

Perkins Coie LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
William Malley	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 16

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	8	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

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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

Genhi Givings Bailey, Chief Diversity & inclusion Officer

DEI Committee

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

In what year was the committee formed?

2006

Total Number of Attorneys on DEI Committee: 20

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	5	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	3	0	0
LGBTQ+ Individuals	0	3	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

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ATTORNEY DEMOGRAPHICS

Attorney Headcount

1,284 Total attorneys in U.S. offices

1,296 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

590 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	261	327	2	0
American Indian or Alaska Native	0	2	0	0
Asian	34	64	1	0
Black or African-American	15	26	0	0
Hispanic or Latinx	18	27	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	175	190	1	0
Two or More Races	10	13	0	0
Other or Unknown	8	5	0	0
Additional Demographics	20	19	2	0
LGBTQ+ Individuals	20	19	2	0
Individuals with Disabilities	0	0	0	0

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U.S. Equity Partners

531 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	365	165	1	0
American Indian or Alaska Native	0	0	0	0
Asian	28	19	0	0
Black or African-American	11	6	0	0
Hispanic or Latinx	13	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	306	130	0	0
Two or More Races	6	4	1	0
Other or Unknown	1	1	0	0
Additional Demographics	7	11	1	0
LGBTQ+ Individuals	7	11	1	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Equity Partners

0 Total Non-Equity Partners

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

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U.S. Counsel / Of Counsel

145 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	101	44	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	4	0	0
Black or African-American	5	0	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	90	37	0	0
Two or More Races	0	1	0	0
Other or Unknown	2	0	0	0
Additional Demographics	12	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	10	0	0	0

U.S. Non-Partner-Track Attorneys

18 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	4	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

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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

17 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	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	9	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

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U.S. Hiring Committee

17 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	12	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	10	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

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:

Our vision is to make Perkins Coie a destination law firm for historically underrepresented attorneys by focusing on year-over-year progress, based on the same metrics we use to measure the success of the firm, including revenue, compensation, marquee client engagement, impactful work, leadership roles, etc. We are taking a methodical and customized approach to ensure that resources for the business generation, professional development, and inclusion of historically underrepresented lawyers are available at every level of the lawyer's career and that the policies and processes that drive this work are fully institutionalized in talent development and in the ways that we run the firm.

Further, the firm pursues its goal of diversifying firm leadership through formal succession planning. The process aims to diversify firm leadership and achieve even greater diversity in practice groups, committee leadership, and client relationship succession. The efforts of the succession plans are reflected in the diversity of our current leadership: Perkins Coie's Executive Committee is 59% diverse, 47% women, 24% lawyers of color, and 12% LGBTQ+. Our partner promotion classes have been more than 60% diverse for more than 3 years. Strategic focus and intentionality are contributing to the advancement of our historically underrepresented attorneys, as reflected in the number of historically underrepresented attorneys promoted to our most recent counsel and partnership classes. The 2022 partner class is 64% historically underrepresented including women, attorneys of color, attorneys with disabilities, and LGBTQ+ attorneys. 43% of the new partners are women, and 32% are attorneys of color. The 2022 class of new counsel (a pathway to partner) is 74% historically underrepresented, 60% women, and 32% attorneys of color. Additionally, as a signatory to the Mansfield Rule, the firm has implemented even more rigor to ensure we are, at all times, compliant with the Rule's requirements. In 2022, the firm became Mansfield 5.0 Certified Plus.

Prior to becoming a signatory to Mansfield, in 2017, the firm implemented the Perkins Rule in order to increase the diversity of the candidate pool for lateral hiring opportunities.

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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?

Annually, partners participate in a comprehensive evaluation and compensation program that provides credit for various facets of client development, growth, and retention; matter management; and firm service, including contributions to the firm's D&I efforts. Partners are asked to describe their D&I contributions in both their personal statements and during their interviews. The Chief Diversity & Inclusion Officer may provide written feedback on how partners have contributed to D&I in the firm and the meaningful steps they have taken to advance D&I and is a part of the committee conversations. Members of the compensation committees routinely participate in robust DEI training to help mitigate unconscious biases.

