

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Robert Bodian	White	Male	

Executive Committee

Total Number of Attorneys on Committee: **18**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	5	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	0	1	0	0
Individuals with Disabilities	1	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

Narges Kakalia, Chief DEI Officer

Prerna Subramanian, Senior DEI Specialist

DEI Committee

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

In what year was the committee formed?

2003

Total Number of Attorneys on DEI Committee: 8

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

We do not have complete records of disability status.

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

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

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2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

567 Total attorneys in U.S. offices

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

U.S. Associates

248 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	126	122	0	0
American Indian or Alaska Native	0	0	0	0
Asian	15	20	0	0
Black or African-American	5	9	0	0
Hispanic or Latinx	8	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	97	74	0	0
Two or More Races	1	10	0	0
Other or Unknown	0	0	0	0
Additional Demographics	11	25	0	0
LGBTQ+ Individuals	5	9	0	0
Individuals with Disabilities	6	16	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

174 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	139	35	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	4	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	5	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	129	28	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	11	12	0	0
LGBTQ+ Individuals	3	3	0	0
Individuals with Disabilities	8	9	0	0

U.S. Non-Equity Partners

84 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	53	31	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	4	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	49	25	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	8	5	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	7	4	0	0

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U.S. Counsel / Of Counsel

15 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	8	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

U.S. Non-Partner-Track Attorneys

36 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	21	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	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	18	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	5	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	2	0	0

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

10 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	4	0	0
Two or More Races	0	1	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

U.S. Office Managing Partners

6 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	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	4	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	1	1	0	0

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

0 Total U.S. Hiring Committee Attorneys

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

FORMAL PROCESSES AND GOALS

Metrics

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

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

Measurement

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

Yes If yes, describe the firm's targets:

The firm has set measurable, attainable targets for increasing the recruitment of attorneys of color, as well as for increasing the representation of attorneys of color and women in key leadership positions.

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Accountability

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

Yes

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

All Attorneys are expected to participate in and engage with Diversity, Equity and Inclusion efforts, and such participation is one of several factors that is accounted for in the partner compensation determination.

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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?

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.)

No

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

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Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
Scholarships	
Richard Mintz Diversity Scholarship (2) Link: https://www.mintz.com/careers/attorneys/law-students#diversity-scholarship	2

Internships

Howard Academic Year Internship Program (1), 1L LCLD Scholars Program (see link)(1), Boston Lawyers Group (1) Link: <https://www.lclldnet.org/programs/1l-scholars/#:~:text=The%201L%20LCLD%20Scholars%20Program,attorneys%20from%20LCLD%20Member%20organizations>

Fellowships

Link:

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Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

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

Lavender Law Career Fair, Boston Lawyers Group Annual Diversity Job Fair, Northeast Black Law Students Association Annual 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.)?

The firm requires all those who interview candidates on behalf of the firm to undergo Implicit Bias training and has distributed best practices for recruiting to all interviewers.

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's small summer associate class size, coupled with our Member and Associate mentorship program, allows students a broad range of opportunities and experience, customized to their individual goals and interests. Each summer associate has a number of different mentors, including a formal writing mentor. Additionally, the affinity groups host various events for summer associates to foster community and provide further opportunity for networking with diverse individuals. Finally, each summer, summer associates of color also have the unique opportunity of having a closed door Q + A session with associates of color to discuss issues specific to being a minority attorney in a majority law firm.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

7 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	4	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	1	0	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

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?

6

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

14 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	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	1	0	0
White	5	2	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	2	0	0

2L Summer Associates Who Received Offers

14 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	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	1	0	0
White	5	2	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	2	0	0

2L Summer Associates Who Accepted Offers

13 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	1	0	0
White	5	2	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	2	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?

2

New Attorneys Hired

59 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	30	0	0
American Indian or Alaska Native	0	0	0	0
Asian	5	6	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	3	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	14	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	10	0	0
LGBTQ+ Individuals	2	5	0	0
Individuals with Disabilities	0	5	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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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:

MIATTY, Mintz's affinity group for attorneys and patent agents of color, strives to strengthen diversity and inclusion within the Firm. Mintz Pride provides opportunities for mutual support, sharing concerns, and informal mentoring for the Firm's LGBTQ constituents and allies. The Women's Initiative sponsors numerous social, professional, and networking programs aimed at supporting and enriching the lives of our women attorneys.

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Professional development, policy development, mutual support, informal mentoring, education, social and networking opportunities, and a budget that supports meetings and an annual Minority Attorneys Retreat.

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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:

Annual MIATTY Retreat, Black Attorneys Retreat

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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?

Yes

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

There is a Firm Associates Committee ("FAC"). The FAC meets regularly with the Managing Partner of the Firm. The Managing Partner provides a brief address and then answers questions, which can be submitted anonymously in advance of the meeting.

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Combating Structural Racism

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

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

The Department of Diversity, Equity & Inclusion circulates a newsletter containing thought leadership and educational resources and hosts events on its own and with the affinity groups to celebrate these different dates. We have also taken additional initiatives to commemorate important dates. For example, this Women's History month, Mintz hosted a financial therapy event focused on empowering women in financial security and growth; and the day after the firm holiday of Juneteenth, the Firm hosted a Juneteenth event with Microsoft attorney and author, Bruce Jackson.

