

# Harrity & Harrity, LLP

## 2023 Vault Law Firm Diversity Survey

### LEADERSHIP

#### Head of Firm

| Name and Title                  | Race/Ethnicity | Gender | Add'l Demo |
|---------------------------------|----------------|--------|------------|
| Paul Harrity (Managing Partner) | White          | Male   |            |

#### Executive Committee

Total Number of Attorneys on Committee: 10

| Demographics                              | Men      | Women    | Nonbinary | Unknown  |
|---|----------|----------|-----------|----------|
| <b>Race / Ethnicity</b>                   | <b>9</b> | <b>1</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                                     | 9        | 1        | 0         | 0        |
| Two or More Races                         | 0        | 0        | 0         | 0        |
| Other or Unknown                          | 0        | 0        | 0         | 0        |
| <b>Additional Demographics</b>            | <b>0</b> | <b>1</b> | <b>0</b>  | <b>0</b> |
| LGBTQ+ Individuals                        | 0        | 0        | 0         | 0        |
| Individuals with Disabilities             | 0        | 1        | 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**

Elaine Spector, Equity Partner & Diversity Co-Chair

John Harrity, Co-Founding Partner & Diversity Co-Chair

**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: **6**

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

39 Total attorneys in U.S. offices

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

**U.S. Associates**

15 Total number of U.S.-based associates

| Demographics                              | Men       | Women    | Nonbinary | Unknown  |
|---|-----------|----------|-----------|----------|
| <b>Race / Ethnicity</b>                   | <b>13</b> | <b>2</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                 | 0         | 0        | 0         | 0        |
| Hispanic or Latinx                        | 1         | 0        | 0         | 0        |
| Native Hawaiian or Other Pacific Islander | 0         | 0        | 0         | 0        |
| White                                     | 10        | 1        | 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. Equity Partners**

3 Total Equity Partners

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

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

5 Total Non-Equity Partners

| Demographics                              | Men      | Women    | Nonbinary | Unknown  |
|---|----------|----------|-----------|----------|
| <b>Race / Ethnicity</b>                   | <b>4</b> | <b>1</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                                     | 4        | 1        | 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>1</b> | <b>0</b>  | <b>0</b> |
| LGBTQ+ Individuals                        | 0        | 0        | 0         | 0        |
| Individuals with Disabilities             | 1        | 1        | 0         | 0        |

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

16 Total Counsel / Of Counsel

| Demographics                              | Men       | Women    | Nonbinary | Unknown  |
|---|-----------|----------|-----------|----------|
| <b>Race / Ethnicity</b>                   | <b>15</b> | <b>1</b> | <b>0</b>  | <b>0</b> |
| American Indian or Alaska Native          | 1         | 0        | 0         | 0        |
| Asian                                     | 4         | 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                                     | 9         | 1        | 0         | 0        |
| Two or More Races                         | 0         | 0        | 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        |

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

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

2023 Vault Law Firm Diversity Survey

**U.S. Law Clerks**

0 Total Law Clerks

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

**U.S. Office Managing Partners**

1 Total U.S. Office Managing Partners

| Demographics                              | Men      | Women    | Nonbinary | Unknown  |
|---|----------|----------|-----------|----------|
| <b>Race / Ethnicity</b>                   | <b>1</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                                     | 1        | 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. Hiring Committee

8 Total U.S. Hiring Committee Attorneys

| Demographics                              | Men      | Women    | Nonbinary | Unknown  |
|---|----------|----------|-----------|----------|
| <b>Race / Ethnicity</b>                   | <b>7</b> | <b>1</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                                     | 6        | 1        | 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?

Yes If yes, describe the firm’s targets:

Please describe the firm’s targets: The Rooney Rule is a National Football League policy that requires league teams to interview one minority candidate for every head coaching or senior football operations job opening. However, this means that if 1,000 individuals apply to the opening, only one minority individual needs to be considered and the other 999 can be white males. Our Rooney Rule 2.0 takes this policy a step further; we are committed to interviewing one female or minority candidate for every male, non-minority candidate interviewed for any position at our firm. While this is similar to the Mansfield Rule in that diverse candidates are considered, the Rooney Rule 2.0 applies to all positions at the firm, not just leadership roles. Prior to implementing our Rooney Rule 2.0 in January of 2016, 8 percent of Harrity & Harrity attorneys were diverse. Today, 38 percent of our attorneys are diverse, with over 43 percent of all of our patent practitioners falling into a diverse category. This means our diversity numbers have increased five-fold, in just 6 years through the implementation of this policy. We have additionally used several writing coaches for female candidates who did not pass our writing sample test, a blind hiring portion of our process, to assist with their abilities. Our target is to have 50% diverse professionals by 2025, and we are well on our way.

