

# Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

## 2023 Vault Law Firm Diversity Survey

### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Eric Friedman, Executive Partner	White	Male	

#### Executive Committee

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>7</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	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	10	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

# Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

## 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

Marcelyn Cox; Director, 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?

1988

Total Number of Attorneys on DEI Committee: **104**

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>52</b>	<b>50</b>	<b>0</b>	<b>2</b>
American Indian or Alaska Native	0	0	0	0
Asian	7	15	0	0
Black or African-American	6	6	0	0
Hispanic or Latinx	5	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	33	19	0	0
Two or More Races	1	3	0	0
Other or Unknown	0	0	0	2
<b>Additional Demographics</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	2	0	0
Individuals with Disabilities	0	0	0	0

Data provided for US based committee members only

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

# Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

## 2023 Vault Law Firm Diversity Survey

### ATTORNEY DEMOGRAPHICS

#### Attorney Headcount

1,245 Total attorneys in U.S. offices

1,634 Total attorneys worldwide (including all U.S. and global offices)

#### U.S. Associates

818 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>427</b>	<b>389</b>	<b>0</b>	<b>2</b>
American Indian or Alaska Native	1	0	0	0
Asian	41	69	0	0
Black or African-American	28	37	0	0
Hispanic or Latinx	41	36	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	278	218	0	0
Two or More Races	12	15	0	0
Other or Unknown	26	13	0	2
<b>Additional Demographics</b>	<b>30</b>	<b>32</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	25	20	0	0
Individuals with Disabilities	5	12	0	0

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 2023 Vault Law Firm Diversity Survey

#### U.S. Equity Partners

262 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>191</b>	<b>71</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	9	8	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	4	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	171	52	0	0
Two or More Races	1	1	0	0
Other or Unknown	5	1	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	1	0	0
Individuals with Disabilities	0	0	0	0

#### U.S. Non-Equity Partners

0 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 2023 Vault Law Firm Diversity Survey

#### U.S. Counsel / Of Counsel

165 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>109</b>	<b>56</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	8	0	0
Black or African-American	4	4	0	0
Hispanic or Latinx	5	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	86	38	0	0
Two or More Races	1	1	0	0
Other or Unknown	7	3	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	2	0	0
Individuals with Disabilities	2	0	0	0

#### U.S. Non-Partner-Track Attorneys

31 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>17</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	5	2	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	13	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 2023 Vault Law Firm Diversity Survey

#### U.S. Law Clerks

50 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>59</b>	<b>48</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	7	10	0	0
Black or African-American	5	9	0	0
Hispanic or Latinx	10	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	35	19	0	0
Two or More Races	1	2	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>10</b>	<b>7</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	7	4	0	0
Individuals with Disabilities	3	3	0	0

#### U.S. Office Managing Partners

8 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	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	3	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 2023 Vault Law Firm Diversity Survey

#### U.S. Hiring Committee

20 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>8</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	1	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	9	5	0	0
Two or More Races	1	0	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

### FORMAL PROCESSES AND GOALS

#### Metrics

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

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

We participate and have received Mansfield Rule Certification and Mansfield Plus Certification since 2020. Mansfield Rule Certification requires that slates for consideration for promotions, lateral partner and senior associate hiring, and certain committee appointments -- as well as participation in formal new business pitches -- include at least 30% people of color, women, LGBTQ+ attorneys or attorneys with disabilities. Mansfield Rule Plus Certification signifies that Skadden exceeded the baseline certification requirements -- not only considering but achieving 30% representation in those categories.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 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's Diversity, Equity and Inclusion Committee regularly reviews progress in achieving its objectives. The progress reports are reviewed and discussed by the firm's executive partner, global practice heads, office and practice leaders and others in senior management on an ongoing basis



## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 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:

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### RECRUITMENT AND HIRING

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##### HBCUs

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

**Yes**

If yes, which HBCUs does the firm hire from?

