

# Morgan, Lewis & Bockius LLP

## 2023 Vault Law Firm Diversity Survey



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Jami McKeon, Chair	White	Female	

#### Executive Committee

Total Number of Attorneys on Committee: 22

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>13</b>	<b>9</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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	6	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

**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**

Amanda Smith, Chief Engagement Officer

Malaika Lindo, Senior Director of Diversity 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?

2003

Total Number of Attorneys on DEI Committee: 20

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>6</b>	<b>13</b>	<b>0</b>	<b>1</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	3	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	9	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	1
<b>Additional Demographics</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	1	0	0

*Our Diversity Committee also includes a partner based in London and senior diversity, talent, engagement, and recruiting personnel—22 members in total.*

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

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

2023 Vault Law Firm Diversity Survey

**ATTORNEY DEMOGRAPHICS**

**Attorney Headcount**

1,721 Total attorneys in U.S. offices

2,035 Total attorneys worldwide (including all U.S. and global offices)

**U.S. Associates**

816 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>396</b>	<b>418</b>	<b>2</b>	<b>0</b>
American Indian or Alaska Native	1	1	0	0
Asian	53	84	0	0
Black or African-American	21	39	0	0
Hispanic or Latinx	33	36	0	0
Native Hawaiian or Other Pacific Islander	1	2	0	0
White	277	247	2	0
Two or More Races	0	0	0	0
Other or Unknown	10	9	0	0
<b>Additional Demographics</b>	<b>43</b>	<b>50</b>	<b>2</b>	<b>0</b>
LGBTQ+ Individuals	35	34	2	0
Individuals with Disabilities	8	16	0	0

Please note, the data in the "Other or Unknown" race/ethnicity category represents those who self-identify as Middle Eastern or North African.

2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

695 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>490</b>	<b>205</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	21	29	0	0
Black or African-American	8	7	0	0
Hispanic or Latinx	16	5	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	441	160	0	0
Two or More Races	0	0	0	0
Other or Unknown	3	3	0	0
<b>Additional Demographics</b>	<b>19</b>	<b>11</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	13	6	0	0
Individuals with Disabilities	6	5	0	0

Please note, the data in the "Other or Unknown" race/ethnicity category represents those who self-identify as Middle Eastern or North African.

**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

2023 Vault Law Firm Diversity Survey

**U.S. Counsel / Of Counsel**

123 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>65</b>	<b>58</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	5	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	58	51	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	3	0	0
Individuals with Disabilities	0	1	0	0

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

87 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>29</b>	<b>58</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	8	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	24	43	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	2	0	0

Please note, the data in the "Other or Unknown" race/ethnicity category represents those who self-identify as Middle Eastern or North African.

2023 Vault Law Firm Diversity Survey

**U.S. Law Clerks**

30 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>16</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	3	0	0
Black or African-American	2	7	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	2	2	0	0

Please note, the data in the "Other or Unknown" race/ethnicity category represents those who self-identify as Middle Eastern or North African.

**U.S. Office Managing Partners**

21 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	7	8	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

U.S. Hiring Committee

18 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>11</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	3	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	7	7	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

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**

Does the firm include achievement with respect to diversity, equity, and inclusion as a component of partner compensation?

**Yes**

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



**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
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

**2023 Vault Law Firm Diversity Survey**

**RECRUITMENT AND HIRING**

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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 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?

HBCU: Howard University

Ivy League Law Schools: Columbia, Cornell, Harvard, University of Pennsylvania, and Yale

Other Private Law Schools: American, Boston College, Boston University, Catholic, University of Chicago, Duke, Duquesne, Fordham, George Washington, Georgetown, Loyola Chicago, Northeastern, Northwestern, NYU, Santa Clara University, Stanford, and Villanova

Public State Law Schools: University of California, Berkeley; University of California, Davis; University of California, Hastings; University of California, Irvine; University of Houston; University of Illinois; University of Michigan; University of Pittsburgh; University of Southern California; Temple University; University of Texas; UCLA; and UVA

