

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Katya Jestin; Co-Managing Partner	White	Female	
Randall Mehrberg; Co-Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: **34**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	14	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	17	12	0	0
Two or More Races	2	0	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

The firm does not track disability data.

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

Courtney Carter: Director of Diversity, Equity, and Inclusion

DEI Committee

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

In what year was the committee formed?

Early 2000's

Total Number of Attorneys on DEI Committee: 36

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	19	17	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	9	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	8	1	0	0
LGBTQ+ Individuals	8	1	0	0
Individuals with Disabilities	0	0	0	0

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

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

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

501 Total attorneys in U.S. offices

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

U.S. Associates

209 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	92	117	0	0
American Indian or Alaska Native	1	2	0	0
Asian	13	14	0	0
Black or African-American	5	8	0	0
Hispanic or Latinx	3	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	70	79	0	0
Two or More Races	0	4	0	0
Other or Unknown	0	0	0	0
Additional Demographics	19	21	0	0
LGBTQ+ Individuals	19	21	0	0
Individuals with Disabilities	0	0	0	0

The firm does not track disability data.

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

111 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	81	30	0	0
American Indian or Alaska Native	1	0	0	0
Asian	1	1	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	73	24	0	0
Two or More Races	3	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	1	0	0
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

The firm does not track disability data.

U.S. Non-Equity Partners

83 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	51	32	0	0
American Indian or Alaska Native	1	0	0	0
Asian	0	3	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	49	27	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	4	0	0
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

The firm does not track disability data.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

40 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	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	27	9	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	0	0	0	0

The firm does not track disability data.

U.S. Non-Partner-Track Attorneys

43 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	18	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	0	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	14	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	0	0	0	0

The firm does not track disability data.

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

15 Total Law Clerks

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

The firm does not track disability data.

U.S. Office Managing Partners

5 Total U.S. Office Managing Partners

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

The firm does not track disability data.

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

48 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	26	22	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	17	0	0
Two or More Races	3	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	6	2	0	0
LGBTQ+ Individuals	6	2	0	0
Individuals with Disabilities	0	0	0	0

The firm does not track disability data.

FORMAL PROCESSES AND GOALS

Metrics

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

- Yes Racial/ethnic identity
- Yes Gender identity and gender expression
- Yes Sexual orientation
- No Disability

Measurement

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

Yes If yes, describe the firm’s targets:

We are analyzing our current diversity metrics and setting stretch goals for our partnership overall, equity partnership, leadership roles, partnership promotion, and overall lawyer makeup. We are focusing on continuing to become a more diverse and inclusive firm and are committed to doing what it takes to hit our stretch goals.

2023 Vault Law Firm Diversity Survey

Accountability

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

Yes

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

Every partner in the firm participates in a Diversity and Inclusion Action Plan program, DAP, which launched in 2018 and asks all partners to contribute to diversity and inclusion by selecting, committing to, and completing specific measurable business development, matter staffing, and recruiting actions throughout the year. Completion of the DAP is included as a part of the partner compensation process for the following year. Reports detail how each partner personally furthered the firm's diversity and inclusion goals. The firm's Management Committee also considers all aspects of a partner's contribution to the firm. The firm strongly encourages collaboration and encourages fee-sharing credits (fee splits). Further, before partners can submit their annual compensation memo describing their own work and contribution to the firm, they submit collaboration memos in which they highlight what other people have done to assist them and contribute to their efforts. The firm has reduced the number of levels at which partners are compensated to eliminate immaterial differences in compensation bands and foster cross-practice collaboration. The firm does not have a formulaic compensation system, but places the highest value on client service, the value our lawyers bring to our clients, and client satisfaction.

2023 Vault Law Firm Diversity Survey

DEI Training

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

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

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University

Law Schools

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

Yes

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

We intentionally target diverse law students at each law school where we recruit.

