

# Simpson Thacher & Bartlett LLP

## 2023 Vault Law Firm Diversity Survey

### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Alden Millard, Chair	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 11

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

*Firm does not track Individuals with Disabilities*

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**

Carlos Davila-Caballero, Chief Diversity, Equity and Inclusion Officer

Judith Caesar-Brown, Director of Diversity, Equity and Inclusion

**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: **30**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>23</b>	<b>7</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	4	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	0	0	0	0

*We do not track disability information.*

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**

1,031 Total attorneys in U.S. offices

1,356 Total attorneys worldwide (including all U.S. and global offices)

**U.S. Associates**

752 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>412</b>	<b>339</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	2	0	0	0
Asian	60	83	0	0
Black or African-American	11	14	0	0
Hispanic or Latinx	16	16	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	287	195	1	0
Two or More Races	25	25	0	0
Other or Unknown	11	6	0	0
<b>Additional Demographics</b>	<b>38</b>	<b>21</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	38	21	1	0
Individuals with Disabilities	0	0	0	0

*There are 6 men and 2 women who identify as Middle Eastern/North African. Due to the lack of applicable category, they are counted in "Other or Unknown." Firm does not track Individuals with Disabilities.*

2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

156 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>121</b>	<b>35</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	5	5	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	6	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	106	25	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	1	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	0	0	0	0

*There is 1 man who identifies as Middle Eastern/North African. Due to the lack of applicable category, he is counted under "Other or Unknown." Firm does not track Individuals with Disabilities.*

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

43 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>29</b>	<b>14</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	2	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	26	10	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	1	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

*Firm does not track Individuals with Disabilities.*

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

80 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>43</b>	<b>37</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	5	3	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	34	31	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	0	0	0	0

Firm does not track Individuals with Disabilities.

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

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

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

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

U.S. Office Managing Partners

5 Total U.S. Office Managing Partners

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

Firm does not track Individuals with Disabilities.

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

47 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>35</b>	<b>12</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	5	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	5	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

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?

No If yes, describe the firm's targets:

**2023 Vault Law Firm Diversity Survey**

**Accountability**

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

**No**

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



**2023 Vault Law Firm Diversity Survey**

**DEI Training**

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

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

If applicable, describe any other initiatives taken:

**2023 Vault Law Firm Diversity Survey**

**RECRUITMENT AND HIRING**

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**HBCUs**

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

**Yes**

If yes, which HBCUs does the firm hire from?

Howard

**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
<p><b>Scholarships</b></p> <p>In 2021, we launched our Conrad Harper 2L Diversity Fellowship. Named in honor of the Firm's first Black partner, the Fellowship seeks to increase and support Simpson Thacher's pipeline of associates from diverse backgrounds through its Summer Associate Program. The Fellowship offers \$50,000, paid in two installments, to help defray the cost of tuition, loans and other law school-related expenses. We also have a 1L Diversity Program where we provide our diverse first-year law students with access to the Leadership Council on Legal Diversity (LCLD) 1L Diversity Summit, and through a collaboration with a major client, our 1L program now provides our 1Ls in New York and Washington, D.C. with client exposure and a designated client mentor. Link: <a href="https://www.stblaw.com/your-career/summer-program/how-to-apply">https://www.stblaw.com/your-career/summer-program/how-to-apply</a></p>	<p>We awarded 19 Conrad Harper Diversity Fellowships to 2Ls Firmwide in 2022.</p>

**Internships**

Link:

**Fellowships**

Link:

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

### **Career Fairs**

Does the firm participate in legal diversity career fairs?

**Yes**

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

Lavender Law Conference (LGBTQ)

### **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.)?

To help combat implicit bias, we conduct interview training and encourage the use of behavioral interview questions. When making hiring decisions, grades are not shown to all interviewers, but only to those making the final decision. We also have an online voting system to facilitate individual candidate assessment and to avoid group thinking in the decision-making process.

**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 provides all summer associates with access to meaningful DEI programming and mentorship throughout the summer. Highlights typically include our Asian American Pacific Islander Heritage Month, Juneteenth and Pride Month Events. Each of our six affinity groups hosts networking events for diverse summer associates throughout the summer.

