

Davis Wright Tremaine LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Scott MacCormack, Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 12

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	5	0	0
Two or More Races	1	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

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

Yusuf Zakir, Chief Diversity Equity, and 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?

2012

Total Number of Attorneys on DEI Committee: 8

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

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

648 Total attorneys in U.S. offices

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

U.S. Associates

233 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	102	129	2	0
American Indian or Alaska Native	0	1	0	0
Asian	13	15	0	0
Black or African-American	8	12	0	0
Hispanic or Latinx	7	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	67	75	1	0
Two or More Races	4	13	0	0
Other or Unknown	3	1	1	0
Additional Demographics	15	13	1	0
LGBTQ+ Individuals	12	6	1	0
Individuals with Disabilities	3	7	0	0

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U.S. Equity Partners

166 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	113	53	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	7	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	103	45	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	8	2	0	0
LGBTQ+ Individuals	7	2	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Equity Partners

107 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	71	36	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	4	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	60	27	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	2	0	0
Additional Demographics	6	2	0	0
LGBTQ+ Individuals	2	2	0	0
Individuals with Disabilities	4	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

115 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	60	55	0	0
American Indian or Alaska Native	0	1	0	0
Asian	4	7	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	56	38	0	0
Two or More Races	0	3	0	0
Other or Unknown	0	2	0	0
Additional Demographics	1	5	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	2	0	0

U.S. Non-Partner-Track Attorneys

16 Total Non-Partner-Track Attorneys

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

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

11 Total Law Clerks

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

U.S. Office Managing Partners

9 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	1	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

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U.S. Hiring Committee

7 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	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

FORMAL PROCESSES AND GOALS

Metrics

Does the firm provide a formal means for attorneys to voluntarily disclose any of the following?

- Yes Racial/ethnic identity
- Yes Gender identity and gender expression
- Yes Sexual orientation
- Yes Disability

Measurement

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

Yes If yes, describe the firm’s targets:

We leverage our participation in the Mansfield Rule as form of measurement. The Mansfield Rule measures whether law firms have affirmatively considered at least 30 percent women, attorneys of color, LGBTQ+ and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and recruitment for senior lateral positions. In 2022, we received Mansfield Certification Plus designation for the third consecutive year. The "Plus" designation indicates that, in addition to meeting or exceeding the baseline requirements, our firm has successfully reached at least 30 percent diverse lawyer representation in a notable number of our current leadership roles. We have enrolled in the Mansfield 6.0 Certification process and once again aim for Certification Plus recognition.

2023 Vault Law Firm Diversity Survey

Accountability

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

Yes

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

Fostering DEI at our law firm and in the legal profession is everyone's business. These efforts and their resulting benefits make us better. Our firm's DEI Billable Hour Credit Policy recognizes that. With this policy, the firm counts eligible DEI activities towards billable credit, up to 3% of an attorney's billable hour requirement. The purpose of this policy is two-fold. First, we seek to recognize and reward attorneys who are committed to DEI at Davis Wright Tremaine and in the broader legal profession. Second, we seek to encourage broader participation in DEI initiatives across our attorney population.

We also include DEI participation as a part of our Share Committee evaluation process, and as a key factor in determining our partner's compensation. We provide DEI training to the Share Committee prior to their interviews of our partners and deliberation process. During the deliberation process, we appoint and rotate bias interrupters who also are voting committee members. Our Chief Diversity, Equity & Inclusion Officer is also an active participant in the Share Committee deliberation process. Not only does he serve as an additional bias interrupter, but also will be a voice in highlighting the DEI contributions and the DEI challenges of various partners for consideration.

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

- No** Provides annual DEI training that addresses implicit bias for all attorneys
- No** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Florida A&M, Howard University, North Carolina Central University, Southern University, Texas Southern University, University of the District of Columbia

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?

