

McGlinchey Stafford PLLC

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Michael Ferachi	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 10

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	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	6	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

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

Eliska Plunkett, Director of Human Resources and Chief Diversity Officer

DEI Committee

Does the firm have a diversity, equity, and inclusion committee or the equivalent? No
 In what year was the committee formed?

Total Number of Attorneys on DEI Committee: 0

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

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

139 Total attorneys in U.S. offices

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

U.S. Associates

22 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	6	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

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U.S. Equity Partners

34 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	30	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	4	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

U.S. Non-Equity Partners

42 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	26	16	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	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	24	15	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	0	0	0	0
Individuals with Disabilities	1	0	0	0

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U.S. Counsel / Of Counsel

22 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	6	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

9 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	2	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	1	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

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U.S. Law Clerks

3 Total Law Clerks

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

U.S. Office Managing Partners

14 Total U.S. Office Managing Partners

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

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U.S. Hiring Committee

9 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

FORMAL PROCESSES AND GOALS

Metrics

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

- Yes Racial/ethnic identity
- Yes Gender identity and gender expression
- Yes Sexual orientation
- Yes Disability

Measurement

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

No If yes, describe the firm's targets:

2023 Vault Law Firm Diversity Survey

Accountability

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

No

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

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DEI Training

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

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- 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?

McGlinchey Stafford recruits at HBCU Law Schools, including Howard University, University of DC, Thurgood Marshall, Southern University Law Center and Florida A&M, including participation in on campus interview programs at Southern University Law Center and Thurgood Marshall and posting for summer clerk positions, including 1L LCLD at all HBCU Law Schools. In addition, if we have a summer law clerk program in our Florida offices, McGlinchey will participate in on campus interview programs at Florida A&M.

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.)

No

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

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
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Scholarships

In 2022, McGlinchey welcomed ten summer associates from nine law schools who worked in six offices alongside our attorneys nationwide. Three of these students received McGlinchey's 1L LCLD Scholarship. This award, bestowed annually upon first-year law students, is a distinguished honor that includes a paid summer associate position, a \$5,000 scholarship, and formal mentoring from McGlinchey attorneys throughout the student's law school career. [Link: Learn more.](#)

Internships

Link:

Fellowships

Link:

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Career Fairs

Does the firm participate in legal diversity career fairs?

No

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

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.)?

We do not do blind resumes, but we have spent time on implicit bias training in our DEI efforts.

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Summer Associates

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

See above.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

3 Total 1L summer associates at the firm in 2022

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

3

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

7 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	6	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	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

2L Summer Associates Who Received Offers

4 Total 2L Summer Associates Received Offers

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

2L Summer Associates Who Accepted Offers

3 Total 2L Summer Associates Received Offers

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

0

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Diversity Program Participants

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

0

New Attorneys Hired

31 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	19	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	15	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	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:

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CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

African American Attorney Resource Group; McGlinchey Pride LGBTQ Attorney Resource Group, Uplift (women attorney resource group)

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Affinity Groups Cont'd

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

McGlinchey Stafford provides an annual budget for our Affinity Groups and looks for opportunities to support their recommendations to participate in events and occasions which promote diversity, equity, and inclusion in the legal community and in within our geographic footprint. In addition, we provide a platform for internal speakers and educational events organized by our Affinity Groups or in connection within the community.

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DEI Events

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

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

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

DEI Leadership Workshop

In 2019, the Firm retained two consultants to assist us in laying groundwork for our DEI efforts. The first consultant conducted a diversity audit and cultural-assessment to review the results of current diversity efforts, help us identify areas in which we can do better, and to discern areas where we have not yet invested.

More recently, at our first post-covid in person conference, the Firm retained two diversity professionals to present a two hour workshop for all attorneys.

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Reverse Mentoring

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

No

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

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Associate Committee

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

No

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

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Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **No**

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

More inclusive calendar

McGlinchey Stafford has broadened our recognition of holidays, cultural awareness months, and days of remembrance. As part of this initiative, Juneteenth was made a half day holiday in 2019, and has been added as full holiday since 2020.

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NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

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

No

If applicable, describe the mentoring or sponsorship program

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Professional Development

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

No

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

No

Describe how the firm monitors work distribution

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External Professional & Business Development Opportunities

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

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

see above.

