

# Fox Rothschild LLP

## 2023 Vault Law Firm Diversity Survey

### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Todd Rodriguez, Firmwide Managing Partner	Hispanic or Latinx	Male	
Mark L. Morris, Chair of the Firm	White	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 41

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>30</b>	<b>11</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	1	1	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	10	0	0
Two or More Races	1	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**

**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
Kimberly Bullock Gatling, Partner & Chief Diversity & Inclusion Officer
Jennifer Gibert Mencarini, Director of Diversity & Inclusion
Trent Reese, Diversity & inclusion Coordinator

**DEI Committee**

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

In what year was the committee formed?

**1999**

Total Number of Attorneys on DEI Committee: **22**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>8</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	2	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	5	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

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**

1,026 Total attorneys in U.S. offices

1,026 Total attorneys worldwide (including all U.S. and global offices)

**U.S. Associates**

281 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>134</b>	<b>138</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	3	15	0	0
Black or African-American	7	9	0	0
Hispanic or Latinx	8	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	115	102	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>12</b>	<b>28</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	7	16	0	0
Individuals with Disabilities	5	12	0	0

2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

386 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>294</b>	<b>92</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	7	3	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	7	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	277	84	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>10</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	1	0	0
Individuals with Disabilities	5	0	0	0

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

259 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>158</b>	<b>101</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	4	3	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	146	88	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>8</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	5	0	0
Individuals with Disabilities	3	3	0	0

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

100 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>65</b>	<b>35</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	1	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	61	32	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	6	4	0	0

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

4 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>1</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	1	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

29 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>21</b>	<b>8</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	1	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	8	0	0
Two or More Races	1	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. Hiring Committee**

0 Total U.S. Hiring Committee 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

**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?

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
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

We have a DEI Speaker Series with approximately six speakers each year around EEO topics and cultural heritage celebrations. We also post regularly on our internal diversity initiative page about current DEI observances and opportunities for involvement.

**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 University School of Law

**Law Schools**

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

**Yes**

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

Rutgers Law School Newark and Rutgers Law School Camden

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	

Link:

Internships

Link:

Fellowships

Paid summer associate position; \$7,500 stipend after accepting an offer to return and an additional \$7,500 after accepting an entry-level associate position. We recognize that successfully serving our clients and providing the caliber of legal services they have come to expect from us requires the teamwork of professionals with diverse backgrounds, experiences, and perspectives. We are committed to cultivating a diverse workplace that continually promotes equitable opportunities for all. The Fox Fellowship will be open to qualified candidates interested in any of our 29 offices. First-year law students with identities that are historically underrepresented in the legal profession are welcome to apply to the Fox Rothschild 1L Diversity Fellowship. Fox Fellowship recipients will receive the following: A paid summer associate position in any of our offices following their successful completion of the first year of law school. An award of \$15,000, conditioned on the following: \$7,500 will be awarded upon offer and acceptance of a 2L summer associate position, and \$7,500 will be awarded upon offer and acceptance of an entry-level associate position. Link: <https://foxrothschild.com/careers-for-students/diversity-fellowship-program>

## **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

Philadelphia Area Diversity Job Fair, LGBTQ+ Bar Association Lavender Law Conference & Career Fair, Delaware Diversity Job Fair, Southeastern Minority 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.)?

The Firm has conducted regular training with Dr. Arin Reeves of Nextions, LLC regarding implicit bias in the recruiting and hiring processes. The Recruiting team has also collaborated with the Director of Diversity & Inclusion to make the associate hiring process more equitable and making the interview process more uniform, using behavioral interview questions, blinded review of certain application materials, and including training for attorneys participating in the recruiting process regarding proximity and affinity biases.

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

### **Summer Associates**

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

At their orientation at the beginning of the summer, summer associates receive training about risk management, firm operations, diversity, equity & inclusion, business development, legal writing, billing, conflicts of interest, and privacy. Summer associates are provided with a 1:1 mentor, and they are invited to regular training sessions throughout their time at the Firm. They are also invited to participate in multiple professional and social events throughout the summer.

**2023 Vault Law Firm Diversity Survey**

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

7 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>1</b>	<b>6</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	1	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	2	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

**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?

7

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

38 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>18</b>	<b>20</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	3	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	10	0	0
Two or More Races	2	2	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

2L Summer Associates Who Received Offers

36 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>20</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	3	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	10	0	0
Two or More Races	1	2	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

2L Summer Associates Who Accepted Offers

34 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>16</b>	<b>18</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	3	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	9	0	0
Two or More Races	1	2	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

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**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?