2023 Vault Law Firm Diversity Survey

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

24 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>17</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	8	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	3	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	5	0	0
Individuals with Disabilities	0	0	0	0

Firm does not track Individuals with Disabilities.

**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?

24

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

158 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>74</b>	<b>84</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	9	26	0	0
Black or African-American	7	7	0	0
Hispanic or Latinx	4	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	45	31	0	0
Two or More Races	9	13	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>7</b>	<b>6</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	7	6	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

158 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>74</b>	<b>84</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	9	26	0	0
Black or African-American	7	7	0	0
Hispanic or Latinx	4	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	45	31	0	0
Two or More Races	9	13	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>7</b>	<b>6</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	7	6	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

144 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>69</b>	<b>75</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	9	24	0	0
Black or African-American	7	4	0	0
Hispanic or Latinx	4	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	42	31	0	0
Two or More Races	7	10	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	6	6	0	0
Individuals with Disabilities	0	0	0	0

Firm does not track Individuals with Disabilities.

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?

Of the 144 law students who participated in the Firm’s 2L summer program, 19 students were awarded the Conrad Harper Fellowship.

**New Attorneys Hired**

255 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>139</b>	<b>115</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	22	32	0	0
Black or African-American	5	4	0	0
Hispanic or Latinx	5	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	88	55	1	0
Two or More Races	10	9	0	0
Other or Unknown	8	5	0	0
<b>Additional Demographics</b>	<b>19</b>	<b>9</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	19	9	0	0
Individuals with Disabilities	0	0	0	0

There are 3 men and 1 woman who identify as Middle Eastern/North African. Due to the lack of applicable category, they are counted in "Other or Unknown." Firm does not track Individuals with Disabilities.

**Mandatory Arbitration**

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

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

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



**2023 Vault Law Firm Diversity Survey**

**CULTURE AND COMMUNITY**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

Asian, Black Lawyers Network, Colegas (Latinx), South Asian, STB Proud (LGBTQ+), Parents

## **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 supports these groups through activities like welcome receptions, informal lunches and professional development workshops. The affinity groups in the New York office are open to lawyers outside of New York to encourage participation in events, both in-person when in New York or remotely. In addition, in 2019 the Firm introduced Inclusion Networks in our U.S. offices outside New York. These networks are meant to encourage DEI activities and support diverse lawyers in each of our offices, especially where there may not be a critical mass of diverse attorneys to create full-fledged affinity groups.

## 2023 Vault Law Firm Diversity Survey

### DEI Events

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

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

If applicable, provide more detail on the firm's DE&I events:

In 2022, we hosted our Diversity Leadership Conference in person after holding a virtual conference in 2021. All of our diverse associates across our U.S. offices were invited to participate in a two-day program with a special focus on professional development and affinity group and inclusion network connectivity. This biennial conference, typically held in our New York office, provides a valuable opportunity for our diverse associates to build relationships across offices and groups, including with Firm leadership. We also receive thoughtful feedback and suggestions, most of which are beneficial to all of our attorneys. We plan to host our next Diversity Leadership Conference in 2024.

In June 2023, the Firm invited third-year women associates from across our U.S. offices to participate in a newly launched pipeline initiative -- the Women's Leadership Conference (WLC). The inaugural WLC, held in our New York office, was an opportunity for the 40 women attendees to hear directly from Simpson Thacher leadership, participate in a facilitated executive leadership presence workshop and engage in professional development conversations with some of the Firm's women partners. Topics explored included pathways to partnership, strategic communication, client engagement and work-life integration. The day's events were also an occasion to connect and celebrate the accomplishments of our women lawyers. The WLC was sponsored with the objective of increasing and solidifying the pipeline of future women leaders at the Firm.

**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 at least quarterly with its committee partner leaders (co-chairs). Associates and partners communicate and strategize about the best ways to advance associate life at the Firm.

**2023 Vault Law Firm Diversity Survey**

**Combating Structural Racism**

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

**Cultural Awareness**

How does the firm commemorate important dates honoring diversity?

The Firm recognizes important dates honoring diversity, equity and inclusion in a variety of ways ranging from heritage month speakers and celebrations; affinity group social and programming events; and Firm holidays, including Juneteenth.

