

**“Diversity is a cornerstone of our values and growth strategy. It is vital to our firm culture at every level.”**

*– Sam Danon, Managing Partner*

At Hunton Andrews Kurth, we believe a diverse, inclusive workforce optimizes the delivery of outstanding client service and creates an innovative, productive community of lawyers and professional staff. We are committed to building and maintaining a culture of belonging, involvement and empowerment, where all of our lawyers and staff feel valued. We strive to recruit, retain and promote high potential diverse lawyers and staff into positions of leadership, and we actively support organizations that promote diversity and inclusion in the legal profession.

Hunton Andrews Kurth is a global law firm serving the world’s leading companies. Our industry focus spans the energy, financial services, retail and consumer products, and real estate investment and finance sectors. With offices well-situated throughout the United States, Europe and Asia, we are poised to help businesses navigate complex legal challenges. For more information, visit [HuntonAK.com](https://www.HuntonAK.com).

# Hunton Andrews Kurth LLP

## 2023 Vault Law Firm Diversity Survey



### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Samuel A. Danon, Managing Partner	Hispanic or Latinx	Male	

#### Executive Committee

Total Number of Attorneys on Committee: 12

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>9</b>	<b>3</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	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

Information provided is based on individuals' voluntary self-identification. The firm recently began inviting individuals to voluntarily self-identify their gender identity and expression but we do not yet have sufficient data to report.

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
A. Todd Brown, Partner, D&I Committee Co-Chair
Emily Burkhardt Vicente, Partner, D&I Committee Co-Chair
Shemin V. Proctor, Partner, D&I Committee Co-Chair
Judith H. Itkin, Chief Lawyer Recruiting and Development Partner

**DEI Committee**

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

In what year was the committee formed?

1992

Total Number of Attorneys on DEI Committee: 27

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>13</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	3	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	9	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	1	1	0	0

Information provided is based on individuals’ voluntary self-identification. The Firm recently began inviting individuals to voluntarily self-identify their gender identity/expression but there is not yet sufficient data to report. \*Two committees spearhead our firmwide DEI efforts: (1) the Diversity and Inclusion (D&I) Committee, which oversees five D&I Subcommittees (Goals & Metrics, Firm-wide Initiatives & Programs, LGBTQ Lawyers, Minority Lawyers Initiatives and Women Lawyers), and (2) the Talent Development Committee (TDC) the firm’s sponsorship initiative, focusing on the recruitment, retention, professional development and ultimate advancement of high potential women and minority lawyers. Demographic data is provided on members of both of these key committees, including members of the five D&I Subcommittees.

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**

835 Total attorneys in U.S. offices

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

**U.S. Associates**

282 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>139</b>	<b>132</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	10	14	0	0
Black or African-American	3	6	0	0
Hispanic or Latinx	0	15	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	118	91	0	0
Two or More Races	4	3	0	0
Other or Unknown	4	3	0	0
<b>Additional Demographics</b>	<b>11</b>	<b>20</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	7	4	0	0
Individuals with Disabilities	4	16	0	0

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2023 Vault Law Firm Diversity Survey

**U.S. Equity Partners**

326 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>244</b>	<b>82</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	8	7	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	12	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	213	70	0	0
Two or More Races	3	0	0	0
Other or Unknown	5	1	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	2	1	0	0

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**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

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2023 Vault Law Firm Diversity Survey

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

132 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>76</b>	<b>56</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	4	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	68	51	0	0
Two or More Races	1	0	0	0
Other or Unknown	2	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	3	3	0	0

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

95 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>38</b>	<b>57</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	0	1	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	35	47	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	4	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>9</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	3	0	0
Individuals with Disabilities	2	6	0	0

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2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

13 Total Law Clerks

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

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U.S. Office Managing Partners

16 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>5</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	3	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	5	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

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2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

68 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>33</b>	<b>35</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	3	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	29	29	0	0
Two or More Races	1	1	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	0	1	0	0

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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?

In preparation for annual performance appraisals, all partners are asked to describe (to firm management in an annual self-evaluation memo) activities they have engaged in during the past fiscal year to promote diversity and inclusion at the firm, in their practice or in the legal profession, such as partnering with a client or promoting diversity and inclusion within the firm (and the successes they have achieved).

