

Goodwin Procter LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Rob Insolia, Chair	White	Male	
Mark Bettencourt, Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 13

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	6	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	6	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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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

Yakiry Malena Adal, Managing Director, Diversity, Equity & Inclusion

DEI Committee

Does the firm have a diversity, equity, and inclusion committee or the equivalent? Yes
 In what year was the committee formed?

2015

Total Number of Attorneys on DEI Committee: **11**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	4	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	1	0	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	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

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

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

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ATTORNEY DEMOGRAPHICS

Attorney Headcount

1,611 Total attorneys in U.S. offices

1,965 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

951 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	456	474	5	16
American Indian or Alaska Native	1	1	0	0
Asian	66	110	0	5
Black or African-American	18	39	0	0
Hispanic or Latinx	34	32	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	324	279	5	10
Two or More Races	11	13	0	1
Other or Unknown	1	0	0	0
Additional Demographics	61	49	5	1
LGBTQ+ Individuals	46	31	5	0
Individuals with Disabilities	15	18	0	1

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U.S. Equity Partners

225 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	193	58	0	4
American Indian or Alaska Native	0	0	0	0
Asian	8	6	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	180	49	0	4
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	11	2	0	0
LGBTQ+ Individuals	9	1	0	0
Individuals with Disabilities	2	1	0	0

U.S. Non-Equity Partners

241 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	135	101	0	5
American Indian or Alaska Native	0	0	0	0
Asian	14	17	0	1
Black or African-American	2	4	0	0
Hispanic or Latinx	6	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	110	76	0	4
Two or More Races	3	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	5	0	0
LGBTQ+ Individuals	4	4	0	0
Individuals with Disabilities	1	1	0	0

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U.S. Counsel / Of Counsel

128 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	74	52	0	2
American Indian or Alaska Native	0	0	0	0
Asian	6	6	0	0
Black or African-American	4	3	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	60	40	0	2
Two or More Races	3	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	1	1	0	0

U.S. Non-Partner-Track Attorneys

36 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	20	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	15	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	1	0	0

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U.S. Law Clerks

0 Total Law Clerks

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

U.S. Office Managing Partners

8 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	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	5	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

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U.S. Hiring Committee

9 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	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

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:

Diversity and inclusion are core values at Goodwin, and we believe that they make us stronger as a firm, as a provider of legal services, and as an employer. We believe that equity demands a diverse workforce and legal profession, and we have a lengthy track record of enabling equal access to the legal system through our extraordinary pro bono efforts and our broad non-discrimination policies.

As an important next step in our diversity, equity and inclusion journey, in January 2020, Goodwin announced bold public retention and advancement goals to be achieved in the next five years.

By January 2025:

*The diversity of (i) Goodwin's senior associate population and (ii) its population of partners and equity partners elevated in the preceding five years will match or exceed its entry-level associate diversity, which is 50% gender diverse, 35% racioethnically diverse, and 10% LGBTQ+ diverse; and

*The collective composition of all firm leadership committees will be at least 40% diverse.

In October 2022, Goodwin achieved Diversity Lab's Mansfield Rule 5.0 certification after completing a twelve-month certifications program aimed at diversifying leadership. The Mansfield Rule Certification 5.0 attests that Goodwin affirmatively considered at least 30 percent women, lawyers from underrepresented racial/ethnic groups, LGBTQ+ lawyers, and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. This marks Goodwin's fifth consecutive year of Mansfield Rule Certification, which was first issued to the firm in 2018. The goal of the Mansfield Rule is to boost the representation of diverse lawyers in the firm leadership by broadening the pool of candidates considered for those roles and opportunities.

Goodwin also signed on to the next iteration of the Mansfield Rule, 6.0 certification. New for this version, Diversity Lab expands the criteria to ensure that firms:

*Consider at least 30% lawyers from all four historically underrepresented groups when appointing to leadership roles and promoting into the equity partnership, among a dozen other activities that focus on the path to leadership; and

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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's partners are required to report annually to management on their individual diversity contributions as part of our allocations process. Additionally, firm management has asked all business unit and office leaders to report on their support of diversity and to monitor talent pipelines within their respective business units/offices. We have also worked with an outside consultant to develop a set of diversity and inclusion competencies for our leaders, and firm management has asked each leader in the firm to develop an action plan around those competencies to help us move from commitment to action.

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DEI Training

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

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

If applicable, describe any other initiatives taken:

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RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University School of Law, University of 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?

