

Robinson, Bradshaw & Hinson, P.A.

2023 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Allen Robertson, Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 6

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	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	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
Angie Vincent, Co-Chair of Diversity, Equity & Inclusion Committee
James Cass, Co-Chair of Diversity, Equity & Inclusion Committee
Megan Belote, Associate Director of Diversity, Equity and Inclusion

DEI Committee

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

In what year was the committee formed?

2006

Total Number of Attorneys on DEI Committee: 16

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	8	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	1	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	1	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	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

171 Total attorneys in U.S. offices

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

U.S. Associates

60 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	24	36	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	22	28	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	1	0	0
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

93 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	78	15	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	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	74	14	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	0	0	0
Individuals with Disabilities	1	1	0	0

U.S. Non-Equity Partners

0 Total Non-Equity Partners

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

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

18 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	5	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	12	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	0	0	0
Individuals with Disabilities	1	1	0	0

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track 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

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U.S. Law Clerks

0 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

1 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	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	1	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

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

15 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	8	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	6	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 is Mansfield certified, and is currently seeking Mansfield Rule 6.0 certification with the goal of increasing diversity in firm leadership and senior recruitment. In connection with Mansfield certification, the firm has committed to consider at least 30% historically underrepresented lawyers in at least 70% of the Mansfield-measured categories during each certification year. The firm intends to be recertified each year.

2023 Vault Law Firm Diversity Survey

Accountability

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

Yes

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

The firm does not compensate its shareholders based on an evaluation of any particular metric, such as billable hours, revenue generation, or origination credits. The firm considers a number of relevant factors when evaluating a shareholder's contributions over time for purposes of determining compensation, including the shareholder's contributions to firm management and development of our attorneys. A shareholder's specific contributions with respect to diversity, equity, and inclusion may be recognized as a component of the shareholder's contributions to firm management and/or development of our attorneys.

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

- No** Provides annual DEI training that addresses implicit bias for all attorneys
- No** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- No** 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?

North Carolina Central University and Howard University

Law Schools

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

Yes

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

Harvard, Northwestern, Stanford, UPenn, Yale, Cornell, and Florida State

2023 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
<p>Scholarships</p> <p>The firm is a member of the Leadership Council on Legal Diversity, a national membership organization of corporate general counsel and law firm managing partners founded on the premise that solving the legal profession's diversity challenges requires support from its top leaders. We participate in LCLD's 1L Scholars program in which first-year law students work alongside attorneys from LCLD-member organizations. Link: https://www.lclldnet.org/programs/1l-scholars/</p>	2

Internships

<p>The firm participates in the Charlotte Legal Diversity Clerkship program and have been heavily involved in the program since its inception. The CLDC program operates with one basic goal: to improve diversity in the Mecklenburg County Bar by attracting top first-year law students with diverse backgrounds to Charlotte through corporate and law firm summer internships. Our participation and involvement in the CLDC has resulted in the firm hiring diverse associates. Link: https://www.meckbar.org/?pg=charlottelegaldiversityclerkship</p>	2
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Fellowships

<p>The Robinson Bradshaw Diversity Fellowship promotes diversity within our firm and the legal community. This fellowship is available to law students from underrepresented populations and offers up to \$25,000 in scholarship funds, a paid clerkship in our summer program and the opportunity to participate in an enrichment experience of the fellow's choosing. Link: https://www.robinsnbradshaw.com/careers-diversity-fellowship.html</p>	6
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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
Southeastern Minority Job Fair, Southeast Regional BLSA 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.)?

We engaged an outside consultant to assist with review and evaluation of our recruiting and hiring practices. The goal was to assist with making those practices more objective in order to counter implicit bias and other potential barriers for diverse candidates (even if unintended). As a result of that engagement, we now provide specific interview and evaluation training for attorneys to provide them with tangible skills to address implicit bias and teach them to identify and evaluate the core competencies we are seeking in our candidates. An objective of this training is to ensure we provide diverse candidates with equal opportunities in our recruiting and hiring processes.

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 connect diverse summer associates with the firm affinity groups, provide direct access to members of our DEI committee and firm leadership, provide Q&A sessions with members of our DEI committee and board of directors, and provide each summer associate two mentors. As a participant in the Mecklenburg County Bar's Charlotte Legal Diversity Clerkship (CLDC) program, our entire summer class has opportunities to join educational programs coordinated through the CLDC program. As part of the Robinson Bradshaw Diversity Fellowship, fellows engage in an enrichment experience of their choosing. The enrichment experience is designed to mirror the firm's commitment to public service while providing the opportunity to network with, observe and engage members of the community. Each enrichment experience is unique and designed around each individual fellow's interest. Recent examples include civic service, board service, and volunteering in the community. Our affinity groups host a number of events for our diverse and women summer associates as well.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

4 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	0	0	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

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?