## 2023 Vault Law Firm Diversity Survey

### DEI Training

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

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

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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 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?

Washington University in St. Louis; George Mason University; The College of William & Mary; University of California Los Angeles; University of Florida; University of Houston; University of Michigan; University of North Carolina; University of Texas; University of Virginia; New York University; Southern Methodist University; South Texas College of Law; University of California-Berkeley; University of Chicago; University of Miami; University of Richmond; University of Southern California; Vanderbilt University; Washington & Lee University; Columbia University; Cornell University; Harvard University; University of Pennsylvania; Yale University; Duke University; Fordham University; Georgetown University; George Washington University.

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>HuntonAK Pathfinders Scholarship Program Link: <a href="https://www.huntonak.com/en/open-positions/">https://www.huntonak.com/en/open-positions/</a></p>	One

**Internships**

Link:

**Fellowships**

As part of our summer program, our 1L Diversity Champion Clerkship offers selected 1L law students the opportunity to fully participate in our 10-week summer program and also spend time working in our partnering clients' corporate offices and participating in the Leadership Council on Legal Diversity (LCLD) 1L Scholars program. This program is open to all 1L law students to apply; along with other qualifications, applicants are selected based on their demonstrated commitment to championing and advancing diversity, equity and inclusion in their personal, professional and/or academic pursuits and are committed to continuing to do so once licensed to practice law. Link: Application information is posted by position in those offices offering these positions. A link to two of the current postings is provided. <https://www.huntonak.com/en/open-positions/hunton-andrews-kurth-llp-clientlaw-firm-1l-diversity-champion-clerkship-summer-2024-rva.html>; <https://www.huntonak.com/en/open-positions/hunton-clientlaw-firm-1l-diversity-champion-clerkship-opportunity-summer-2024.html>

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## 2023 Vault Law Firm Diversity Survey

### Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

If yes, list the diversity career fairs in which the firm participates

Southeastern Minority Job Fair

Sunbelt Minority Recruitment Program

Lavender Law Career Fair

Mid-Atlantic Black Law Students Association Job Fair

Northeast Black Law Students Association Job Fair

Vault 1L Diversity Career Readiness Summit

### 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 offer professional development programs on implicit bias to lawyers and staff. We also have selected an implicit bias consultant, and we are in the process of developing a plan to begin roll-out of this initiative within the next two quarters. In addition, we provide attorneys interviewing students with materials and guidance, including behavioral interview questions.

## 2023 Vault Law Firm Diversity Survey

### Summer Associates

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

Our summer associate program includes focus on the firm's commitment to diversity and includes the following components:

**Mentoring Program:** All summer associates are paired with mentors and advisors to provide guidance and support throughout the summer program, and this includes offering self-identified diverse summer associates with the opportunity to be paired with a diverse mentor.

**Outside Speakers' Series:** As part of our summer programming, we offer a series of programs highlighting the careers of distinguished HuntonAK diverse alumni (for example, this summer, 2022, Justice John Charles Thomas, was featured at our summer program. Justice Thomas was the first Black lawyer at any southern law firm-from Virginia to Texas-to rise through the ranks to make partner at Hunton Andrews Kurth LLP (formerly Hunton & Williams LLP) in 1982. A year later in 1983, Justice Thomas became the youngest Virginia Supreme Court Justice at age 32-a distinction he still holds, along with being the First African American on the Virginia Supreme Court; Previous Alumni to speak to the summers include: Rita Davis, the first woman and first African-American head of the Trial Section of the Civil Litigation Division at the Virginia Attorney General's office, to Counsel to Governor Northam (where she, her deputy, and her assistant became the first all-female legal team to advise a Virginia governor); and, Robert Grey, past ABA President, current Leadership Council on Legal Diversity (LCLD) President, and 2021 Lifetime Achievement Award honoree from LCLD).

**1L Diversity Champion Clerkships:** As part of our summer program, our 1L Diversity Champion Clerkship offers selected 1L law students the opportunity to fully participate in our 10-week summer program and also spend time working in our partnering clients' corporate offices and participating in the Leadership Council on Legal Diversity (LCLD) 1L Scholars program. This is a unique opportunity offered to outstanding first-year law students who have demonstrated a commitment to championing and advancing diversity, equity and inclusion in their personal, academic and/or professional pursuits and who are committed to championing diversity, equity and inclusion once licensed to practice law.