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PROMOTION AND ADVANCEMENT

Countering Implicit Bias

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

Yes

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

McGlinchey Stafford mandates implicit bias training as part of its annual compliance initiatives. In addition, we have developed structured interview guidance for all attorneys to participate in the interview process.

Upward Reviews

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

No

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

2023 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

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

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

Multi-tier Partnership

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

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

Of Counsel positions

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.
37%

Promotions to Partnership

5 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	2	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	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

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

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

Yes

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

50

Compensation

Are associate salaries lockstep or discretionary?

Hybrid

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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?

N/A

Flex-time Policy

Does the firm have a formal flex-time policy?

No

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

No

Partnership Eligibility

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

No

Please explain how working an alternative schedule may affect an associate's path to partnership:

N/A

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

5 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	2	0	0	0
Counsel / Of Counsel	3	0	0	0
Non-Partner-Track Attorneys	0	0	0	0

WORKING PARENTS

Family-planning Resources

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

If applicable, describe the family-planning resources available:

In 2019, at the recommendation of our Women's Initiative Network (Now UPLIFT) and the Diversity Committee, the firm revamped Paid Pregnancy and Parental Leave Policy for Attorneys to include ramp down time before leave, ramp up time upon return from leave, extended paid leave, and a breastmilk shipping benefit. In addition, we added fertility coverage benefits to our health care plan including in-vitro fertilization and egg freezing benefits.

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Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

Does the firm's parental leave policy distinguish between primary and secondary caregivers?

No

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

N/A

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

N/A

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

N/A

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

N/A

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Parental Leave Policy

Describe the firm's parental leave policy.

The Firm's Pregnancy Leave policy offers six weeks of paid leave to a birthing parent to recover from pregnancy, childbirth, and related conditions for a normal delivery. If there are any complications, the firm offers an additional two weeks of paid pregnancy leave.

In addition, the Firm offers six weeks of paid parental leave for bonding with a newly born child, or a child who is adopted or placed for foster care. A birth parent is eligible for both pregnancy leave and parental leave.

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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
- 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.

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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?

- No** 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?

- No** 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

11 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	4	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

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	2	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	2	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

0

2023 Vault Law Firm Diversity Survey

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

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

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

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SUCSESSES AND PRIORITIES

Top Three Accomplishments

What are the firm's top three accomplishments or areas in which the firm has had its greatest success with respect to fostering diversity, equity, and inclusion within the firm?

#1

McGlinchey Stafford achieved Mansfield Certification in April 2023 as part of the September 2021 Mid-Sized Law Firm Cohort.

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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

McGlinchey Stafford was recognized with the 2022 Top Performer and Compass Award designations by the Leadership Council on Legal Diversity (LCLD). These distinctions illustrate McGlinchey's commitment to LCLD's mission of creating a truly diverse legal profession.

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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

McGlinchey Stafford was ranked on Vault's 2023 Best Law Firms for Diversity for Women list.

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

McGlinchey Stafford is committed to creating a culture in which everyone feels seen, valued, accepted, supported, and included. We have made strides in this regard through engagement activities, employee recognition, and expanding our firm calendar to be more inclusive in recognizing holidays celebrated through the year. In 2023, we plan to build on this foundation. Our efforts will include initiating formal check ins, or stay interviews, with a focus on engagement and retention and adding additional DEI topics to our mandatory annual compliance training.

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

Partnering with Diversity Lab, the firm joined the September 2021 cohort for mid-sized firms, seeking Mansfield 4.0 Certification. We are proud to have achieved Mansfield Certified and will continue to participate in the program to maintain our certification status in 2024.

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

As part of our McGlinchey Forward initiative, we have emphasized our commitment to change, inclusive culture, and empowerment. In furtherance of that initiative, we have invited all of our Associates to participate in the Vault Associate Survey again in 2023. This survey allows us to gather benchmarking data from our Associates on firm culture, career development, diversity, and social responsibility efforts, among other criteria.

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?

1. Study the Firm's Website. Does it contain content dedicated to DEIB initiatives? Does it promote DEI as an important value of the firm?

2. Ask around in the legal community. Does the firm have a reputation for promoting DEI values in the legal community?

3. Prepare questions for your interview, such as:

An inclusive environment is valuable to me, how do you promote inclusivity within the firm, work allocation, and client pitches?

Do you have any affinity groups for attorneys? If so, how does the firm support those groups?

Does the company require DEI training for all staff and attorneys?