

Reed Smith LLP

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

| Name and Title | Race/Ethnicity | Gender | Add'l Demo |
|-------------------------------------|----------------|--------|------------|
| Casey Ryan, Global Managing Partner | White | Female | |

Executive Committee

Total Number of Attorneys on Committee: 23

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|-----------|
| Race / Ethnicity | 14 | 10 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 2 | 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 | 7 | 6 | 0 | 0 |
| Two or More Races | 0 | 0 | 0 | 0 |
| Other or Unknown | 3 | 1 | 0 | 0 |
| Additional Demographics | 0 | 0 | 0 | 22 |
| LGBTQ+ Individuals | 0 | 0 | 0 | 11 |
| Individuals with Disabilities | 0 | 0 | 0 | 11 |

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

John Iino, Global Chair Diversity, Equity & Inclusion

DEI Committee

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

In what year was the committee formed?

2002

Total Number of Attorneys on DEI Committee: 32

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 18 | 13 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 4 | 0 | 0 |
| Black or African-American | 1 | 3 | 0 | 0 |
| Hispanic or Latinx | 4 | 2 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | | 0 | 0 | 0 |
| White | 9 | 3 | 0 | 0 |
| Two or More Races | 0 | 1 | 0 | 0 |
| Other or Unknown | 2 | 0 | 0 | 0 |
| Additional Demographics | 7 | 2 | 0 | 0 |
| LGBTQ+ Individuals | 5 | 1 | 0 | 0 |
| Individuals with Disabilities | 2 | 1 | 0 | 0 |

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

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

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

1,135 Total attorneys in U.S. offices

1,715 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

494 Total number of U.S.-based associates

| Demographics | Men | Women | Nonbinary | Unknown |
|---|------------|------------|-----------|----------|
| Race / Ethnicity | 244 | 250 | 2 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 21 | 30 | 0 | 0 |
| Black or African-American | 14 | 19 | 1 | 0 |
| Hispanic or Latinx | 18 | 21 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 178 | 162 | 0 | 0 |
| Two or More Races | 10 | 16 | 1 | 0 |
| Other or Unknown | 3 | 2 | 0 | 0 |
| Additional Demographics | 30 | 37 | 3 | 0 |
| LGBTQ+ Individuals | 18 | 15 | 2 | 0 |
| Individuals with Disabilities | 12 | 22 | 1 | 0 |

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

197 Total Equity Partners

| Demographics | Men | Women | Nonbinary | Unknown |
|---|------------|-----------|-----------|----------|
| Race / Ethnicity | 146 | 51 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 7 | 5 | 0 | 0 |
| Black or African-American | 4 | 4 | 0 | 0 |
| Hispanic or Latinx | 5 | 1 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 128 | 40 | 0 | 0 |
| Two or More Races | 0 | 1 | 0 | 0 |
| Other or Unknown | 2 | 0 | 0 | 0 |
| Additional Demographics | 8 | 3 | 0 | 0 |
| LGBTQ+ Individuals | 4 | 1 | 0 | 0 |
| Individuals with Disabilities | 4 | 2 | 0 | 0 |

U.S. Non-Equity Partners

242 Total Non-Equity Partners

| Demographics | Men | Women | Nonbinary | Unknown |
|---|------------|-----------|-----------|----------|
| Race / Ethnicity | 179 | 63 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 8 | 6 | 0 | 0 |
| Black or African-American | 3 | 1 | 0 | 0 |
| Hispanic or Latinx | 9 | 4 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 149 | 50 | 0 | 0 |
| Two or More Races | 7 | 2 | 0 | 0 |
| Other or Unknown | 3 | 0 | 0 | 0 |
| Additional Demographics | 16 | 3 | 0 | 0 |
| LGBTQ+ Individuals | 4 | 0 | 0 | 0 |
| Individuals with Disabilities | 12 | 3 | 0 | 0 |