We have invited summer associates to attend programs offered through LCLD as part of our partnership with the organization.

2023 Vault Law Firm Diversity Survey

**1L Summer Associates**

Does the firm hire 1L summer associates?

Yes

11 Total 1L summer associates at the firm in 2022

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

Information provided is based on individuals' voluntary self-identification. The firm recently began inviting individuals to voluntarily self-identify their gender identity and expression but we do not yet have sufficient data to report.

**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

35 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>23</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	3	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	14	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>6</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	3	0	0
Individuals with Disabilities	0	3	0	0

2L Summer Associates Who Received Offers

35 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>23</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	3	0	0
Hispanic or Latinx	1	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	14	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>6</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	3	0	0
Individuals with Disabilities	0	3	0	0

2L Summer Associates Who Accepted Offers

33 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>21</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	2	0	0
Hispanic or Latinx	1	4	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>6</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	3	0	0
Individuals with Disabilities	0	3	0	0

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2023 Vault Law Firm Diversity Survey

**Diversity Program Participants**

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

3 (We had 3 2Ls clerk with us in 2022 who were originally hired as 1L clerks in 2021)

**New Attorneys Hired**

107 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>55</b>	<b>52</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	5	5	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	3	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	38	36	0	0
Two or More Races	3	1	0	0
Other or Unknown	4	5	0	0
<b>Additional Demographics</b>	<b>9</b>	<b>15</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	5	2	0	0
Individuals with Disabilities	4	13	0	0

Information provided is based on individuals' voluntary self-identification. The firm recently began inviting individuals to voluntarily self-identify their gender identity and expression but we do not yet have sufficient data to report.

**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:

Oneness (Minority Lawyers), APA, LGBTQ and Minority and Women Lawyers Mentoring Circles

## 2023 Vault Law Firm Diversity Survey

### Affinity Groups Cont'd

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

Overall, the firm supports these affinity groups by providing communications platforms, sponsorship of initiatives, recognition, and incentives for participation (e.g., billable credit for diversity and inclusion activities). Individually, the groups are described below:

**Oneness (Minority) Group:** The firm hosts quarterly lawyer "Oneness Luncheons", offering the opportunity to share ideas with firm leadership via video conference throughout the firm. These meetings occur quarterly, and provide opportunities to share common experiences, mentoring and networking.

**Asian Pacific American Affinity Group:** The Asian Pacific American Affinity Group meets quarterly and provides mentoring and networking opportunities, as well as planning educational and cultural programming offered to the entire firm.

**LGBTQ Affinity Group:** The LGBTQ Affinity Group provides an opportunity to share common experiences and challenges, network and participate in LGBTQ activities on a national basis, as well as planning educational programming offered to the entire firm.

**Minority Lawyers and Women's Mentoring Circles:** Largely Associate-led, lawyers in a number of our offices participate in these mentoring circles and plan events to share information and learn from each other.

## 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:

#### Minority Partners/Lawyers and Women Partners Retreats

Minority Partners Retreat/Minority Lawyers Retreat: Our minority partners and non-partner lawyers have been holding their retreats for over thirty years, including the participation of firm leaders across the firm. Since 1993, these retreats were designed to provide networking and professional development opportunities. The retreats also play a key role in creating programming to support the development of the firm's non-partner minority lawyers. Programming focuses on professional development, business development, relationship building, mentoring and networking and includes opportunities to hear from, and network with, clients.

Women Partners Retreat: The Women Partners Group, formed more than 25 years ago, meets periodically to discuss topics such as professional development, cross-selling, business development, leadership options and networking opportunities. It also plays a key role in creating programming to support the development of the firm's non-partner women lawyers, such as the Women's Mentoring Circles. Programming focuses on business development, empowering women to leadership, and sponsorship, mentoring and developing the pipeline.

