

Diversity & Inclusion



Perfect score

7 YEARS in a row

2022 Corporate Equality
Index Report

Human Rights Campaign Foundation

Kilpatrick Townsend & Stockton LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
----------------	----------------	--------	------------

Henry Walker, Chairman

Roger Wylie, Managing Partner

Executive Committee

Total Number of Attorneys on Committee: 12

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

Individuals with disabilities are not tracked for purposes of diversity.

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

Yendelela Neely Holston, Partner and Chief Diversity & Inclusion Officer

DEI Committee

Does the firm have a diversity, equity, and inclusion committee or the equivalent? Yes
 In what year was the committee formed?

2004

Total Number of Attorneys on DEI Committee: **16**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	9	0	0
American Indian or Alaska Native	0	1	0	0
Asian	2	1	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	3	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	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

591 Total attorneys in U.S. offices

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

U.S. Associates

207 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	92	115	0	0
American Indian or Alaska Native	0	1	0	0
Asian	12	18	0	0
Black or African-American	4	13	0	0
Hispanic or Latinx	10	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	62	67	0	0
Two or More Races	4	7	0	0
Other or Unknown	0	3	0	0
Additional Demographics	4	5	0	0
LGBTQ+ Individuals	4	5	0	0
Individuals with Disabilities	0	0	0	0

Individuals with disabilities are not tracked for purposes of diversity.

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

256 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	187	69	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	7	0	0
Black or African-American	2	5	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	173	55	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	1	0	0
Additional Demographics	7	3	0	0
LGBTQ+ Individuals	7	3	0	0
Individuals with Disabilities	0	0	0	0

Individuals with disabilities are not tracked for purposes of diversity.

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

All partners at Kilpatrick Townsend have equity in the firm.

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

64 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	36	28	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	4	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	33	22	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

Individuals with disabilities are not tracked for purposes of diversity.

U.S. Non-Partner-Track Attorneys

58 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	35	23	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	3	1	0	0
Hispanic or Latinx	3	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	18	0	0
Two or More Races	1	0	0	0
Other or Unknown	2	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

Individuals with disabilities are not tracked for purposes of diversity.

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

6 Total Law Clerks

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

Individuals with disabilities are not tracked for purposes of diversity.

U.S. Office Managing Partners

16 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	2	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	13	2	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

Individuals with disabilities are not tracked for purposes of diversity.

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

6 Total U.S. Hiring Committee Attorneys

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

Individuals with disabilities are not tracked for purposes of diversity.

FORMAL PROCESSES AND GOALS

Metrics

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

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

Measurement

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

No If yes, describe the firm's targets:

2023 Vault Law Firm Diversity Survey

Accountability

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

Yes

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

Partners are asked to annually assess how they will individually promote diversity and inclusion in their practice and the firm and are expected to outline their approach in their partner plan. Similarly, we request that partners report on their execution of their personal diversity and inclusion goals in their shares questionnaire which is a key aspect of compensation discussions.

2023 Vault Law Firm Diversity Survey

DEI Training

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

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

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University; North Carolina Central University School of Law

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?

University of Miami School of Law; Santa Clara University School of Law

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>Kilpatrick Townsend is a contributor to the James S. Dockery Scholarship, which provides merit-based scholarships and summer clerkships to students of color at Wake Forrest University School of Law. In addition, Kilpatrick Townsend sponsors a 1L Diversity Scholarship and a Pre-Law Diversity Scholarship through PracticePro, a national company bridging the gap between law school and law practice by teaching every-day legal, managerial, and administrative skills to current and aspiring attorneys. Link: The postings for these opportunities are no longer live. However, all fellowship opportunities are posted on our website: Kilpatrick Townsend - (ktrecruits.com)</p>	<p>3</p>

Internships

Kilpatrick Townsend annually participates in the Diverse Attorney Pipeline Program (DAPP) and the Law in Tech Diversity Collaborative (LiTD) and reserves space in its summer program for students hired through these programs. DAPP aims to diversify the legal profession by expanding opportunities for women of color law students to secure summer positions at law firms and corporations following their first year of law school. Similarly, LiTD provides a 10-week paid internship split between a high-profile tech company and a top-tier law firm to underrepresented minorities, women, and other first-year law students with a demonstrated commitment to diversity from Howard University; American University Washington College of Law; Northeastern University School of Law; Loyola Law School; Santa Clara University School of Law; Texas Southern University, Thurgood Marshall School of Law; UC Berkeley School of Law; UC Davis School of Law; UC Hastings College of the Law; UC Irvine School of Law; and University of Miami School of Law. Interns hired through DAPP and LiTD are considered in the same manner as other 1L hires when evaluating return offers. Link: The postings for these opportunities are no longer live. However, all fellowship opportunities are posted on our website: Kilpatrick Townsend - (ktrecruits.com)