Howard University Law School

##### Law Schools

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

**No**

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

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 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
<b>Scholarships</b>	
Skadden 1L Scholars Program - Our unique program offers 1Ls the ultimate career development opportunity by leveraging the resources and networks that only a global law firm like Skadden can provide. To date, Skadden has welcomed more than 320 1L Scholars and more than half have returned to the firm as associates. In 2023, we hired 44 1L Scholars from more than a dozen top law schools around the country. Link: <a href="https://www.skadden.com/careers/attorneys/law-students-and-graduates/united-states/1l-scholars">https://www.skadden.com/careers/attorneys/law-students-and-graduates/united-states/1l-scholars</a>	43

#### Internships

Link:

#### Fellowships

Link:

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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

Bay Area Diversity Career Fair

Boston Lawyers Group Minority Job Fair; Delaware Minority Job Fair

Harvard Black Law Students Association Job Fair

Harvard Asian Pacific American Law Students Association Job Fair

Harvard Asian Pacific American Conference on Law and Public Policy Career Fair; Lavender Law

LeGAL NYC Career Fair;

Mid-Atlantic Black Law Students Association Regional Fair;

University of Pennsylvania Black Law Students Association's Sadie T.M. Alexander Conference and Career Fair;

University of Pennsylvania Muslim Law Students Association's Career Fair

### Combating Implicit Bias

What steps has the firm taken to combat implicit bias in recruiting (e.g., interview training, behavioral interview questions, blind resume review, etc.)?

The Attorney Recruiting team and attorney interviewers are provided with training and resources focused on ways to combat implicit biases that can play heavily into interviewing and hiring. Specifically, the Firm requires recruiting team members and attorneys who participate in interviews or recruiting events to review and acknowledge the "Skadden Interview Guidelines," along with the Firm's "Reducing Bias in the Interview Process" toolkit. This toolkit includes resources and self-evaluation tools designed to heighten awareness of common biases; interviewing and hiring best practices for creating inclusive and equitable interview processes, including behavioral interview questions; instructional videos on interview techniques; and guidelines for interrupting bias.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### Summer Associates

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

Skadden 1L Scholars Program was one of the first 1L diversity programs to provide students with valuable exposure to law firm, corporate in-house and pro bono practice, for the "ultimate summer experience."

Established in 2012, the summer internship program typically includes several weeks at our firm, a rotation at an in-house legal department and experience handling pro bono matters.

In 2022, the Firm updated the compensation structure of our program to include up to \$50,000 in scholarships: \$25,000 upon returning to Skadden for a full 2L summer and \$25,000 upon joining the firm as a first-year associate. In addition, 1L Scholars are paid \$4,100 per week in summer 2022, and students attending schools from out of town are reimbursed for their travel expenses at the beginning and end of the summer.

To date, Skadden has welcomed more than 285 1L Scholars. In 2021, we hired 35 1L Scholars from approximately 14 law schools and in 2022, we hired 42 1L Scholars from approximately 18 top law schools. To our knowledge, we were the first law firm to develop a 1L program that incorporates law firm, in-house and pro bono experiences.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 2023 Vault Law Firm Diversity Survey

#### 1L Summer Associates

Does the firm hire 1L summer associates?

Yes

43 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>19</b>	<b>23</b>	<b>0</b>	<b>1</b>
American Indian or Alaska Native	0	0	0	0
Asian	7	8	0	0
Black or African-American	6	6	0	0
Hispanic or Latinx	2	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	1	0	0
Two or More Races	2	2	0	0
Other or Unknown	1	1	0	1
<b>Additional Demographics</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	3	0	0
Individuals with Disabilities	1	1	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?

30

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 2023 Vault Law Firm Diversity Survey

#### 2L Summer Associates

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

**201** Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>100</b>	<b>101</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	18	18	0	0
Black or African-American	5	20	0	0
Hispanic or Latinx	13	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	57	51	0	0
Two or More Races	6	2	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>14</b>	<b>9</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	12	5	0	0
Individuals with Disabilities	2	4	0	0

#### 2L Summer Associates Who Received Offers

**197** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>97</b>	<b>100</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	18	17	0	0
Black or African-American	4	20	0	0
Hispanic or Latinx	13	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	55	51	0	0
Two or More Races	6	2	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>13</b>	<b>9</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	12	5	0	0
Individuals with Disabilities	1	4	0	0

#### 2L Summer Associates Who Accepted Offers

**155** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>76</b>	<b>79</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	14	16	0	0
Black or African-American	4	10	0	0
Hispanic or Latinx	9	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	43	44	0	0
Two or More Races	5	2	0	0
Other or Unknown	1	1	0	0
<b>Additional Demographics</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	10	3	0	0
Individuals with Disabilities	0	3	0	0

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## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 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?