**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:

**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?

Alabama A&M University  
Alabama State University  
Albany State University  
Benedict College  
Bethune Cookman University  
Bishop State Community College  
Bluefield State College  
Bowie State University  
Central State University  
Cheyney University  
Clafin University  
Coahoma Community College

**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?

Clemson University (Programs for Educational Enrichment and Retention (PEER)/Women in Science and Engineering)  
Emory University School of Law

2023 Vault Law Firm Diversity Survey

Scholarships

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

No

If yes, provide the following:

| Description, opportunities available, and link | Number awarded in 2021 |
|--|------------------------|
| <b>Scholarships</b>                            |                        |

Link:

Internships

Link:

Fellowships

Link:

## 2023 Vault Law Firm Diversity Survey

### **Career Fairs**

Does the firm participate in legal diversity career fairs?

**Yes**

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

National Action Council for Minorities in Engineering

National Society of Black Engineers

National Society of Black Engineers

Inroads

Chiefs in Intellectual Property

Women in Engineering ProActive Network

Society of Women Engineers

The Michelson Institute for Intellectual Property

Future of STEM Scholars Initiative

Black Women in Science & Engineering

Blacks in Technology Foundation

Silicon Harlem

Links

Association of University Technology Managers

GEM

MCCA

UCID

### **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.)?

Harrity has implemented both blind testing and topgrading methodologies in recruiting to eliminate implicit or unconscious bias. For Harrity, the writing test is the gateway to an in-person interview. A candidate's performance on the writing test is a crucial determinant in whether the candidate will move on to the next step of the job application process. Every applicant takes the exact same writing sample test so that we can fairly compare candidates' patent application writing skills. A component of blind hiring was implemented at this critical stage to address any biases, unconscious or otherwise, when evaluating writing tests. A mediator first receives the test and assigns an anonymous identifier to the candidate, replacing all identifying information on the submission. Evaluators are then sent the writing sample without reference or access to any information on the writer of the sample. This strategy has helped eliminate any bias that may occur at one of the most critical steps in our interview process and ensures that candidates move forward based only on their qualifications, rather than an interviewer's preconceptions. While skills-based tests are a great way to objectively screen potential candidates, measures such as anonymization must be taken to ensure the test grading is truly objective. If a candidate makes it through the writing stage, they will then be interviewed using the topgrading methodology. In this method, interviewers ask the same questions to all candidates, questions that are very specific to their job tasks and responsibilities. The interviews are immediately documented and scored by interviewers. All interviewers are trained specifically in this technique. Having a structured interview minimizes bias by allowing interviewers to focus on work competencies rather than on what they have in common with the person being interviewed.

**2023 Vault Law Firm Diversity Survey**

**Summer Associates**

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

We do not have summer associates

**2023 Vault Law Firm Diversity Survey**

**1L Summer Associates**

Does the firm hire 1L summer associates?

**No**

0 Total 1L summer associates at the firm in 2022

| 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        |

**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?

2023 Vault Law Firm Diversity Survey

2L Summer Associates

Did the firm hold a 2L summer program in 2022? No

0 Total 2L Summer Associates at the Firm in 2022

| 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        |

2L Summer Associates Who Received Offers

0 Total 2L Summer Associates Received Offers

| 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        |

2L Summer Associates Who Accepted Offers

0 Total 2L Summer Associates Received Offers

| 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        |

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?