Indiana University Bloomington
Ohio State University
Rutgers
Texas A&M
University of California, Berkeley
University of California College of Law, San Francisco
UC Irvine
UC Davis
UCLA
University of Florida
University of Georgia
University of Illinois -- Urbana-Champaign
University of Michigan Ann Arbor
University of North Carolina Chapel Hill
University of Oregon
University of Texas at Austin
University of Washington

2023 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
Scholarships Six 1L Diversity Scholarships- NY, DC, SEA, BEL, PDX, LA Link: https://careers.dwt.com/summer-associates	6

Internships

Link:

Fellowships

Link:

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Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

National Black Law Students Association
Regional Career Fairs
Northwest Minority Job Fair
Oregon Diversity Legal Job Fair
Veterans Legal Career Fair
Black Virtual Job Fair
Lavender Law Career 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.)?

*Our firm implements interview and implicit bias training, behavioral interview questions and not circulating law school transcript to interviewers (only recruiters will review). If any of our interviewers request to review law school transcripts, recruiters will ask what information (besides GPA) they are looking for and try to respond to their question without simply sharing the transcript. We also remove GPA from resumes.

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 firm supports our diverse summer associates through a variety of trainings and resources. Our summer associates gain exposure to each practice group, attend litigation writing and transactional drafting seminars in addition to having access to a writing advisor and mentors. Additionally, summer associates are invited to attend various training programs delivered by our Professional Development department as well as training and meetings hosted by practice groups. We also invite our summer associates to our affinity groups to meet and network with our diverse attorneys, as well as host a variety of both online and in-person social events to connect with our attorneys, staff, and firm at large.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

13 Total 1L summer associates at the firm in 2022

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

13

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

10 Total 2L Summer Associates at the Firm in 2022

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

2L Summer Associates Who Received Offers

8 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	3	0	0
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	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	1	0	0
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

7 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	2	0	0
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	1	1	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	4	1	0	0
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

0

2023 Vault Law Firm Diversity Survey

Diversity Program Participants

How many of the law students who participated in the firm’s 2L summer associate program in 2022 were hired through the firm’s diversity scholarship/internship/fellowship program?

10

New Attorneys Hired

113 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	63	48	1	0
American Indian or Alaska Native	0	0	0	0
Asian	4	5	0	0
Black or African-American	2	5	0	0
Hispanic or Latinx	2	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	51	25	0	0
Two or More Races	2	3	0	0
Other or Unknown	2	3	1	0
Additional Demographics	10	8	1	0
LGBTQ+ Individuals	5	3	1	0
Individuals with Disabilities	5	5	0	0

In July 2022, Davis Wright Tremaine merged with McGonigle P.C., which led to an acquisition of roughly 40 attorneys.

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:

Attorneys of Color, LGBTQ, Senior Attorneys, Veterans, Women, Flexible Hours, and First-Generation Professionals

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

LGBTQ+AOC Retreat: each year, the firm hosts a Diverse Attorney Retreat to build networks, promote visibility, and chart pathways to success for our attorneys of color and LGBTQ+ attorneys.

• Elevate: a series of summits hosted annually by and for our Women's Affinity Group, designed to provide professional development and advancement for women attorneys, including navigating career challenges, learning about business development, and promoting self-advocacy.

• "Coming Out": our LGBTQ Affinity Group hosts a "Coming Out" event for our LGBTQ professionals, as well law students and in-house counsel. The event serves as a venue for substantive discussions on LGBTQ issues as well as an opportunity to network and connect.

• Supplemental Mentoring: several of our Affinity Groups supplement the firmwide mentoring program with additional mentorship opportunities based on the request and preferences of group members.

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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:

Each year, the firm hosts an LGBTQ+AOC Attorney Retreat to build networks, promote visibility, and chart pathways to success for our attorneys of color and LGBTQ+ attorneys. We additionally sponsor and/or support a number of national affinity organizations, including:

• Corporate Counsel Women of Color (CCWC)

• Hispanic National Bar Association (HNBA)

• LGBT Bar Association

• National Association of Women Lawyers (NAWL)

• National Asian Pacific American Bar Association (NAPABA)

• National Bar Association (NBA)

• South Asian Bar Association (SABA)

• Charting Your Own Course (CYOC)

We continue to significantly expand our attendance at these national conferences. For several national affinity organization conferences, we host client-focused events to provide opportunities for up-and-coming diverse attorneys to connect and deepen our relationships with key clients. These events have been critical to the business development of our diverse attorneys.