The University of Miami School of Law, Santa Clara University School of Law, and the University of District of Columbia

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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	
<p>*BARBRI Law Preview Diversity Scholarship Program -- A program that partners with leading law firms, Fortune 500 companies and law schools that provide scholarships for diverse incoming first-year law students to take a law school prep course that really sets them up for success. *HBCU Scholarships -- Goodwin is proud to partner with Meta on our HBCU IP/Tech Scholarship Program. The program provides \$15,000 scholarships to graduating seniors with historically excluded identities who are currently attending Historically Black Colleges and Universities (HBCUs) and have been accepted to an ABA-accredited law school for the fall. Awardees will have the opportunity to interact with Goodwin lawyers and Meta counsels over the course of the year, as well as learn more about both organizations and their legal practices. Each awardee will also be paired with a Goodwin lawyer to forge a mentorship with during their 1L year. Link: https://www.barbri.com/, https://www.goodwinlaw.com/en/about/diversity-equity-inclusion/hbcu-scholarship-program</p>	<p>oGoodwin is intending to sponsor 5 scholarships each at the University of Michigan School of Law and NYU School of Law</p>

Internships

Link:

Fellowships

<p>*SEO Law Fellow Program - for pre-1Ls entering law school and programs/networking throughout law school and beyond. *1L Diversity Fellowship - Goodwin's 1L Diversity Fellowship Program provides first-year law students from historically excluded groups with the opportunity to be a 1L summer associate in Goodwin's 10-week summer program, following their first year of law school. *2L Diversity Fellowship - Goodwin's 2L Diversity Fellowship program provides rising second-year law students from historically excluded groups with the opportunity to earn a position in Goodwin's Summer Associate program, in addition to receiving an award of \$30,000. Finalists for the 2L Fellowship will be invited to participate in a virtual roundtable program comprised of thought leadership exercises and roundtable discussions with firm leaders on diversity, equity and inclusion topics relevant to the legal industry at large. Link: https://www.seo-usa.org/law/our-program/fellowship/, https://www.goodwinlaw.com/careers/diversity-fellowships#1L, https://www.goodwinlaw.com/careers/diversity-fellowships#2L</p>	<p>oWe currently sponsor 5 SEO Law Fellows</p>
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Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

: Bay Area Diversity Career Fair; The Boston Lawyers Group Job Fair; Lavender Law Career Fair; Loyola Patent Job Fair; NEBSA Job Fair; South Eastern Minority Job Fair; Veteran's Legal 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.)?

Interviewer training -- Goodwin hosts interviewer trainings with our attorneys and hiring committees.

Focused Interviewing method -- Goodwin employs a focused interviewing style of interviewing during our recruitment process for entry level hires. Focused interviewing is a programmatic method of interviewing that provides precision and reliability in assessing a candidate's capabilities while also mitigating unconscious bias. By using predetermined behavioral questions tied to our competency and leadership models at Goodwin, that properly probe into a candidate's experience, we can best evaluate a candidate's potential for success.

Resume review without grades -- Goodwin has removed grades from the interview process.

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Summer Associates

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

All summer associates at Goodwin are provided with meaningful work assignments via our Attorney Development Managers, a robust training program, are paired with advisors and mentors, and are given the opportunity to participate in numerous practice area, DEI, and general firm programming to assist them in getting acclimated to Goodwin. Diverse summer associates are also connected to our three affinity groups, CRED@goodwin, Pride@Goodwin, and Women@Goodwin, and are invited to their programming and events throughout the 10-week summer program.

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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	5	7	1	0
American Indian or Alaska Native	0	1	0	0
Asian	0	0	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	1	0	0
Two or More Races	0	0	1	0
Other or Unknown	0	0	0	0
Additional Demographics	1	2	1	0
LGBTQ+ Individuals	1	2	1	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?

13

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2L Summer Associates

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

150 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	60	83	1	6
American Indian or Alaska Native	0	1	0	0
Asian	10	16	0	1
Black or African-American	8	8	0	0
Hispanic or Latinx	0	6	1	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	38	45	0	3
Two or More Races	3	5	0	0
Other or Unknown	1	2	0	1
Additional Demographics	15	5	1	1
LGBTQ+ Individuals	15	5	1	1
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

148 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	60	82	1	5
American Indian or Alaska Native	0	1	0	0
Asian	10	16	0	1
Black or African-American	7	8	0	0
Hispanic or Latinx	0	6	1	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	39	44	0	2
Two or More Races	3	5	0	0
Other or Unknown	1	2	0	1
Additional Demographics	15	5	1	1
LGBTQ+ Individuals	15	5	1	1
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

141 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	57	79	1	4
American Indian or Alaska Native	0	1	0	0
Asian	10	16	0	1
Black or African-American	6	8	0	0
Hispanic or Latinx	0	5	1	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	37	42	0	1
Two or More Races	3	5	0	0
Other or Unknown	1	2	0	1
Additional Demographics	14	4	1	1
LGBTQ+ Individuals	14	4	1	1
Individuals with Disabilities	0	0	0	0

Regarding one of the 2L Summer Associates who did not receive an offer: They were in a JD/MBA program, and they accepted an offer to return as a 2L Summer Associate in 2024.