**New Attorneys Hired**

4 Total 2L Summer Associates Received Offers

| Demographics                              | Men      | Women    | Nonbinary | Unknown  |
|---|----------|----------|-----------|----------|
| <b>Race / Ethnicity</b>                   | <b>4</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                        | 1        | 0        | 0         | 0        |
| Native Hawaiian or Other Pacific Islander | 0        | 0        | 0         | 0        |
| White                                     | 3        | 0        | 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        |

**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:

Currently, we have one affinity group for all diverse attorneys. By including all underrepresented demographics in one affinity group, we can learn more about the different issues faced by different races and genders, and about intersectionality for those placed in multiple demographics. Affinity group members can then split off and meet individually or in smaller groups that they set up based on common issues and interests. Affinity Group meetings are led by Edward Kim, former president of the largest government-affinity group, USPTO-Asian Pacific American Network (APANET).

## **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's leadership is committed to providing whatever support is necessary, including mentoring, free virtual events, conferences, association memberships, and internal/external skills training. Monthly firm meetings allow for affinity group members to share with the whole firm different topics, cultural holidays, articles, and events going on that relate to their role in the patent field as a minority. The affinity groups have participated in a number of activities, such as an AAPI Heritage Month cooking class, vision board making, and guest speakers.

## 2023 Vault Law Firm Diversity Survey

### DEI Events

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

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

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

Elaine Spector serves as Co-Chair of the Harrity Diversity Committee, Chair of the AIPLA Women in IP Law Committee's Global Networking Event and Outreach Subcommittee, Vice-Chair of IPO's D&I Committee, Co-Chair of IPO's D&I Outreach Subcommittee. As a firm, we are actively involved with several organizations that promote Diversity within the legal community: AIPLA- Women in IP Law Committee; Association of Legal Administrators, ChIPs; IPO D&I Committee; and MCCA, and attend and help organize conferences, appear on webinars, and contribute to articles and legislation as such. Harrity has held an AIPLA Women in IP Law Outreach Subcommittee Global Networking Event for the past 4 years. Harrity has also partnered with Meta to help in their diversity outreach programs, increasing the number of diverse innovators and patent practitioners and maintaining a network of partners, mentors, and candidates.

Each May, Harrity hosts an Annual Women's Patent Law Workshop. This four-day virtual workshop introduces the field of patent law to female science and engineering students, law school students, and recent graduates. Women from across the country join us for skills training in patent preparation, prosecution, and writing; career and resume mentoring; patent bar preparation; and to learn first-hand from partners at major law firms, leaders in university tech transfer, and in-house counsel about their experiences as women in the legal field. By engaging women at the early stages of their careers with great women leaders and teachers, we hope to encourage them to join the patent field and provide them with tools to do so successfully.

As part of Harrity's Diversity Channel, we hold regular Diversity Dialogue webinars through which leaders in the industry converse on diversity-related topics and solutions. From February 2022 to present, we have held Diversity Dialogue ThinkTanks focused on increasing the representation of women who are registered with the patent bar. The ThinkTanks are comprised of diversity thought-leaders from academia, private practice, in-house counsel, directors at the USPTO, and more, broken into smaller brainstorming groups who came up with actionable ideas and initiatives surrounding the topic. Three partner law firms who attended the sessions are implementing the programs that arose from the ThinkTanks. We then had a follow-up meeting in August, where the law firms presented on the progress made so far from their programs, how they are measuring the programs impact, and how they plan to expand the programs to make a larger impact. Each firm has launched their respective program, with the focus of bringing awareness to women in early career stages, including high school and undergrad, to introduce them to patent law and provide free resources to pursue such a career.

Patent Pathways launched in June 2022 and will have the most direct impact on the least represented group - Black female patent practitioners. With a goal of registering 20 African-American women with the patent bar in one year, this program includes an introduction to patent careers, several weeks of patent preparation and prosecution training, and a clear pathway to taking and passing the patent bar. It includes corporate sponsorships for patent bar preparation courses as well as taking the bar, so that no participants have to pay for any portion of the program, and potential law school scholarships offered to those who pass the patent bar. Participants were matched with patent attorneys for ongoing mentorship opportunities and maintain a network of other PP participants to help each other succeed throughout their careers. Several firms joined us for a career fair for all graduates of Patent Pathways to interview for patent jobs upon conclusion of the program, committing to hiring several of the women who complete the program. This means the program will directly increase the number of black women practitioners at several firms. Many firms, clients, and other organizations have gotten involved as mentors, presenters, sponsors, partners, and collaborators to ensure this program is an overwhelming success for the field of patent law.