2

Fellowships

Kilpatrick Townsend partners with 2-3 clients each summer to offer fellowships to 1L from backgrounds previously underrepresented in the law. These fellows spend their summer working at Kilpatrick Townsend and internally with one of our clients. The 2022 1L client fellows experienced working at Verily, Abbott, and AT&T. The 1L client fellows are considered in the same manner as other 1L hires when evaluating return offers. Link: The postings for these opportunities are no longer live. However, all fellowship opportunities are posted on our website: Kilpatrick Townsend - (ktrecruits.com)

2

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, NLLSA (National Latina/o Law Student Association) Career Fair, HNBA (Hispanic National Bar Association) Career Fair, Bay Area Diversity Career Fair, Lavender Law Career Fair. In addition, Kilpatrick Townsend solicits resumes through PracticePro's database of diverse law students.

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.)?

At Kilpatrick Townsend, we take a multifaceted approach to combat implicit bias in recruiting. Our hiring committee is diverse and includes our Chief Diversity and Inclusion Officer. In addition, our Chief Diversity and Inclusion Officer provides a specifically designed anti-bias training to those attorneys who participate in our entry-level recruiting process. Further, our interview process is intended to obtain a holistic view of candidates through traits (e.g., judgment, leadership, resilience, hard-work) based discussions; this also helps ensure that each candidate is being evaluated using the same criteria. Moreover, our process extends beyond traditional interviews and we allow candidates to participate in an activity where they can showcase how they effectively work together and collaborate in teams.

2023 Vault Law Firm Diversity Survey

Summer Associates

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

Our Chief Diversity and Inclusion Officer, who also serves on our hiring committee, has developed an anti-bias training specific to Kilpatrick Townsend that addresses issues that could potentially arise during the summer associate program. All attorneys who participate in our summer program are asked to complete the training. In addition, to training those attorneys who are involved with our summer associates, we assign coaches and mentors to our summer associates to help them navigate the summer program. There is also trainings and social events and summer associates are invited to participate in the firm's Annual Diversity & Inclusion Summit.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

21 Total 1L summer associates at the firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	10	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	3	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	4	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not collect LGBTQ+ data for Summer Associates. Individuals with disabilities are not tracked for purposes of diversity.

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?

4

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

27 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	16	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	5	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	8	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

25 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	15	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	4	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	8	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

20 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	13	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	4	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

We do not collect LGBTQ+ data for Summer Associates. Individuals with disabilities are not tracked for purposes of diversity.

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?

0

New Attorneys Hired

81 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	43	38	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	8	0	0
Black or African-American	3	7	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	28	19	0	0
Two or More Races	2	1	0	0
Other or Unknown	3	2	0	0
Additional Demographics	1	3	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	0	0	0

Individuals with disabilities are not tracked for purposes of diversity.

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:

KT Proud (LGBTQ+ Resource Group); KT Apex (Asian Attorney Resource Group); KT Juntos (Hispanic/Latinx Attorney Resource Group); KT Indigenous (Native American Attorney Resource Group); KT Voice (Black Attorney Resource Group); KT WIN (Women Attorney Resource Group)

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Kilpatrick Townsend sponsors and supports (financially and otherwise) the various efforts and activities of our resource groups including mentoring and professional development programs, business development seminars, and member attendance at conferences and networking events. In addition, the firm annually hosts a diversity and inclusion summit for the members of the firm's resource groups.

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:

Kilpatrick Townsend hosts an annual conference for our diverse attorneys in the United States. The conference, which is called The Surge: Diversity & Inclusion Summit, is intended to help our attorneys build networks, develop talent, and pinpoint needs. The Firm's Chair, Managing Partner, Chief Legal Officer, Department Chairs and other members of the Firm's leadership attend and actively participate in the Surge.