2023 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
<p>Scholarships</p> <p>Our Diversity Scholarship program enhances the diverse talent pipeline by supporting diverse second-year law students who have demonstrated strong academic achievement and a commitment to inclusion. Scholarship recipients spend their 2L summer with the firm and are a valued part of our summer associate class. The firm also helped establish the Grant R. Folland Memorial Scholarship, which is awarded to a rising second or third-year University of Chicago law student who embodies an ongoing commitment to LGBTQ civil rights. Link: https://www.jenner.com/en/dei/pipeline-to-the-future</p>	4

Internships

Link:

Fellowships

The firm participates in the Leadership Council on Legal Diversity's (LCLD) 1L LCLD Scholars Program and Sponsors for Educational Opportunity (SEO). The LCLD Fellows Program offers participants a year-long, in-depth program devoted to relationship-building, in-person training, peer-group projects and extensive contact with LCLD's top leadership. The firm also hosted at least one SEO fellow in each US office (Chicago, Los Angeles, New York, San Francisco and Washington, DC) in Summer 2023 and has been participating in the SEO Fellows program each year since 2017. SEO Fellows come from diverse backgrounds and complete a paid internship in a top law firm prior to their first year in law school.. Link: <https://www.jenner.com/en/dei/pipeline-to-the-future>

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

Cook County Bar Association Job Fair and Lavender Law, Harvard BLS Job Fair, Southeastern Minority Job Fair, and Bay Area Diversity Job Fair

Combating Implicit Bias

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

Since 2005, the firm has conducted diversity awareness training for all new lawyers. The session is focused on improving interpersonal communications, understanding organization roles and dynamics, and sensitizing the participants to the multi-faceted aspects of working in a diverse environment. The firm offers a number of training programs that focus on concepts of inclusion, including a behavioral interviewing course -- with a particular emphasis on best practices in behavioral interviewing and creating awareness to eliminate unconscious bias. Recently, the firm's Director of Diversity, Equity, and Inclusion and a member of our Firm Counsel facilitated an Unconscious Bias and Behavioral Interview training for all members of the hiring committee.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

The firm focuses on the pipeline for diverse candidates as early as possible. The firm hosted Sponsors for Educational Opportunity (SEO) fellows in each US office (Chicago, Los Angeles, New York, San Francisco, and Washington, DC) in summer 2023, 2022, 2021, and 2020 and has participated in the SEO Program since 2017. SEO Fellows come from diverse backgrounds and complete a paid internship in a top law firm prior to their first year of law school. The firm also has the following eleven affinity groups: African American Affinity Group (AAAG), Professional Staff African American/Black Affinity Group, Asian Lawyers Forum, Caregivers Affinity Group, Hispanic Lawyers Forum, Jewish Affinity Group, LGBTQ Forum, Multicultural Affinity Group, Muslim Affinity Group, Veteran and Military Families Affinity Group, and Women's Forum. Summers are invited to opt-in the affinity groups upon starting their summer program with the firm and encouraged to actively participate in affinity group meetings, mentoring programs, events, and networking opportunities. In another effort to personally invest in the pipeline, we offer up to ten diversity scholarships to rising 2L law students. Another of our key initiatives enabling us to support the pipeline of diverse lawyers is our involvement with the Leadership Council on Legal Diversity (LCLD)--we currently are participating in the 1L LCLD Scholars Program, in which firms can partner with companies to support a diverse 1L in their summer class.

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
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

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? Yes

42 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	29	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	5	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	19	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	3	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

42 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	29	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	5	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	19	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	3	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

21 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	15	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	4	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	11	0	0
Two or More Races	0	0	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

The firm does not track disability data.

2023 Vault Law Firm Diversity Survey

Diversity Program Participants

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

4

New Attorneys Hired

93 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	40	53	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	9	0	0
Black or African-American	2	5	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	37	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	7	13	0	0
LGBTQ+ Individuals	7	13	0	0
Individuals with Disabilities	0	0	0	0

The firm does not track disability data.

Mandatory Arbitration

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

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

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

2023 Vault Law Firm Diversity Survey

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

The firm has the following eleven affinity groups: African American Affinity Group (AAAG), Professional Staff African American/Black Affinity Group, Asian Lawyers Forum, Caregivers Affinity Group, Hispanic Lawyers Forum, Jewish Affinity Group, LGBTQ Forum, Multicultural Affinity Group, Muslim Affinity Group, Veteran and Military Families Affinity Group, and Women's Forum.