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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
- 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

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; NCCU 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?

University of Florida, Levin College of Law

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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	

Link:

Internships

Link:

Fellowships

Perkins Coie 1L and 2L Diversity Fellowships aim to improve recruitment of early career attorneys. 65 (22 1Ls, 43 2Ls)

Since 1991, the 1L Diversity Fellowship program has paved a steady road to change by opening the door for historically underrepresented students to experience practice at a large law firm. The program provides each 1L student an academic scholarship and paid summer associate position. In 2020, Perkins launched its 2L Diversity Fellowship which offers a similar fellowship to historically underrepresented 2L students. Results of our recruiting are reflected in the diversity of our summer programs. Perkins Coie's 2022 Summer comprised 57% students of color, 65% women, and 13% LGBTQ+ students; our 2023 Summer class comprises 70% students of color, 62% women, and 15% LGBTQ+ students. Link: <https://www.perkinscoie.com/en/about-us/careers/law-students/1l-opportunities.html>; <https://www.perkinscoie.com/en/about-us/careers/law-students/2l-opportunities.html>

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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

Bay Area Diversity Career Fair, Cook County Bar Association Minority Job Fair, Lavender Law Career Fair, Sunbelt Diversity Recruitment Program

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.)?

For more than 10 years, Perkins Coie has offered education on D&I principles through learning/training sessions held several times per year for members of the firm's impact committees, which include the Executive Committee, Partner Compensation Committee, Associate and Counsel Evaluation Committee, as well as Practice Leaders, Office Managing Partners, and local Hiring Committees. The sessions are designed to address the biases and issues that firm leaders may encounter in their roles. Sessions on combatting implicit bias in the recruiting process have been hosted by internal and external experts. The content are available live, then on-demand, to all our firm members.

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Summer Associates

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

Our firm hosts an annual retreat for summer associates with diversity, equity and inclusion programming incorporated into various aspects of the retreat agenda, including an overview of available resources, professional development training and networking opportunities. Each summer associate is aligned with a mentor to ensure they work on matters which will set them up for success in their careers. Since 1991, Perkins Coie has offered the 1L Diversity Fellowship which provides a fellowship stipend and a paid summer associate position to diverse first-year law students who excel academically and make meaningful contributions to D&I efforts at their law schools. In 2020, we expanded our well-established Diversity Fellowship program to include 2Ls and increased the amount of the fellowship stipend to help offset law school debt.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

38 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	25	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	9	0	0
Black or African-American	2	7	0	0
Hispanic or Latinx	3	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	3	0	0
Two or More Races	2	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	3	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?

22

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

81 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	52	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	5	0	0
Black or African-American	6	4	0	0
Hispanic or Latinx	3	9	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	15	26	0	0
Two or More Races	2	4	0	0
Other or Unknown	0	3	0	0
Additional Demographics	2	9	0	0
LGBTQ+ Individuals	2	9	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

79 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	27	52	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	5	0	0
Black or African-American	5	4	0	0
Hispanic or Latinx	3	9	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	15	26	0	0
Two or More Races	2	4	0	0
Other or Unknown	0	3	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

73 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	48	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	5	0	0
Black or African-American	4	3	0	0
Hispanic or Latinx	3	8	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	14	24	0	0
Two or More Races	2	4	0	0
Other or Unknown	0	3	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

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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?

43

New Attorneys Hired

194 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	85	109	0	0
American Indian or Alaska Native	0	0	0	0
Asian	18	23	0	0
Black or African-American	10	8	0	0
Hispanic or Latinx	3	14	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	49	54	0	0
Two or More Races	2	9	0	0
Other or Unknown	3	1	0	0
Additional Demographics	7	5	0	0
LGBTQ+ Individuals	7	5	0	0
Individuals with Disabilities	0	0	0	0

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:

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CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Perkins Coie supports Resource Groups for both attorneys and business professionals, including: African American/Black; Asian American Pacific Islander; Latinx; Persons with Disabilities; LGBTQ+; Native American; Parents and Caregivers; South Asian/Middle Eastern; Veterans; Women's Forum; and Women of Color.