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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?

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New Attorneys Hired

362 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	160	174	2	26
American Indian or Alaska Native	0	1	0	0
Asian	22	46	0	6
Black or African-American	8	19	0	0
Hispanic or Latinx	13	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	108	88	2	19
Two or More Races	9	8	0	1
Other or Unknown	0	0	0	0
Additional Demographics	23	22	2	1
LGBTQ+ Individuals	18	15	2	0
Individuals with Disabilities	5	7	0	1

Mandatory Arbitration

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

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

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

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CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

For lawyers: CRED@Goodwin (Committee on Racial and Ethnic Diversity), Women@Goodwin, Pride@Goodwin, and Black Anti-racism Task Force (BATF), which is comprised of the Management Committee and Black lawyers and professional staff. For Black professional staff: Black Organization for Leadership and Development (BOLD).

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Affinity Groups Cont'd

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

The firm's Management Committee meets regularly with firmwide DEI affinity group leaders and drives the DEI strategy throughout the firm. Goodwin's six co-chairs of these affinity groups work closely with firm management to drive our DEI strategy. The co-chairs include: Calvin Wingfield, Partner, and Chris Wilson, Partner, Co-Chairs of the Committee on Racial and Ethnic Diversity, CRED@Goodwin; Sarah Solomon, Partner, and Huiya Wu, Partner, Co-Chairs of the Women's Initiative, Women@Goodwin; Christina Lewis, Partner, and James Mattus, Partner, Co-Chairs of the Pride Initiative, Pride@Goodwin.

Goodwin has recently established a Black Antiracism Task Force (BATF) that includes the entire Management Committee, CRED co-chairs, along with lawyers from the Black community and leaders from the Global Operations Team (GO! Team). This task force examines the firm's systems, processes, and practices to assess how they affect the experience of our Black attorneys and impact their career trajectories.

Additionally, we have launched the Black Organization for Leadership and Development (BOLD), a professional staff resource group dedicated to supporting, connecting, and empowering Black professional staff firmwide. The group's mission is to be a collective voice that promotes the gathering, recruitment, retention, and career mobility of Black professionals at Goodwin by supporting cultural awareness, professional development, collegial support, and greater visibility for diversity within the firm.

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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 during Goodwin's Week of Inclusion, the entire firm comes together to focus on DEI through a series of events, panels and discussions built around a relevant and vital theme. The program provides an entire week for members of the firm to build our DEI competencies, including empathy, inclusive leadership, allyship, and upstander skills, and continue to learn about each other through storytelling.

Goodwin's affinity groups CRED@Goodwin, Pride@Goodwin, and Women@Goodwin also host annual retreats, speakers and events. Many of these events have become virtual since the pandemic, but continue to provide countless opportunities for networking, learning, and community.

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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:

Goodwin's reverse mentoring program matches up employees of different generations and encourages them to meet regularly to exchange ideas and challenge each other. It's designed to empower younger workers to share their expertise and ideas with more senior employees by enhancing communication across generations and creating a safe space to educate our leaders on the views, ideas, and concerns of younger generations to ensure the firm remains innovative and prepared for the future.

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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:

Each Goodwin legal department has a Associates' Committee that consults monthly with leaders from that department to raise concerns and suggestions. The Associates' Committees also hear from the firm's subject matter leaders about the firm's initiatives, programming and challenges so that the Associates' Committees can report back to their constituents. Each Goodwin business unit also has an Attorney Development Committee designed to foster and encourage the professional development of all attorneys in the business unit. This includes a commitment to developing, promoting, and retaining a diverse and high performing group of attorneys, as well as a commitment to an equitable and inclusive culture. Our committees work collaboratively with our partnership to ensure that our attorney review process provides our associates and professional track attorneys with constructive feedback on their contributions to the firm and our clients while also offering guidance on their continued professional development. The committees also work in partnership with our teams to help to ensure that bias interrupters are utilized with respect to the hiring, evaluation, compensation, and promotion processes.

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Combating Structural Racism

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

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

Goodwin celebrates cultural awareness and Heritage Months throughout the year, including but not limited to recognizing Asia Pacific Heritage Month, Women's History Month, Haitian Heritage Month, Black History Month, Pride Month and Juneteenth. We honor, educate and raise awareness of these important dates through a combination of articles, emails, employee profiles, videos and social media stories.