## **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?

**Yes**

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

All attorneys and support staff are paired with a member of the Leadership Team to meet on a weekly basis, to have open and candid discussions about whatever topics they choose. This may include work, clients, firm events, and personal news, like your daughter's birthday or what you had for dinner. This gives every individual at the firm the opportunity to share what is going on both personally and professionally, ask leadership any questions they may have, seek advice for any challenges they are facing, or just have a laid-back conversation. This open-door type of communication allows every employee to feel heard by leadership and promotes a more inclusive culture.

**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:

Associates regularly meet with partners through weekly check-in calls, client meetings, and team meetings. While there is not a set committee, every associate has the opportunity to meet with partners regularly.

**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 celebrates many different diverse and cultural holidays in a number of ways. The firm is notified by the marketing team when it is an important date and posts are shared on social media channels. Open Zoom meetings are occasionally scheduled for interested employees to discuss the meaning and importance of the date. Attorneys can take off at their own discretion to celebrate cultural events without issue, and the firm observes Juneteenth as a holiday. During the monthly firm meeting, anyone who may identify with a particular culture or diverse group's important date will share a presentation on the history, importance, and celebration of the date. This usually includes pictures of their own family's celebration, an explanation of the foods they eat, and even songs and games that are typically played as part of the celebration. For example, we have had attorneys and staff share on Chinese New Year, Juneteenth, Ramadan, Greek Easter, 3 Kings Day and Women's Month. This helps give everyone at the firm a perspective of that specific culture, and makes the individual feel included knowing their culture is appreciated. This May, we celebrated AAPI month with a virtual cooking event hosted by our Affinity group and open to the whole firm. We learned to cook traditional Korean recipes and make origami.

**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

Diverse attorneys are paired with non-diverse and diverse leadership team members for weekly mentoring/check-in sessions. Our Minority Firm Incubator 2.0 program had 42 weeks of business development training, that we opened up to our own employees as well. We hold weekly interactive sessions and weekly mentoring slots are open to whoever needs it. The firms are also welcomed to set mentoring/skills training meetings with any of the firm staff members. The Harrity Academy is a free virtual program comprised of three courses that introduce diverse participants to the field of patent law; provide exclusive training, practice materials, and mentorship. Participants get to meet with mentors of varying backgrounds on a weekly basis, many of which continue long past the program date. We also have LinkedIn groups for these programs and our Harrity for Parity Womens Workshop to create an alumni network and provide continued support and mentoring.

## 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:

Everyone at the firm is given a membership to the Intellectual Property Owners Association (IPO) and are encouraged to attend IPO events and use IPO resources. The firm covers membership to a variety of other professional associations and covers costs of CLEs. One partner oversees articles and helps attorneys write new blogs if they would like to, and our pro bono committee allows attorneys to explore other aspects of law. We also have a variety of internal programs that are open to all Harrity employees in addition to external diverse practitioners.

**Minority Firm Incubator Program (MFI):** This program was established to help train, cultivate, and launch minority-owned patent law firms and consists of four phases: Drafting Patent Applications, Prosecuting Patent Applications, Firm Management, and Firm Launch. In the fourth phase, program participants have the tools, knowledge, and experience required to launch their own patent law firms with the added benefit of established corporate relationships from Harrity. Firm leaders will receive ongoing mentorship to help ensure their success. The goal of the program is to increase the number of minority owned law firms in the same way venture capital funding helps startups ramp up their operations. Onyx IP Group, the first Minority-Owned Firm to come from the program, launched in June 2021. **Minority Firm Incubator 2.0:** To make the MFI more impactful to the patent field, we developed an enhanced version of our original program, focused on helping existing, struggling minority-owned firms to succeed. The program teaches a range of topics over 42 weeks, with virtual classes held every week. Topics include best practices of firm management, hiring the right people, defining and pitching your brand, and focuses on improving quality processes within the firms, which will in turn allow them to give better pitches, win more business, and produce higher quality work product. Our first MFI 2.0 began on January 11 with 8 minority-owned firms, and plans to conclude in October. Partners of the program will give work to winning pitches upon conclusion. All classes are taught by Harrity attorneys and directors, with additional guest speakers from the field.