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2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

11 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	4	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	5	4	0	0
Two or More Races	1	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

2L Summer Associates Who Received Offers

11 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	4	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	5	4	0	0
Two or More Races	1	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

2L Summer Associates Who Accepted Offers

10 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	3	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	5	3	0	0
Two or More Races	1	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

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?

3

New Attorneys Hired

13 Total 2L Summer Associates Received Offers

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

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:

Robinson Bradshaw Women's Initiative, Robinson Bradshaw Lawyers of Color, RB+PRIDE, Multicultural Staff Alliance

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Affinity groups are supported by the firm's Diversity, Equity and Inclusion Committee and Associate Director of Diversity, Equity and Inclusion. The affinity groups have access to the firm's DEI budget to implement programming and initiatives.

2023 Vault Law Firm Diversity Survey

DEI Events

Does the firm host DE&I retreats or conferences? **No**

Does firm leadership attend these events?

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

N/A

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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?

Yes

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

The firm does not have a formal "reverse mentoring program" but we connect senior attorneys with junior attorneys in our formal mentoring program and through an established "lunch ladder" program as a means to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture.

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 is responsible for (1) regularly engaging with associates to understand their views and perspectives on the firm and legal market and communicating with firm management regarding those views and perspectives; (2) planning, facilitating and/or conducting training lunches for associates as necessary or desired in consultation with the Departments, Practice Groups and New Associate Committee (e.g., associate-run training, tapping partners to provide training, or bringing in outside folks); and (3) scheduling, coordinating and facilitating periodic social events among the associates. The associates committee and its leadership serve as a direct line between firm leadership and the broader associate group. Firm leadership looks to the associates committee for the associates' perspective on firm matters, and the committee can address the board of directors and firm leadership any time with concerns, ideas, or general input.

2023 Vault Law Firm Diversity Survey

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?

The firm values and recognizes the multitude of beliefs and celebrations. We have expanded floating holidays to include Orthodox Easter, Eid al-Fitr, Hanukkah and Kwanzaa, and our offices close in observance of the Juneteenth holiday. Our affinity groups host internal events to recognize Black History Month, Women's History Month, and Pride Month. We sponsored and marched in the 2022 Charlotte Pride Parade, and look forward to continuing our participation. The firm is also a sponsor of the annual YMCA MLK Holiday Breakfast benefitting the McCrorey YMCA. Since 1993, the annual event has engaged a diverse audience of Charlotteans who come together to honor Dr. King's spirit of service.

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 has a formal mentoring program with an assigned partner to manage it. Each associate is assigned a partner and associate mentor. We also have established a Lateral Liaison Initiative to assist lateral attorneys with integration within the firm, social onboarding, work allocation and other challenges unique to laterals. Senior leadership participate in these programs as both mentors and lateral liaisons and all new attorneys are thoughtfully matched with mentors and lateral liaisons. Diverse attorneys also participate, along with most firm attorneys, in our multi-generational "lunch ladder" program on a regular basis to facilitate relationship-building among attorneys. Although we have a formal mentoring program, we encourage and expect all partners to provide informal mentoring to our associates.

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:

In 2017, we joined the Leadership Council on Legal Diversity, a national membership organization of corporate general counsel and law firm managing partners founded on the premise that solving the legal profession's diversity challenges requires support from its top leaders. Our participation in the LCLD gives our diverse attorneys opportunities to participate in the organization's Pathfinder and Fellows Programs, which help diverse early and mid-career attorneys build leadership and networking skills. We participate annually in both programs.

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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 firm assigns associates to departments (corporate, litigation, tax and real estate), rather than to smaller practice groups. The firm has designated a partner in each department to serve as the associate work coordinator for associates in that department. Those partners are charged with monitoring associate work assignments and work allocation to ensure that all lawyers are provided with equal access and opportunities for training, development, and promotion.

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):

We support associate participation in a variety of external activities including participation in LCLD's Pathfinders program, sponsorship of DEI-related programs and events, and participation in local leadership programs.