33

#### New Attorneys Hired

233 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>122</b>	<b>110</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	15	22	0	0
Black or African-American	8	13	0	0
Hispanic or Latinx	15	11	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	73	57	0	0
Two or More Races	4	4	0	0
Other or Unknown	7	3	0	0
<b>Additional Demographics</b>	<b>15</b>	<b>10</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	11	5	0	0
Individuals with Disabilities	4	5	0	0

#### Mandatory Arbitration

**No** Does the firm require associates to agree to mandatory arbitration as a condition of employment?

**N/A** Does the requirement also apply to summer associates?

If yes to mandatory arbitration, elaborate on mandatory arbitration provisions:



## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### CULTURE AND COMMUNITY

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##### **Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

Asian and Pacific Islander (API) Affinity Network; Black Lawyers for Diversity (BLD) Affinity Network; FAM Affinity Network; First Gen Affinity Network; Latinx Affinity Network; LGBTQ+ Affinity Network; Middle Eastern and North African (MENA) Affinity Network; SkadVets Affinity Network; South Asian Affinity Network; Women's Initiatives Network (WIN); Professional Staff Diversity, Equity & Inclusion Council.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### **Affinity Groups Cont'd**

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

Our firm-sponsored affinity networks facilitate relationship-building among attorneys and inform and enrich the broader Skadden community. The ten affinity networks play a key role in the firm's ongoing efforts regarding law student recruitment, associate mentoring, peer networking, career development, workplace inclusion, attorney retention and community involvement. Through the networks, our attorneys are encouraged to "carve their paths"-- by partnering with us to create programming and opportunities that impact communities and address issues important to the affinity network members. The networks' contributions are an invaluable part of our efforts to broaden and sustain our culture of inclusion and equal opportunity. This is recognized by providing billable credit for time spent supporting firm citizenship efforts, such as DEI and recruiting.

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## 2023 Vault Law Firm Diversity Survey

### DEI Events

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

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

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

Skadden hosts a variety of diversity, equity and inclusion focused retreats and conferences. Among our signature programs is a biennial Women Midlevel Associates Conference. This program offers our fourth- and fifth-year associates opportunities for professional development through keynote conversations and panel discussions, and focuses on cultivating a sense of community across offices.

In 2022, we welcomed three cohorts of the Skadden Women's Leadership Forum, a program offered to an intimate cohort of high-performing women senior associates and counsel. The program is designed to provide leadership training, individual coaching, and peer support to accelerate professional development. Since its inception, 56% of participants have been promoted, including 36 promotions to partner. Our most recent partner class included six program alumnae, including four women of color. The Firm also supports firmwide internal conferences for affinity networks where members across offices are invited to our headquarters in New York for two days of professional development programming and community building. In November 2022, we hosted our Black Lawyers for Diversity Affinity Network members for two days of programming and networking. We have plans to host additional firmwide networks in 2023. In addition, the Firm supports a variety of internal and external conferences for affinity network members in local office chapters.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### Reverse Mentoring

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

No

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

# Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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## 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 was created to serve as a vehicle for increasing and encouraging mutual communication between partners and associates on issues affecting the firm. In service of this goal, in all Skadden offices, the Associates Committees meet with the Office Leader (Partner) and/or Attorney Development Partners at least quarterly, and on a firmwide level with other offices' committee members twice a year. Certain offices also schedule bimonthly breakfasts between their Associates Committees and their office's Managing Partner.

Partners and firm leadership often tap the Associates Committee members to participate in and host focus groups, serve as a resource for piloting and providing input on Firm initiatives, welcome new associates to the Firm, and set the agenda for meetings by soliciting suggestions from other associates in their office.

The New York Associates Committee currently has four standing subcommittees to address these identified areas for improvement: Work-Life, Technology, Development and Training, and Communications. Each such subcommittee holds scheduled meetings with associates to receive feedback, set objectives, and define action items for their respective areas of focus. They communicate this information to firm leadership, including the office's managing partner, and practice group leaders when appropriate.

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## 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?

To commemorate and/or celebrate important dates honoring diversity, we regularly hold training seminars and host conversations with renowned leaders in law, business, the arts and public service. Recent examples of such events include:

- Black History Month: a firmwide conversation with Jelani Cobb, historian, author and dean of the Columbia University School of Journalism who spoke about the impact of race on American political discourse and how history can help move us forward.