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

The firm's Sponsor & Retention Program identifies firm Members (the firm's equivalent for "Partner") of influence and pairs them with Associates of color for one-on-one mentoring, networking, introductions, and the facilitation of work opportunities. The program fosters tailored and individualized relationships that encourage the Sponsor to take on responsibility for promoting the Sponsee within the firm and creating career success. Mintz also provides business development training to support the success of rising partners. In addition to internal leadership training, we also participate in external leadership programs.

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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:

Mintz is a member of Leadership Council on Legal Diversity (LCLD), an organization of more than 275 corporate chief legal officers and law firm managing partners who have dedicated themselves to a more diverse legal profession. As a member of LCLD, Mintz participates in the LCLD Fellows and Pathfinder Programs, which are year-long professional development series focused on leadership and relationship building for attorneys identified as a high-potential attorney by their respective firm or company. Each year, the Firm also participates in the Greater Boston Chamber of Commerce Women's Leadership Program, the premier leadership program for Greater Boston's next generation of women business leaders.

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Work Allocation

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

Yes

Describe how the firm monitors work distribution

The Practice Manager in each legal section or department monitors hours billed and work flow to ensure equal distribution of work and the Chief DEI Officer also conducts an annual audit of the quality of 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):

Mintz also serves as the Diversity and Inclusion Sponsor of the Association of Corporate Counsel -- Northeast Region. In addition, the Firm has agreed to a three year commitment with the Corporate Counsel Women of Color, a nonprofit organization formed "to provide a support network to in-house women of color and to facilitate networking around the nation and abroad, promote career advancement and the success of in-house women of color, and promote all aspects of global diversity in the legal profession and workplace."

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 Practice Manager in each legal section or department monitors hours billed and work flow to ensure equal distribution of work and the Chief DEI Officer also conducts an annual audit of the quality of work distribution. Additionally, the firm provides DEI training to address the implicit bias of all attorneys and staff every other year; the firm also provides implicit bias training and/or bias interrupters several times a year to all those who conduct attorney interviews and to those who write annual reviews/evaluations.

Upward Reviews

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

Yes

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

The firm allows partners to opt into an upward feedback process; all associates and partners participating in the process are provided with training in advance of the feedback being provided. All new partners are highly encouraged to participate.

2023 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

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

- No** The firm is Mansfield Certified
- No** The firm is Mansfield Certified Plus
- 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 employs attorneys at various levels who are not on 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.

Not Available

Promotions to Partnership

9 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	6	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	3	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

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?

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?

Yes; associate salaries and hours bonuses are by class year and are published annually. After individual discretionary bonuses are communicated, the range is published by class year to all associates.

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:

In general, an alternative schedule does not affect an associate's path to partnership. In rare instances if the associate has significantly reduced hours over a course of many years, his or her path to partnership may be postponed.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

20 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	4	6	0	0
Equity Partners	0	1	0	0
Non-equity Partners	1	1	0	0
Counsel / Of Counsel	0	0	0	0
Non-Partner-Track Attorneys	2	5	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 benefits for in-vitro fertilization.

2023 Vault Law Firm Diversity Survey

Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

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

Yes

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

Primary caregiver takes the primary responsibility in caring for the health and well-being of the child during work hours in the 12 month period following the birth or placement of child. A primary caregiver must sign a certificate of primary caregiver status to affirm they meet this definition.

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

18

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

8

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

N/A

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

Primary Caregivers are eligible for up to 18 weeks of 100% pay within the first 12 months of birth. Secondary Caregivers are eligible for up to 8 full weeks at 100% pay and can be used intermittently or consecutively.

2023 Vault Law Firm Diversity Survey

Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- 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.

Mintz billable requirements are reduced to 0 during parental leave, and up to 12 weeks of leave is considered as time worked for bonus purposes. Mintz also has designated private nursing mothers' rooms that have refrigerators for storing breast milk as well as breast pumps. Additionally, temporary privacy blinds are installed on glass office walls and office refrigerators are provided. Mintz also partners with the Milk Stork Program, a breast milk delivery service. Additionally, Mintz offers an Employee Assistance Program that can help employees locate child care. Both full-time child care search resources are part of the firm's agreement with Bright Horizons and Care.com, as well as regular newsletters and educational opportunities with parenting tips. Bright Horizons also provides discounts on camps and tutoring services. Furthermore, all employees may take extended, un-paid leave up to one year. Ramp up/ramp down is provided, and employees can also request a Flexible Work arrangement. Mintz also offers a parenting support group to connect with other parents at the firm.

2023 Vault Law Firm Diversity Survey

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?

- 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):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

32 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	14	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	5	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	12	7	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	4	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	3	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	22	5	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	19	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	1	0	0

0

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2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	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	2	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

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

Affinity Group for Staff and Business Professionals of Color

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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

Partnership with AfroScholars to mentor and support advancement of Black lawyers

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

Hosting various diversity-related events on topics that include, but are not limited to: racial justice, obstacles in reproductive health, and navigating difficult conversations.

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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

Training on Interview Bias for all hiring

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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

Supplier Diversity Program

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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

Implementing Firm DEI Strategic Plan

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 look for firms that reflect their own principles and values, whether in DEI work, pro bono or other facets of attorney life. While interviewing, candidates may consider asking the interviewing attorneys a number of questions about the firm's commitment to DEI, including how comfortable the attorneys feel about being themselves in the workplace, how responsive the firm has been to requests for any kind of change, opportunities for mentorship and progression, and whether the interviewing attorney themselves feels seen and heard on their deal and case teams. Another way to assess a true commitment to DEI is by asking about retention of diverse population.