

Choate, Hall & Stewart LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Charles A. Cheever, Managing Partner	White	Male	
William P. Gelnow, Jr., Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 10

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	3	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	6	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

We do not seek nor track data regarding 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

Suzanne McDonald, Managing Director of Human Resources

DEI Committee

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

In what year was the committee formed?

Choate’s DEI Committee has been in existence for more than 20 years

Total Number of Attorneys on DEI Committee: 12

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	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	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

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

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

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

224 Total attorneys in U.S. offices

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

U.S. Associates

110 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	53	55	0	2
American Indian or Alaska Native	0	1	0	0
Asian	1	3	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	5	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	47	33	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	7	0	2
Additional Demographics	5	5	0	0
LGBTQ+ Individuals	5	5	0	0
Individuals with Disabilities	0	0	0	0

We do not seek nor track data regarding disabilities.

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

64 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	44	20	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	41	18	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	0	0	0
LGBTQ+ Individuals	4	0	0	0
Individuals with Disabilities	0	0	0	0

We do not seek nor track data regarding disabilities.

U.S. Non-Equity Partners

34 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	21	12	0	1
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	8	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	1
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not seek nor track data regarding disabilities.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

13 Total Counsel / Of Counsel

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

We do not seek nor track data regarding disabilities.

U.S. Non-Partner-Track Attorneys

3 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	1	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	2	1	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 seek nor track data regarding disabilities.

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

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

U.S. Office Managing Partners

2 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	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	2	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 seek nor track data regarding disabilities.

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

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:

Diversity, equity and inclusion are core values and priorities at Choate. This includes materially increasing diversity in recruitment, retention, promotion, and/or leadership. Every year we aspire to do better than the year before, with an increase in the overall levels of diversity within our Firm. From entry level attorneys to attorneys within the Firm's leadership group to our business professionals, all are of high focus.

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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?

The Firm has a highly subjective compensation system, which incorporates measurable contributions including efforts in recruiting, training and developing our diverse talent.

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

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?

Choate participates in OCI at Howard University. We collect resumes from all other HBCUs. We also participate in the Boston Lawyers' Group, an OCI process devoted exclusively to diverse law students across a broad range of law schools.

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 all law schools at which we interview with a focus on diversity.

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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

Choate is proud to offer a 1L Diversity Fellowship as part of the Firm's longstanding commitment to recruiting, developing, retaining and promoting outstanding lawyers who offer perspectives and talents shaped by a broad range of socioeconomic, racial, ethnic, and personal backgrounds. Fellows are fully paid members of Choate's summer program and are eligible for an additional stipend. Choate also offers a 2L Diversity Fellowship, where students hired into the summer associate class are eligible for an additional stipend. Link: <https://www.choate.com/careers/1ldiversity-fellowship.html> Six (three 1L Diversity Fellowships, three 2L Diversity Fellowships)

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

Boston Lawyers Group Job 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.)?

Choate uses a blind resume review in many cases for initial resume selection. In addition, our interview process includes a case study-based session where all candidates are given the same scenario as part of their interview so responses can be objectively compared from candidate to candidate. Choate has also conducted implicit bias training with a focus on hiring.

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 program includes a robust training program to address DEI-related issues. This includes a session for the entire class with the Managing Partners regarding Choate's DEI strategy and a meeting with diverse senior leaders in the Firm where they discuss important topics (e.g., mentoring, feedback, and networking), and share lessons about how to approach these topics most effectively. All summer associates have mentors. Mentor pairings ensure that all diverse summer associates have at least one diverse mentor. Our affinity groups also host a series of gatherings - formal and informal - throughout the summer program so our diverse summers can begin to build their internal network. We also host a Diversity Lunch Roundtable series for diverse summer associates with clients so they can begin to build their external network early in their careers. We also have a collaborative program with some of our clients where Choate diversity fellows have the opportunity to get to know a client's organization by observing various internal meetings, meeting with senior leaders at the client's organization, and working on client projects in those organizations.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

3 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	1	0	1
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	0	0	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	1
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not seek nor track data regarding 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?

2

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

19 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	8	0	3
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	8	5	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	3
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

19 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	8	0	3
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	8	5	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	3
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

19 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	8	0	3
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	8	5	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	3
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	0	0	0

We do not seek nor track data regarding disabilities.