**Annual Women's Patent Law Workshop:** We recently held our Fifth Annual Women's Workshop in May 2022. This four-day virtual workshop introduces the field of patent law to female science and engineering students, law school students, and recent graduates. Women from across the country join us for skills training in patent preparation, prosecution, and writing; career and resume mentoring; patent bar preparation; and to learn first-hand from partners at major law firms, leaders in university tech transfer, and in-house counsel about their experiences as women in the legal field. By engaging women at the early stages of their careers with great women leaders and teachers, we hope to encourage them to join the patent field and provide them with tools to do so successfully.

**The Harrity Academy:** Launched in September of 2020, the Harrity Academy is a free virtual program comprised of three courses that introduce diverse participants to the field of patent law; provide exclusive training, practice materials, and mentorship; and teach how to effectively and efficiently draft and prosecute high-quality patent applications. The goal of this program is to help increase the number of diverse candidates entering the patent field by targeting diverse students in STEM programs and law schools; newly practicing attorneys; and early career engineers. Courses are held each Spring and Fall, with 20-40 participants per class, and are voluntarily taught by Harrity attorneys.



## 2023 Vault Law Firm Diversity Survey

### **Work Allocation**

Does the firm monitor work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters?

**Yes**

Describe how the firm monitors work distribution

The firm uses a workflow management tool, through which all attorneys are able to select new matters. One partner oversees this delegation, and ensures that everyone receives equal work. Because we have an open communication system, attorneys let the partners know what cases they prefer to work on based on their backgrounds, client preferences, and technical skills. Because attorneys are paid based on production, they typically pick work that they are most efficient in, which in turn, is best for everyone. This system allows everyone to work on what they want, while also picking how much work they want. We also ensure that diverse attorneys are being appropriately represented on our variety of client matters.

## 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):

Harrity has been involved in many other organization's DEI related events and activities, including the AIPLA Women in IP Global Networking Event, for which Harrity sponsored an in-person wellness event this year and a networking session on various topics every year. We have also partaken in MCCA events, diversity-focused webinars and podcasts, and guest articles for other organizations.

**2023 Vault Law Firm Diversity Survey**

**PROMOTION AND ADVANCEMENT**

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**Countering Implicit Bias**

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

**Yes**

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

Once hired, every individual is reviewed based on a scorecard that relates to their position and includes strictly objective metrics to be graded on (timeliness, work product volume, efficiency, etc.). This process allows individuals to be reviewed solely based on their job performance, and again removes the likelihood of bias. Work is allocated through a workflow management tool to ensure fair opportunity for all attorneys, and monitored for fairness by the partners, who have received training. The partner track, like the scorecards, contains specific and measurable metrics that anyone interested in must meet in order to be promoted. Bonuses and other compensation is based on production, so every attorney has an equal opportunity to be compensated the same.

**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

At least once per year, all employees are asked to fill out a survey regarding their review of the firm. This includes their life/work balance, whether they have access to all the resources they need to be successful, and whether they have any feedback/suggestions for leadership. Individuals then also meet with the firm Controller to provide any additional information regarding their needs and overall satisfaction. Employees also regularly partake in external surveys, such as Best Places to Work, to provide anonymous feedback that is then given to leadership to take into account.

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## 2023 Vault Law Firm Diversity Survey

### Diverse Slate of Candidates

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

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

The overriding problem among the diversity approaches discussed above is that none address the root cause of the diversity issue: the numbers. It may be idealistic for an organization to say that it will hire or promote a specific number of diverse candidates or counsel; however, when it comes time to make diverse hires, where will these diverse individuals come from? The numbers of diverse practitioners in the field of patent law are far too low for the Mansfield Certification to be realistically achieved by most firms. Understanding this, Harrity is working with MCCA (Minority Corporate Counsel Association) to create a new certification that also includes an organization's commitment to increasing the number of diverse candidates in the field, who can THEN be hired to achieve Mansfield Certification. With that said, Harrity does abide by the Rooney Rule 2.0, a hiring policy we pioneered that demonstrates our firm's commitment to our Diversity Mission is not just lip service.