**2023 Vault Law Firm Diversity Survey**

**NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

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**Mentoring & Sponsorship**

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

**Yes**

If applicable, describe the mentoring or sponsorship program

The Diversity Mentoring Program (DMP) provides first-year diverse associates with the tools and opportunities to create connections with colleagues and form meaningful relationships that will develop and continue over time. DMP partner mentors and their mentees participate in a series of meetings to discuss the associates' development, assignments, work-life balance and any other relevant topics. Members of our DEI team support the Program through mentor-mentee pairings based on the associates' interests and goals. DEI team members also facilitate networking events; conduct follow-up discussions with the partners and associates to check in on the frequency of meetings and effectiveness of pairings; and provide resources and training to support the associates' career trajectories. In fall of 2022, the Firm launched a Diversity Sponsorship Pilot Program to invest in the long-term careers of diverse fourth-year associates. The Program was designed to include specific action plans for participants to develop their skills and build connections with senior attorneys over the course of 16 months. Achieving the objectives of the Program will enhance our ability to retain, develop and advance the careers of diverse lawyers.

## 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 offers diversity bar memberships and pays for associates to participate in leadership programs, including New York City Bar Associate Leadership Institute; OutLeadership Emerging Leaders; Charting Your Own Course and the MsJD LaddHer Up Conference. The Firm also hosts a variety of training academies: STBReady (an intensive training academy for all first-year associates) and ST Advance (for mid-level and senior associates). As referenced above, we also host a biennial Diversity Leadership Conference for all diverse U.S. associates and counsel and the Women's Leadership Conference for women third-year associates.



**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

The staffing partner(s) for each department or practice group, in collaboration with members of the professional development staff, monitor work distribution and professional development opportunities. Monitoring is also done through the Diversity Practice Group discussions where each group's DEI dashboard provides staffing partners objective benchmarks to monitor equitable work allocation.

**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):

Simpson covers the costs of one professional membership, including affinity bar organizations such as the Asian American Bar Association of New York or the South Asian Bar Association of New York. For additional professional development opportunities, see supra.

**2023 Vault Law Firm Diversity Survey**

**PROMOTION AND ADVANCEMENT**

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**Countering Implicit Bias**

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

**Yes**

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

Every year the Firm hosts implicit bias workshops for new lawyers Firmwide (incoming associates and laterals); the Firm supplements that presentation with additional implicit bias workshops on topics such as recruitment and feedback. All lawyers are encouraged to participate from partners to summer associates. All new hires are required to complete various DEI trainings.

**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

Each year, associates are asked to provide anonymous feedback on associates senior to them, counsel and partners.

## 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
- No** 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):

Our leadership is knowledgeable about the topic of implicit bias and recruiting, so development and advancement discussions are crafted to ensure diverse lawyers are offered opportunities to develop and advance at the Firm.

### Multi-tier Partnership

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

### Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

Associates can also be promoted to counsel.

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.

80% (159/199)

**Promotions to Partnership**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>11</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	2	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	14	8	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

Firm does not track Individuals with Disabilities.

**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.

N/A (firm has no billable requirement)

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

## 2023 Vault Law Firm Diversity Survey

### **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:

The Firm applies a uniform method for determining the impact of a reduced-hours arrangement on the timing of the participating attorney's initial consideration for partnership. Under this method, the initial consideration for partnership of an attorney participating in a reduced-hours arrangement generally will occur when that attorney has worked an equivalent of eight full years at the Firm (or in another legal professional position since law school graduation), with any percentage reduction in hours worked by that attorney being deducted from time worked for these purposes.

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**2023 Vault Law Firm Diversity Survey**

**Attorneys Working Reduced Hours**

16 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	9	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	1	5	0	0
Non-Partner-Track Attorneys	0	0	0	0

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**WORKING PARENTS**

**Family-planning Resources**

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

**Yes**

If applicable, describe the family-planning resources available:

The Firm has partnered with Progyny, a leading fertility and family building solutions provider. Through Progyny, employees enrolled in one of the Firm's medical plans have access to: high-quality care through a premier network of fertility specialists, the latest clinical technologies and best practices to support the path to parenthood and personalized emotional support and guidance from dedicated Patient Care Advocates.

**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?

12-18 weeks



## 2023 Vault Law Firm Diversity Survey

### **Parental Leave Policy**

Describe the firm's parental leave policy.