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 firm revised its associate review process in 2020 to incorporate specific performance criteria related to legal skills and core competencies of associates. The purpose of these process revisions was to solicit specific performance review feedback for all associates and to mitigate implicit bias in the performance review process. The core competencies upon which we review associates are the same core competencies we consider when interviewing and considering candidates and were developed through the engagement of an outside consultant. We share the updated evaluation criteria with associates when they start at the firm. We provide partners with training on best practices for performance reviews, including awareness and mitigation of implicit bias.

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
- 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? **No**

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

On an individual basis, the firm hires lawyers on an of counsel basis. Lawyers hired of counsel may or may not be on a partner track, depending on the individual circumstances. On a limited basis, the firm also offers and may come to a mutual agreement with an associate to move to an of counsel position as a non-partner track alternative to enable the attorney to remain with the firm long term as a non-partner.

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.

66%

Promotions to Partnership

3 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	2	1	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	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

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.

N/A (firm has no billable requirement)

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

N/A

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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Bonuses

Are associate bonuses lockstep or discretionary?

Lockstep

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?

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:

Associates who are utilizing reduced hours or flex time schedules remain eligible for partnership. Any associate's progression to partnership is based on a number of factors, including their work experiences and contributions during their tenure at the firm. An associate's utilization of reduced hours or flex time schedule may be a relevant, but not determinative, factor as to the timing of their progression to partnership. In fact, the firm has promoted associates utilizing a reduced schedule or flex-time option to partner "on time."

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

7 Total Number of Attorneys Working Reduced Hours

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

Infertility services are available to covered Employee and covered Spouse. Benefits are limited to a Lifetime maximum of \$25,000. Covered Charges include, but are not limited to the following Infertility services: - diagnostic testing to determine the cause of Infertility; - medical services to correct the cause of the Infertility; - in vitro fertilization; - gamete intrafallopian transfer (GIFT); - zygote intrafallopian transfer (ZIFT); and -- artificial insemination; however, costs for donor services, including donor sperm, are not covered.

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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?

After one year of employment, the firm provides all lawyers with six weeks of paid parental leave upon the birth or new adoption of a child and, in the case of a new adoption, 4 weeks of paid adoption leave is available for any such lawyer. In addition to paid parental leave, after one year of employment, salary continuation is available for pregnancy-related disability leave, which is typically 10 weeks unless additional disability leave is required.

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

After one year of employment, the firm provides all lawyers with six weeks of paid parental leave upon the birth or new adoption of a child and, in the case of a new adoption, 4 weeks of paid adoption leave is available for any such lawyer. In addition to paid parental leave, after one year of employment, salary continuation is available for pregnancy-related disability leave, which is typically 10 weeks unless additional disability leave is required. As well, additional unpaid parental leave can be available for all lawyers under the firm's policies. In total, up to 24 weeks of combined paid and unpaid leave can be available for any lawyer upon the birth or new adoption of a child.

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Support for Parents

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

- No** 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.
- No** 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.

We do not have billable hour requirements, minimums or bonuses for any attorneys (removing a potential detriment to attorneys fully utilizing available leave); attorneys taking parental leave are expected to coordinate with their mentor, associate work coordinator and/or department administrator to adjust their work load as needed prior to and immediately after parental leave. For nursing mothers, we provide locked private rooms with refrigerators and we also install locks on attorney offices as needed for nursing mothers. Our firm's approach to attorneys managing their own day-to-day schedules with the exercise of professional judgment empowers attorneys to have flexibility to manage childcare situations that may arise while also attending to firm and client needs. Our EAP also includes assistance with childcare, tutoring and other needs.

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?

In part (please elaborate):

Our health plan covers spouses (regardless of gender).

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
- No** 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):
Allows employees to include preferred gender pronouns in firm email signature blocks and website bios.

Accessibility

What steps has the firm taken to create an inclusive environment for attorneys with disabilities?

- Yes** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes** Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes** Non-discrimination policy explicitly includes disability as a protected category
- No** Other (please elaborate):

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

2 Total Number of Departures among Associates in 2022:

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

One of the associates who left the firm in fall 2022 will be returning in fall 2023 at the conclusion of her one-year clerkship.

Departures among U.S. Partners

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

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

0

2023 Vault Law Firm Diversity Survey

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

3 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys 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	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	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

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

The firm achieved Mansfield Rule 5.0 Certification. Over the past year, we have tracked and measured candidate pools considered for leadership opportunities (e.g., board membership, compensation committee membership, practice group leader, C-Suite level professional staff positions, etc.) and improved transparency within the firm as it relates to these internal firm positions. We look forward to continuing our participation in the Mansfield certification process.