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><b>Scholarships</b></p> <p>Morgan Lewis Foundation   Established in 2014, the ML Foundation uses funds that were awarded to Morgan Lewis in a historic settlement on behalf of African American families working to combat nearly a century of government-sponsored racial segregation in the Baltimore area. Unlike other scholarships, grants given by the ML Foundation are not tied to employment at Morgan Lewis--the ML Foundation's mission is to increase diversity in the legal profession as a whole. Since 2014, we have awarded over 60 scholarships totaling more than \$2.5 million. Link: <a href="https://www.morganlewis.com/our-firm/our-culture/diversity-inclusion#inclusive-recruiting">https://www.morganlewis.com/our-firm/our-culture/diversity-inclusion#inclusive-recruiting</a></p>	<p>14 scholarships in 2022</p>

<b>Internships</b>	
<p>SEO Law Program   We are a proud partner to SEO Law --the nation's only summer internship program for aspiring, historically underrepresented law students. The program offers students the opportunity to work at a law firm in the summer before law school. Link: <a href="https://www.morganlewis.com/our-firm/our-culture/diversity-inclusion#inclusive-recruiting">https://www.morganlewis.com/our-firm/our-culture/diversity-inclusion#inclusive-recruiting</a></p>	<p>2 SEO Law Fellows 2022</p>

<b>Fellowships</b>	
<p>1L Diversity Fellowship   The 1L Diversity Fellowship provides a unique opportunity for participants of our Summer Associate Program who share a commitment to supporting DEI across the legal industry, awarding each first-year summer associates with a \$50,000 stipend after the completion of the Summer Associate Program and upon joining our firm as full-time associates. Link: <a href="https://www.morganlewis.com/our-firm/our-culture/diversity-inclusion#inclusive-recruiting">https://www.morganlewis.com/our-firm/our-culture/diversity-inclusion#inclusive-recruiting</a></p>	<p>12 diversity fellows in 2022</p>

## 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 Diversity Job Fair, Cook County Minority Job Fair, Hispanic National Bar Association Convention and Career Fair, LGBT Bar Association's Lavender Law Conference and Career Fair, Northeast Black Law Students Association Job Fair, and Philadelphia Area Diversity 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 continue to provide mandatory implicit bias trainings, including specifically for those who conduct interviews. In furtherance of the goal of improving cross-racial and -gender understanding and communications, we have incorporated bias interrupter concepts into our training. In addition to all lawyers, the trainings are mandatory for all professional staff managers.

The firm also recently launched an internal training curriculum that includes two main elements: 1) a shared library of resources to provide opportunities for self-education; and 2) a comprehensive DEI/anti-racism, skills-based training curriculum for all employees. The training curriculum is designed to, among other things, increase awareness of systemic racial inequality, structural racism, and implicit bias and privilege and its manifestation in the workplace.

## **2023 Vault Law Firm Diversity Survey**

### **Summer Associates**

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

During the summer program, Diversity Fellows and SEO Law Fellows, in addition to receiving a partner, associate, and writing mentor through our general summer program, are also each assigned to Diversity and Inclusion Committee Cohorts. Led by partners on our Diversity and Inclusion Committee, the cohorts meet regularly throughout the summer program as an additional touchpoint to learn about the firm's efforts in the space of diversity, equity, and inclusion. In addition, all summer associates are invited and encouraged to opt into one of our nine lawyer affinity networks. Each group hosts formal or informal networking and social events for the summer associates during their time with the firm.

2023 Vault Law Firm Diversity Survey

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

17 Total 1L summer associates at the firm in 2022

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

Please note, the data in the "Other or Unknown" race/ethnicity category represents those who self-identify as Middle Eastern or North African.

**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

82 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>31</b>	<b>48</b>	<b>3</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	10	1	0
Black or African-American	1	10	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	23	1	0
Two or More Races	3	5	1	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>8</b>	<b>9</b>	<b>3</b>	<b>0</b>
LGBTQ+ Individuals	6	6	3	0
Individuals with Disabilities	2	3	0	0

2L Summer Associates Who Received Offers

78 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>29</b>	<b>45</b>	<b>3</b>	<b>1</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	10	1	0
Black or African-American	1	9	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	21	1	0
Two or More Races	3	5	1	0
Other or Unknown	1	0	0	1
<b>Additional Demographics</b>	<b>7</b>	<b>8</b>	<b>3</b>	<b>0</b>
LGBTQ+ Individuals	5	5	3	0
Individuals with Disabilities	2	3	0	0

2L Summer Associates Who Accepted Offers

69 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>25</b>	<b>41</b>	<b>3</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	8	1	0
Black or African-American	0	8	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	21	1	0
Two or More Races	3	4	1	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>8</b>	<b>3</b>	<b>0</b>
LGBTQ+ Individuals	4	5	3	0
Individuals with Disabilities	2	3	0	0

Noting, one offer outstanding/TBD due to 2 year clerkship (2023-2025).