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

113 Total Counsel / Of Counsel

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 67 | 47 | 1 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 3 | 5 | 0 | 0 |
| Black or African-American | 0 | 2 | 1 | 0 |
| Hispanic or Latinx | 5 | 6 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 56 | 33 | 0 | 0 |
| Two or More Races | 3 | 0 | 0 | 0 |
| Other or Unknown | 0 | 1 | 0 | 0 |
| Additional Demographics | 5 | 7 | 1 | 0 |
| LGBTQ+ Individuals | 2 | 2 | 1 | 0 |
| Individuals with Disabilities | 3 | 5 | 0 | 0 |

U.S. Non-Partner-Track Attorneys

89 Total Non-Partner-Track Attorneys

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 54 | 35 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 1 | 3 | 0 | 0 |
| Black or African-American | 2 | 1 | 0 | 0 |
| Hispanic or Latinx | 1 | 2 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 47 | 28 | 0 | 0 |
| Two or More Races | 2 | 1 | 0 | 0 |
| Other or Unknown | 1 | 0 | 0 | 0 |
| Additional Demographics | 4 | 6 | 0 | 0 |
| LGBTQ+ Individuals | 2 | 2 | 0 | 0 |
| Individuals with Disabilities | 2 | 4 | 0 | 0 |

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

2 Total Law Clerks

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

U.S. Office Managing Partners

17 Total U.S. Office Managing Partners

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|----------|-----------|----------|
| Race / Ethnicity | 11 | 6 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 0 | 1 | 0 | 0 |
| Black or African-American | 1 | 1 | 0 | 0 |
| Hispanic or Latinx | 1 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 9 | 4 | 0 | 0 |
| Two or More Races | 0 | 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 |

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 |

We do not have a hiring committee

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:

For more than 20 years we have had a firm wide and formal DEI program in place, led by our global chair and supported by the firm wide committee. From our willingness to be transparent, to constantly evaluating the performance and effectiveness of our DEI program, to working together on new approaches to DEI and delivering a best-in class working environment for our people, our values are at the very core of our DEI goals.

In 2021, our Senior Management Team and Executive Committee announced our firm's strategic plan for 2024. DEI is embedded throughout. Most notably, the plan calls for our firm to be the standard bearer for DEI in the legal industry. We developed a more robust approach to tracking our performance in every aspect of DEI. We set five ambitious goals and developed a comprehensive set of benchmarks, which we believe are unique in the legal profession.

Our DEI goals:

Visible leadership and following - we aim to be recognized as the standard bearer for DEI in the legal community and seek to invite challenging conversations among organizational leaders with an eye toward promoting change and advancing equity and inclusion.

Groundbreaking innovation - we aim to continuously raise the bar in the legal industry for DEI through innovative thought leadership, evolving best practices, and client services and partnerships.

Equity - we work to ensure that all lawyers and professional staff have a fair opportunity to access compensation and benefits packages, resources, training and professional development opportunities, and networks across all work categories.

Representative diversity - our workforce is representative of the populations we serve and the communities in which we live and work. Our broad definition of diversity covers every kind of visible and invisible diversity including diversity of thought, demographic diversity and diversity of lived experiences.

Inclusion and belonging - we work to create a workplace rooted in teamwork and collaboration, where everyone’s thoughts, perspectives and opinions are valued; where people feel respected, considered, and encouraged to contribute; and where their ideas are advanced and reflected at all levels and in all interactions, conversations and communications.

We also set formal, measurable targets through our Racial Equity Action Plan in 2021 for increasing diversity in recruitment, retention, promotion, and leadership of our Black lawyers. We committed to - Increase the number of Black lawyers across our firm by 50 percent by 2024; improve Black lawyer and staff attrition rates to be consistent with the firmwide attrition rate by 2024; increase the percentage of Black leadership in our firm by 30 percent by 2024; and expand engagement with clients to uncover opportunities for Black lawyer development.

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?