We sponsor and/or support a number of national affinity organizations, including:

Corporate Counsel Women of Color (CCWC)

Hispanic National Bar Association (HNBA)

LGBT Bar Association

National Association of Women Lawyers (NAWL)

National Asian Pacific American Bar Association (NAPABA)

National Bar Association (NBA)

South Asian Bar Association (SABA)

Charting Your Own Course (CYOC)

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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:

Our Associates DEI Committee seeks to solicit feedback from associates across the firm and provide a platform for associates to offer their input on critical matters to the firm. In addition, firm leadership provides our associates an opportunity to learn more about various efforts at the firm and to maintain a transparent dialogue.

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?

*Each month, we host our Firmwide DEI Education Series, where we facilitate speakers and discussions for the entire firm to introduce new concepts, ideas, and perspectives. In 2022, we hosted Yvette Cantu Schneider, director of the Netflix documentary Pray Away, Isabel Wilkerson, author of Caste: The Origins of our Discontents, Misha Euceph, podcast host of Tell Them, I Am, and several more guests.

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

Mentorship and sponsorship are critical to the advancement of underrepresented talent. We are committed to a number of programs and initiatives, including:

- LGBTQ+AOC Sponsorship: Our sponsorship program for LGBTQ+ and Attorneys of Color Affinity Group members pairs rising associates or counsel with senior and successful partners to act as advocates and champions for their assigned protégés.
- Partner Mentor Program: Our Partner Mentor Program pairs each associate with a more experienced attorney to provide support and guidance in firm integration, achievement of career-planning goals, and overall success in the practice of law.
- Client Cross-Mentoring: Beginning in 2012, we pioneered a cross-mentoring program with one of our top clients, matching diverse associates with in-house counsel mentors. We continue to build this mentorship program by partnering with our clients.
- Peer Liaison: All incoming associates are assigned a peer liaison to help them integrate more easily with their office, and practice group and lateral partners are assigned a similar partner-level liaison.

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:

We offer a variety of training programs that address the diverse attorney experience at DWT. We are in the middle of rolling out a leadership training series across the firm that includes an introductory module on fostering DEI at DWT and the broader legal community followed by an advanced session that allows partners to apply DEI concepts to crucial hypothetical firm situations. We also provide similar programming to each new cohort of Summer Associates and First Year Associates, which typically include quite a number of people from groups traditionally underrepresented in the legal profession.

Professional development programs specifically for diverse attorneys include:

*DEI Sponsor Program -- the Ally Action Plan will also be set up in some practice groups this year. This program will also include training for female-identifying contract partners on how to move toward equity partner.

*The Women's Affinity Group featured speakers discussing their experiences as women leaders, May 2022

*Attorney Affinity Groups (Attorneys of Color and LGBTQ+) were invited to attend Responding to Bias with consultant Rudhir Krishtel, April 2022

*TCPS DEI Committee hosted a mini-series called Illuminating the Path to Partnership. Topics included a discussion of firm-wide performance expectations, the partnership readiness process and the practice development resources available to support candidates along the path; a review of important metrics with the Finance team; and a roundtable discussion with other partners in that practice group.

*Women's affinity group hosts Women's Peer circles -- a peer-run mentoring and support group for women attorneys at all stages of their careers.

Other DEI-focused programs include:

*DEI Training for relationship partners of top 20 clients and all partners (DEI Conversations with Clients), May and June 2022

*All Portland attorneys and staff were invited to attend a bystander intervention training mini-series: Microaggressions and Covering in the Workplace, followed by an all-office reflection and discussion.