2023 Vault Law Firm Diversity Survey

**Diversity Program Participants**

How many of the law students who participated in the firm's 2L summer associate program in 2022 were hired through the firm's diversity scholarship/internship/fellowship program?

2

**New Attorneys Hired**

230 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>106</b>	<b>124</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	12	28	0	0
Black or African-American	4	19	0	0
Hispanic or Latinx	5	8	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	83	64	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	4	0	0
<b>Additional Demographics</b>	<b>18</b>	<b>16</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	14	11	0	0
Individuals with Disabilities	4	5	0	0

Please note, the data in the "Other or Unknown" race/ethnicity category represents those who self-identify as Middle Eastern or North African.

**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**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

Morgan Lewis has several active and popular lawyer networks/affinity groups within the firm for lawyers who support and/or identify with the following populations: Asian American/Asian Lawyer Network; Black Lawyer Network; Disability Awareness Lawyer Network; First Generation Lawyer Network; Hispanic/Latino Lawyer Network; LGBTQ+ Lawyer Network; Middle Eastern North African Lawyer Network; Parent Lawyer Network; and Veterans Lawyer Network. In addition, we also have a women's leadership initiative--ML Women--that harnesses the strength of our women through partnership with our clients, creating opportunities for our women to come together around a shared industry or practice.

**2023 Vault Law Firm Diversity Survey**

**Affinity Groups Cont'd**

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

A dedicated team of (9) diversity and inclusion business professionals support and advise our networks. The groups provide lawyers at all levels with formal and informal support, mentoring, and fellowship focused on creating community and bringing enhanced opportunities to everyone at the firm.

## 2023 Vault Law Firm Diversity Survey

### DEI Events

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

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

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

We host numerous DEI events throughout the year that educate and engage our workforce, clients, and community. A small sampling of recent events include:

\*Associate Academy D&I Workshops | Our associate academies bring together associates from all practices and offices across the globe to focus on personal and professional development through discussion and interactive, on-your-feet exercises. We believe that relationships matter, and the academies provide an incredible opportunity for our associates to build lasting connections with members of firm leadership, clients, and peers while focusing on skills critical to their career growth. Attorneys are invited to a half-day of programming focused on building and leveraging their internal and external networks across firm affinity groups and diversity legal industry and bar associations. In addition to these structured sessions, you will also get the opportunity to connect with other Lawyer Network members during evening activities.

\*Judicial Internship Opportunity Program (JIOP) Orientation | Morgan Lewis hosted the JIOP orientation for law students serving as judicial interns in the Washington, DC, area. We also hosted a reception for students, speakers, and JIOP alumni. JIOP, administered by the American Bar Association's Section of Litigation, has a core mission of providing opportunities to students who are members of racial and ethnic groups that are traditionally underrepresented in the profession, students with disabilities, students who are economically disadvantaged, students who identify as LGBTQ+, and women students.

\*Women of Power & Prominence Summit | This ML Women event drew prominent women leaders including CEOs and general counsel, along with other C-suite executives, from a variety of major companies. Our second summit in 2021 kicked off with a conversation between Firm Chair Jami McKeon and feminist icon Gloria Steinem, followed by multiple events.

**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:

Our Global Committee on Associates, supported by the firm's associate talent team, advises Firm Chair Jami McKeon on a range of issues significant to associates and to the firm.

**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?

Our affinity groups host heritage month and days of acknowledgment celebrations, webinars and social media campaigns that highlight the unique history, achievements, and contributions of our diverse lawyers. Together with the leaders of our nine affinity networks, we developed and implemented a two-pronged programming approach to celebrate, educate, and cultivate DEI at the firm. The first prong is for our affinity networks to serve as an optimal learning environment where those who identify similarly have an opportunity to share observations and experiences within this specific community. The second, but equally important prong, is to educate our broader population who are interested in learning and participating in allyship. Our expanded networks and programming have inspired conversations, projects, and enhanced opportunities for everyone at the firm.