Since 2017, we have circulated practice group leader (PGL) and office managing partner (OMP) scorecards for each of our practice groups and offices, measuring diversity metrics for each group and office, including headcount by title, year-to-date (YTD) attrition, YTD hires and YTD promotions. The goal of the scorecards is to incentivize and motivate our leaders to focus on the recruitment, retention and promotion of diverse lawyers within their office/group. The scorecards are tied to the Management Bonus Plan adopted in 2018, providing specific metrics and factors for determining bonuses for PGLs and OMPs. In addition to historical metrics, such as revenue, utilization, morale etc., we review performance against the diversity metrics - and specifically, the YTD trends - in assessing progress with diversity. In 2018, we rolled out our client-level scorecards. Similar to our PGL and OMP scorecards - they give our relationship partners real-time diversity metrics on composition of client teams. In addition to headcount and hours, we measure financial credits, i.e., what percent-age of credits are being allocated to women and diverse lawyers.

Our Racial Equity Task Force, which is chaired by our global managing partner and includes our firm management and DEI committee members is held accountable for ensuring our Racial Equity Action Plan goals and benchmarks are achieved. The Task Force is accountable for ensuring that we achieve our firm's commitments, which are mentioned above by 2024.

2023 Vault Law Firm Diversity Survey

DEI Training

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

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

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University, Southern University Law Center, Texas Southern University Thurgood Marshall School of Law, University of the District of Columbia, Florida A&M, and North Carolina Central University.

Law Schools

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

Yes

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

Howard University School of Law
University of the District of Columbia
Florida A&M University School of Law
North Carolina Central University School of Law
Southern University Law Center
Texas Southern University School of Law

In addition to the HBCU Law Schools, we recruit at all U.S. Law Schools working with their affinity groups.

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 |
|--|------------------------|
| Scholarships | |
| The Deborah J. Broyles Diverse Scholars Program provides awards of up to \$30,000 and a summer associate position to two law students who have demonstrated academic excellence and a commitment to diversity and inclusion. The award is intended to be used to defray necessary expenditures related to the recipient's legal education and will be paid in addition to the summer associate salary. Link: https://www.reedsmith.com/en/careers/general/diversity-initiatives | 2 |

Internships

Link:

Fellowships

The Dinisa Hardley Folmar Fellowship provides a summer associate position and a \$5,000 stipend to one diverse, second-year law student who has demonstrated academic excellence, a commitment to diversity and inclusion, and developing other diverse attorneys through mentorship. The fellowship candidate will be recruited from Southern University Law Center in Baton Rouge, Louisiana. The stipend is to be used to defray necessary expenditures related to the recipient's legal education and will be paid in addition to the summer associate salary. The fellowship will provide the student with an opportunity to work at a Reed Smith office for a portion of the summer and at The Hershey Company in Hershey, PA. The Reed Smith/Citizens Financial Group Diversity Fellowship Program provides an award in the amount of \$5,000 and a 2024 summer associate position to a diverse, second-year law student who has demonstrated strong academic scholarship, dedication to community service and/or leadership, and an understanding of the importance of diversity and inclusion in the legal profession. The successful candidate will spend the first six weeks of the summer associate program in Reed Smith's New York office and will spend the remaining four weeks in the legal department at Citizens Bank's New York office. The \$5,000 will be awarded at the conclusion of the summer program and will be paid in addition to the summer associate salary. The Reed Smith 2L Diversity Fellowship Program provides an award in the amount of \$5,000 and a summer associate position to two diverse, second-year law students

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

Philadelphia Area Diversity Fair, Lavender Law, CCBA Chicago Minority 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.)?

Interviewer training and behavioral interview questions.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

We offer mentoring, training, and networking opportunities for diverse summer associates.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

8 Total 1L summer associates at the firm in 2022

| Demographics | Men | Women | Nonbinary | Unknown |
|---|----------|----------|-----------|----------|
| Race / Ethnicity | 2 | 2 | 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 | 0 | 1 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 1 | 0 | 0 | 0 |
| Two or More Races | 0 | 0 | 0 | 0 |
| Other or Unknown | 0 | 0 | 0 | 0 |
| Additional Demographics | 1 | 3 | 0 | 0 |
| LGBTQ+ Individuals | 1 | 3 | 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?