The Rooney Rule is a National Football League policy that requires league teams to interview one minority candidate for every head coaching or senior football operations job opening. However, this means that if 1,000 individuals apply to the opening, only one minority individual needs to be considered and the other 999 can be white males. Our Rooney Rule 2.0 takes this policy a step further; we are committed to interviewing one female or minority candidate for every male, non-minority candidate interviewed for any position at our firm. While this is similar to the Mansfield Rule in that diverse candidates are considered, the Rooney Rule 2.0 applies to all positions at the firm, not just leadership roles. Prior to implementing our Rooney Rule 2.0 in January of 2016, 8 percent of Harrity & Harrity attorneys were diverse. Today, 38 percent of our attorneys are diverse, with over 43 percent of all of our patent practitioners falling into a diverse category. This means our diversity numbers have increased five-fold, in just 6 years through the implementation of this policy.

### 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:

Attorneys can be promoted to Counsel if they do not wish to become Partner. We do not enforce an "up or out" system, and allow attorneys to grow however they would like to within the firm. There are always new opportunities for someone to get involved and remain either an Associate or Counsel, such as writing articles, joining committees, helping with automation, getting involved in diversity initiatives, and helping in the hiring process.

**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.

100%

**Promotions to Partnership**

1 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>1</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                                     | 1        | 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        |

**BILLABLE HOURS AND COMPENSATION**

**Credit for DEI Work**

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

N/A (firm has no billable requirement)

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

N/A

**Compensation**

Are associate salaries lockstep or discretionary?

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?

Our attorneys here are paid based on production, so they earn a percentage of a nominal- billed amount based on the task that they're performing. You work more, you make more; you work more efficiently, you make more in the same amount of time. With no billable hours, no minimum annual hourly requirement, and flexible schedules, this allows attorneys to be in charge of how much they work and how much they make.

### **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:

This will not affect anyone's path to partnership whatsoever. All of our attorneys work remotely on flexible schedules and set their yearly hour requirement based on their own preferences. In 2020, we promoted Elaine Spector to partner on a reduced-hour schedule.

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**2023 Vault Law Firm Diversity Survey**  
**Attorneys Working Reduced Hours**

2 Total Number of Attorneys Working Reduced Hours

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

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**WORKING PARENTS**

**Family-planning Resources**

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

**No**

If applicable, describe the family-planning resources available:

**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?

Whoever gives birth is the primary caregiver

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

12-16 weeks

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

4 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.

The standard is 12 weeks for primary caregivers and 4 weeks for secondary; however it is flexible and customizable typically up to 16 weeks. We allow attorneys to create their own plans based on their needs and work desires. We also allow attorneys to use disability if needed, or work a reduced hour schedule.

## 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.

We have gotten rid of billable hours and enforce no billing requirement during parental leave or during their ramp up. Harrity is 100% remote for all employees, so they can nurse in their own homes, share childcare duties with relatives, and make their own hours to best accommodate their needs. Flexible hours are always offered to all attorneys and staff members.

**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**

1 Total Number of Departures among Associates in 2022:

| Demographics                              | Men      | Women    | Nonbinary | Unknown  |
|---|----------|----------|-----------|----------|
| <b>Race / Ethnicity</b>                   | <b>1</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                                     | 1        | 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        |

This associate left the patent field altogether to pursue a family business.

**Departures among U.S. Partners**

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

| 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        |

0

**2023 Vault Law Firm Diversity Survey**

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

1 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>0</b> | <b>1</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        | 1        | 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        |

This Counsel retired from patent law.

**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**

1. We launched and completed the Minority Firm Incubator (MFI) 2.0 program in 2022. The MFI 2.0 is a one-of-a-kind free, virtual intensive 42-week program that helps minority owned and operated firms launch their businesses to the next level of success. Harrity attorneys joined seven minority owned firms that met weekly with Harrity leadership and a variety of guest speakers, known as experts in the field, to learn everything that goes into running a successful firm, including hiring and recruiting practices, building and maintaining a cohesive brand, business development, relationship building, financials, HR, and automation. The program began and ended with pitches to a panel of real clients. The initial pitches received feedback and were worked on throughout the program, with modifications based on the lessons taught. The final pitches were significantly improved, with half of the firms immediately landing business from corporations that sat on the panels. The MFI firms continue to receive ongoing mentorship and advice, from hiring practices, to website updates, to patent strategy. This program was a resounding success, as it gave the firms confidence, resources, and direct business. We are currently working on an MFI 3.0 program, which will include more on-demand, self-learning opportunities, which will allow us to expand to even more firms. This program helped teach our diverse participants about running a business, while training additional attorneys on how to better communicate with diverse candidates and clients.