4

**New Attorneys Hired**

146 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>70</b>	<b>76</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	9	0	0
Black or African-American	3	6	0	0
Hispanic or Latinx	4	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	57	52	0	0
Two or More Races	1	3	0	0
Other or Unknown	3	1	0	0
<b>Additional Demographics</b>	<b>10</b>	<b>14</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	4	0	0
Individuals with Disabilities	5	10	0	0

**Mandatory Arbitration**

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

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

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



**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:

Women's Initiative, LGBTQ+A Initiative, Diversity Committee. In addition, the firm is in the process of revamping our affinity group structure under the umbrella of a DEI Council. We anticipate this will result in the formation of additional affinity groups, for example for parents/caregivers, veterans, employees experiencing disability, and others based on employee feedback.

**2023 Vault Law Firm Diversity Survey**

**Affinity Groups Cont'd**

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

The Firm provides financial and operational support to all of these affinity groups.

**2023 Vault Law Firm Diversity Survey**

**DEI Events**

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

Does firm leadership attend these events?

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

N/A

**2023 Vault Law Firm Diversity Survey**

**Reverse Mentoring**

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

**No**

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

**2023 Vault Law Firm Diversity Survey**

**Associate Committee**

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

**Yes**

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

This committee meets a few times per year and raises feedback from associates in their respective offices. Additionally, the committee hosts informal focus groups and gathers input for the associate meeting agendas. The focus is on communicating with management regarding issues affecting associates and many representatives plan associate meetings in their respective offices.\_

## 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 hosts training and speaker programs for multiple important dates honoring diversity. As an example, for Pride Month we have hosted a CLE about the use of gender-inclusive language in law practice, and a yearly CLE focused on the status of LGBTQ+ rights, including anti-transgender legislation. The Marketing team creates content to share both internally and externally on social media, and podcast episodes are created and released for cultural events such as Women's History Month, Pride Month, AAPI Month, and Black History Month. So far this year we hosted a Black History Month speaker, Nona Lee with Truth DEI; an AAPI Month speaker, Dr. Steve Robbins (neuroscience of implicit bias and belonging); hosted a Juneteenth speaker, Dr. Fredara Hadley, and sent a firmwide email providing historical information about Juneteenth. Juneteenth is also a paid Firm holiday. The DEI team posts regular updates about dates honoring diversity such as Diwali, Rosh Hashanah, Yom Kippur, Disability Pride Month, South Asian History Month, and others.

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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

To improve the Firm's retention of historically underrepresented attorneys and to equitably support their professional growth and development, Kim and her team worked with Dr. Reeves and Nextions to build a new sponsorship program for underrepresented associates. Existing research clearly demonstrates that diverse lawyers (particularly lawyers who identify as members of historically excluded racial/ethnic groups) are less likely to have a sponsor. Through creation and administration of the sponsorship program, we want to show historically underrepresented attorneys that we believe in their potential for achievement and are invested in their success. Sponsorship transcends mentorship and focuses on influence, in addition to mentoring and coaching. Partners can identify opportunities for their protégés to develop their books of business and grow the skills necessary to be promoted and have long-term success at the Firm.

The pilot sponsorship program launched in October 2022 with 13 underrepresented associates who opted in to participate. Each protégé is paired with a partner who can positively influence the associate's career and experiences at Fox. A team comprised of the Firmwide Managing Partner, HR, Professional Development, Business Development, and the DEI team worked to hand-pick each sponsor for the respective protégé. We kicked off the program with tailored sponsor and protégé trainings with Dr. Reeves on how to make the relationship effective. Goals are for the sponsor to:

- ī,§Introduce protégés to new clients and Firm networking contacts
- ī,§Include protégés in client pitch/matter teams
- ī,§Provide opportunities to develop new skills and experiences
- ī,§Directly invest in and oversee the associate's skill development and business development

## **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:

In addition to the above-described sponsorship program, the firm has long had a mentorship program for historically underrepresented attorneys. The DEI team is currently revamping the program to re-launch it in October 2023.



**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?

**No**

Describe how the firm monitors work distribution

## 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):

The Firm provides funding to associates upon request for participation in these types of activities.

**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?

**Not yet, but currently in development**

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

**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
- No** 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:

The Firm maintains a non-partner track for attorneys who are interested in pursuing it. Attorneys can also serve as Counsel as an alternative to partnership.

**2023 Vault Law Firm Diversity Survey**

**Homegrown Partners**

Please provide the percentage of equity partners at the firm as of December 31, 2022 who started as associates at the firm.  
**4400%**

**Promotions to Partnership**

**37** 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>19</b>	<b>18</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	1	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	17	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

**BILLABLE HOURS AND COMPENSATION**

**Credit for DEI Work**

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

**Yes**

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

**50**

**Compensation**

Are associate salaries lockstep or discretionary?