7

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

49 Total 2L Summer Associates at the Firm in 2022

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 24 | 25 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 3 | 0 | 0 |
| Black or African-American | 2 | 8 | 0 | 0 |
| Hispanic or Latinx | 0 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 1 | 0 | 0 | 0 |
| White | 17 | 9 | 0 | 0 |
| Two or More Races | 2 | 4 | 0 | 0 |
| Other or Unknown | 0 | 1 | 0 | 0 |
| Additional Demographics | 4 | 3 | 0 | 0 |
| LGBTQ+ Individuals | 4 | 3 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

2L Summer Associates Who Received Offers

49 Total 2L Summer Associates Received Offers

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 24 | 25 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 3 | 0 | 0 |
| Black or African-American | 2 | 8 | 0 | 0 |
| Hispanic or Latinx | 1 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 17 | 9 | 0 | 0 |
| Two or More Races | 2 | 4 | 0 | 0 |
| Other or Unknown | 0 | 1 | 0 | 0 |
| Additional Demographics | 4 | 3 | 0 | 0 |
| LGBTQ+ Individuals | 4 | 3 | 0 | 0 |
| Individuals with Disabilities | 0 | 0 | 0 | 0 |

2L Summer Associates Who Accepted Offers

47 Total 2L Summer Associates Received Offers

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 22 | 25 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 3 | 0 | 0 |
| Black or African-American | 2 | 8 | 0 | 0 |
| Hispanic or Latinx | 1 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 15 | 9 | 0 | 0 |
| Two or More Races | 2 | 4 | 0 | 0 |
| Other or Unknown | 0 | 1 | 0 | 0 |
| Additional Demographics | 3 | 3 | 0 | 0 |
| LGBTQ+ Individuals | 3 | 3 | 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?

6

New Attorneys Hired

181 Total 2L Summer Associates Received Offers

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 97 | 83 | 1 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 12 | 11 | 0 | 0 |
| Black or African-American | 4 | 6 | 1 | 0 |
| Hispanic or Latinx | 9 | 8 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 61 | 47 | 0 | 0 |
| Two or More Races | 6 | 7 | 0 | 0 |
| Other or Unknown | 5 | 4 | 0 | 0 |
| Additional Demographics | 4 | 11 | 1 | 0 |
| LGBTQ+ Individuals | 2 | 3 | 1 | 0 |
| Individuals with Disabilities | 2 | 8 | 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+, disability, mental health, Hispanic/Latino, Asian American, African American, Pacific & Asian American, Multicultural Network, military veterans, women's network, Jewish inclusion committee and Muslim inclusion committee.

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Each Business Inclusion Group, or BIG (affinity group) has its own dedicated budget, as well as a chief sponsor and an SMT sponsor who meet at the beginning of every year with the BIG attorney chair and/or BIG professional staff chair to offer support and guidance as they develop their annual strategic plans for the BIG. The sponsor's position within the firm offers both unique perspective as well as opportunities to help open doors, make introductions etc. for the BIG. They also act as informal mentors or sponsors for their BIG chairs and active members. The sponsors attend the regular monthly or quarterly meetings of the BIGs, they also attend at least one conference, seminar or event (internal or external) during the year relevant to the BIG (e.g. Hispanic National Bar Association, Out+Equal, National Organization on Disability etc.).

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:

We host annual DEI summits, inviting our personnel, clients and DEI leaders to discuss various topics and issues relating to all aspects of DEI. Our more recent summits have been held both virtually and in-person, giving us the opportunity to expand our outreach of attendees.

Over 500 attendees joined us for our sixth DEI summit in 2022, which was themed All Rise. Panels included "a critical look at how language influences the way we think", and "how organizations can combat the growth of antisemitism".