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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

Goodwin strives to provide mentoring and training programs when young lawyers arrive at the firm, throughout their path to partnership, and once they become partners. The firm is also focused on providing resources for diverse and underrepresented lawyers. To this end, Goodwin has developed new initiatives to ensure that the population of junior associates -- 1st through 3rd years in all US offices -- who are at the highest risk of attrition have significant early access to top work opportunities, mentorship opportunities, and opportunities to build relationships that will enhance their connectivity and brand. We have an Executive Committee sponsorship program where members of our Executive Committee and Allocations Committee sponsor women, LGBTQ+, and BIPOC non-equity partners. The senior leaders are asked to engage in goal-setting exercises with their proteges, and meet with them regularly to discuss their goals and measure progress. This allows the non-equity partners to forge relationships with senior members of the firm who can guide them on how the firm works, how to gain access to opportunities, and how to really build their practices in a meaningful and substantial way.

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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:

The firm offers affinity group retreats, Owning Your Career/Owning Your Success (a leadership program sponsored by Women@Goodwin), firm-led sponsorship initiatives aimed at attorneys of color, and opportunities to attend external leadership programs like the Charting Your Own Course career development conference. We also run leadership programs open to all of our attorneys at the 3rd year, 5th-6th year, and non-equity partner levels (but these are not specifically aimed at diverse attorneys).

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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

Through our Attorney Development Managers and firm systems, like Foundation, which is a matter intelligence tool, we have built DEI enhancements such as Goodwin's Client Diversity Percentage initiative. Sponsored by the Chief Human Resources Officer and led by the DEI and Knowledge Management ("KM") teams, the DEI Team worked with firm leadership to establish how best to share attorney diversity information, balancing inclusion with privacy and compliance needs.

The DEI, IT, Human Resources, and KM teams then implemented Client Diversity Percentages and Diverse Expertise Location within the Foundation firm intelligence platform. Gender, ethnicity, LGBTQ+, and overall diversity work by percentage of total timekeeper hours is shown on each Client Profile and is available to partners and certain staff.

The Client Diversity Percentages program is unique because it provides diversity information not on a one-off, hidden basis, but for every client, 24/7, on the prominent Client Profiles within Foundation. Under the hood, a (seldom used) "opt out" feature allows for partners to hide their diversity information in Foundation, while having that data still available for firm-wide reporting purposes. A diverse expertise report, also within Foundation, leverages the same data and allows for easy location of diverse timekeepers by keyword, office, and practice area.

Internally, client leads can track key work diversity metrics, assess the status of diversity compared to firm averages, and provide clients information about the diversity of Goodwin teams. They can identify the need for a more diverse set of attorneys for a particular client. In turn, the diverse expertise report facilitates attorney identification for pitches and also for legal work. Client and matter leads can locate diverse attorneys with the necessary experience for the work.

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External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- Yes** Pays for associate membership in diversity bar associations or other affinity organizations
- Yes** Sponsors associate participation in diversity, equity, and inclusion conferences
- No** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

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PROMOTION AND ADVANCEMENT

Countering Implicit Bias

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

Yes

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

Please see our answer to the above question regarding Work Allocation. As to performance reviews and promotions, Goodwin believes one of the best ways to help underrepresented lawyers advance their careers is to ensure a fair evaluation process. Bias interrupters are evidence-based tools that work to stop bias before it affects the workplace. Following a successful education campaign at Goodwin for all partners, attorneys and professional staff, we have been working in small groups to identify ways to interrupt the cognitive biases that can impact our decision making. That work has led to an unconscious bias tip sheet for our performance review and partner elevation processes, updates to our performance review forms to include priming statements at the top to remind evaluators to slow down their decision-making and watch for the different types of cognitive biases that can skew evaluations, and the inclusion of senior professionals, trained in unconscious bias principles, in our performance review, partner elevation, and compensation processes to act as "bias disruptors" and call attention to any potential biases that might make their way into those processes. Members of the DEI team also actively participate in this process, as they directly sit in committee discussions to serve as bias interrupters.

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

We run a bi-annual upward feedback process for partners and counsel in which non-partner, non-counsel attorneys can provide anonymous upward reviews. We also provide a similar program for our senior associates who attend our annual senior associate leadership program, Transition to Leadership.

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

Multi-tier Partnership

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

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

We do offer a professional track for our attorneys. Attorneys who are not, either by choice or because of their practice mix, a good fit for partnership have the opportunity to become a professional track attorney -- either a department attorney, a senior attorney or a counsel. Senior attorneys can be elevated to counsel, and counsel can be elevated to non-equity partnership, each when there is a business case for elevation.