- Women's History Month: a virtual discussion with CNBC Senior Media & Tech Correspondent Julia Boorstin--author of the critically acclaimed book *When Women Lead: What They Achieve, Why They Succeed, and How We Can Learn From Them*--as we delve into what we can learn from the innovative leadership approaches of women running the world's most successful companies.

- In observance of Juneteenth, members of our Black Lawyers for Diversity (BLD) Affinity Network celebrated with a joyful backyard party, joining others across the U.S. in commemorating the fight for freedom and liberty on this historic day.

- Pride Month: Throughout June, to honor Pride month and the LGBTQ+ community, Skadden attorneys reflect on why it's more important than ever to "say gay" and to have gender expression freedom.

These events are in addition to those hosted by the firm's local affinity networks, which often host social gatherings to foster community, and often invite Skadden alumni and/or clients to join programming.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### **NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

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##### **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

We offer a Career Sponsorship Program. The program provides a framework to help sponsors (partners) and protégés (associates and counsel, including women, attorneys of color and LGBTQ+ attorneys) forge and sustain connections through client work and other interactions that impact each protégé's career progression. Over the past three years, eight participants have been elevated to partner and eight have been elevated to counsel.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 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:

As noted above, Skadden offers a Career Sponsorship Program, Women Midlevel Associate Conference, Women's Leadership Forum, and a Black Lawyers Leadership Forum. Similarly, our DEI team works closely with the Firm's attorney development team to offer a Business Development Academy to ensure that diverse attorney needs and perspectives are appropriately addressed.



**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

We have implemented a number of measures to recognize the importance of equitable staffing in practices and enacted processes to monitor and address our outcomes.

For example, our annual Attorney Pipeline and Performance (AP&P) meetings include a meeting of our practice leaders and attorney development partners, together with our executive director for global strategy, director of talent development and strategy and director of talent pipeline, diversity, equity and inclusion. The team reviews each department's performance metrics for all associates and counsel, with the goal of determining an action plan to support the development of attorneys at all levels, both individually and by class level. In addition, many of our larger practices have a dedicated administrative professional (akin to an HR liaison) whose role includes ensuring equitable staffing.

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### 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):

Skadden partners with diverse bar associations and legal organizations with the goal to support our attorneys' professional development and access to client networking. Last year, we sponsored several conferences such as Lavender Law, NAPABA, Hispanic Bar Association, Corporate Counsel Women of Color, and more. Interested associates are also given the opportunity to work with executive coaches.

**2023 Vault Law Firm Diversity Survey**

**PROMOTION AND ADVANCEMENT**

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**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

Skadden's global talent management strategy includes the application of an equity lens in evaluating firm processes and resources, including recruitment; professional development, including work allocation; performance feedback; and mentorship. In these efforts we partner with diversity, equity and inclusion experts to present resources and programming on unconscious bias and disrupting antiracism, and to also advise on talent management best practices to achieve firmwide goals. Related firmwide trainings have also included sessions focused on speaking up to foster inclusion, belonging, and allyship; Authenticity, and the disparate effects of imposter syndrome on women and people of color. Additionally, the Firm has adopted the Mansfield Rule as a commitment that drives interrupting bias in promotions and leadership positions.

**Upward Reviews**

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

**Yes**

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

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## 2023 Vault Law Firm Diversity Survey

### Diverse Slate of Candidates

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

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

### Multi-tier Partnership

Does the firm have a multi-tiered partnership? **No**

### Alternatives to Partnership

Does the firm have a multi-tiered partnership? **No**

If applicable, describe the alternatives to partnership:

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## 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.

48%

### Promotions to Partnership

16 Total Number of Attorneys Promoted to Partner in 2022 (includes promotions effective in 2022, not announced in 2022)

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	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	10	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

## BILLABLE HOURS AND COMPENSATION

### Credit for DEI Work

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

Yes

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

N/A

### Compensation

Are associate salaries lockstep or discretionary?