## 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

2. Patent Pathways<sup>®</sup> has likely had the biggest impact with respect to fostering DEI at both our firm, and the field as a whole. This is because Patent Pathways has the most direct impact on the least represented group - Black female patent practitioners. In 2022, we accepted 20 Black women into the program, who will all be registered with the patent bar by the end of the year. This program includes an introduction to patent careers, patent preparation and prosecution training, and a clear pathway to taking and passing the patent bar. The program is comprised of completely free virtual evening classes, so participants can continue to work or go to school while they train to become patent agents. 12 of our 2022 participants have already been offered full time jobs, with 10 accepting and beginning their positions this year. Participants were also matched with patent attorneys, one law firm and one in-house, for ongoing mentorship opportunities. We've also maintained a network of participants through a LinkedIn group to help each other succeed as they continue throughout their careers. This program is directly helping to increase minority representation in the patent field by finding Black women who have STEM degrees, informing them about the career opportunities in patent law, providing training from patent prosecution skills to patent bar preparation, and removing financial barriers by sponsoring participants to take the patent bar exam and become registered practitioners. This creates a pool of highly qualified, diverse candidates that our program partners can hire from, as we provide job matching and a resume portal for easy interviewing. Harrity has hired one of the 2022 participants as a patent agent, who started this April, and are thrilled to have her onboard.

By helping the most underrepresented segment of the industry and making the training free, valuable, and easily accessible, we plan to make an immediate and profound impact to the demographics of patent law, and in turn, the pool of quality diverse candidates from which organizations can recruit. Through the first iteration of Patent Pathways alone, which launched in June 2022, there will be 20 more Black women registered with the USPTO by the end of 2023 - an increase of 2.5% in just 12 months. With an anticipated 50 participants in the next class, we would further increase the number of Black women patent practitioners by over 7% by 2024. With law firms and corporate partners already signed up to hire the Patent Pathways graduates, including Harrity, we expect to see an immediate impact on diversity numbers across the board. We are not only training Black women to be recruited by Harrity; we are doing the legwork to train candidates and recruit for other organizations. By offering continued education and mentoring, we can ensure the program graduates continue to learn and improve, increasing the likelihood of retention. You can read more about Harrity's diversity programs at [patentpathways.org](https://patentpathways.org).

## 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

3. Another initiative that has increased DEI both internally and in the patent field at large is "The Diversity Channel," hosted by Partner Elaine Spector. The Diversity Channel has amassed a significant following, with over 700,000 impressions, 80,000 views, and 20,000 likes to date, spreading awareness of the current issues of gender and racial disparity, sharing tips on how to approach these issues, and bringing together change agents passionate about helping us make a difference. Through the Diversity Channel, we were able to reach and hire our first LBGTQ attorney.

We also hosted our first Diversity Dialogue ThinkTank in February 2022, with the goal of increasing the representation of women in patent law. We brought together regional directors from several of the branches of the USPTO, leaders in diversity organizations such as ChIPs, LCLD, and MCCA, corporate patent counsel, and law firms. Each firm committed to implementing one of the three programs that were brainstormed during the ThinkTank sessions, which include a shadowing program for high school students, a Language of Leadership webinar for STEM seniors with female guest speakers, and on-site patent career presentations for college students. The program leaders and DEI brainstormers met several times throughout 2022 to discuss program details, implementation strategy, target audiences, execution, and both short-term and long-term goals. We are proud to say that all three programs have been deployed, launching in several high schools, colleges, and universities in 2023. We are in regular contact with the program coordinators and are working on blueprints to be able to easily share the programs with other education institutes, as well as law firms and similar organizations who would like to help launch them nationwide. Through this, we are created a larger pool of female patent practitioners from which we can hire, while encouraging others within the field to contribute to DEI initiatives.