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 Diversity, Equity, and Inclusion (DEI) Committee supports affinity group programs, one of which is the Diversity Speaker Series, where founders, visionaries, leaders and change makers are invited to speak to the firm about their experiences, DEI journey and vision for a more equitable world in honor of a heritage month like AAPI Heritage Month, Black History Month, Hispanic Heritage Month, Women's History Month, etc. The DEI Committee also hosts a biennial C3 Summit for lawyers of color. The C3 Summit is an opportunity for the firm's lawyers of color to connect, collaborate and create.

Each year the DEI Committee hosts the firm's Summer Summit, which provides a forum for diverse public officials, C-suite executives, in-house counsel, and other notable figures to inspire with their personal stories and advance efforts to create a more equitable society. In 2022, Terrica Redfield Ganzy, Executive Director of the Southern Center for Human Rights, discussed her journey to both law school and the Southern Center for Human Rights, along with the mission of the Southern Center for Human Rights and shared how lawyers and law students can support their work today.

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:

In March 2023, the Women's Forum hosted a two-day Women Partners Summit on what companies are doing to promote diversity within the legal department and among outside providers, thoughts on most effective outreach strategies from outside counsel, and business development best practices. In addition to the C3 Summit mentioned above, each year the DEI Committee hosts the firm's Summer Summit, which provides a forum for diverse public officials, C-suite executives, in-house counsel, and other notable figures to inspire with their personal stories and advance efforts to create a more equitable society. In June 2023, Carletta Higginson, Global Head of Music Publishing at YouTube, discussed her journey from law school to a practicing lawyer at Jenner & Block, and finally to YouTube.

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:

The firm supports diverse lawyers by pairing them with established partners in formal and informal mentoring efforts. On a more formal level, the firm's DEI Committee and affinity groups provide opportunities for internal and external networking, through affinity group-sponsored small group mentorship programs, community involvement, and social interaction. To better support people of color at the firm in terms of equal access to high-impact and high-visibility assignments that may lead to higher compensation, we launched an internal sponsorship program where every lawyer of color is paired with a sponsor currently serving as a practice group leader or on the Management and Policy Committee. The sponsors work with their protégé and develop a written plan and outline goals for the sponsorship relationship. Sponsors report out periodically to the Management or Policy Committee on their progress under the plan. The program aims not only to foster the retention of diverse attorneys, but to support and bring those attorneys meaningfully and directly into high-value client relationships--and offer consistent support in their client development efforts. For this initiative, we are emphasizing sponsorship, not mentorship. This means that the sponsors are asked to be active contributors to the professional development of their protégés, not just to give advice and guidance. Our sponsorship program has been in place since September 2020 and we have already seen tangible, positive results. Each pair receives sponsor/protégé training and overall, the program has been very well received thus far.

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:

The firm's Associate Committee is a group of associates who represent a cross-section of the firm's offices, practice groups and serves as the collective voice of the firm's associates, working closely with firm management on issues of interest, including topics like compensation, training, mentoring, career development, work/life balance, legal support, and firm culture. The Associate Committee regularly meets with the firm's Managing Partners to discuss the above issues of interest and strengthen advancement and business development opportunities for all associates at the firm.

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 supports affinity group programs, one of which is the Diversity Speaker Series, where founders, visionaries, leaders and change makers are invited to speak to the firm about their experiences, DEI journey, and vision for a more equitable world in honor of a heritage month like AAPI Heritage Month, Black History Month, Hispanic Heritage Month, Women's History Month, etc.

2023 Vault Law Firm Diversity Survey

NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

Yes

If applicable, describe the mentoring or sponsorship program

To better support people of color at the firm in terms of equal access to high-impact and high-visibility assignments that may lead to higher compensation, we launched an internal sponsorship program where every lawyer of color is paired with a sponsor currently serving as a practice group leader or on the Management and Policy Committee. The sponsors work with their protégé and develop a written plan and outline goals for the sponsorship relationship. Sponsors report out periodically to the Management or Policy Committee on their progress under the plan. The program aims not only to foster the retention of diverse attorneys, but to support and bring those attorneys meaningfully and directly into high-value client relationships--and offer consistent support in their client development efforts. For this initiative, we are emphasizing sponsorship, not mentorship. This means that the sponsors are asked to be active contributors to the professional development of their protégés, not just to give advice and guidance. Our sponsorship program has been in place since September 2020 and we have already seen tangible, positive results. Each pair receives sponsor/protégé training and overall, the program has been very well received thus far.

