

Locke Lord LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
David Taylor, Firm Chair	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 15

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	2	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

2023 Vault Law Firm Diversity Survey

DEI Professional

Does the firm have a chief diversity officer, director of diversity, or other professional(s) leading the firm’s diversity, equity, and inclusion initiatives?

Yes

Name and Title
Kimberly A Hulsey, CDIO
Cradler Volmar, DEI Intern
Madison Moore, DEI Coordinator

DEI Committee

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

2019

Total Number of Attorneys on DEI Committee: 28

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	16	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	11	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	2	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	3	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

586 Total attorneys in U.S. offices

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

U.S. Associates

155 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	75	80	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	9	0	0
Black or African-American	3	5	0	0
Hispanic or Latinx	7	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	54	56	0	0
Two or More Races	5	5	0	0
Other or Unknown	2	0	0	0
Additional Demographics	8	0	0	0
LGBTQ+ Individuals	8	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

245 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	191	54	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	2	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	2	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	178	45	0	0
Two or More Races	4	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	6	5	0	0
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	3	3	0	0

U.S. Non-Equity Partners

63 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	46	17	0	1
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	41	14	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	1
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	1	0	0	0

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U.S. Counsel / Of Counsel

59 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	35	24	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	5	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	27	15	0	0
Two or More Races	0	2	0	0
Other or Unknown	2	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

64 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	48	15	0	1
American Indian or Alaska Native	0	0	0	0
Asian	4	2	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	42	10	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	1
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	2	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

4 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	4	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	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

20 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	9	0	0
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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	7	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	0	0	0
Individuals with Disabilities	0	1	0	0

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U.S. Hiring Committee

20 Total U.S. Hiring Committee Attorneys

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

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:

*Starting in 2024, the Firm will commit to increase each of the percentage levels of gender, race/ethnicity, LGBTQ+, and ability/disability lawyers at the Firm by no less than 1 percent each year until such levels meet or exceed the levels reflected by the overall industry gender, race/ethnicity, LGBTQ+, and ability/disability lawyer averages revealed by the Minority Corporate Counsel Association’s annual Law Firm Diversity Survey. (excerpt from updated DEI Strategic Plan adopted June 2024)

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?

The 2022 Partner compensation cycle was the second year in a row in which DEI involvement was named as a specific criteria that informed Partner compensation. Annually, as decisions are formed regarding individual partner compensation, each partner is tasked to provide a "Compensation Memo" that provides detail on a number of elements like revenues collected, work quality, business originated and diversity and inclusion activities. Diversity and inclusion activities can include mentor of a diverse attorney, authoring a diversity-related article or participation in a diversity - related panel, inface and activities involving with diverse high schoolers and college students for the purpose of encouraging their consideration of a career in law. Diversity for the purposes includes gender diversity, ethnic/minority diversity, ability diversity and members of the LGBTQ+ community. Compensation can be increased or decreased based up a partner's performance on any or all of the above mentioned elements of consideration--including specifically, diversity and inclusion activities.

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

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University School of Law

Law Schools

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

Yes

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

While not law schools, to enhance diversity at the firm and in the legal profession, the firm takes part in the following summer diversity programs: Austin Bar Association Diversity Fellowship Program, Diverse Attorney Pipeline Program (DAPP), Houston Bar Association Diversity Fellowship Program, Leadership Council on Legal Diversity 1L Scholar Program, Liberty Legal James Kelleher Fellowship Program, New York City Bar Association Diversity Fellowship Program, University of Connecticut Cultural Diversity Program

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
Scholarships	

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

Sunbelt Diversity Recruitment Program; Cook County Bar Association Job Fair, the National LGBTQ+ Bar Association's Lavender Law Conference and Career Fair, Southeastern Minority Law 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.)?

Annual diversity learning is expected for each member of the organization--attorneys and non-attorneys alike. In 2022, Firm-wide training on microaggressions was offered and focused implicit bias training was provided to all attorneys involved in the hiring process at any level (e.g., OCl, lateral hiring, etc.)