**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?

**No**

If applicable, describe how the associate committee engages with the partnership:

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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 important dates honoring diversity and inclusion, celebrating cultures, and to educate all firm lawyers and staff on diversity and inclusion issues, we regularly send information, offer programming and promote a wide range of activities to encourage participation. Examples include:

\*Provided opportunities to celebrate Black History Month, inviting firm lawyers and staff to submit stories and pictures for compilation and sharing in a firmwide collage and a live interview with Justice John Charles Thomas, the first Black lawyer at any southern law firm- from Virginia to Texas- to rise through the ranks to make partner at Hunton Andrews Kurth LLP (formerly Hunton & Williams LLP) in 1982. A year later in 1983, Justice Thomas became the youngest Virginia Supreme Court Justice at age 32- a distinction he still holds, along with being the first African American on the Virginia Supreme Court.

\*Celebrated via Zoom a moment of solidarity on International Women's Day with women across the firm; enjoyed competition and fun learning about Asian American/Pacific Islander, LGBTQ and Juneteenth history and culture through firmwide trivia contests; laughed as we shared a Hispanic/Latino Happy Hour with guest bartenders mixing cocktail and mocktail drinks with Hispanic/Latino recipes and spent an evening learning how to cook exceptional Korean food from an experienced chef, during AAPI Heritage Month and an expert Peruvian chef taught us how to cook Peruvian delights.

\*Sponsored in-person and virtual hybrid presentation by Brigadier General ("BG") Borcharding, Legal Counsel to the Chairman of the Joint Chiefs of Staff, for Flag Day, to discuss his experiences in this high level position. The Veterans Subcommittee also created a challenge coin (based on an American military tradition for a century, meant to instill pride, improve morale, and reward hard work and excellence) and presented this to BG Borcharding after his presentation. BG Borcharding reciprocated in kind, presenting the members of the Veterans Subcommittee with a coin from the Pentagon.

\*Held panel discussions on important LGBTQ issues, informing lawyers and staff alike, how they can make a difference to persons in the LGBTQ community.

\*Shared a ReelAbilities movie night, featuring two short films, written, directed, and performed by persons with disabilities to celebrate the 33rd anniversary of the signing into law of the Americans with Disabilities Act.

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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

Our Talent Development Committee ("TDC"), comprised of seasoned partners from our executive and associates committees, focuses on the development, retention and advancement of high potential non-partner lawyers. This committee ensures that team and practice leadership are engaged proactively and intentionally in sponsorship and practice planning for all high potential non-partner lawyers and identifies resources available to facilitate career advancement. The TDC is directly accountable to the firm's managing partner and Executive Committee.

We offer numerous internal training, mentoring and networking programs, as well as business development and leadership workshops. Coaching and Mentoring programs include:

\*Minority & Women Lawyer Mentoring Circles: Largely Associate-led, lawyers in a number of our offices participate in these mentoring circles and plan events to share information and learn from each other.

\*MentorHer: This initiative, inspired by a firm client, encourages all firm lawyers to mentor, sponsor and champion our women lawyers at all levels by adopting at least two of six actions designed to support gender equality in the workplace.

\*Junior Lawyer Coaching Program: Upon joining the firm, all entry level associates are provided a lawyer coach who is available to provide guidance and support through their first three years. Coaches are encouraged to check in with their assigned junior lawyers periodically and to take them to lunch each quarter. At the request of participating lawyers, the coaching relationship can extend beyond three years.

\*Summer Mentoring Program: All summer associates are paired with mentors, advisors and writing coaches to provide guidance and support throughout the summer program, and this includes offering self-identified diverse summer associates with the opportunity to be paired with a diverse mentor.

\*Affinity Groups: The firm's affinity groups provide mentoring and professional development programming. For example, the NY Women's Mentoring Circle has hosted programming to discuss the difference between sponsorship and mentorship and the importance of both roles to a lawyer's professional development.

\*Individual Coaching: The TDC has facilitated individual coaching and mentoring programs (using both internal and external resources) for non-partner lawyers including women and diverse lawyers as part of its ongoing work with teams and practice groups. This past year, the TDC implemented internal and external individual coaching for a number of identified high potential diverse lawyers, focusing on specific substantive areas (e.g., writing) and skills (e.g., practice management and business development) essential to their further development.