Under the Firm's enhanced Parental Leave Program, all employees may be eligible for the following:

- oDisability Leave following childbirth: Birthing parents are eligible for Firm paid disability leave (typically 6 weeks) for post-partum recovery following childbirth. This may be in addition to any pre-delivery disability for pregnancy complications.

- oPaid Parental Leave: All parents, regardless of gender and/or caregiver status, are eligible for up to 12 weeks of Firm paid leave to care for and bond with their newborn or newly adopted child.

- i,\$Paid Parental Leave is in addition to any Disability Leave following childbirth, meaning that the total leave time for most birthing parents is 18 weeks.

- oAdoption/Surrogacy Leave "AS Leave": This policy provides 6 weeks of Firm paid leave in addition to Paid Parental Leave for all employees who are expanding their families through adoption or surrogacy, resulting in a total of 18 weeks of Paid Parental and AS Leave time. AS Leave can be used either before and/or after the adoption or surrogacy process.

- i,\$The Firm is also proud to offer an Adoption/Surrogacy Stipend to complement the AS Leave. The stipend provides employees with up to \$30,000 (lifetime limit) in reimbursement for certain expenses that are particular to adoption or surrogacy.

## 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?

- No** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

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

The Firm does not pro rate billable requirements / credit / bonus targets for parents who take leave because the Firm does not have billable requirements. The Firm also provides additional support through the Parents Affinity Group.

**2023 Vault Law Firm Diversity Survey**

**INCLUSIVENESS AND ACCESSIBILITY**

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**Equity in Benefits**

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

**Yes**

**LGBTQ+ Inclusivity**

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

- Yes** Provides gender-neutral restrooms/facilities
- Yes** Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes** Provides an opportunity for employees to share preferred pronouns
- Yes** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes gender identity and expression as a protected category
- No** Other (please elaborate):

**Accessibility**

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

- Yes** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes** Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes** Non-discrimination policy explicitly includes disability as a protected category
- No** Other (please elaborate):

2023 Vault Law Firm Diversity Survey

**ATTRITION**

**Departures among U.S. Associates**

143 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>70</b>	<b>73</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	12	21	0	0
Black or African-American	2	9	0	0
Hispanic or Latinx	6	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	47	34	0	0
Two or More Races	3	7	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	7	4	0	0
Individuals with Disabilities	0	0	0	0

Firm does not track Individuals with Disabilities.

**Departures among U.S. Partners**

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

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

Firm does not track Individuals with Disabilities.

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	0	0	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	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Firm does not track Individuals with Disabilities.

**2023 Vault Law Firm Diversity Survey**

**SUCSESSES AND PRIORITIES**

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**Top Three Accomplishments**

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

**#1**

In 2022, we continued to build STB United for Justice. The Initiative, launched in 2020, is a comprehensive and purposeful long-term initiative to combat racial and social injustice in the U.S. through the collaborative efforts of STB personnel and external stakeholders. STB United for Justice serves as the main framework to support, fund, and drive Simpson Thacher's efforts to promote racial and social justice. As part of this Initiative, the Firm hosts annual discussions with Black change-makers. In 2021, the Firm hosted a Juneteenth conversation with author, professor and anti-racist activist, Dr. Ibram X. Kendi with over 450 attendees. In 2022, the Firm hosted Pulitzer-prize winning journalist, Nikole Hannah-Jones, for our Juneteenth commemoration. This year, we hosted Harvard Law professor Annette Gordon-Reed, who spoke about the country's long road to Juneteenth and the history, hardships and contributions of Black Americans in Texas.

## 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 STB First Look: Law Student Diversity Summit, launched in the spring of 2022, provides first-year law students from underrepresented backgrounds the opportunity to visit the Firm, hear from and network with our lawyers, and learn about corporate practice at a large law firm. This includes a full day of substantive programs about large firm practice and career development. Past speakers have included Robin Arzán and the Firm's first Black partner, Conrad Harper; in his honor, the Firm launched the Conrad Harper Diversity Fellowship in 2021. In 2023, the Summit was kicked off by our Citywide Diversity Reception. The Firm's Annual Citywide Diversity Reception has been held for the past ten years to celebrate our commitment to inclusion, create the space to connect as members of the Simpson Thacher community, and broaden our individual and collective knowledge about the strength and value of our differences and backgrounds. Featured speakers have included America Ferrera, Rita Moreno, Laverne Cox, Misty Copeland and Lin-Manuel Miranda.