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:

Our involvement with the Leadership Council on Legal Diversity (LCLD) is a significant professional development organization specifically for our diverse lawyers. We currently are participating in all three of LCLD's programs--the 1L Scholar Program, in which firms can partner with companies to support a diverse 1L in their summer class; the Pathfinders Program, which is geared towards advancing and supporting diverse mid-level associates; and the Fellows Program, which connects diverse junior partners with leaders at companies and provides opportunities for business development and professional growth. The firm is also a member and a sponsor of a number of diversity-related organizations that promote professional development, including: Black Women Lawyers Association (BWLA) of Greater Chicago, Corporate Counsel Women of Color (CCWC), Charting Your Own Course (CYOC), Chicago Committee on Minorities in Large Law Firms, The Leadership Institute for Women of Color Attorneys, Minority Corporate Counsel Association (MCCA), National Asian Pacific American Bar Association, Lambda Legal and OutLeadership. Our membership and engagement with these organizations provides opportunities for our diverse lawyers to further develop their leadership potential and business development opportunities. Along with offering diversity scholarships and participating in pipeline programs, we offer training and development programs, including annual diversity workshops to increase cultural competence and inclusion in the workplace, and professional development workshops for diverse lawyers to hone their business development skills and expand their network. We also partner with clients on diversity initiatives.

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 created a Work Assignment Program in 2020 to provide more structure and address disparity in utilization among diverse lawyers.

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?

- No** 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):

2023 Vault Law Firm Diversity Survey

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

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

Yes

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

The Director and Manager of Diversity, Equity, and Inclusion host Behavioral Interview Trainings where they create an awareness to eliminate unconscious bias and create culture awareness and best practices in behavioral interviewing.

Upward Reviews

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

No

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

2023 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

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

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

Multi-tier Partnership

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

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

The firm also employs Staff and Discovery Attorneys who are not on the partnership track.

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.

34%

Promotions to Partnership

10 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	3	7	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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

The firm does not track disability data.

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?

The firm has a policy where up to 100 hours annually can be applied to billable hours credit for work that is directly related to diversity, equity, and inclusion initiatives.

Compensation

Are associate salaries lockstep or discretionary?

Discretionary

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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?

Each associate's pay is separately determined. There is no lockstep model. Base compensation is based primarily on seniority and associates may receive performance-based bonuses.

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:

Partnership progression is an individualized issue. Associates working on a reduced-time basis are eligible for partnership while working on a reduced schedule, as long as they have amassed the requisite experience and developed the necessary skills based on the firm's criteria for partnership. There is no mathematical formula to measure when the requisite level of experience will be achieved. The standards applied to associates working on reduced schedules who are under consideration for partnership are the same as those applied to full-time associates.

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Attorneys Working Reduced Hours

52 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	8	8	0	0
Equity Partners	0	2	0	0
Non-equity Partners	3	8	0	0
Counsel / Of Counsel	14	3	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:

The firm offers family formation benefits offered to spouses and partners of benefits for eligible U.S. employees firmwide: paid family leave, Infertility treatment coverage (other than in-vitro fertilization) and fertility/in-vitro fertilization coverage. The firm's insurance policy covers egg freezing, IUI (intrauterine insemination), IVF (in vitro fertilization), Male infertility care, contraception (birth control pill, IUDs, etc.), permanent birth control (e.g. vasectomies, hysterectomies, etc.) and abortion.

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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?

Yes

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

A Primary caregiver is defined as someone who has primary responsibility for the care of a child immediately following the coming of the child into the custody, care, and control of the parent for the first time.

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

17 weeks

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

12 weeks

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

N/A

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Parental Leave Policy

Describe the firm's parental leave policy.