## 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 is committed to being intentional in terms of developing and implementing professional development opportunities and programming designed to support our women and minority lawyers and to provide career-enhancing pathways that will motivate them to grow and prosper at the firm. To that end, we offer numerous internal training, mentoring and networking programs, as well as business development and leadership workshops. In addition, the TDC has facilitated individual coaching and mentoring programs (using both internal and external resources) for women and diverse lawyers as part of its ongoing work with teams and practice groups.

Furthermore, through our firm-wide wellness support initiative, we offer regular internal wellness and caregiver support programs for all lawyers and staff and access to well-being resources available to support mental health and caregiver challenges and to share practical tips and strategies for managing personal and professional demands (including a licensed clinical social worker who is available from 10am-6pm once/month for consultation and programming). In 2022, initiatives continued to include mindfulness, meditation and yoga online classes, programs to support parents of children in remote learning and other caregivers and programs to provide strategies for managing the stresses of working during COVID. Lastly, 2022 brought hybrid programs for both in-person and work from home opportunities for attorneys and professional staff.

The firm supports a variety of diversity-related internal networking and professional development initiatives, including:

\*Client Service Curriculum: The firm has a robust professional development program that includes general skills-based training, team skills-based training (such as the Litigation skills training series), practice management and leadership training, business development training, the Fundamentals Program (a lunch and learn program for lawyers in their first-third year of practice) and the Own Your Success Program (a lunch and learn program for lawyers in their fourth year and more senior).

\*HuntonAK Advantage Series: the firm has offered a series of topical programs over the past year focused on industry training and business development training.

\*TDC Sponsored Programming: Based on feedback from Team and Practice Group leadership, the TDC has identified specific areas of focus for group professional development training (e.g., advocacy writing and practice management/business development) and developed group programming to address those needs.

\*The Minority Lawyers Retreat: The firm hosts a biennial retreat that includes minority lawyers and firm and team leaders. Programming for the retreat focused on professional development, cross-selling, business development, relationship building, mentoring and networking opportunities to hear from, and network with, clients.

\*The Women Partners Retreat: The firm hosts a biennial retreat for all women partners. Programming for the retreat focuses on business development, empowering women to leadership, and sponsorship, mentoring and developing the pipeline. Members of the Executive Committee and Team Leadership are included in portions of the retreat programming focused on developing the pipeline and developing leaders in the partnership.

\*Affinity Group Programming: As noted above, the firm's affinity groups also provide mentoring and professional development programming. Examples include:

oCLEs: The Minority and Women Lawyer's Mentoring Circles continue to host a variety of professional development programs.

oPreparing Your Self-Evaluation and Other Year-End Topics: Our Oneness group partners each year with our the Associates Committee to provide a program for associates on the evaluation and compensation program and preparing a self-evaluation memo.

oSponsorship and Mentorship Program: As noted above, the Mentoring Circles host programming to discuss the difference between sponsorship and mentorship and the importance of both roles to a lawyer's professional development.

## 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

As mentioned above, the Talent Development Committee (TDC) is the firm's sponsorship initiative, focusing on the recruitment, retention, professional development and ultimate advancement of high potential non-partner lawyers. As part of their charge, TDC members work closely with team and practice leadership to identify high potential non-partner lawyers including diverse lawyers; to ensure accountability within the practices for the sponsorship and professional development of such lawyers; to monitor that practice leadership and sponsors proactively, regularly and directly engage in practice planning with such lawyers; to provide resources and implement programming to facilitate the development of our high potential lawyers; and, ultimately, to champion such lawyers' promotion within the firm. Among other things, the TDC monitors work assignments to assess appropriate staffing of client matters.

## 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):

The firm supports important external professional development and networking opportunities for our lawyers. Examples include:

\*LCLD: The firm offers year-long leadership training and networking opportunities through participation in programming offered by the Leadership Council on Legal Diversity (LCLD), including the Fellows Program, the Fellows Alumni Program, the Success in Law School Mentoring Program, the 1L Scholars Program and the Pathfinder Program. Robert Grey, a Hunton Andrews Kurth retired senior counsel and former ABA president, currently serves as the LCLD's president. On January 14, 2021, Robert, along with five other honorees, received LCLD's Lifetime Achievement Award.