## **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**

oWomen's Leadership Conference (Conference): In June 2023, the Firm invited third-year women associates from across our U.S. offices to participate in a newly launched pipeline initiative -- the Women's Leadership Conference (WLC). The inaugural WLC, held in our New York office, was an opportunity for the 40 women attendees to hear directly from Simpson Thacher leadership, participate in a facilitated executive leadership presence workshop and engage in professional development conversations with some of the Firm's women partners. Topics explored included pathways to partnership, strategic communication, client engagement and work-life integration. The day's events were also an occasion to connect and celebrate the accomplishments of our women lawyers. The WLC was sponsored with the objective of increasing and solidifying the pipeline of future women leaders at the Firm.



## 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

Diversity Sponsorship Pilot Program (Program): Launched in 2022, the Diversity Sponsorship Pilot Program invests in the long-term careers of diverse fourth-year associates. The Program's main objectives are to:

- \*foster relationships between diverse associates (Sponsees) and partners (Sponsors), who will serve as champions for and take co-ownership of the Sponsees' careers;

- \*raise the profile of the Sponsees with Firm leadership, thereby forming connections that are essential for career advancement;

- \*empower the Sponsees to develop career strategies and provide them with tools and resources to achieve their career objectives, including long-term positions at the Firm, thereby reinforcing the Firm's commitment to the Sponsees' professional growth and success; and

- \*grow the pipeline of diverse lawyers under consideration for senior-level Firm positions, including partnership.

The Program has been designed to include specific action plans for participants to develop their skills and build connections with senior attorneys over the course of 16 months. We ensure continuous Program improvement by implementing feedback from Program participants and Diversity Co-Chairs. In 2023 we worked to hone the content and structure of the Pilot Program for its second year. Achieving the objectives of the Program will enhance our ability to retain, develop and advance the careers of diverse lawyers.

## **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**

oDiversity Mentoring Program (Program): Simpson Thacher firmly believes in the importance of mentoring throughout each stage of career development. The Diversity Mentoring Program (DMP) provides first-year diverse associates with the tools and opportunities to create connections with colleagues and form meaningful relationships that will develop and continue over time. DMP partner mentors and their mentees participate in a series of meetings to discuss the associates' development, assignments, work-life balance and any other relevant topics. Members of our DEI team support the Program through mentor-mentee pairings based on the associates' interests and goals. DEI team members also facilitate networking events; conduct follow-up discussions with the partners and associates to check in on the frequency of meetings and effectiveness of pairings; and provide resources and training to support the associates' career trajectories. Every year since its inception in 2016 the program is evaluated and enhanced to address feedback and recommendations from program participants.

## **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**

oWomen's Leadership Cohort Initiative (Program): First piloted across our U.S. offices in 2022, this nearly yearlong leadership pipeline program has been expanded for 2023 to benefit women beginning their fourth year of practice. The initiative integrates moderated peer learning groups ("Cohorts"), individual coaching and professional development conversations with Simpson Thacher partners and external consultants. The 2023 program was further expanded to address the following key priorities:

\*Offer leadership skills coaching and resources to a significant number of women associates during a critical point in their careers -- the transition from junior to midlevel associate -- in order to support the growth, advancement, and fulfillment of the participants;

\*Enhance the sense and experience of community for women at the Firm;

\*Share better leadership practices across Firm offices and practice groups; and

\*Address unique challenges women encounter in the practice as they advance in seniority.

With the objective of increasing and solidifying the Firm's pipeline of future women leaders, the program aligns with our DEI strategic plan to retain, develop and advance the careers of women and diverse lawyers at Simpson Thacher.

**2023 Vault Law Firm Diversity Survey**

**ADVICE TO CANDIDATES**

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**Advice**

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

In addition to reviewing the diversity numbers for law firms, students should ask all interviewers (rather than just diverse interviewers) diversity-related questions. Inconsistency in the breadth of knowledge among interviewers about an organization's diversity efforts should be a sign of how firmly entrenched DEI is in a firm's DNA. Students should also ask if and how attorneys are involved in the firm's diversity efforts and/or attend any of the firm's programming.