Also in 2022, we held our third Disability Inclusion Summit which marked the 10-year anniversary of our disability business inclusion group, LEADRS and our second Mental Health Summit where we shed light on the stigma associated with mental health concerns.

In addition, our core DEI team holds an annual retreat to discuss DEI trends, planning and strategy for the year ahead.

2023 Vault Law Firm Diversity Survey

Reverse Mentoring

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

Yes

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

Our firm's reciprocal (reverse) mentoring program is designed to educate our mentees about the experiences and perspectives of diverse lawyers and professional staff; to educate mentors about the perspectives and expectations of senior lawyers, firm leaders and firm chiefs; and to build intergenerational and cross-cultural relationships between the mentors and mentees, thereby enhancing understanding and engagement between generations, cultures, offices and departments and helping diverse associates and professional staff advance in their careers. Our successful program saw the mentor/mentee pairings increase to 88 in 2022, from 25 in 2018.

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 Associates Committee, which meets quarterly, provides a means for our firm management and associates to communicate with each other in an organized and regularized manner concerning issues of mutual interest, with particular emphasis on listening and responding to associates' questions, concerns and ideas about important matters affecting their employment, their professional development and their careers with our firm. The committee is also a means by which our firm management can obtain associate input on various topics from time to time.

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?

Every year our firm commemorates and celebrates many important dates honoring diversity throughout our offices firmwide. These include PRIDE Month, National Hispanic Heritage Month, Asian American and Pacific Islander Heritage Month, Filipino American History Month, Martin Luther King Day, Black History Month, Juneteenth, and International Women's Day. To celebrate these important dates our offices host various events and activities that include panel discussions, podcasts and parties -- these events are all documented in color in our annual DEI report. Posts are also made on our BIG's intranet pages to highlight these dates.

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

As mentioned previously, we offer a reciprocal/reverse mentoring program which connects diverse lawyers with senior leadership. We also offer a program called Rising, launched in 2022, which is designed to support an inaugural cohort of 32 Black lawyers in accelerating progress toward their practice growth goals and prospective opportunities. Each participant is matched with a "connector," who is a senior firm lawyer, and a Senior Management Team sponsor. They work together to execute their shared plan and to realize opportunities. Connectors work proactively to put their connectees into the path of opportunity.

2023 Vault Law Firm Diversity Survey

Professional Development

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

Yes

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

Our DEI Leadership Development Program represents a significant step toward providing our diverse lawyers and professional staff with opportunities to increase their exposure, experience, expertise and access to financial grants for training, development skills and coaching programs. We recognize that diversity is imperative to providing innovative client service. We expanded our efforts to recruit diverse talent, and did more to develop existing talent with our formal Talent Pipeline Program.

Through this program, we: (1) identify high performing diverse talent early and provide them with resources to develop skills for future leadership roles and advancement; (2) identify diverse employees with existing gaps and provide resources necessary for their success; and (3) actively engage partners and senior leaders in our talent development practices. Ultimately, we aim to: (1) increase the number of diverse lawyers and professional staff in leadership roles; (2) ensure that diverse talent receive individualized professional development; and (3) lower the attrition rate of our diverse talent.

2023 Vault Law Firm Diversity Survey

Work Allocation

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

Yes

Describe how the firm monitors work distribution

In 2018, we implemented a protocol by which we review the composition of our teams proposed in various client panel appointments and RFPs. While we are not specific as to what is considered diverse for any proposed team, we believe that by intentionally focusing on the diversity of our teams, we will be fielding the most appropriate team for our clients. We circulate practice group leader (PGL) and office managing partner (OMP) scorecards for each of our practice groups and offices, measuring diversity metrics for each group and office, including headcount by title, YTD attrition, YTD hires and YTD promotions. Our goal is that the scorecards will incentivize and motivate our leaders to focus on the recruiting, retention and promotion of diverse lawyers within their office/group. The scorecards are tied to our Management Bonus Plan, which provides specific metrics and factors for determining bonuses for PGLs and OMPs. In addition to historical metrics, such as revenue, utilization, morale, etc., we review performance against the diversity metrics -- and specifically the YTD trends -- in assessing progress with diversity. Similar to our PGL and OMP scorecards, we rolled out client-level scorecards in 2018 for major clients, to give our relationship partners real-time diversity metrics on the composition of the teams. In addition to headcount and hours, we measure financial credits, i.e., what percentage of credits are allocated to women and diverse lawyers.