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Affinity Groups Cont'd

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

Perkins Coie is proud to be one of the few large law firms with a diversity and inclusion strategy that includes business professionals. Resource groups for both attorneys and business professionals are actively engaged in advancing the strategic goals of the firm. Resource groups are national committees organized around the agenda, interests and perspectives of those who have traditionally been underrepresented and they support those who face unique challenges in large law firms. Our resources groups are led by respected partners and professionals and supported by members of the D&I team. Resource groups also have dedicated budgets for business development initiatives, conferences and other expenses. More than 600 attorneys participate in our resource groups, which typically meet on a quarterly basis and hold programs throughout the year.

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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:

Our retreats are an important component of our culture and a crucial retention tool. Retreats are strategically designed to provide members of our workplace community unique opportunities to build organic relationships while in a professional development environment. They are also integral in engaging our historically underrepresented lawyers, who learn from and collaborate with one another, while sharing varied perspectives. Perkins Coie is especially proud of its biennial retreats, the Women Lawyers' Retreat and the Lawyers of Color/LGBTQ+/Lawyers with Disabilities/Veterans Retreat. In 2022, we hosted the first in-person Women Lawyers Retreat in several years. Hundreds of Perkins Coie women gathered in Santa Barbara for two days and nights of keynotes, panel discussions, and client networking events, with topics ranging from leadership to business development to parenting. The event also offered numerous activities promoting both wellness and networking. For more on the 2022 Women Lawyers retreat, please visit <https://www.youtube.com/watch?v=uskPIkxATDc>.

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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 monthly to discuss important topics such as compensation, workflow, and other associate matters. A representative from the firm's Management Committee attends the monthly meetings to answer questions and communicates back to Management Committee suggestions and concerns. Further, the associates committee is often consulted in an advisory role on possible changes to firm policies in advance of those changes.

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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 are proud of our Diversity & Inclusion Speaker Series. In this series, we seek to elevate diverse voices and perspectives, and to bring critical topics and experiences to the forefront. The series aims to lift our collective awareness and to inspire ongoing learning to empower the audience to become change agents, better allies, upstanders, and advocates for one another.

Distinguished guests recently featured in the series--each appearing in separate events-- include United States Senators Mazie Hirono and Tammy Duckworth; authors Gabby Rivera, Dr. Mary Patillo, Kenji Yoshino, Dolly Chugh, Suleika Jaouad, and Dr. Ibram X. Kendi; journalists Ben Fong-Torres, Ellen McGirt, Dr. Jelani Cobb, and LZ Granderson; and advocates Rebecca Nagle, Angela Ford, Jean-Marie Navetta, and Dr. Russell Jeung. In all, the stimulating and provocative conversations drew thousands of views from our firm, our clients, and our friends.

These events are often aligned with the observance of heritage months and important dates. We commemorate dates and months such as: Fred Korematsu Day, Black History Month, Women's History Month, Arab American Heritage Month, Asian American Pacific Islander Heritage Month, Juneteenth, Pride Month, Native American Heritage, Veteran's Day, Disability Employment Awareness Month, Hispanic Heritage Month, National Coming Out Day, and more.

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

In line with our strategy for the promotion and retention of historically underrepresented attorneys, the firm expanded the Sponsorship Program in 2021 to accommodate more protégés. The Sponsorship Program is designed to increase the retention, development, and advancement of high-potential diverse attorneys by pairing each participant with a seasoned, influential partner. The pairs set out to achieve specific, clearly defined, and measurable goals. Many of the program participants from past years have been promoted to partner or counsel, which is a path to partnership.

The firm also has a formal mentor program called Building Bridges that pairs associates and counsel with equity partners. Mentors and mentees are encouraged to meet regularly, and mentors are available for questions, guidance. And to support their mentee's career development. While this program is available to all associates and counsel, we consider diversity as a factor in identifying pairings, and the program helps to foster inclusion and belonging.

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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:

As previously noted, our retreats, resource groups and learning opportunities are an important part of our culture.