Lockstep

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### **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:

Alternative schedules do not adversely affect one's promotion eligibility. Promotion consideration and timing is dependent on several factors, including but not limited to technical skills, work and people management skills, business generation efforts and firm citizenship and business needs.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 2023 Vault Law Firm Diversity Survey

#### Attorneys Working Reduced Hours

27 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	12	0	0
Equity Partners	0	1	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	7	6	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:

Our medical plans cover Artificial Insemination and Advanced Reproductive Technology (ART) services: (IVF/GIFT/ZIFT/ICSI) and associated egg freezing. Coverage is subject to medical policies and lifetime maximums.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 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?

22 weeks



## 2023 Vault Law Firm Diversity Survey

### **Parental Leave Policy**

Describe the firm's parental leave policy.

The Firm will provide attorneys who are new parents with up to 22 weeks of paid parental leave following the birth of a child or the placement of a child with the attorney for adoption or foster care.

In 2022, we introduced several new programs and policies related to family planning, navigating parental leave, and returning to work. In terms of family planning, we revised the firm's medical plans to cover elective cryopreservation and make fertility services available to interested policyholders, regardless of whether they meet the criteria traditionally required by health insurance plans to qualify for such services.

We also developed a suite of resources related to parental leave in response to feedback we received, including conversation guides for both employees going on and returning from leave, and the leaders with whom they work; a checklist of considerations to prepare for leave and return; and a compendium of frequently asked questions. We also expanded our bereavement policy to offer up to 10 days of paid leave for a pregnancy-related loss or failed adoption or surrogacy arrangement.

The firm also partnered with Phoebe, an organization that helps women on their journey through motherhood by providing comprehensive support from pregnancy to postpartum, and their return to work. We are now offering women attorneys access to Phoebe's two signature programs: Pregnancy to Postpartum Support and Life and Work Integration. In addition, for nursing parents on business-related travel, Skadden now reimburses breast milk shipping expenses to ensure our parents' needs are met.

Lastly, the Firm organized New Parent Peer Groups which are virtual meetups beginning with a presentation from a child development specialist for parents who have recently returned from leave to connect and share challenges and advice on navigating parenthood. We were pleased to announce the introduction of these additional resources for prospective, new and long-time parents to meet the needs of caregivers and recognize the many different ways families can take shape.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 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.

# Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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## 2023 Vault Law Firm Diversity Survey

### INCLUSIVENESS AND ACCESSIBILITY

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#### Equity in Benefits

Do the firm's health care benefits, family leave, and bereavement leave include same-sex spouses and domestic partners?

Yes

#### LGBTQ+ Inclusivity

What steps has the firm taken to create an inclusive environment for transgender and gender non-conforming individuals?

- Yes Provides gender-neutral restrooms/facilities
- Yes Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- Yes Provides an opportunity for employees to share preferred pronouns
- Yes Uses gender-neutral pronouns in its policies and materials
- Yes Non-discrimination policy explicitly includes gender identity and expression as a protected category
- No Other (please elaborate):

#### Accessibility

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

- 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):

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 2023 Vault Law Firm Diversity Survey

#### ATTRITION

##### Departures among U.S. Associates

0 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

##### Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

0

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

### 2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

**2023 Vault Law Firm Diversity Survey**

**SUCSESSES AND PRIORITIES**

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**Top Three Accomplishments**

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

**#1**

Attorney Recruitment & Hiring:

Skadden's 1L Scholars Program, established in 2012, is a paid summer internship that provides students with an unforgettable 1L Summer Associate experience comprised of law firm, corporate in-house and public interest exposure. The program allows Skadden to partner with our clients on finding diverse talent and raising the profile of diversity and inclusion in the profession. To date, Skadden has welcomed more than 285 1L Scholars. In 2021 we hired 35 1L Scholars from approximately 14 law schools, and in 2022 we hired 42 1L Scholars from approximately 18 law schools.

During the 2L hiring season each year, we conduct interviews or rÃ©sumÃ© collections at more than three dozen U.S. law schools and job fairs and sponsor programming for approximately 30 diverse law student affinity groups at more than 20 law schools. These efforts have yielded positive outcomes: people of color made up 45 percent of the 2022 2L U.S. summer class firmwide, and women made up 50 percent. We are encouraged by our progress and aim to continue building on our results.