Through our #WeAreMorganLewis social media campaign, a global communications initiative, we highlight the unique experiences and viewpoints of our diverse lawyers. The campaign started in February 2018 with Black History Month and has featured prominent diverse lawyers as part of Women's History Month, Asian American and Pacific Islander Heritage Month, LGBTQ+ Pride Month, Hispanic Heritage Month, and Veterans Day. In addition, Morgan Lewis observes Juneteenth as a firm holiday in the United States.

**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

Associate Mentoring Program | Investing time in talent fast-tracks development and builds enduring support. Mentoring takes many forms at Morgan Lewis, but the guiding principle that relationships matter always remains. Our enhanced programming provides associates with more formalized opportunities for connection as well as arms both mentors and mentees with the knowledge and tools to foster a successful mentoring relationship. Our enhanced approach includes mentor training around the fundamentals of a successful mentoring relationship, mentoring across difference, and how to elevate a mentoring relationship to one of sponsorship. In addition, we invite our lawyers to participate in small group coaching sessions with our Director of Attorney Coaching to foster learning through a cohort of peers. Finally, we have invested in resources to support in-person gatherings or one-on-one meetings for opportunities to connect and engage in settings beyond the virtual.

Lawyer Networks/Affinity Groups | Additionally, Morgan Lewis has several active and popular lawyer networks/affinity groups within the firm for lawyers who support and/or identify with one of our nine lawyer networks. The affinity groups provide lawyers at all levels with formal and informal support, mentoring, and fellowship focused on creating community and bringing enhanced opportunities to everyone at the firm. These groups also educate and engage our workforce through heritage month celebrations that highlight the unique history, achievements, and contributions of our diverse lawyers.

## 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:

We are dedicated to providing opportunities for educational and professional development for our diverse lawyers:

\*Partner Business Development Program | Last year, 12 high-potential partners participated in the firm's Partner Business Development Program. Participants engaged in intensive training opportunities where they received high-level business development insights from Susan Duncan, founder and president of Rainmaking Oasis. The curriculum provided a platform for partners from broad-based backgrounds, with a demonstrated talent and facility for client development, to develop skills and further their leadership in this critical area.

\*Mansfield Client Forums | As a Mansfield Certified Plus law firm, last year the firm supported the participation of 10 partners in the Mansfield Rule 5.0 Client Forum, which is designed to provide newly promoted underrepresented partners with the opportunity to meet and learn from influential in-house counsel from over 80 leading companies.

\*LCLD Fellows Program | This program connects high-potential lawyers committed to fostering diversity within their institutions and in the legal profession at-large with GCs and managing partners from prominent organizations. The program provides fellows with exclusive networking opportunities to build relationships and bolster leadership skills.

\*LCLD Pathfinder Program | This provides high-potential associates with a six- to seven-month professional development series, along with networking opportunities with in-house lawyers.

\*Harvard Women's Leadership Initiative | Each year, Morgan Lewis selects women partners to attend this four-day program designed for women leaders to gain valuable insight into leadership skills, leverage strengths to advance career and organizational goals, and network and develop relationships with fellow women leaders.

\*Charting Your Own Course Conference (CYOC) | We sponsor this annual conference, built on three areas of focus: career and life strategies, enduring relationships, and accountability. This provides the opportunity for diverse lawyers to network with peers and hear about the career experiences of senior law firm and in-house counsel from companies.

\*Ellevate Network Partnership | Morgan Lewis partners with Ellevate Network, a global professional community focused on advancing women in the workplace, and gives our women lawyers access to Ellevate's community of 90,000 women and resources.



## 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

Morgan Lewis encourages a comprehensive approach to work allocation that focuses on the professional development of all lawyers, including diverse lawyers. We are thoughtful and intentional in our approach to staffing and routinely monitor our work assignment processes to ensure that we foster opportunity and development for all. We pay a high level of attention to assembling diverse teams across the spectrum of both practices and offices. Our work assignment process is organized through the use of an Assignment Portal. The assigning partner works with mentors and others familiar with the associates to distribute assignments in a manner that allows an opportunity to work with a diverse group of partners, consistent with client needs and lawyer development. Furthermore, practice leaders work with assigning partners to distribute work to assignees across offices to achieve optimal utilization.