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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?

3

New Attorneys Hired

29 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	19	7	0	3
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	2	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	2	0	0
Two or More Races	0	1	0	0
Other or Unknown	1	0	0	3
Additional Demographics	4	2	0	0
LGBTQ+ Individuals	4	2	0	0
Individuals with Disabilities	0	0	0	0

We do not seek nor track data regarding 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

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

LGBTQIA+ Attorney Group, Attorneys of Color, AAPI Group, Choate Women's Network

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 works with all of the formal and informal affinity groups to provide educational and social opportunities. The Firm's efforts include (i) coordinating diversity, equity and inclusion programs with the Firm's clients and alumni, (ii) supporting the Choate Women's Network ("CWN") Initiative, to mentor and retain a strong network of women lawyers, (iii) organizing and supporting the Diversity, Equity and Inclusion Committee, which is charged with promoting inclusion across the Firm; (iv) providing periodic sensitivity training sessions across the Firm; and (v) creating opportunities for talent across the Firm to be involved in community initiatives.

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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:

The Firm hosts an annual getaway networking weekend on Martha's Vineyard for people of color and LGBTQIA+ lawyers and alumni.

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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?

Yes

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

Choate has a very robust feedback program which encourages routine feedback from partner to associate and associate to partner. While Choate does not have a formal reverse mentoring program, we regularly solicit anonymous upward feedback from associates about the performance of partners on a variety of metrics.

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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:

Choate's Associate Committee solicits feedback from the associate body throughout the year. The leaders of the Associate Committee meet with the Managing Partners and the Firm's Chief of Legal Recruiting and Talent Development periodically to provide feedback on the themes that have been discussed by the Committee. In turn, the Managing Partners share this feedback with the partnership at monthly partner meetings along with proposals for how to address any issues that may have been raised.

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Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **No**

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

The Diversity, Equity and Inclusion Committee plans social and educational events throughout the year in part with designated formal and informal affinity groups at the Firm. Here are some examples: (i) To celebrate Black History Month, the Firm hosted a panel with Black Choate alums, (ii) During Pride Month, the Firm hosted an event featuring Jean E. Dolin, the Creative Director and Curator of the Portraits of Pride Boston Exhibition, (iii) The Firm celebrated Juneteenth by offering a day off for reflection. In addition, (iv) the Firm also provided educational resources on the history of Juneteenth and its impact on society. (v) The Firm also commemorated Lunar New Year with educational resources regarding the significance of the holiday. During AAPI Month, the Firm contributed to the already-created internal "Celebrating Diversity" webpage providing additional media, books and online educational resources.

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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

When determining our mentor pairings, the Professional Development team ensures that each diverse attorney has at least one mentor who is a senior leader within the Firm.

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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:

Programs offered exclusively for diverse attorneys are those which help the attorney establish and grow their network of like attorneys throughout the Firm. Affinity groups also offer programs specifically for their members. For example, the Choate Women's Network offers a range of programming which addresses topics such as participating on boards and financial planning.

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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

The Professional Development team monitors work levels across the Firm with particular attention to the workload of diverse attorneys. In addition, PD meets with senior leaders in each department monthly to discuss the nature of work opportunities being offered to diverse attorneys.

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):

Choate attorneys often share invitations to external DEI network-building events taking place in the Boston area. This might include Choate-specific tables at DEI events, opportunities to hear speakers on DEI-related topics, Boston Bar Association seminars, etc.

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

A number of years ago, the Firm redesigned its feedback forms to create more objective criteria for associate evaluation. It also hired a diversity consultant to review those forms to ensure they were free of biased descriptions of performance, etc. In addition, the Firm's counsel reviews all written reviews provided to each diverse attorney to ensure they are free of bias in their language or assessment. In terms of work allocation, our Professional Development team meets with senior leaders in each department routinely to discuss the nature of work being assigned to diverse attorneys, among other assignment-related topics covered during these meetings (as described above).

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

Our upward review process is managed by an external vendor who collects and reports all data back to the Firm on an anonymous basis.

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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?

- 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):

The Firm's explicit goal of increasing diversity among its legal and non-legal professionals and its intentional efforts to recruit at colleges and universities with broadly diverse populations allow the Firm to consider diverse candidates for all open positions.