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:

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 Firm's Associate Communication Committee consists of associates across each of our U.S. offices who meet monthly to discuss issues of concern to associates and any related inquiries. The Firm's Director of Talent Management regularly attends these monthly meetings and the Firm's Managing Partner attends as well. Inquiries and feedback coming out of these meetings is regularly shared with Firm leadership and ensures continued effective lines of communication between the partnership and associates.

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?

The cultures and traditions of our employees and partners are accepted, respected, and celebrated at Kilpatrick Townsend. We work to create an inclusive environment through firm-wide observance of important cultural celebrations, such as such as Black History Month, Women's History Month, Juneteenth, Holi, Asian Pacific Islander American Heritage Month, Hispanic Heritage Month, National Indigenous Peoples Day, Native American Heritage Month, Diwali, Persian New Year (Nowruz), Lunar New Year, and Pride Month. All celebrations include an educational and tangible component, such as speakers, cooking demonstrations, trivia, movie screenings and panel discussions. In addition, Juneteenth is a paid, firm holiday.

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?

No

If applicable, describe the mentoring or sponsorship program

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:

The Firm's Professional Development team works with our attorney resource groups to develop and structure programming to meet the professional needs of our diverse associates. A recent example of such programming includes a professional and business development learning series for KT Voice, the firm's resource group that promotes the interests of Black attorneys. The series included sessions on success mindsets, managing relationships, and managing yourself.

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

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):

Corporate Counsel Women of Color Conference, The Leadership Institute for Women of Color Attorneys, Charting Your Own Course, and Leadership Council on Legal Diversity

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

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?

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

Kilpatrick Townsend has adopted the Mansfield Rule. At least 30% of all candidates for any leadership or governance position within the firm must be diverse.

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:

Team Attorney is the Firm's non-partner track alternative. Team Attorneys have lower billable hour requirements and minimal non-billable requirements.

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.
35%

Promotions to Partnership

13 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	7	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

Individuals with disabilities are not tracked for purposes of diversity.

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?

Hybrid

2023 Vault Law Firm Diversity Survey

Bonuses

Are associate bonuses lockstep or discretionary?

Discretionary

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

No

Flex-time Policy

Does the firm have a formal flex-time policy?

No

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

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:

A reduced schedule will not unreasonably disproportionately affect progression toward partnership. A reduced schedule attorney's development and progress toward partnership will be evaluated in accordance with the firm's performance review process. There is no requirement that a reduced schedule attorney return to full-time status in order to be considered for partner. Election to partnership is determined in accordance with the firm's partnership criteria and nomination and election process.

Partners have the ability to elect a part-time schedule, and the decision to do so does not impact an attorney's ability to remain partner. We have several part-time partners. In addition, voting rights will remain the same for a reduced schedule partner as if on a full-time schedule.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

78 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	11	10	0	0
Equity Partners	15	10	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	13	12	0	0
Non-Partner-Track Attorneys	5	2	0	0

WORKING PARENTS

Family-planning Resources

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

Yes

If applicable, describe the family-planning resources available:

Kilpatrick Townsend offers fertility benefits to all partners/employees and their dependents under our health plans with or without a diagnosis of infertility. Coverage includes: Timed Intercourse (TI) and Intrauterine Insemination (IUI) cycles; Assisted Reproductive Technologies (ART) cycles and procedures; Pathology and Laboratory Services; and necessary medications for treatment methods.

2023 Vault Law Firm Diversity Survey

Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

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

Yes

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

N/A

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

18 weeks

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

6-10 weeks

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

N/A

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

As we strive to create a work environment that provides flexibility and support to all of our working parents, the Firm provides parental leave support. In addition to the paid leave of absence available to primary and secondary caregivers, primary caregivers are also permitted to work a reduced hours schedule for the first two weeks following the leave of absence to ease their transition back into work.

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.

2023 Vault Law Firm Diversity Survey

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

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

Accessibility

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

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

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

32 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	17	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	5	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	11	7	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

Individuals with disabilities are not tracked for diversity purposes.

Departures among U.S. Partners

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

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

Individuals with disabilities are not tracked for purposes of diversity.

2023 Vault Law Firm Diversity Survey

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

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

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

Individuals with disabilities are not tracked for purposes of diversity.

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

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

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

Kilpatrick Townsend & Stockton LLP

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

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

0

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

0

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?

0