Any lawyer may elect to take longer "primary caregiver leave" or shorter "secondary caregiver leave." The firm does distinguish between primary and secondary caregiver leave--more paid leave is given to primary caregivers. All caregiver leave must be taken within 12 months of a birth or adoption of the child. All Jenner & Block offices have a mother's room where a mother can pump. Lawyers and professional staff may opt to use their offices by locking their office doors or they will be provided a private space with a locked door. A pumping mother may opt to have curtains put up in her office for extra privacy. Additionally, the firm has recently added a mail-home breast milk service to the list of benefits that our nursing mothers can take advantage of.

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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.

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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):

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ATTRITION

Departures among U.S. Associates

0 Total Number of Departures among Associates in 2022:

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

The firm does not externally share attrition data.

Departures among U.S. Partners

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

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

The firm does not externally share attrition data.

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

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

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

The firm does not externally share attrition data.

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SUCCESSSES 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

1. Partner Class Metrics: Our three most recent partner classes averaged 50% female, 10% lawyers of color and 20% openly LGBTQ partners--these figures are higher the industry average. While each new partner class year is different, we have seen progress in the percentage of diverse new partners over these years because of our firm's specific focus on supporting diverse lawyers through multiple avenues. For example, biennially, the firm flies all lawyers of color to Chicago for our C3 Summit --a day and a half of business development and connection focused programming aimed at supporting and investing in our diverse lawyers. In 2022, 11 of the 18 new partners were women (61%), including two women of color. Of the new partners in 2022, 11% identified as LGBTQ and two of the new partners were people of color (11%). In 2021, seven of the 12 new partners were women (58%), including four women of color. Four of the new partners were people of color (33%). In 2020, four of the nine new partners were women (44%), including two women of color. Of the new partners in 2020, 11% identified as LGBTQ. Four of the new partners were people of color (44%). In 2019, six of the 12 new partners were women (50%), including two women of color. Five of the new partners were people of color (42%). In 2018, nine of the 14 new partners were women (64%), including one woman of color and one LGBTQ woman. In 2017, eight of the 13 new partners were women (62%). In 2016, 44% were women lawyers and 11% were lawyers of color; and in 2015, 61% were women lawyers and 23% openly identified as LGBTQ.

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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?

#2

2. The DEI team began compiling and regularly distributing data regarding utilization, pitch count and career development of diverse lawyers to practice group leaders. In addition, practice group leaders meet with the firm's Director of Diversity, Equity and Inclusion, Director of Professional Development, and a member of the DEI committee at least twice a year to review the data in full. Access to this information assists our leaders in working to support the recruitment, retention, and development of diverse lawyers across the firm.

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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?

#3

3. Diversity Action Plan: The Diversity Action Plan (DAP) asks all partners to contribute to diversity and inclusion by selecting, committing to, and completing specific and measurable business development, matter staffing, and recruiting actions throughout the year. Completion of the DAP is included as part of the partner compensation process for the following year. Reports detail how each partner personally further the firm's diversity and inclusion goals.

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

Retention

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

Setting metric-based goals

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

Diversity in leadership

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?

One can find out a lot about whether a firm is right for them and whether it is a diverse and inclusive environment by the types of questions one asks during the interview process. Good question examples can include: What are you doing as a firm to actively ensure everyone feels included? This is a great question to gauge if the firm is actively creating opportunities for diverse lawyers or simply checking boxes. Is the leadership team committed to diversity in the organization? If so, how do they express that and ensure that commitment cascades down throughout the organization? While the candidate can check the website about who is on the firm's leadership team, it's important to know the diverse makeup of the governing bodies of the firm such as the management and policy committees and look beyond just gender diversity, taking into account racial diversity, veteran and LGBTQ diversity. Beyond this, this question allows the candidate to find out how involved and invested the folks at the top are with DEI at the firm. How are the firm's recruiting and retention efforts supporting a diverse culture? This question shows whether the firm is indeed casting a wide net to attract candidates from diverse backgrounds and whether they have specific approaches to hiring and retention to showcase that their diverse recruiting efforts are a serious commitment. You want to look for not just a strong recruiting methodology but also a commitment to DEI beyond the recruiting phase which looks like a meaningful retention strategy. Do you have any programs in place to support diversity? Who gets access to these opportunities? This allows the interviewer to talk about the existing DEI programming available to all lawyers and can showcase the opportunities available to junior lawyers in particular.