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Each of our summer associates begins their summer with an introductory conversation with the firm CDIO who reviews the importance of DEI at the Firm and details the Firm's various DEI commitments and initiatives. Diverse summer associates are also invited to participate in activities/events hosted by the Firm's Affinity Groups (e.g., Hispanic Lawyers, LGBTQ+ Lawyers, African-Descendant Lawyers and AAPI lawyers. Additionally, diverse summer associates are invited to take part in Diversity Dinners—a collection of dinners held in 8 different cities to bring together diverse associates, diverse partners and summer associates for food, fellowship and networking.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

14 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	8	0	0
American Indian or Alaska Native	1	0	0	0
Asian	1	0	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	4	0	0
Two or More Races	0	1	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

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

23 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	17	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	2	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	7	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

23 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	17	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	2	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	7	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

23 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	17	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	2	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	7	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

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

93 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	57	35	0	1
American Indian or Alaska Native	0	0	0	0
Asian	4	7	0	0
Black or African-American	5	4	0	0
Hispanic or Latinx	4	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	40	19	0	0
Two or More Races	0	2	0	0
Other or Unknown	4	0	0	1
Additional Demographics	10	1	0	0
LGBTQ+ Individuals	8	0	0	0
Individuals with Disabilities	2	1	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

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

LGBTQ+ Lawyers, African Descendent Lawyers, Asian American Pacific Islander Lawyers and Hispanic Lawyers

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

The Firm provides financial and administrative support for the affinity group's activities, events, and firm-wide presentations. Each affinity group also has an assigned Executive Committee members sponsor. Members of the affinity groups also are invited to participate in and attend the activities and conferences of diverse bar associations.

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 2022, the Firm hosted its first ever Diverse Attorney retreat. Partners and associates who are also members of the LGBTQ, ethnic minority or disability communities got to attend substantive training sessions, meet and network with each other, and enjoyed a direct audience with the Firm Chair to share unvarnished experiences on life at the Firm as a person with one or more diversity dimensions.

2023 Vault Law Firm Diversity Survey

Reverse Mentoring

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

No

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

2023 Vault Law Firm Diversity Survey

Associate Committee

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

Yes

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

The associate committee meets monthly to share information circulated from the partnership. The associate committee also meets bi-monthly with the Firm Chair and other members of the Firm's leadership to receive updates on the Firm's progress, growth and internal initiatives and to raise any issues or questions that are unique to the associate committee membership.

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?

For the following "Heritage Months" the firm hosts firm wide events/panel discussions and receives weekly "Tuesday TouchPoints" on a prominent member of the legal profession who is also a member of the relevant diversity category: African - American History Month, Women's History Month, Asian American Pacific Islander Month, Pride Month, Disability Awareness Month, Hispanic National Heritage Month and Native American Heritage Month. There were also service activities and inter-office discussions around Juneteenth. Mention of Diwali, Lunar New Year, International Holocaust Awareness Day, Ramadan, Eid Al-Fitr, Rosh Hashana and Yom Kippur is included in Firm-wide transmittals.

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

Several years ago, the firm created an informal mentorship program for diverse attorneys, pairing them with senior partners and members of the Firm's Executive Committee and Board of Directors. In early 2024, the program will be refreshed with mentor training, new pairings and additional structure.

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Professional Development

Does the firm offer professional development programs specifically for diverse attorneys?

Yes

If applicable, elaborate on the professional development programs available to diverse attorneys:

Diverse attorneys are encouraged to engage with the professional and networking opportunities made available through diverse bar associations like the National Bar Association or the Hispanic National Bar Association. Locke Lord also annually selects one Fellow and two Pathfinders to participate in Leadership Council on Legal Diversity (LCLD)'s year long professional development programs.