**Discretionary**

## 2023 Vault Law Firm Diversity Survey

### **Bonuses**

Are associate bonuses lockstep or discretionary?

**Discretionary**

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

The Firm has a set starting salary in each office, but raises are merit-based thereafter. The Firm does not publish compensation ranges, but does disclose them to associates if asked

### **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:

It may delay the number of years they are on the partnership track, but it does not prevent them from pursuing partnership.

**2023 Vault Law Firm Diversity Survey**

**Attorneys Working Reduced Hours**

89 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	4	0	0
Equity Partners	15	8	0	0
Non-equity Partners	8	16	0	0
Counsel / Of Counsel	27	9	0	0
Non-Partner-Track Attorneys	0	0	0	0

**WORKING PARENTS**

**Family-planning Resources**

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

If applicable, describe the family-planning resources available:

The Firm provides health insurance coverage for fertility treatment. In addition, the Firm has partnered with WINFertility to provide comprehensive and inclusive family-building benefits with advocacy and support for members going through fertility treatment or fertility preservation (egg freezing), or choosing adoption or surrogacy. This includes 1) Fertility advocacy benefit with 24/7 Nurse Care Managers; 2) Coverage for elective egg freezing cycles and storage; 3) Surrogacy agency referrals; 4) Adoption and surrogacy guidance and support; 5) \$5,000 lifetime maximum toward adoption, surrogacy, and elective egg freezing. The Firm has also partnered with Milk Stork, a lactation support service that provides travel solutions for breastfeeding individuals, online support for breastfeeding and infant nutrition, and on-demand lactation consultations. Milk Stork will ship breast milk if an employee is traveling domestically or internationally for business, from a surrogate, or during a relocation.

## 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?

Eight weeks of paid primary and secondary parental leave is available to all attorneys. For employees, primary caregivers receive disability benefits for six weeks, and secondary caregivers one week of leave.

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

Eight weeks for attorneys, six weeks disability for staff

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

Eight weeks for attorneys, one week staff

If no: How much paid leave is available to those taking parental leave?

N/A



## 2023 Vault Law Firm Diversity Survey

### **Parental Leave Policy**

Describe the firm's parental leave policy.

The firm will provide up to eight weeks of paid parental leave to Associates, Counsel, and Income Partners following the birth of an attorney's child or the placement of a child with an attorney in connection with adoption, surrogacy, or foster care. The purpose of paid parental leave is to enable the attorney to care for and bond with a newborn or a newly adopted or newly placed child. This policy will run concurrently with Family and Medical Leave Act (FMLA) leave, as well as any other applicable state or local law.

The Firm will provide up to six weeks of paid parental leave to Staff employees who meet the eligibility criteria listed below. The purpose of paid parental leave is to enable the employee to care for and bond with a newborn or a newly adopted or newly placed child. This policy will run concurrently with Family and Medical Leave Act (FMLA) leave, as well as any other applicable state or local law providing similar leave.

## 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
- No** 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 has partnered with Wellthy, a company that provides support to help employees balance the stress of their careers, families, and social lives. This includes childcare support, help caring for an elderly parent, and mental health support. The employee is matched with a dedicated Care Coordinator who will work with them to develop a care plan to meet their needs.

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**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

99 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>45</b>	<b>54</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	8	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	3	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	37	34	0	0
Two or More Races	1	2	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>8</b>	<b>11</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	2	0	0
Individuals with Disabilities	4	9	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>18</b>	<b>14</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	1	2	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	12	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	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

0

**2023 Vault Law Firm Diversity Survey**

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

13 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>6</b>	<b>7</b>	<b>0</b>	<b>0</b>
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	5	6	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	1	0	0	0
Individuals with Disabilities	1	0	0	0

**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**

Achieved Mansfield Rule 5.0 certification; participating in Rule 6.0 and 7.0 cohorts

## 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**

Required implicit bias training for all attorneys and business service professionals

**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**

Creation, approval, and implementation of inaugural firmwide DEI budget



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

### **Top Three Priorities**

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

#### **#1**

We will continue to build our sponsorship program to focus on retention and promotion to partnership and leadership roles of historically underrepresented attorneys.

**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**

We continue to identify ways to grow our recruitment pipeline for historically underrepresented 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?

**#3**

We plan to continue participating in Diversity Lab's Mansfield Rule to continue ensuring diverse pools for leadership, succession planning and client pitches/client matter teams.

**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?

Are historically underrepresented attorneys equitably included in work allocation? Ask whether the underrepresented attorneys at the firm have equal access to high-level work and direct interactions with clients. Are underrepresented attorneys equitably included in succession planning? How are the leadership team/partners held accountable for advancements in diversity, equity and inclusion?