

Hanson Bridgett LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Kristina Lawson, Managing Principal	White	Female	

Executive Committee

Total Number of Attorneys on Committee: 10

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

Our firm tracks MENA or Middle Eastern North African as a race/ethnicity. One committee member listed here as White falls into the MENA category

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

Jennifer Martinez, Chief Diversity, Equity & Inclusion Officer

Briana Jeffery, DEI & Social Impact Manager

DEI Committee

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

In what year was the committee formed?

1990

Total Number of Attorneys on DEI Committee: 9

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	2	0	0
Two or More Races	0	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

One male committee member listed as white is a person of color that does not fit into the categories.

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

199 Total attorneys in U.S. offices

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

U.S. Associates

81 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	37	44	0	0
American Indian or Alaska Native	0	0	0	0
Asian	9	12	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	6	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	19	0	0
Two or More Races	2	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	7	0	0
LGBTQ+ Individuals	4	4	0	0
Individuals with Disabilities	1	3	0	0

Our firm tracks MENA or Middle Eastern North African as a race/ethnicity. Several of the attorneys listed here as White fall into the MENA category

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

73 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	46	27	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	37	19	0	0
Two or More Races	2	2	0	0
Other or Unknown	1	1	0	0
Additional Demographics	3	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	2	0	0	0

Our firm tracks MENA or Middle Eastern North African as a race/ethnicity. Several of the attorneys listed here as White fall into the MENA category

U.S. Non-Equity Partners

35 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	15	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	13	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	5	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	3	0	0

Our firm tracks MENA or Middle Eastern North African as a race/ethnicity. Several of the attorneys listed here as White fall into the MENA category

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

13 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

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

We do not have any non-partner track attorneys

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

9 Total Law Clerks

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

Hanson Bridgett's office leaders are called Market Leaders. They are not referred to as Office Managing Partners. Our firm tracks MENA or Middle Eastern North African as a race/ethnicity. One attorney listed here as White falls into the MENA category

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

0 Total U.S. Hiring Committee Attorneys

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

We do not have a hiring committee

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 2022 we were certified Mansfield 5.0 Plus. The goal of the Mansfield Rule is to increase the representation of historically underrepresented lawyers in leadership by broadening the pool of lawyers considered for lateral openings, promotions, involvement in client pitches, and significant governance roles. Our Mansfield 5.0 Plus certification indicates that in addition to meeting or exceeding the basic certification requirements, our firm also reached at least 30% underrepresented lawyer representation in several leadership roles as well.

In addition, our firm has a formal Leadership Policy that sets goals for representation of women, diverse, and other underrepresented groups in all leadership positions of the firm, which goes beyond the minimum targets set by the Mansfield initiative. The policy also requires the Managing Partner to consult with the Chief Diversity, Equity, and Inclusion Officer when considering appointments to leadership positions.

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?

All attorneys are asked to explain in detail on their annual self-evaluation forms how they have contributed to the firm's DEI efforts and initiatives, and the steps they have taken to mentor and give work to junior attorneys, including and especially diverse attorneys. Attorneys are also questioned on both of these issues during their annual evaluation meetings. Our partner compensation is determined holistically based on a number of different components, of which the answers to these questions are one.

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
- No** 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 School of Law

Law Schools

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

Yes

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

We recruit at Golden Gate University Law School, University of San Francisco, UC Davis, University of the Pacific, McGeorge, USC, Loyola Marymount, UCLA, UC Berkeley School of Law and UC Law San Francisco (formerly UC Hastings) all of which have higher populations of students of color. In addition, we recruit at the Bay Area Diversity Career Fair, PracticePro Career Fair, and Lavender Law Career Fair, specifically to target diverse and LGBTQ+ law students.