*The MEPTA practice group held a DEI Retreat that included training on feedback with a DEI lens with consultant Darien Fleming, May 2022

*Our LGBTQ+ Affinity Group partnered with our PRIDE Employee Resource group to host a session, Intersectionality & Allyship in the Return to the Office, with guest speaker Glenn Magpantay, June 2022

*Monthly DEI Education Series, focused on various DEI topics and heritage months

*Office DEI Committees host educational and social DEI-focused programs, covering various DEI topics, heritage months, and cultural holidays

oFor Black History Month, Portland DEI Committee hosted an event with guest speaker Steven Barnes, The 'Question' and the Answer: What Racism Is, How to Detect It, and the Way Forward, February 2022

oFor Black History Month, San Francisco DEI Committee hosted an event on Black Health & Wellness: A Conversation with Ericka Huggins, February 2022

oLos Angeles DEI Committee hosted speaker Hydee Feldstein-Soto to discuss her experience as a Latinx woman in BigLaw in honor of Women's History Month, April 2022

oFor Disability Awareness Month, Los Angeles DEI Committee a Disability Rights, Education & Awareness Panel Discussion with Lillibeth Navarro, Jordan Kough, and Christopher Knauf, May 2022

oFor Jewish American Heritage Month, San Francisco DEI Committee hosted a presentation by Partner Martin Fineman on General Grant's General Orders No. 11: The Expulsion of Jews from the Department of the Tennessee, May 2022

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

To advance the internal pipeline of future diverse partners, Practice Group Chairs, Partners-in-Charge, and key supervising partners have conversations at least twice a year regarding work performance and partnership prospects with each Associate attorney. The DEC Committee chair or her proxy also participates in these meetings involving female, minority, LGBTQ, attorneys with disabilities, and veteran Associates. As part of those conversations, work assignments, client access, mentoring, and leadership development are discussed with a particular focus on ensuring women, minority, veteran, and LGBTQ attorneys are being provided fair opportunities to develop their careers at DWT and to develop relationships with key clients.

In 2022, we received Mansfield Certification Plus designation for the third consecutive year. The Mansfield Rule measures whether law firms have affirmatively considered at least 30 percent women, attorneys of color, LGBTQ+ and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. The "Plus" designation indicates that, in addition to meeting or exceeding the baseline requirements, our firm has successfully reached at least 30 percent diverse lawyer representation in a notable number of our current leadership roles. We leverage Mansfield to ensure that underrepresented associates and counsel are not only being included in client pitches, but are getting staffed on the client matters once won.

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):

Sponsorship of local Minority Bar Association Dinners/Galas; participation in diversity-focused legal programs (LCLD, Fellows/Pathfinders program, NYC Bar, Associate Leadership Institute, NELC Academy, NBA AA Academy); in-house counsel cross-mentorship programs

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

As discussed above, Practice Group Chairs, Partners-in-Charge, and key supervising partners have conversations at least twice a year regarding work performance and partnership prospects with each Associate attorney. The DEC Committee chair or their proxy also participates in these meetings involving female, minority, LGBTQ, attorneys with disabilities, and veteran Associates. As part of those conversations, work assignments, client access, mentoring, and leadership development are discussed with a particular focus on ensuring women, minority, veteran, and LGBTQ attorneys are being provided fair opportunities to develop their careers at DWT and to develop relationships with key clients.

We also work to mitigate bias in our Share Committee process. We include DEI initiatives as part of our share committee process and factor into our partners' compensation. As part of our efforts, we provide DEI training to the Share Committee prior to their interviews of partners and the deliberation process, as well as appoint and rotate bias interrupters during the deliberation process, all of whom are voting committee members. Additionally, our Chief Diversity, Equity & Inclusion Officer is an active participant in the Share Committee deliberation process. This includes serving as an additional bias interrupter, but also highlighting DEI contributions and DEI challenges of various partners.