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

The firm recognizes the importance and value of its ongoing DEI work, and the need to fully support these efforts. We established a dedicated, full-time leadership position to support the firm's diversity, equity, and inclusion efforts. The firm's Associate Director of Diversity, Equity and Inclusion is responsible for developing, implementing and promoting the firm's diversity, equity and inclusion strategy, and collaborating with firm leadership, firm departments, affinity groups and the DEI committee to coordinate and implement initiatives and programming.

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

The firm seeks to ensure attorneys and professional staff receive continual support, encouragement, mentoring, and relationship-building. One way we do this is through our affinity groups. In addition to the Robinson Bradshaw Lawyers of Color, Robinson Bradshaw Women's Initiative, and RB+PRIDE, the firm established a new affinity group for professional staff. The Robinson Bradshaw Multicultural Staff Alliance celebrates, advocates and empowers professional staff of all colors and cultures. Through fellowship, volunteerism and engagement, the group promotes cultural awareness and community throughout Robinson Bradshaw and beyond. The Multicultural Staff Alliance works together with the firm's DEI committee to create an inclusive, supportive environment at the firm.

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

The firm's DEI committee will continue to prioritize and implement the recommendations we received from the cultural assessment of our firm processes and efforts toward equity, diversity and inclusion. We will continue our efforts to develop, retain, and promote our diverse attorneys by: a) focusing on associate work allocation and professional development to ensure our associates have equal opportunities to participate in a wide range of satisfying work assignments, training opportunities, business development, and other firm activities that maximize their professional development; and b) continuing to improve the review process for associates, including use of our core competency model in reviewing and providing feedback to associates to assist in eliminating unconscious bias, providing training to supervising lawyers on effective feedback and encouraging delivery of real-time feedback between form semiannual reviews.

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

The firm will continue to improve our formal associate mentoring program and encourage informal mentoring and sponsorship of diverse associates. To that end, the firm has assembled a committee of lawyers who contribute to the firm's current mentoring program and work allocation efforts to review the current mentoring program, and recommend changes intended to maximize the efficacy of our formal mentoring program.

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

The firm seeks to increase the representation of historically underrepresented lawyers in the candidate pools considered for firm leadership positions, senior lateral hires and business development opportunities. The firm will do this by tracking and measuring the pool of candidates considered for those opportunities and positions and by improving transparency within the firm as it relates to internal firm positions. We will work to accomplish these goals by participating in the certification process for Mansfield Rule 2022-23 (which concludes in July 2023) and Mansfield Rule 2023-24 (which runs from July 2023 through July 2024). Through the certification process we have tracked and measured (and will continue to track and measure) our efforts on these initiatives, make periodic reports toward certification, and share in DE&I best practice exchanges with the other participating law firms.

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?

oStudents should educate themselves about the hiring process, and ask about the core qualities the firm is looking for in its associates and summer associates. A firm should be able to articulate the specific attributes it wants in associates, which will help you determine whether the firm fosters an inclusive, supportive environment.

oAsk questions to uncover specific diversity successes. Every law firm website will include language about being committed to diversity, equity and inclusion, so we recommend asking probing questions to get specific examples of when and how the firm has supported diverse attorneys.

oWe suggest students be thoughtful when interviewing firms with respect to their diversity, equity, and inclusion efforts. A few questions that should receive solid responses are:

i. Who participates in your firm's Diversity, Equity, and Inclusion committee? Is there representation from all members of the firm (professional staff, associates, lateral attorneys, and partners)?

i. Do members of the Diversity, Equity and Inclusion committee also sit on the executive committee or Board of Directors? If not, how does the committee ensure firm management is directly involved in those conversations?

oHow did your firm respond to COVID-19? Did you transition to a remote environment? Did you lay off or furlough anyone during the pandemic? What support did you provide attorneys who were at home with young children? How did you provide support for all attorneys, particularly new attorneys who joined the firm during the pandemic? Did you cancel your 2020 summer program, or how did you pivot to a virtual platform?

oHow did your firm respond to the social unrest the country faced in summer 2020? How did you support your diverse employees during this time?

oHow did your firm respond to the Great Recession of 2009-2011?

oDescribe the culture of your firm.

oWhat professional development opportunities are available to diverse lawyers?

oIs there open communication between the youngest members of the firm and the most senior?