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	
Gerald Marcus Fellowship Fund, John Vlahos Scholarship Link: https://www.hansonbridgett.com/About-Hanson-Bridgett/diversity/gerald-marcus-fellowship , https://www.uchastings.edu/admissions/financial-aid/scholarships-for-entering-students/privately-funded-scholarships/	3, 1

Internships

1L LCLD Scholar Position Link: https://www.hansonbridgett.com/careers/open-students	1
--	---

Fellowships

Sacramento County Bar Association Diversity Fellowship Link: https://law.ucdavis.edu/career-services/job-resources/opportunities/sacramento-co-bar-assoc-diversity-fellowship.html	1
--	---

2023 Vault Law Firm Diversity Survey

Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

Bay Area Diversity Career Fair, Lavender Law Career Fair, USLAW Diversity Job Fair, Practice Pro West Coast Conference & Career Fair, MCCA Law School Diversity Fair, 7th Annual Berkeley 1L Law Firm Diversity Program Fair

Combating Implicit Bias

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

We conduct interview training and use behavioral interview questions. In addition, in recognition of the fact that everyone carries implicit bias, we prioritize sending women and diverse attorneys to conduct the first round of on-campus interviewing as an indirect way to increase the diversity of our candidate pool.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Our summer associates are each provided two associate mentors; a partner mentor, and a partner-level writing coach. They also receive substantive training through each of our practice groups throughout the summer program. We also host events specifically designed to connect our summer associates with members of our Diversity and Inclusion Network, and our Women's Impact Network. In addition, our Chief Diversity, Equity, and Inclusion Officer meets one-on-one with the summer associates twice during the summer program to provide support, check on progress, respond to questions, and address any issues that may have come up. Our summer program is comprised of 2Ls and one 1L. The 1L is always a diverse attorney, and we pay for them to attend the summer conference of the Leadership Council on Legal Diversity to connect with other diverse 1Ls in private practice. Events are also sponsored throughout their tenure with the firm including a welcome reception and volunteer opportunities among others.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

1 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	1	0	0
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	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

Diversity Program Participants

If applicable, how many of the law students who participated in the firm's 1L summer associate program in 2021 (2 years ago) were hired through the firm's diversity scholarship/internship/fellowship program?

1

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

4 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	2	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	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

4 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	2	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	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

4 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	2	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	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	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?

1

New Attorneys Hired

27 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	16	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	6	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	4	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	3	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	1	0	0

Our firm tracks MENA or Middle Eastern North African as a race/ethnicity. Several of the attorneys listed here as White fall into the MENA category

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:

Diversity Inclusion Network (DIN), Women's Impact Network (WIN), OutLaw (LGBTQ+)

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 the affinity groups budget, credit for hours spent working on DEI projects, space for meeting, administrative support for events and initiatives, direct support from the CDEIO and DEISI Manager.

2023 Vault Law Firm Diversity Survey

DEI Events

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

Does firm leadership attend these events?

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

N/A

2023 Vault Law Firm Diversity Survey

Reverse Mentoring

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

No

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

2023 Vault Law Firm Diversity Survey

Associate Committee

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

Yes

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

The Associate Committee meets regularly for both firm business and social purposes. In addition, the leaders of the Associate Committee are involved in policy-making and other decision making in the firm. Firm executive leadership attends at least one meeting each quarter of the Associate Committee to discuss operational and business issues.

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 is very involved in educational and community-building events throughout the year. During Black History Month we held a moderated conversation with James Beard Award-winning writer Osayi Endolyn, published a series of spotlights of our Black employees on our intranet and hosted a virtual trivia night. In 2020, we made Juneteenth a permanent firm holiday, provided educational opportunities around the day, and gave all employees additional community-service time off. For Women's History Month, we hosted a virtual panel discussion of women judges. During Asian American Pacific Heritage Month several of our Asian employees were profiled on the firm intranet where they shared stories about their favorite family memories and traditions. The firm also hosted a virtual discussion with the Honorable Andre Campbell (of Black and Asian descent) about his journey from Hanson Bridgett attorney to Sacramento County Superior Court judge.

For Pride Month, we highlighted the history of the month on our intranet and provided a lengthy list of resources and ways to celebrate and get involved where they live. The firm sponsored the annual Pride in the Park event put on by the National Center for Lesbian Rights and provided tickets to all interested employees. We also provided tickets for our employees to attend fun and family-friendly events local to their offices. In addition to giving employees the history of the importance of Juneteenth we also provided a list of fun and educational events near all of our offices for them to enjoy on their day off for the holiday. During Latinx Heritage Month, we sponsored outings for all interested employees to local Latinx museums or exhibitions and provided materials to all of our offices for building their own ofrendas. Finally for Native American Heritage Month we hosted a virtual talk with Smithsonian architect and author Duane Blue Spruce, a member of the Laguna Pueblo tribe.