**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):

In support of our racial justice efforts, we seconded two associates to legal service organizations, including the Lawyers Committee for Civil Rights and New York Lawyers for the Public Interest. Each associate is seconded for six months to work on racial justice projects full time.

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**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

As part of our commitment to diversity, we recognize the need to create a level playing field for all associates, particularly diverse lawyers, by setting clear performance expectations; providing continuous, real-time feedback; and using a fair and effective work assignment process. We are constantly evaluating and improving our career development processes.

We have implemented a Core Competency Model, created by the associate talent team, human resources, and Firm Management, that highlights the keys to success for Morgan Lewis associates. Incorporation of the model and performance factors has allowed us to drill down and identify specific performance issues or challenges. This model comprises four competencies:

\*Excellence -- Effective communication and self-expression, analytical and strategic thinking, acquiring and applying expertise, technical and administrative excellence;

\*Drive -- Project management and economics, ownership of client needs, achievement orientation, entrepreneurial focus;

\*Collaboration -- Building and sustaining relationships, modeling inclusion and respect, leadership;

\*Engagement -- Pro bono and community outreach, firm and client initiatives and activities, training and professional development, mentoring.

We also upgraded our performance management system with continuous, project-based feedback for associates, based on the Core Competencies described above, and facilitated by user-friendly technology solution. Continuous feedback involves direct communication of feedback from the senior lawyer to the associate and eliminates the need for individual reviews. This upgrade has shifted the focus of the performance management system for associates from purely evaluative to primarily developmental.

**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

Partners and Of Counsel at the firm have the option of completing a self-assessment and solicit feedback from associates. Associates then have the opportunity to provide anonymous reviews as part of our upward feedback program. The results of which are used to develop our Partner Development Curriculum.

## 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? **Yes**

If applicable, describe the alternatives to partnership:

Our non-partner track alternative positions provide contingent and substantive support to practice groups for surge staffing or long-term staffing solutions, and help our clients meet increasingly demanding regulatory and legal requirements with cost-effective pre-litigation risk management, eDiscovery consulting, and document review.

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**

43 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>26</b>	<b>17</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	5	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	10	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	2	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	2	1	0	0

Please note, the data in the "Other or Unknown" race/ethnicity category represents those who self-identify as Middle Eastern or North African.

**BILLABLE HOURS AND COMPENSATION**

**Credit for DEI Work**

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

Yes

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

50

**Compensation**

Are associate salaries lockstep or discretionary?

Lockstep

**2023 Vault Law Firm Diversity Survey**

**Bonuses**

Are associate bonuses lockstep or discretionary?

**Hybrid**

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

Yes, we publish compensation ranges.

**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:

Morgan Lewis supports flexible work arrangements to help lawyers manage the demands of their personal and professional lives. A number of our lawyers have been promoted to partner while working on flexible schedules.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

167 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	15	46	0	0
Equity Partners	29	26	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	14	26	0	0
Non-Partner-Track Attorneys	2	9	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 benefits offerings include a range of fertility and family-planning benefits, including adoption, paid family leave, foster care assistance, in vitro fertilization, and surrogacy support.

**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?

84 days, and birthing parents also have access to a separate Pregnancy Disability Leave



**2023 Vault Law Firm Diversity Survey**

**Parental Leave Policy**

Describe the firm's parental leave policy.

Effective January 1, 2020, the firm amended its family leave policies to ensure that firm employees and partners all have access to the same, generous Child Parental Leave benefit, regardless of whether they welcome a child by giving birth, by their spouse/partner giving birth, by adopting, or through a surrogate. In addition, birthing parents have access to a Pregnancy Disability Leave benefit.

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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.

Our Parent Lawyer Network continues to be a foundational pillar in helping our lawyers who are parents advance while meeting parental and client needs. The network has supported Morgan Lewis parents and their families during COVID-19 through active involvement in family fitness and nutrition session offerings, online activities, and discussions on how parents and children can cope with the stressors of COVID-19.