\*NAWL: For the fifth consecutive year, the firm is a Sustaining Sponsor of the National Association of Women Lawyers (NAWL) for 2022. NAWL entitles all firm lawyers, male and female, to free individual association membership and access to all NAWL programming. The firm currently has 193 members enrolled in NAWL.

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

We offer professional development programs and training, available to lawyers and staff, designed to increase awareness of unconscious bias and implement bias "interrupters" to better control how bias is acted upon across the firm. We also have selected an implicit bias consultant, and we are in the process of developing a plan to roll-out an initiative with this consultant.

**Upward Reviews**

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

**No**

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

## 2023 Vault Law Firm Diversity Survey

### Diverse Slate of Candidates

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

- Yes** The firm is Mansfield Certified
- Yes** The firm is Mansfield Certified Plus
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- 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 flexible program includes alternatives to partnership for associates, counsel, senior attorneys, staff attorneys, and project lawyers.

## 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.

39%

### Promotions to Partnership

14 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>9</b>	<b>5</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	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	7	3	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>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	1	0	0	0

Information provided is based on individuals' voluntary self-identification. The Firm recently began inviting individuals to voluntarily self-identify their gender identity and expression but we do not yet have sufficient data to report.

## 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?

25

### Compensation

Are associate salaries lockstep or discretionary?

Hybrid

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## 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?

We publish actual starting salary information for first-year associates. For our current fiscal year, we also internally shared with our U.S. associates, partners, and counsel (on a confidential and restricted basis) salary guidelines and performance bonus guidelines applicable to full-time, partnership-track U.S. associates.

### 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:

Flexible work arrangements encompass a broad array of arrangements, including reduced hours, telecommuting and alternative-track, and are structured individually to meet the specific needs of the employee and the team.

The firm's flexible work program is designed to cover a variety of situations, not just family care needs, and is gender neutral. Although the firm periodically revisits each flexible work arrangement to ensure that it is working well for all involved, there typically is no pre-set time limit on such arrangements. Likewise, there is no pre-determined structure for such arrangements. Rather, each arrangement is structured to account for the needs of our clients, the nature of the practice involved and the objectives of the attorney requesting the arrangement. Accordingly, it is critical that these arrangements remain flexible so they can be adapted to changing circumstances.

Salaried reduced-hours lawyers who are working under an approved reduced-hours arrangement (or full-time lawyers who have worked on a reduced-hours schedule at some point during their employment with the firm) may be considered for partnership provided that they otherwise meet the firm's standards for partnership consideration. The partnership admissions criteria for salaried reduced-hours lawyer are the same as the criteria applied to any full-time lawyer. In order to demonstrate clearly the required cumulative experience, commitment and contribution necessary to be considered for partnership, a lawyer who is (or previously has been) on a reduced hour arrangement may take a longer period of time to be eligible for consideration for partnership than a lawyer who has worked on a full-time basis throughout his or her career. There is no set formula for translating hours worked, experience gained, and contribution made, by a lawyer on a reduced-hours arrangement to the productivity, experience and contribution of a lawyer who has always worked full-time. All partnership decisions - those for lawyers who have always worked full-time and those for lawyers who are working or have worked less than full-time - are made on a case-by-case basis and in the sole discretion of the Executive Committee.

The firm's flexible work arrangements program for lawyers includes The Pathways Program, which allows non-partner lawyers to take up to five years away from the practice of law but remain employed in a project lawyer, hourly paid position (but with no obligation to take on work until they are ready). This program has helped the firm retain talented lawyers who have had to step away from practice for a period to address a variety of personal issues, including childcare and eldercare issue.

The firm's flexible work programs are reviewed regularly to ensure that they are fair and consistently administered. Compensation for employees working in flexible work arrangements is reviewed by centralized management to ensure that compensation reflects fair, consistent and equitable pay for similar work and performance across the firm.

2023 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

107 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	1	0	0
Equity Partners	10	3	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	19	22	0	0
Non-Partner-Track Attorneys	21	31	0	0

Information provided is based on individuals' voluntary self-identification. The firm recently began inviting individuals to voluntarily self-identify their gender identity and expression but we do not yet have sufficient data to report.