2023 Vault Law Firm Diversity Survey

External Professional & Business Development Opportunities

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

- 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):

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

Our firm takes a holistic and intentional approach to mitigating implicit bias in all of our talent management systems. We provide annual anti-bias training to those involved in providing feedback, allocating work, and making promotion decisions.

We have also revised our process for providing feedback to include a rubric that focus on objective core competencies to ensure that evaluators can stay focused and aligned on what really matters. Evaluators are also encouraged to provide specific feedback with examples to all those being evaluated to avoid identity-based stereotypes.

To mitigate bias in work allocation, we have invested significantly in the area of staff/resource allocation and have a professional Resource Management team who work very closely with our legal teams to ensure we allocate work in an equitable way to our staff and to ensure we achieve maximum efficiency for our clients. The team understand the capabilities and experience of our lawyers and ensure they also understand the needs of the client before allocating lawyers to specific client matters. Working in collaboration with partners, we deploy the expertise and experience of our lawyers and ensure we deliver motivated, high performing teams that meet the needs of our clients and at the same time we ensure we are able to attain the career development goals of our associates. Our Resource Management team also act as objective business partners, ensuring we monitor diversity of staffing across our clients, ensuring fair access to work for our diverse associates and hold us to our firm's values and standards.

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
- Yes The firm has instituted other formal processes (please describe):

We circulate practice group leader (PGL) and office managing partner (OMP) scorecards for each of our practice groups and offices, measuring diversity metrics for each group and office, including headcount by title, YTD attrition, YTD hires and YTD promotions. Our goal is that the scorecards will incentivize and motivate our leaders to focus on the recruiting, retention and promotion of diverse lawyers within their office/group. The scorecards are tied to our Management Bonus Plan, which provides specific metrics and factors for determining bonuses for PGLs and OMPs.

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:

Non-partner track attorney positions at our firm include Counsel, E-Discovery Attorney, and Staff Attorney.

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.
200%

Promotions to Partnership

37 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 | 22 | 15 | 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 | 1 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 19 | 12 | 0 | 0 |
| Two or More Races | 1 | 1 | 0 | 0 |
| Other or Unknown | 1 | 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 hours annually

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

2023 Vault Law Firm Diversity Survey

Bonuses

Are associate bonuses lockstep or discretionary?

Discretionary

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

We do not publish actual compensation for each associate. In other words, the compensation is not an open system where one associate can see what another associate is making in base comp and bonus.

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:

We apply the same criteria for partnership promotion and continued eligibility generally, regardless of working schedules.

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

67 Total Number of Attorneys Working Reduced Hours

| Attorneys with Reduced-Hours Schedules | Men | Women | Nonbinary | Unknown |
|--|-----|-------|-----------|---------|
| Associates | 4 | 17 | 0 | 0 |
| Equity Partners | 0 | 1 | 0 | 0 |
| Non-equity Partners | 7 | 5 | 0 | 0 |
| Counsel / Of Counsel | 16 | 15 | 0 | 0 |
| Non-Partner-Track Attorneys | 0 | 2 | 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:

Partnering with Carrot Fertility, we fund and/or reimburse 100 percent of eligible expenses related to fertility treatments and family-forming services for our personnel and/or their spouse or partner, up to \$60,000 lifetime maximum. In addition to employer-sponsored funds, our personnel and/or their spouse or partner can: * receive one-on-one help navigating their family-forming options, costs, and any special circumstances * schedule virtual visits with clinical and family-forming experts via Carrot's global database of top clinics, agencies, legal services, and more * utilize Carrot Rx, which offers significant savings on fertility medications and 24/7 clinician * have unlimited access to Carrot's curated resources from its library of expert-authored articles and videos

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?