Skadden also partners with the SEO Corporate Law Program (SEO), a paid summer internship program that provides work experience and mentoring in a law firm or legal department to high-achieving college graduates of color who are about to begin their first year of law school. Our participation in SEO provides a pipeline of diverse talent into our summer and incoming associate classes throughout the firm.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### Top Three Accomplishments

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

#### #2

Skadden also partners with the SEO Corporate Law Program (SEO), a paid summer internship program that provides work experience and mentoring in a law firm or legal department to high-achieving college graduates of color who are about to begin their first year of law school. Our participation in SEO provides a pipeline of diverse talent into our summer and incoming associate classes throughout the firm.

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### Top Three Accomplishments

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

#### #3

Development, Retention & Engagement: Professional development begins before attorneys join the firm and continues long after. Our top priority is to ensure that we have adequate programming available to support our attorneys.

Examples include:

- \* Inclusion training covering a range of topics, such as identifying and interrupting unconscious bias, racial equity, antiracism, leading inclusive teams, developing cross-cultural awareness, and fostering belonging and allyship.
- \* Global affinity networks across the U.S., Europe and Asia, promoting the recruitment, retention, development and advancement of women and diverse attorneys. The networks facilitate relationship-building among attorneys with shared interests and backgrounds, and provide an additional forum for professional development.
- \* Career Sponsorship Program, which provides a framework to help sponsors (partners) and protégés (underrepresented associates and counsel) forge and sustain connections through client work and other interactions that impact each protégé's career progression. Since its launch in 2017, 25 of 45 protégés have been elevated, 15 to partner and 10 promoted to counsel.
- \* Skadden Women's Leadership Forum (WLF), piloted in our Washington, D.C. office in 2013, which provides an intimate cohort of high-performing senior women associates and counsel with leadership training, individual coaching and peer support to accelerate professional development. Since its inception, WLF has hosted 16 cohorts; 56% of participants have been promoted, including 36 to partner. Our most recent partner class included six program alumnae, including four women of color.



## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#### #1

Broadening the attorney talent pipeline;

## Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates

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### 2023 Vault Law Firm Diversity Survey

#### Top Three Priorities

What are the firm's top three priorities for advancing diversity, equity, and inclusion within the firm moving forward?

#### #2

Fostering inclusion and belonging within our 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?

#### #3

Promoting attorney retention and advancement. To that end, in 2022 we:

\* Refined metrics used to measure the firm's progress towards meeting our diversity, equity and inclusion goals, including [introducing?] diversity scorecards, [refining our?] retention/attrition analysis, and updating self-identification options to be more inclusive and better reflect the Skadden community;

\* Enhanced DEI proficiency through education and learning opportunities, including by:

\*Creating and implementing a learning program on racial equity for all personnel.

\*Increasing training on, and dialogue concerning, ability diversity.

\*Introducing and distributing DEI content and microlearning on various firm platforms.

\*Sustaining and building anti-racism resources on the firm's intranet.

\*Hosting the Black Lawyers Leadership Forum.

\*Providing additional client mentoring opportunities.

\*Developing and implement engagement interviews to enrich connectivity between, and outreach towards, associates in service of:

\*Building stronger personal connections.

\*Supporting associates' engagement, development and well-being through level-targeted strategies.

\*Elevating the DEI department's profile as a resource and support system.

\*We have sharpened our focus on recruiting, developing and retaining diverse talent in the past several years, and we continue to take proactive steps to expand the initiatives that are helping to meaningfully move the needle.

**2023 Vault Law Firm Diversity Survey**

**ADVICE TO CANDIDATES**

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**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?

At Skadden, we've always embraced the idea that equity and inclusion and a wide spectrum of diversity only make us better. Candidates who want to prioritize finding a work environment with a similar perspective may want to research which firms are Mansfield certified or pursuing Mansfield certification; diversity disclosures on firm websites; and firm affinity network offerings. Candidates who are looking for a diverse and inclusive work environment may also want to ask interviewers some of the following questions:

- \* How does the firm prioritize both career development and fostering a sense of inclusion and belonging?
- \* How does the firm demonstrate its commitment to increasing attorney representation across gender, racial and ethnic, cultural and sexual orientation identities at all levels?
- \* What type of diversity, equity and inclusion programming does the firm host?
- \* Has the firm been recognized or acknowledged for its efforts?
- \* Does the firm credit time spent supporting diversity, equity and inclusion efforts?
- \* How does the firm hold itself and its attorneys accountable in its efforts?