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:

The firm provides financial assistance of up to \$5,000 toward expenses associated with an adoption. In addition, the firm's medical plan no longer has a medical necessity requirement for fertility benefits and has a \$25,000 lifetime maximum benefit to cover fertility treatments such as, but not limited to, IVF and egg freezing.



## 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?

The firm provides up to 18 weeks of paid leave for the primary caregiver and up to 2 weeks for the secondary caregiver. The policy is gender neutral and is extended equally to adoptive parents.

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

Up to 18 weeks

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

Up to 2 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.

We offer gender-neutral parental leave benefits for primary and non-primary caregivers extending equally to adoptive parents. The firm provides lawyers who have primary caregiver responsibility up to 18 weeks of paid leave in conjunction with a birth or adoption. Non-primary caregivers receive up to two weeks of paid child care leave.

## 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.

\*We implemented a new firmwide wellness support initiative that includes regular internal wellness and caregiver support programs for lawyers and staff and access to well-being resources available to support mental health and caregiver challenges and to share practical tips and strategies for managing personal and professional demands (including a licensed clinical social worker who is available from 10am-6pm once/month for consultation and programming). Programs offered through this initiative in 2022 included mindfulness, meditation and yoga online classes, programs to support parents of children in remote learning and other caregivers and programs to provide strategies for managing the stresses of working during COVID.

Additional benefits we offer to support parents include:

\*The firm provides financial assistance of up to \$5,000 toward expenses associated with an adoption. In addition, the firm's medical plan no longer has a medical necessity requirement for fertility benefits and has a \$25,000 lifetime maximum benefit to cover fertility treatments such as, but not limited to, IVF and egg freezing.

\*We offer gender-neutral parental leave benefits for primary and non-primary caregivers extending equally to adoptive parents. The firm provides lawyers who have primary caregiver responsibility up to 18 weeks of paid leave in conjunction with a birth or adoption.

\*Non-primary caregivers receive up to two weeks of paid child care leave.

\*Mindful Returns, an e-course to support new parents with the challenges of ramp-down and return-to-work,

\*Milk Stork, a program to support nursing mothers who are traveling on firm business,

\*Excellent parental leave benefits for primary and non-primary caregivers extending equally to adoptive parents,

\*Back-up emergency child and adult care: 20 days/year for each dependent,

\*Concierge program to help lawyers with errands and commitments, and

\*Flexible work arrangements including reduced-hour, flexible schedule and telecommuting options and alternative-track lawyer positions.

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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?

- No Provides gender-neutral restrooms/facilities
- Yes Offers health insurance plans that provide equitable benefits for transgender employees and dependents
- No 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):

2023 Vault Law Firm Diversity Survey

**ATTRITION**

**Departures among U.S. Associates**

65 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>32</b>	<b>33</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	2	3	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	24	0	0
Two or More Races	3	0	0	0
Other or Unknown	0	1	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	3	1	0	0

Information provided is based on individuals' voluntary self-identification. The firm recently began inviting individuals to voluntarily self-identify their gender identity and expression but we do not yet have sufficient data to report.

**Departures among U.S. Partners**

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>17</b>	<b>3</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	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	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

Information provided is based on individuals' voluntary self-identification. The firm recently began inviting individuals to voluntarily self-identify their gender identity and expression but we do not yet have sufficient data to report.

2023 Vault Law Firm Diversity Survey

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

22 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>13</b>	<b>9</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	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	5	0	0
Two or More Races	1	1	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	0	0	0	0
Individuals with Disabilities	1	0	0	0

Information provided is based on individuals' voluntary self-identification. The firm recently began inviting individuals to voluntarily self-identify their gender identity and expression but we do not yet have sufficient data to report.

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**

Continued Success with D&I Benchmarks: The firm achieved Mansfield Rule™ certification for years 2020, 2021, 2022; received a perfect score for the past two consecutive years on the Human Rights Campaign Foundation's Corporate Equality Index and named "2021 and 2022 Best Place to Work for LGBTQ Equality;" charter member of the Law Firm Antiracism Alliance (LFAA), an initial signatory to the National Asian Pacific American Bar Association "Stand Against Hate," and a signatory to the American Bar Association's "Commission on Disability Rights;" received the Leadership Council on Legal Diversity's "2021 and 2022 Compass Award" and "2021 and 2022 Top Performer" designation for expanding opportunities for diverse lawyers; and, recognized in its inaugural DEI Framework benchmark by Bloomberg Law.