16 weeks

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

We do not distinguish between primary and secondary caregiver leave. All new parents are eligible for the same amount of leave. Maternity leave includes a disability delivery recovery period (6 weeks) for birthing mothers, which is based on medical necessity, prior to the caregiver leave. We provide 16 weeks of paid parental leave for all U.S. lawyers and staff, as well as leave for the adoption of a child. In 2022, we partnered with Carrot Fertility, a leading global fertility health-care and family-forming benefits provider, to offer inclusive fertility and family-forming benefits. We will fund 100 percent of eligible expenses for lawyers and professional staff up to a \$60,000 lifetime maximum. This includes a broad range of fertility treatments and family-formation services covering all paths to parenthood, including fertility treatments, gestational carrier arrangements, adoption, egg/sperm freezing and more.

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.

In addition to the above, working parents also benefit from: 1 Our Mindful Return Program (an e-learning program for lawyers returning from parental leave); 2 MilkStork, a breast-milk shipping service that helps working parents continue to breastfeed while on business travel; and 3 A private room with hospital-grade breast milk pumps, sinks, and refrigerators in each of our U.S. offices. Our global Family Network, established in 2021, supports our lawyers and staff to balance work and personal responsibilities. The Network builds on and replaces our Family Support Initiative, which we instituted early in the pandemic to identify and house resources for our personnel and their families. Finally, returning from the birth or adoption of a child is a challenging career transition. Our ReturnRS program aims at supporting lawyers before, during, and after a leave of absence. Each office or market area has a ReturnRS liaison -- a lawyer who has successfully taken a leave and returned to work. As someone who has "been there" before, the ReturnRS liaison provides valuable insight into how best to re-enter the workplace after a prolonged absence. They coordinate with the lawyer prior to their leave to help them navigate the resources necessary to plan for both the leave and the return to work. The liaison is available to provide information and guidance to the lawyer while on leave and when they return to work. We also provide a workshop titled "The Business of Parental Leave," which focuses on how lawyers can execute a leave of absence with minimal impact on their teams and career progression.

In 2022, we created our Family Network committee, which promotes and raises awareness of the support we provide for our personnel with caregiving responsibilities, such as caring for young children, dependents with disabilities, elderly parents, and siblings.

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
- Yes Other (please elaborate):
We recently announced Family Formation Benefit that is equally available to all employees regardless of the manner in which they choose to form their family. Our LGBTQ+ Business Inclusion Group (affinity group) focuses on full inclusion of LGBTQ+ employees and education opportunities for allies.

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
- Yes Other (please elaborate):
We have a disability accommodation policy, accessible to all personnel on our intranet and our Employee Handbook, and an accommodation specialist. We also have a centralized accommodations fund that covers all accommodation costs company-wide. Our most commonly provided accommodations are standing desks, TTY phones, special lightning, and ergonomic keyboards. For off-site events, attendees needing an accommodation can reach out to the event organizer or to HR to request an accommodation. Event organizers work with the venue or any vendors to ensure that accommodations are in place. We provide Real-time interpreters for our hard of hearing, Deaf, or Deaf-blind employees, and offer "Personal Assistance Services"(PAS) as an accommodation and cover any costs involved -- these include: Sign language support (i-

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

90 Total Number of Departures among Associates in 2022:

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 38 | 52 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 5 | 9 | 0 | 0 |
| Black or African-American | 5 | 9 | 0 | 0 |
| Hispanic or Latinx | 2 | 3 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 24 | 25 | 0 | 0 |
| Two or More Races | 1 | 5 | 0 | 0 |
| Other or Unknown | 1 | 1 | 0 | 0 |
| Additional Demographics | 2 | 7 | 0 | 0 |
| LGBTQ+ Individuals | 0 | 5 | 0 | 0 |
| Individuals with Disabilities | 2 | 2 | 0 | 0 |