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Work Allocation

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

Yes

Describe how the firm monitors work distribution

Each Practice Group has assigned Talent Advisors that partner with practice group leadership, D&I, and Practice Management professionals to review associate hours and workload on a regular basis. For associates identified as not having enough work, too much work or a skill deficiency, the firm has an early intervention process that includes individual attention from Talent Advisors, D&I and responsible partners.

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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):

Associates and counsel receive up to 50 hours billable-equivalent credit for active engagement in DEI work.

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

Please describe the firm's initiatives to mitigate implicit bias: ___ For more than 10 years, Perkins Coie has offered education on D&I principles through learning/training sessions held several times per year for members of the firm's impact committees, which include the Executive Committee, Partner Compensation Committee, Associate and Counsel Evaluation Committee, as well as Practice Leaders, Office Managing Partners, and local Hiring Committees. The sessions are designed to address the biases and issues that firm leaders may encounter in their roles. Sessions on mitigating implicit bias in the evaluation process have been hosted by internal and external experts. The content are available live, then on-demand, to all our firm members.

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

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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
- No** 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? **No**

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

Senior Counsel is a title held by high-performing attorneys who are not on partnership track.

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.
Decline to respond. Data unavailable.

Promotions to Partnership

29 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	12	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	4	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	7	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	3	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?

50

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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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?

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:

Attorneys working less than full time or working an alternative schedule remain eligible for consideration for promotion to Counsel (the first promotion on the path to partnership) and to Partner consistent with the timing of their eligibility as if they remained full-time. The criteria for promotion remain the same. Each year Counsel who worked a reduced schedule or are working a reduced schedule are promoted to partner.

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

190 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	18	53	0	0
Equity Partners	41	26	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	21	17	0	0
Non-Partner-Track Attorneys	1	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:

Progyny is available through Regence BlueShield. Progyny benefit includes comprehensive treatment coverage leveraging the latest technologies and treatments, personalized emotional support and guidance from dedicated Patient Care Advocates (PCAs), and access to high-quality care through a premier network of fertility specialists.

3* Smart Cycles per family per lifetime

2 Initial consultations per year

Fertility Preservation Egg freezing coverage storage

Tissue storage Tissue storage is included for the first year in applicable treatment cycles. Your employer offers an additional 1 year of storage while covered under the Progyny benefit.

*You have access to an additional Smart Cycle if your first three are not successful.

Adoption Assistance: Perkins Coie LLP established this Adoption Assistance Plan in 2010, for the exclusive benefit of Participants. The purpose of the Plan is to reimburse Participants for all or a portion of the cost of adopting an Eligible Child. You are eligible to be reimbursed for the adoption of any one Eligible Child up to \$5,000.

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?

Primary is birth parent, adoptive, foster parent. Secondary is non-birth parent.

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

20 weeks

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

12 weeks

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.

The Firm provides paid leave to attorneys following the birth or placement for adoption or foster of a child, whether they are eligible for FMLA leave.

The following paid leaves are available:

Birthparent, adoptive, foster parent - 20 weeks

Non-birth parent - 12 weeks

All family leave participants Transition time - 14 days of annualization* of their hours for the statistical year

*"Annualization" calculates an attorney's legal or client billable hours pace excluding a leave period. Annualizing hours makes it easier to compare an attorney's hours pace with others who do not have a leave. Annualized hours are also used to determine bonus eligibility at the end of the statistical year.

Family leave is intended to be taken in a single block of time. An attorney taking Family leave may initiate the leave at their discretion. However, before the child's birth/adoption/foster, any time taken will be counted toward the total amount of leave available.

In addition to the paid leaves described above, new parents also have "transition time." This transition time is intended to lessen the pressure to meet hours expectations immediately following a new parent's return from leave. Transition time is for 4 weeks in which the individual returning from leave may work at a 50% pace. New parents receive the benefit of transition time immediately following their return from leave or following their return from the first increment of leave, in the form of 14 days of annualization of their hours for the statistical year.