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:

Of Counsel, Senior Counsel, and off-track attorneys.

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Homegrown Partners

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

61%

Promotions to Partnership

12 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	5	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	0	1	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	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

We do not seek nor track data regarding 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.

Yes

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

150 hours can be applied toward the Firm’s billable hour target each year across any combination of the following options: Firm sponsored DEI activities, Firm-sponsored wellness activities, pro bono work and/or on-the-job training opportunities. Each attorney can apply these 150 hours at their discretion among any of the above listed categories or concentrate them all in one area.

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?

If an attorney achieves their billable target for the year, they receive a lockstep bonus as a minimum. However, "above market" bonuses are also paid based on strong performance hours, and/or other unusual contributions to the Firm. The Firm shares the range of bonuses awarded at each level but does not share actual compensation for each associate.

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:

As the first major law firm in Boston to elect women to its equity partnership, Choate has a long-standing commitment to hiring, retaining, developing and promoting part-time attorneys, particularly women. Attorneys have made partner while on family leave and part-time attorneys have been promoted to partner after just returning from leave or having worked part-time for many years.

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Attorneys Working Reduced Hours

16 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	2	0	0
Equity Partners	2	4	0	0
Non-equity Partners	0	3	0	0
Counsel / Of Counsel	2	1	0	0
Non-Partner-Track Attorneys	0	1	0	0

WORKING PARENTS

Family-planning Resources

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

Yes

If applicable, describe the family-planning resources available:

Various family-planning benefits are provided through our health insurance program.

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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?

20-22 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

All parents are entitled to 14 weeks of bonding leave. In addition, parents who give birth are entitled to 6-8 weeks of medical leave.

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Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

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

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

0 Total Number of Departures among Associates 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

Departures among U.S. Partners

0 Total Number of Departures among U.S. Partners 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

0

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

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

Choate conducted a nation-wide search to identify a consultant to advise on specific strategies to help the Firm make further material longstanding progress in the areas of diversity, equity and inclusion. Working with the consultant, the Firm conducted eighteen affinity-based focus groups and a comprehensive firm-wide survey to elicit feedback from across the Firm on a broad range of DE&I topics. This feedback has been the foundation for creating and shaping Choate's DE&I priorities.

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

Choate has historically offered a 1L Diversity Fellowship as part of its longstanding commitment to recruiting, developing, retaining and promoting outstanding lawyers who offer perspectives and talents shaped by a broad range of socioeconomic, racial, ethnic, and personal backgrounds. Recently, Choate instituted a 2L Diversity Fellowship, which has proven instrumental in attracting and hiring diverse summer associate programs.

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

Choate has always been committed to attracting, developing and promoting women leaders. In recent years, Choate has achieved a 60% increase in its women equity partners.

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 first priority is to continue to increase the number of diverse lawyers and business professionals across our organization, including those in leadership positions.

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

Choate has the great benefit of conducting its national and international practice from a single office in Boston. The Firm's model provides unique advantages to our clients and the best-in-class talent which joins us including the opportunity to develop relationships in person. Choate is known for fostering a culture of respect, and creating an environment of inclusiveness across the organization. Our second priority is to build upon the strength of this culture, and continue our commitment to making Choate a safe place for conversations of all types where everyone's views are heard and respected.

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

A third priority is to continue to work collaboratively with our clients in the areas of diversity, equity and inclusion. Our diversity fellows are working in close collaboration with our clients in ways designed to deepen their understanding of our clients' strategies and business priorities.

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?

The best approach for understanding a Firm's commitment to DEI is to talk with members of its diverse community as well as Firm leadership. Our leaders of the Firm can provide a valuable perspective both in terms of the Firm's DEI strategy and the progress that has been made as the organization works to provide an increasingly diverse and inclusive environment. Talking with members of the diverse community within the law firm will help a candidate to understand the Firm's culture and environment from the associate perspective. Together, these sources of information will help the candidate develop a good sense of the Firm's level of commitment to a diverse and inclusive work environment. Examples of questions a candidate might ask could include: 1) How would you describe the Firm's DEI objectives? 2) What steps is the Firm taking to achieve these goals? 3) What is the Firm most proud of in terms of its work to date on DEI issues? 4) In what areas does progress still need to be made to achieve the Firm's DEI objectives?