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

Our firm has a general mentorship program for all attorneys, and a mentorship program through our Diversity and Inclusion Network (DIN). Both programs are hybrid mentorship/sponsorship. The DIN mentorship program involves one-on-one mentoring, and quarterly group mentorship circles. Multiple members of our executive team, Management Committee, Section Leaders, and Market Leaders participate in the DIN mentorship program as individual mentors, and attend the quarterly mentorship circles.

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 sponsors 2 associates and 1 partner every year to participate in the Leadership Council for Legal Diversity (LCLD) Pathfinders and Fellows programs. We also sponsor 1 associate every year to participate in Minority Corporate Counsel Association (MCCA) Sources of Success Program, and for multiple partners to participate in the MCCA Pitch Session Network Program.

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

Our Practice Development Director works alongside our Chief Diversity, Equity, and Inclusion Officer (CDEIO) to address workloads and work opportunities for diverse attorneys. The Practice Development Director works with all Practice Group heads on deployment and ensuring that all associates have a manageable workload. Additionally, during the twice-yearly check-ins that our CDEIO has with every diverse attorney, work assignments and opportunities are specifically discussed to ensure that each attorney is receiving quality assignments, working with significant clients, and being given "stretch" opportunities to advance their career and skill development. Lastly, as part of our Mansfield Certification, we monitor data related to the demographics of attorneys used on pitches and then staffed on matters, to ensure that diverse attorneys who assist in the process of bringing clients in are also given opportunities to work for those clients.

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):

We sponsor participation for 2 associates and 1 partner every year to participate in the Leadership Council for Legal Diversity (LCLD) Pathfinders and Fellows programs. We also sponsor participation for 1 associate every year to participate in Minority Corporate Counsel Association (MCCA) Sources of Success Program, and for multiple partners to participate in the MCCA Pitch Session Network Program. We are an annual sponsor of California Minority Counsel Program (CMCP) Annual Business Conference, and the Women of Color Forum. We sponsor our attorneys throughout the year to attend various events produced by LCLD, MCCA, and CMCP. Additionally, the firm Impact Hours Policy provides billable credit for outside leadership in various organizations, including bar associations, affinity-based organizations, and social justice nonprofits.

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

Our attorney review committee members are required to take unconscious bias training specifically addressing how bias may affect performance reviews and compensation decisions. In addition, our Chief Diversity, Equity, and Inclusion Officer (CDEIO) participates in all deliberation meetings for our associate and partner review committees, specifically as an accountability check on bias issues. Our Practice Development Director also works closely with our CDEIO to address workloads and work opportunities for diverse attorneys. Additionally, annually our CDEIO reviews compensation and promotion information for both attorneys and staff to monitor pay equity issues.

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

The firm has a policy for appointment to firm leadership positions, The stated target of that leadership policy is to meet or exceed the standards for becoming Mansfield Certified. The policy provides, in part, that all appointments to firm committees and leadership positions are to be made by the Managing Partner in consultation with Management Committee, the CDEIO, the Chair of the DIN, and the Chair of HBWIN. Before any appointment is made, the diversity of the nomination pool is evaluated and additional recruitment efforts are undertaken if deemed appropriate to assure a diverse pool exists.

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.
48%

Promotions to Partnership

6 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	4	2	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	1	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?

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. All associates have access to the salary ranges and bonus eligibility for each level of associate.

Flex-time Policy

Does the firm have a formal flex-time policy?

No

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

Yes

Partnership Eligibility

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

Yes

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

An attorney's part-time status does not affect their eligibility to become or remain partner at our firm in any way.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

7 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	0	0	0
Equity Partners	0	0	0	0
Non-equity Partners	1	0	0	0
Counsel / Of Counsel	3	1	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:

Our firm partners with ARC Fertility to offer reimbursement for services like in vitro fertilization, egg freezing, surrogacy expenses, abortion and other procedures.

