice

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

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