Lastly, the firm embraces and supports having DEI at the table in key firm decision-making and processes. Members of the Office of Diversity, Equity, and Inclusion participate in:

*Executive Committee (the firm's governing body)

*Practice Group Chair and Office Partner-in-Charge Meetings (key leadership meetings concerning office and practice group management)

*Attorney Evaluation Committee (monitoring the career development and progression towards partnership of all associates, counsel attorneys, and contract partners)

*Partnership Admission Process and Counsel Elevation Process (advancement and promotion of our attorneys)

*Share Committee (equity partner compensation process)

Upward Reviews

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

No

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

2023 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

- Yes** The firm is Mansfield Certified
- Yes** The firm is Mansfield Certified Plus
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- No** The firm has instituted other formal processes (please describe):

Multi-tier Partnership

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

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

DWT has alternative options for partnership. These options are determined based on that attorney's needs and desires for their career. We can transition an attorney to the Of Counsel title and a contract will lay out the terms of employment and salary. We also offer ability to transition to a Staff Attorney or Contract Attorney through SURGE. These are options that can be discussed in an attorney's annual Path to Partnership meeting or at any time with the Professional Development Partner or Director of Professional Development & Training during check in meetings.

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.
21%

Promotions to Partnership

18 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	11	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	6	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

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?

We do not have a billable hour target in terms of fixed hours, but rather DWT counts eligible DEI activities towards billable credit, up to 3% of an attorney’s billable hour requirement.

Compensation

Are associate salaries lockstep or discretionary?

Discretionary

2023 Vault Law Firm Diversity Survey

Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

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

No.

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:

We support part-time, alternative, and flexible schedules to attract and retain diverse talent. The firm has developed formal policies allowing reduced-hours and flexible work arrangements for all attorneys, regardless of gender, provided that performance expectations are being met. Attorneys who elect a reduced-hours or flexible work schedule are still eligible for partnership so long as other performance benchmarks are met.

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

53 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	9	0	0
Equity Partners	0	3	0	0
Non-equity Partners	1	3	0	0
Counsel / Of Counsel	14	15	0	0
Non-Partner-Track Attorneys	2	4	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:

Egg Freezing, Fertility Procedures

2023 Vault Law Firm Diversity Survey

Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

Does the firm's parental leave policy distinguish between primary and secondary caregivers?

Yes

If yes: In what way does the firm's policy distinguish between primary and secondary caregivers?

Self-Identification

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

15 Weeks

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

8 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.

*We provide up to 15 weeks of paid parental leave for primary caregivers, up to 8 weeks for non-primary caregivers, and a graduated hours expectation ("on-boarding") for associates returning from extended leaves. All paid parental leave applies to the care of a newborn as well as a new adoptee or newly-placed foster child. This policy applies to our attorneys only.

*Our firm provides a one-year Parental Leave Transition Program, designed to match associates preparing for and returning from parental leave. Each attorney is assigned a Transition Partner and Transition Peer to (1) help the attorney transition work prior to leave; (2) connect the attorney during leave to provide support and keep the attorney integrated with the firm; and (3) support the attorney returning from leave with having the right amount and type of work and assisting the attorney with work/life balance concerns. Upon returning from leave, the Transition Partner and Transition Peer will help the attorney create a return-to-work plan and support the attorney to ensure they have enough work, is not overwhelmed or overstaffed, and is taking advantage of the ramp-up period to balance work-life challenges. They'll also discuss alternative work options or help the attorney create a plan for rebuilding business and preparing for partnership.

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

36 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	20	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	12	0	0
Two or More Races	2	1	0	0
Other or Unknown	2	2	0	0
Additional Demographics	3	4	0	0
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	19	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	7	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

Following DWT's merge with McGonigle, P.C., a handful of former McGonigle partners chose to leave or retire from the combined merged firm.

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	10	0	0
Two or More Races	1	0	0	0
Other or Unknown	3	0	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	1	0	0	0

Following DWT's merge with McGonigle, P.C., a handful of former McGonigle Counsel chose to leave the combined merged firm.

2023 Vault Law Firm Diversity Survey

SUCCESES AND PRIORITIES

Top Three Accomplishments

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

#1

In October 2020, Davis Wright Tremaine established the Office of Diversity, Equity & Inclusion. As part of this effort, the firm hired Yusuf Zakir as our first Chief Diversity, Equity & Inclusion Officer (CDEIO). As our CDEIO, Yusuf reports to the Managing Partner and works closely with leadership across the firm to promote diversity, equity, and inclusion initiatives for staff and attorneys, both internally and externally. Yusuf has also restructured our DEI vision around the four pillars: Community, Growth, Education, and Engagement. This framework helped build out our Office of DEI, which has now grown to seven full-time employees overseeing the strategic implementation of our various initiatives under each pillar, and have more than doubled our budget.