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.

52%

Promotions to Partnership

48 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	22	26	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	4	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	17	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	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?

Associates and professional track attorneys who work more than 25 hours in the aggregate on culture and innovation matters will have hours 26 to 125 (so, up to 100 hours total) credited in the same way as billable hours or pro bono hours.

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?

The firm pays market bonuses and publishes that scale to the associates. Associates who are performing successfully who record billable, pro bono and creditable non-billable hours higher than 1,950 hours are eligible to receive bonuses. Associates who received a Distinctive rating or who work significantly more than 1,950 hours will receive bonuses above their class amounts.

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:

Reduced-hours associates remain eligible for partnership. Because it takes time to satisfy the partnership advancement criteria, working a reduced-hours schedule may extend the time at which an attorney is considered for elevation, depending on the proportion of standard hours worked and the duration of the reduced-hours schedule. Attorneys can be and are regularly elevated to the partnership while working a reduced hours schedule. Partners can maintain that schedule without any impact on their partner status.

In recognition of our efforts, Elaine Blais, a partner in the firm's Litigation Department, has received the Alliance's Annual Flex Success Award for best exemplifying how attorneys can achieve greater work-life integration and still have extraordinarily successful careers.

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Attorneys Working Reduced Hours

109 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	12	23	1	0
Equity Partners	1	3	0	0
Non-equity Partners	0	15	0	0
Counsel / Of Counsel	25	23	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:

Medically necessary fertility coverage is provided through our medical plans. The firm also provides non-medically necessary egg and embryo freezing reimbursement, surrogacy reimbursement, and adoption reimbursement. In addition, the firm provides a Cleo membership which provides expert guidance and evidence-based programming on topics such as planning a family, fertility, birth preparation, newborn care, childhood development, behavioral issues, childcare options, adolescence, and navigating work-life balance.

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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?

18 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

Up to 18 weeks parental leave for the birth or placement of a child. Birth parents who meet the eligibility requirements for Short-Term Disability are also eligible for additional paid leave under the Short-Term Disability Policy (an additional six weeks for vaginal delivery, eight weeks for cesarean).

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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.

Bright Horizons Family Solutions, which includes subsidized and discounted center-based childcare, emergency back-up childcare and adult/eldercare, nanny placement, special needs support, and family concierge for 1:1 support. In addition, we offer a Doula Services Reimbursement benefit, KinderCare discount, Parenting Resource Group, and free membership to the Cleo family planning app.

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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

172 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	81	90	1	0
American Indian or Alaska Native	0	0	0	0
Asian	12	23	0	0
Black or African-American	7	11	0	0
Hispanic or Latinx	5	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	55	39	0	0
Two or More Races	2	5	0	0
Other or Unknown	0	0	1	0
Additional Demographics	14	13	2	0
LGBTQ+ Individuals	12	6	1	0
Individuals with Disabilities	2	7	1	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	19	8	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	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	4	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	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	6	3	0	0
Two or More Races	1	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

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

The launch of an anonymous reporting tool: this tool has allowed our community to share experiences and ask questions, anonymously, on every topic from return to office to microaggressions to COVID protocols and everything in between. The senior leadership team assigned to field the inquiries has been able to quickly and nimbly identify challenges and actively work to improve our culture.

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

Affinity groups: our affinity groups continue to evolve and mature. A key piece of this evolution is our six firmwide co-chairs working together and meeting regularly with management to ensure that the work of the affinity group aligns with firm strategy, and that the firm's DEI strategy actively supports and incorporates the affinity groups, in addition to amplifying the voices and lived experiences of those from historically excluded backgrounds.

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

DEI goals for professional staff: our DEI strategy does not only apply to the lawyers, but is inclusive of our entire community. The DEI team has been working with Chief Offices and senior team leaders to ensure that DEI competencies and goals are a priority for their groups.

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

Embedding DEI best practices into all aspects of talent management

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

Accountability tools and mechanisms for all leaders

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 comprehensive training and education platform that teaches to the DEI competencies for which we will hold all members of our firm community accountable

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 best advice to candidates is that they should present themselves authentically and then determine whether this is a firm where they can create a pathway for their own success. We encourage them to ask questions about statistics, sponsorship, retention, work allocation, and what the firm is doing to combat systemic racism in its own structure. Goodwin prides itself on its collaboration and connectivity, but also its entrepreneurship. We encourage all of our candidates to have trust in their capabilities and the drive to be an innovator in their industry and at the firm.