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

92 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	46	46	0	0
American Indian or Alaska Native	1	0	0	0
Asian	3	16	0	0
Black or African-American	6	4	0	0
Hispanic or Latinx	5	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	19	0	0
Two or More Races	3	2	0	0
Other or Unknown	0	1	0	0
Additional Demographics	5	5	0	0
LGBTQ+ Individuals	5	5	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	26	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	4	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	8	0	0
Two or More Races	1	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

0

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	3	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	1	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

SUCCESSSES 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

Sponsorship. The firm expanded the Sponsorship Program in 2021, which is designed to increase the retention, development, and advancement of high-potential historically underrepresented attorneys by pairing participants with a seasoned, influential partner. The pairs set out to achieve specific, clearly defined, and measurable goals. The previous cohort of the program was very successful, with approximately half of the participants being promoted to partner or counsel, which is a path to partnership.

Firm leaders nominated diverse attorney participants who were then each paired with a seasoned, influential partner. Each sponsorship pair is responsible for developing an action plan to achieve specific, clearly-defined, and obtainable goals, such as: promotion, increasing client opportunities, or developing subject matter expertise. The pairs work with our Diversity & Inclusion Department and an external consultant to facilitate communication, provide resources, and help with goal setting. They are responsible for tracking their progress and annual metrics are reported to the firm's Executive Committee. The 2021 and 2022 cohorts of the program were very successful, with approximately half of the participants being promoted to partner or counsel, which is a path to partnership. The 2023 cohort benefits from iterative improvements to the program made with each cohort.

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

Succession Planning. The firm pursues its goal of diversifying firm leadership through succession planning. The firm has a formal process in place to achieve its goal of diversifying firm leadership and achieving even greater diversity in practice groups, committee leadership, and client relationship successions. As a regular practice, Perkins Coie formally solicits names of diverse attorneys, via surveys of practice groups and offices to ensure diverse representation. The CDIO and resource group leaders are also encouraged to identify and solicit candidates for leadership positions. The resulting list of diverse attorneys is reviewed by firm management and the CDIO when leadership appointments arise and is maintained and cultivated as a pool of potential leaders. Additionally, as a signatory to the Mansfield Rule, the firm has implemented even more rigor in this process to ensure we are, at all times, compliant with the Rule's requirements.

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

Our continued commitment to hiring and advancing women and people who have historically been underrepresented in the legal industry is evident in our increasingly diverse demographics at every level:

*A woman chairs our Executive Committee, and the committee's membership comprises 47% women and 24% people of color. 33% of Management Committee members are women; 17% are people of color.

*43% of our 2022 Partner Class are women; 32% are attorneys of color.

*60% of our 2022 Counsel Class are women; 32% are attorneys of color.

*54% of practice group leaders are women; nearly 60% of office managing partners are diverse.

*Our 2022 Summer Class was our second most diverse in recent years, comprising 57% students of color, 65% women, and 13% LGBTQ+ students.

We look forward to continuing to expand and enhance our culture of inclusion and belonging.

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 and accomplishments continue to be in alignment with our Strategic Diversity & Inclusion Plan. As we continue the work ahead, diversity & inclusion continues to be embedded in every aspect of firm management with emphasis on community and commitment to our professionals.

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

0

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

0

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?

Do your due diligence but don't focus solely on perceived prestige and firm size when researching firms. Research a firm's engagement in DEI work by viewing the company website and reading their Vault profile. Do they have diversity in their leadership, does their mission statement speak to their DEI goals and/or have they made statements announcing their support of DEI? Ask for specifics regarding what they are doing to advance diversity and inclusion within the firm, the legal profession and the communities they serve. Take note of whether or not you have a diverse slate of interviewers and if they are well-versed in the firm's commitment to DEI. Some questions you may ask to assess a firm's commitment to fostering a diverse and inclusive workplace include: 1. What are the firm's core values? 2. Is diversity, equity, and inclusion important to the firm? If so, why? 3. Please share some of the things the firm is doing to foster an inclusive workplace. 4. What recruiting strategies has the firm employed to enhance diversity at the firm? 5. What is the firm doing to develop the diverse attorney pipeline? 6. What is the firm doing to ensure that work, pitch team opportunities, and career development opportunities are equitably allocated? 7. Does the firm have a dedicated diversity, equity and inclusion staff that is charged with coordinating the firm's strategic diversity & inclusion goals?