## 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

Pathfinders Fellowship: In 2022, the firm launched its Pathfinders Fellowship program which stemmed from a winning submission at the firm's 2021 "Hackathon" or brain-storming competition, where summer associates were challenged to create strategies to enhance diversity and inclusion in the legal industry. The Hunton Pathfinders Fellowship program aims to attract outstanding first-generation law students to the private practice of law while helping them to be successful in law school through both work and mentorship experiences afforded by the program. In order to qualify for the scholarship, students had to currently be enrolled as a second-year law student in good standing at an ABA-accredited law school; in the top 33% of their Law School Class; a first-generation law student (defined as a first person in their immediate family to receive postsecondary education); and, legally authorized to work in the United States. The recipient is awarded a 10-week Summer Clerkship and a potential fellowship award of up to \$25,000 with payments made after acceptance of the 2L Offer, after acceptance of an entry-level associate offer, and upon joining the firm as a full-time associate.



## 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

Three Consecutive Years of 100% D&I Participation: From April 1, 2020, through March 31, 2023, we challenged our U.S. lawyers to engage in diversity and inclusion activities, in conjunction with the Billable Hour Credit initiative, with the goal of achieving a 100% annual participation rate. To help develop and promote D&I activities and opportunities across all of our offices, partners in each U.S. office led local diversity and inclusion activities, as well as supported the firmwide initiatives. For the fiscal year ended March 31, 2023, we achieved our goal of 100% participation in D&I activities by all full-time U.S. attorneys, recording over 30,000 hours for the three-year period. In addition, beginning April 1, 2022, we provided our eligible associates and non-attorney timekeepers with 25 billable hour credits for pre-approved D&I activities.

## **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**

1) Promote and develop programs to make a difference in advancing diversity, equity and inclusion through our partnerships with our clients and our 1L and 2L joint pipeline programs, improving upon additional benchmarks and training opportunities, and creating additional affinity groups. Constructing new and refining current D&I materials and toolkits and our internal website to keep our D&I messages fresh and inviting to maintain active engagement of our staff and attorneys with our D&I initiatives and activities.

## **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**

2) Continuing, through our Talent Development Committee members, to engage closely and collaboratively with team and practice leadership to identify high potential lawyers, including diverse lawyers; to ensure accountability within the practices for the sponsorship and professional development of such lawyers; to monitor that practice leadership and sponsors proactively, regularly and directly engage in practice planning with such lawyers; to provide resources and implement programming to facilitate the development of our high potential lawyers (including, for example, facilitating individual coaching and mentoring programs--using both internal and external resources); and, ultimately, to champion such lawyers' promotion within the firm.

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

### **Top Three Priorities**

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

#### **#3**

3)Continue to expand and build our D&I initiatives and activities to commemorate, celebrate and honor diverse cultures and heritages through additional events and programs. Encourage increased engagement by attorneys and staff, including outreach into our communities where we have U.S. offices. Develop and encourage ally participation in/support for our current affinity groups and D&I subcommittee events. Achieve 100% participation in the upcoming fiscal year for D&I activities and programs.

## 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?

In researching firms, review how a firm is putting their commitment to diversity & inclusion into action including:

\*whether the firm has a formal sponsorship program that includes connecting diverse attorneys with senior leadership in order to ensure their ultimate development and success,

\*how many diverse lawyers hold important leadership roles in the firm,

\*what programs are in place at the firm to both recruit and retain diverse attorneys, and

\*what key diversity contributions the firm has made in recent years.

When interviewing, ask questions that may not necessarily be found through research, including:

\*Does the firm have a sponsorship initiative that includes a focus on the recruitment, retention, professional development and ultimate advancement of diverse attorneys? How does the firm's sponsorship program work, and what successes have been achieved?

\*What affinity groups does the firm support internally?

\*What work/life support and benefits does the firm offer?

\*What internal coaching, mentoring and training are available to diverse attorneys?