Departures among U.S. Partners

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

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 32 | 13 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 5 | 1 | 0 | 0 |
| Black or African-American | 2 | 2 | 0 | 0 |
| Hispanic or Latinx | 1 | 0 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 24 | 9 | 0 | 0 |
| Two or More Races | 0 | 0 | 0 | 0 |
| Other or Unknown | 0 | 1 | 0 | 0 |
| Additional Demographics | 2 | 0 | 0 | 0 |
| LGBTQ+ Individuals | 2 | 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

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

| Demographics | Men | Women | Nonbinary | Unknown |
|---|-----------|-----------|-----------|----------|
| Race / Ethnicity | 21 | 14 | 0 | 0 |
| American Indian or Alaska Native | 0 | 0 | 0 | 0 |
| Asian | 2 | 3 | 0 | 0 |
| Black or African-American | 1 | 1 | 0 | 0 |
| Hispanic or Latinx | 1 | 1 | 0 | 0 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | 0 |
| White | 17 | 8 | 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 | 0 | 0 | 0 |
| Individuals with Disabilities | 0 | 1 | 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

Achieving Mansfield 5.0 Certified Plus status, which requires that a firm reach at least 30 percent diverse lawyer representation in a significant number of their current leadership roles and committees. We are working towards 6.0 certification this year (2023). We are devoted to expanding the representation of LGBTQ+ lawyers, lawyers of color, lawyers with disabilities and women lawyers in its leadership by broadening the pool of candidates considered for promotion. We have achieved Certified Plus status every year since the Mansfield Rule program was launched.

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

Developing and announcing our new All Rise mission, which is simply to deliver opportunity to everyone -- whomever or wherever they are. We understand that nurturing a working culture rich in diversity, where everyone is included, treated fairly and feels secure in the knowledge that they are valued and respected, is key to our success. Our DEI program delivers on our ambition and commitment to take our place as a standard-bearer in the industry by leaving no stone unturned in delivering a just, fair and equitable working environment for all. We believe that it is not enough for one of us, or some of us, or even most of us to succeed. We will never stop working on this goal until all of us can succeed without exception.

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

We launched Rising, our program designed to support an inaugural cohort of 32 Black lawyers in accelerating progress toward their practice growth goals and prospective opportunities. Each participant is matched with a "connector," who is a senior firm lawyer, and a Senior Management Team sponsor. They work together to execute their shared plan and to realize opportunities. Connectors work proactively to put their connectees into the path of opportunity.

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

Development of our diverse talent -- as mentioned previously, our DEI Leadership Development Program provides additional training and opportunities to our partners, counsel and senior professional staff to cultivate a workplace environment rooted in teamwork, inclusion and collaboration.

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

Recruitment of diverse talent -- in 2022, our focus was on the attraction of diverse talent to our firm. To that end, we were excited to appoint our new global head of diversity recruiting.

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

Increase Black leadership -- as detailed above, we developed our Rising program to accelerate the progress of our Black lawyers, their practice goals and prospective opportunities.

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?

For candidates looking for a diverse and inclusive work environment, we recommend that they research the firm's culture and values and what they are publicly doing in the DEI arena. For example, do they have dedicated webpages on their main website, do they have mandatory bias training for all interviewers or those involved in the hiring process, do they produce an annual DEI report, do they have dedicated DEI social media pages or do they have a dedicated podcast on DEI issues and topics? These public DEI platforms will tell a candidate a lot about the firm's commitment to DEI and give a good sense of whether they would be happy there and feel welcome. Firm websites tend to include profiles of their lawyers, so it is a good idea to look into this to see if it includes a diverse balance of lawyers on all levels.

During an interview, to assess the extent of a firm's commitment to DEI, ask: What is the firm's strategy on diversity, equity and inclusion? How long has the strategy been in place? Are there any results of the success of the strategy? Does the firm have affinity groups, if so, for which groups do they cater for?