Morgan Lewis has implemented programs to help lawyers manage the demands of their personal and professional lives. The programs include:

oRamp Down/Ramp Up Programs. Acknowledging the challenges of "ramping down" for an extended leave and "ramping up" upon return, we provide billable hours credit to traditional-track associates prior to leave (including Primary Caregiver Leave) and following their return. The Ramp Down period--recently added to provide support beyond our existing Ramp Up program--is the three weeks prior to leave, during which the firm grants eligible associates 10 hours per week in billable hours credit (30 hours total). The Ramp Up period varies depending on the length of the leave--up to a maximum of 22 weeks, during which the firm grants 10 hours per week billable hours credit. To support this transition, the Parent Lawyer Network (affinity group) serves to coordinate Return to Work partner mentors for each attorney during their ramp up and ramp down period. Firm Chair Jami McKeon personally serves as a Return to Work mentor through the program.

oBenefits. We offer other benefits and resources to help support parents and families, including the following sampling:

i,§Lactation Breaks | All of our offices have a private location for lactation breaks.

i,§Back-up Daycare for New Parents | Our back-up daycare benefit typically provides up to 20 days maximum, but for new parents we offer up to 20 additional days for a total of 40 days.

i,§Telehealth | This service gives our employees and their eligible dependents access to convenient online care.

i,§Crisis Care | We enacted this service, which enabled our partners and employees to receive a greater amount of funds to put towards care. Additional days of care were also provided to those in need.

**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
- Yes** Other (please elaborate):
  - o Implemented a formal Gender Transition Policy
  - o We enhanced our self-identification process and our US employees now have the option to self-identify as transgender or non-binary.

**Accessibility**

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

- Yes** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes** Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes** Non-discrimination policy explicitly includes disability as a protected category
- Yes** Other (please elaborate):
  - We expanded our lawyer networks to include a Disability Awareness Lawyer Network.

2023 Vault Law Firm Diversity Survey

**ATTRITION**

**Departures among U.S. Associates**

121 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>63</b>	<b>58</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	7	0	0
Black or African-American	2	5	0	0
Hispanic or Latinx	6	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	50	38	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	2	0	0
<b>Additional Demographics</b>	<b>7</b>	<b>8</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	6	0	0
Individuals with Disabilities	2	2	0	0

Please note, the data in the "Other or Unknown" race/ethnicity category represents those who self-identify as Middle Eastern or North African.

**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>28</b>	<b>10</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	5	0	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	9	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

**2023 Vault Law Firm Diversity Survey**

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

34 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>18</b>	<b>16</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	13	12	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**

DEI Billable Hour Credit | In October 2022 we expanded our formal D&I Billable Hour Credit Program that reinforces our longtime commitment to DEI. All lawyers are permitted to record up to 50 hours billable time annually on an FTE basis on approved activities which contribute to our culture of D&I. These include areas like our diversity recruiting efforts, leadership and active engagement of a Lawyer Network or Mobilizing for Equality working group, and partnering with clients on activities organized through our client teams.

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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

Expanded DEI Programming | Together with the leaders of our nine affinity networks, we developed and implemented a two-pronged programming approach to celebrate, educate, and cultivate DEI at the firm. The first prong is for our affinity networks to serve as an optimal learning environment where those who identify similarly have an opportunity to share observations and experiences within this specific community. The second, but equally important prong, is to educate our broader population who are interested in learning and participating in allyship. Our expanded networks and programming have inspired conversations, projects, and enhanced opportunities for everyone at the firm.

\*The LGBTQ+ Community & Modern Social Justice Movements | In recognition of LGBTQ+ Pride Month, our LGBTQ+ Lawyer Network hosted a panel event that explored the legal landscape that LGBTQ+ advocates are navigating, the intersectionality of the LGBTQ+ community, and the importance of transgender and nonbinary inclusion.

\*Advancing LGBTQ+ Equity & Inclusion in the United Kingdom | In collaboration with our London D&I Working Group, the Morgan Lewis LGBTQ+ Lawyer Network hosted a panel discussion on LGBTQ+ equity and inclusion progress in the United Kingdom. Panelists discussed advancements made in the workplace and the community, the intersectionality of the LGBTQ+ community, and what it means to be an ally for LGBTQ+ equity and inclusion.

\*ML Women and Latin America Women Lawyer Network Collaboration Kickoff | In recognition of International Women's Day on March 8, Firm Chair Jami McKeon welcomed more than 150 attendees to the inaugural event with ML Women and the Latin America Women Lawyer Network. The virtual forum aimed to foster the promotion of female lawyers throughout Latin America. More than 60 women from Morgan Lewis joined over 80 women from 15 Latin American countries in a discussion on how to help women advance in the legal field and break long-standing biases.