## 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

1. Rooney Rule 2.0 : Our Diversity Mission has always been to promote and nurture a respectful, highly engaged, family-friendly, and inclusive culture that values the diversity of our talented team by leveraging and learning from our team's diverse backgrounds, experiences, perspectives, skills, talents, and capabilities. At Harrity & Harrity, we are committed to The Rooney Rule 2.0, a hiring policy we pioneered that demonstrates our firm's commitment to our Diversity Mission is not just lip service.

The Rooney Rule is a National Football League policy that requires league teams to interview one minority candidate for every head coaching or senior football operations job opening. However, this means that if 1,000 individuals apply to the opening, only one minority individual needs to be considered and the other 999 can be white males. Our Rooney Rule 2.0 takes this policy a step further; we are committed to interviewing one female or minority candidate for every male, non-minority candidate interviewed for any position at our firm. While this is similar to the Mansfield Rule in that diverse candidates are considered, the Rooney Rule 2.0 applies to all positions at the firm, not just leadership roles. Prior to implementing our Rooney Rule 2.0 in January of 2016, 8 percent of Harrity & Harrity attorneys were diverse. Today, 38 percent of our attorneys are diverse, with over 43 percent of all of our patent practitioners falling into a diverse category. This means our diversity numbers have increased five-fold, in just 6 years through the implementation of this policy.

## **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**

2. Firms should offer training and development programs aimed at underrepresented groups in the legal profession. This could include mentorship programs, leadership training, and opportunities for continuous learning and development. Harrity is currently focused on increasing the number of African-American/Black women patent practitioners, which is the least represented demographic in patent law and under 2%. As aforementioned, our Patent Pathways program creates a pipeline of highly qualified Black women patent agents and attorneys by providing free training, patent bar preparation, patent bar exam registration fees, ongoing mentoring, and additional resources through each iteration of the program. We are directly creating a pool of diverse practitioners that both we and other firms hire from through the resume and interviewing portal available through Patent Pathways. Once we have made significant progress in this demographic, we will then move our focus on to the next least-represented minority and continue again through the process. Harrity has hired directly from the Patent Pathways program, increasing the representation of Black women among our patent agents. We look forward to working with more candidates in the future from this pool.

## **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**

3. Lastly, Harrity is committed to creating an inclusive culture. It's not enough to just hire diverse employees; law firms must also foster an inclusive culture where all employees feel valued and included. Ways Harrity has approached this involve creating our diversity and inclusion committee, regularly surveying employees on their experiences within the firm, and implementing policies that promote work-life balance and respect for all employees, such as 100% remote work, flexible schedules, ample time off, full medical benefits, and both short and long term disability. In addition to these priorities, law firms should also be transparent about their diversity, equity, and inclusion goals and progress. This transparency can help hold firms accountable and ensure they are continuously working towards creating a more diverse and inclusive environment. We are sure to keep our employees aware of everything going on at the firm through monthly firm meetings and an active social media following. We've recently also added our Affinity Groups, neurodiverse accommodations, and are working with our LGBTQ attorney internally to find ways to better reach and represent the LGBTQ community.

## 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?

\*Look for words in the job description intended to attract diverse candidates, like flexibility, reduced-hours, family-friendly, supportive, interpersonal, collaborative, remote. If a firm is highlighting these in a job posting, it means not only does their environment actually offer all of these benefits, but that they are likely an inclusive firm

\*Do your research -- look at their website, recent news articles about the firm/company, Glassdoor or other job review sites, LinkedIn. Reach out to people who work there to see what it is really like.

\*If a firm offers remote, flex hours, reduced hours, etc., ask how working these schedules will impact their career path. Do reduced hour employees get equal opportunities to progress? Are there remote activities and ways to meet your team members and feel included?

\*What activities does the firm partake in to provide an inclusive environment? Are they aware of and do they celebrate cultural holidays? Do employees get together regularly? Are all invited?

\*Does it have a formal sponsorship program to make sure diverse candidates advance at its firm? What about affinity groups -- do they have them, how are they structured, what do the groups do?

\*Look at firm's leadership. Are there any diverse members of leadership? Google their names -- does anything come up with regard to their efforts to increase diversity or inclusion?

\*Ask about diversity growth, current programs they are involved in, organizations they support. Remember that this field does not have a large pool of diverse candidates to begin with, so it may be more important to ask what their programs are doing to change that, to address the root of the issue, rather than how many diverse employees they currently have.