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?

24 weeks

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

The firm complies with all federal and state laws regarding parental leave. However, the firm goes above and beyond those legal requirements, and provides a full 24 weeks of paid leave. This Policy applies to all levels of attorneys and staff. For attorneys and paralegals, the firm sets pro-rated billable hours requirements based on the amount of leave taken, so that these individuals remain eligible for productivity based bonuses even during leave years.

In connection with the parental leave policy, the firm created a specialized mentor program to connect parental leave-takers with employees who have previously taken parental leave. This leave mentor program is designed to provide specialized guidance surrounding these issues unique to the effects leave has on legal professionals. Our leave policy also includes ramp and ramp down periods on either side of the leave during which work expectations and billable hours requirements are reduced.

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.

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?

- 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

11 Total Number of Departures among Associates in 2022:

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

Our firm tracks MENA or Middle Eastern North African as a race/ethnicity. Several attorneys listed here as White fall into the MENA category

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	2	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	1	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

Our firm tracks MENA or Middle Eastern North African as a race/ethnicity. One of the attorneys listed here as White falls into the MENA category

2023 Vault Law Firm Diversity Survey

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

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

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

There were no departures among counsel/ of counsel attorneys

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

In 2022 we achieved Mansfield 5.0 Certified Plus status. This means that we have successfully met or surpassed the 30% representation threshold in our leadership roles in addition to meeting the baseline certification requirements. The representation refers to lawyers who are women, LGBTQ+, differently-abled and people of color.

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

2022 marked our 20th annual 1L Interview Workshop, which is normally in-person but has been virtual in 2020, 2021 and 2022. The Workshop introduces first-year law students to lawyers from a wide range of working environments (public and private companies, government, legal organizations, and the military) and those lawyers conduct mock interviews to help students successfully prepare for job interviews.

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 continue to sponsor events and organizations that work to diversify the legal profession including diverse bar associations, student groups, non-profit organizations and foundations that share our goal of fostering diverse talent. This includes events that are personal to our diverse attorneys, including their service with outside nonprofit organizations. Our sponsorship includes both monetary sponsorship, and providing billable credit for hours. We regularly hear feedback that providing support for this type of outlet for outside service is incredibly valuable to diverse attorneys who may feel conflicted working at a firm and not directly in a public interest role.

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

We are developing organizational partnerships to help us connect with historically underrepresented college who are interested in law school and often have less support as they try to navigate applying to and getting through law school. The more diverse students that have access to these programs, the more diverse attorneys will enter the profession. While our law school pipeline is robust, we feel it is part of our responsibility to help increase diversity earlier in the pipeline among college students.

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

Relaunching our Diversity and Inclusion Network (DIN) with new leadership and new goals. Our firm was at the forefront of the diversity and inclusion movement with the creation of our diversity committee in 1990. As time has passed it has become clear the group can serve a bigger purpose and play a larger role in the success of our diverse attorneys and staff. Our efforts do not end with recruitment, as retention and inclusion is just as important. Our new DIN program incorporates mentorship, sponsorship, community-building, career development, cultural education, and social connection.

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

We are actively working on expanding our recruiting efforts to better reach military veteran attorneys and law students. We are creating pathways to increase our visibility and outreach with veteran law students and attorneys to ultimately strengthen our relationships and further diversify our recruiting pipeline. We have also developed a partnership with a veteran-focused contract attorney organization, which has priority on litigation matters.

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?

Ask the tough questions in the interviews. If a firm is truly committed to its DEI efforts, then any attorney at the firm should be able to at least give an overview response. The second piece of advice is to ask to be connected with a diverse attorney at the firm--both junior and senior; ideally, that space allows for a more candid conversation.

Candidates should ask about diverse and female representation among partners and firm leaders; if the numbers are not good, candidates should ask why that is and what specifically is being done to address promotion and retention. Candidates should ask about the existence of formal evaluation criteria for associates and partners, and whether consideration of DEI efforts and mentoring is part of the evaluation process. Candidates should also ask about the existence of specific policies to guard against unconscious bias, such as a leadership policy, mandatory training requirements, and a credit sharing policy.