\*Mental and Behavioral Health and Wellbeing | The Disability Awareness Lawyer Network hosted a discussion on mental and behavioral health and wellbeing in law with Stephanie Mitchell Hughes, interim assistant director of the National Alliance on Mental Illness (NAMI) Franklin County; David Evan Markus, a founding officer of the Lawyers Depression Project; and Rudhir Krishtel, CEO of Krishtel Coaching. Through research and storytelling, the panelists explored the prevalence of mental and behavioral health challenges within the legal industry, presented tools and strategies to navigate mental and behavioral health challenges and remove the stigma attached to them and discussed wellbeing practices within the law.

\*Afrofuturism & the Law | In celebration of Black History Month, our Black Lawyer Network developed a firmwide program where our panelists through research and storytelling shared their insights on how Afrofuturism intersects with the legal world and how it offers a framework for reimagining an equitable and joyful future for those in the African diaspora. Alongside leaders from our Black Lawyer Network and Diversity & Inclusion team, our panel included Etienne Toussaint, assistant professor of law at the University of South Carolina School of Law, and Ytasha Womack, critically acclaimed author, filmmaker, dancer, and independent scholar.

## 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

Mobilizing for Equality | In 2020, Morgan Lewis launched its Mobilizing for Equality task force to determine what more we can do as a firm to more directly, effectively, and aggressively mobilize against racial injustice. Firm Chair Jami McKeon and Grace Speights, leader of our global labor and employment practice, are leading working groups across the firm that are curating substantive racial justice projects on racism, power, and privilege; supporting minority-owned businesses and community economic development; litigating high-impact racial justice matters; collaborating with law enforcement on safe policing practices; providing free services to the racially disadvantaged; and working to secure voting rights. Here are a few examples highlighting our efforts:

\*Mobilizing for Equality: Conversations on Privilege and Anti-Racism| In collaboration with the Black Lawyer Network, Mobilizing for Equality held a conversation on allyship and identity featuring Dr. Kenji Yoshino, co-founder of the Meltzer Center for Diversity, Inclusion, and Belonging at NYU School of Law. Utilizing key take aways from Dr. Yoshino's book, Say the Right Thing: How to Talk About Identity, Diversity, and Justice, the discussion provided practical tools to consciously help individuals in the workplace navigate topics around race, justice, and equality while building a diverse and inclusive work culture.

\*Equality Starts at Home Challenge | The Transforming the Next Generation working group invited our personnel and their families to participate in the Equality Starts at Home Challenge. For everyone who completed the challenge, the firm made a charitable donation of children's books to one or more qualifying organizations.

\*Community Engagement and Volunteerism | The Community Engagement and Volunteerism working group hosted an office-based book drive competition in recognition of Juneteenth. In total, the firm came together and raised more than \$36,000 in financial contributions and more than 700 books centered around the racial justice suitable for youth centered community partner organizations.



**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**

Continue developing firmwide programming with a global focus that reflects the rich, diverse experiences and development of our workplace community.

**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**

Working constructively with clients on projects and programming reflecting our shared commitments to DEI.

**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 connection and engagement across affinity groups as we leverage the flexible hybrid model of work.

**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?

Candidates should do their research on the firm prior to interviewing. Beyond the DEI page on the firm's website, candidates should explore other pages and platforms to get a sense of its culture. Determine who is among the firm's leadership team, as the commitment to DEI starts at the very top and is critical to an organization's DEI success. Research the awards and recognitions earned by the firm from clients and third-party organizations/publications, and confirm whether any relate to DEI. Explore the firm's social media channels to see the content that it's putting out and look at whether the firm is highlighting the experiences and viewpoints of diverse lawyers. Inquire whether there is an opportunity to speak with the head of DEI and/or members of the DEI team.

During the interview, here is a sampling of questions that candidates should think about asking to further assess the firm's DEI commitment:

oDoes the firm have a committee focusing on DEI? If so, what are the position levels of the members?

oIs there an individual and/or team at the firm dedicated to DEI?

oDoes the firm have employee resource groups for its diverse lawyers?

oDoes the firm offer lawyers flexible work arrangements?

oHow does the firm support the well-being of its lawyers?

oWhat are some other examples of the practices the firm has in place to recruit, retain, and advance diverse talent?