2023 Vault Law Firm Diversity Survey

Work Allocation

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

No

Describe how the firm monitors work distribution

2023 Vault Law Firm Diversity Survey

External Professional & Business Development Opportunities

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

- Yes Pays for associate membership in diversity bar associations or other affinity organizations
- Yes Sponsors associate participation in diversity, equity, and inclusion conferences
- Yes Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

Mentorship to diverse college students considering law school through Momentum Education; NELC Fellowships for those in the labor & employment practice, mentorship and coaching through the Chicago Committee

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 process is informal, but the Firm's CDIO is looped in on attorney arrivals and departures and also conducts Stay Interviews with diverse attorneys to get ahead of or coach participants through performance challenges. The CDIO is also consulted on challenging performance reviews of diverse attorneys to ensure that the Firm has applied/exhausted maximum resources to support improvement in work quality, feedback, and partner-associate relationships. The CDIO additionally is kept informed of those attorneys being considered for partnership.

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:

Counsel are salaried employees who qualified attorneys but who are assigned to a particular docket or area of practice. Counsel may or may not have annual written agreements that provide for discretionary bonuses based on performance. Counsel are eligible for benefits consistent with Firm policy.

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.
not tracked

Promotions to Partnership

20 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	14	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	3	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

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

Yes

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

75

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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Bonuses

Are associate bonuses lockstep or discretionary?

Hybrid

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

The Firm internally publishes Associate compensation ranges.

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:

The Firm believes that attorneys on a Flexible Work Arrangement can and will remain committed professionals while working pursuant to a flexible work arrangement and that a flexible arrangement, if feasible, should not suspend an attorney's opportunities for professional growth, experience and career advancement. As evidenced by the Firm's published criteria for partnership, attorneys are evaluated for purposes of advancement to partnership on the basis of many factors including attorney's experience, skills, performance and value to their practice area and the Firm.

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

16 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	5	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	2	0	0
Counsel / Of Counsel	1	4	0	0
Non-Partner-Track Attorneys	0	3	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:

Infertility Treatment including but not limited to, in-vitro fertilization, uterine embryo lavage, embryo transfer, "artificial insemination"

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?

No

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

N/A

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

N/A

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

N/A

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

Up to 16 consecutive weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

All attorneys may be eligible for up to 16 consecutive week per calendar year of paid new child "leave for the birth or adoption of a child."

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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
- Yes Other (please elaborate):
Provide a LGBTQ+ Benefits Summary on Firm intranet site

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

46 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	21	25	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	18	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	0	0	0
Individuals with Disabilities	0	1	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	3	0	0
American Indian or Alaska Native	0	1	0	0
Asian	0	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	0	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	0	0	0
Individuals with Disabilities	0	1	0	0

0

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	6	0	0
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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	3	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

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

Diverse Attorney Retreat - In September 2022 the Firm hosted its first-ever Diverse Attorney Retreat. Partners and associates who are also members of the LGBTQ, ethnic minority or disability communities got to meet and network with each other, and enjoyed a direct audience with the Firm Chair to share unvarnished experiences on life at the Firm as a person with one or more diversity dimensions.

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

Diversity Dashboard - To "enhance DEI engagement and knowledge sharing among the Firm's partners, in August 2022, Locke Lord designed and introduced Diversity Dashboards on a real time and matter-by-matter basis, the Diversity Dashboards convey the diversity staffing levels on each client engagement."

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

Stay Interviews - To better understand the daily-work experience of diverse lawyers at the Firm and identify any challenges or opportunities for adjustment, the Firm's CDIO conducts annual "Stay Interviews" with each diverse lawyer.

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

Introducing a Diversity Scholarship to support the Firm's knowledge of and access to diverse law students.

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

Meeting the more robust reporting and leadership engagement goals established by the Firm's recently updated DEI Strategic Plan

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 learning focused on allyship.

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?

Candidates should inquire as to the following: whether or not DEI standards/expectations are a part of the Firm's overall strategic plan; the reporting cadence and breadth of DEI metrics; the level of engagement in DEI matters enjoyed/demonstrated by Firm leadership; structures of accountability when DEI targets/goals are not met.