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

oFostering DEI at our law firm and in the legal profession is everyone's business. These efforts and their resulting benefits make us better. Our firm's DEI Billable Hour Credit Policy recognizes that. With this policy, the firm counts eligible DEI activities towards billable credit, up to 3% of an attorney's billable hour requirement. The purpose of this policy is two-fold. First, we seek to recognize and reward attorneys who are committed to DEI at Davis Wright Tremaine and in the broader legal profession. Second, we seek to encourage broader participation in DEI initiatives across our attorney population.

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

oWe utilize the Mansfield Rule in many of our metrics. The Mansfield Rule measures whether law firms have affirmatively considered at least 30 percent women, attorneys of color, LGBTQ+ and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. In 2022, we received Mansfield Certification Plus designation for the third consecutive year. The "Plus" designation indicates that, in addition to meeting or exceeding the baseline requirements, our firm has successfully reached at least 30 percent diverse lawyer representation in a notable number of our current leadership roles. The integration of Mansfield throughout our firm has increased awareness and accountability of representation in our practice areas, departments, and in leadership. Many of our attorneys will now ask in conversations whether we are Mansfield-compliant, which has opened up additional opportunities and considerations for our underrepresented attorneys. We have enrolled in the Mansfield 6.0 Certification process and once again aim for Certification Plus recognition.

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

In 2023, we plan to launch our Diversity Executive Council (DEC) Executive Sponsorship program. With this program, each partner member of DEC will be assigned a vertical of the DEI structure to serve as an executive sponsor. The purpose of this is to give the DEC additional visibility into our DEI efforts across the firm. Each DEC member will partner with the relevant office of DEI team member to stay apprised of efforts; provide support and guidance; leverage their capital to help propel initiatives; and improve visibility of the work.

2023 Vault Law Firm Diversity Survey

Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#2

oWe're focused on strengthening our relationships with external stakeholders -- clients, in particular -- to further our shared commitment around DEI. This includes the launch of our DEI Client Engagement Committee, chaired by banking and financial services partner, Chris Ford. This committee is working to deepen our relationship with clients to advance DEI in the legal profession. In addition, the committee hosted our regional DEI Client Summits in 2022, where a small group of top clients were invited to partake in a fireside chat in two of our office locations.

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

In 2021, we launched many new DEI committees across the firm to build a more inclusive organization found at all levels and in all areas. Each of our offices has a local office DEI committee, comprised of both lawyers and staff, to devise and implement locally-tailored programs and community outreach. Additionally, each of our practice groups has a practice-group specific DEI committee, focused on identifying and addressing DEI challenges and opportunities within the group. This includes decisions about work allocation, evaluations and feedback, and promotions. Lastly, we launched our associates DEI committee, which seeks to solicit feedback from associates across the firm and provide a platform for our associates to offer their input on critical matters to the firm. In addition, firm leadership provides our associates with an opportunity to learn more about various efforts at the firm and to maintain a transparent dialogue. We aim to continue the support and build out of these committees in their programming, decision-making, and inclusion of voices across the firm.

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?

*Our main advice for candidates is to do your research before you apply, such as checking out your potential employers' website. We also recommend having a conversation with a recruiter, a former summer associate (ideally someone who attended your law school,) or an attorney from the firm you want to apply to. Ask questions about the firm's commitment to DEI, their experience at the firm, and some DEI-related work/activities/affinity groups to participate in. We believe this approach of building relationships while doing your own research will best enable a prospective candidate to make their own informed decisions about a company's commitment to DEI.

*Below are some recommended questions for candidates to ask in their interview:

- *- Do you offer DEI and/or Pro Bono credit hour? If so, how many hours?
- *- Do you have affinity group? If so, which ones? Also, do you have affinity group for staff?
- *- How do you decide mentors for incoming summer associates?