

C L I F F O R D
C H A N C E

Careers



WHERE
DIVERSE
MINDS
MEET

PROUD (*adjective*)

Feeling deep pleasure or satisfaction as a result of one's achievements or qualities

We're proud of our **15 #1 rankings** in the 2024 Vault Law Associate Survey!

And we're inspired to do more. Inclusion is at the core of who we are; we'll never stop working to build a space where our people feel empowered and supported to be themselves.

Learn more at www.cliffordchance.com/inclusion

Clifford Chance US LLP

2023 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Evan Cohen, Regional Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee: 10

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

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

Tiernan Brady, Global Director of Inclusion

Thais Garcia, Chair, Diversity, Equity & Inclusion Committee

DEI Committee

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

2005

Total Number of Attorneys on DEI Committee: 27

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	13	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	7	0	0
Two or More Races	1	1	0	0
Other or Unknown	1	1	0	0
Additional Demographics	6	1	0	0
LGBTQ+ Individuals	6	1	0	0
Individuals with Disabilities	0	0	0	0

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

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

2023 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

352 Total attorneys in U.S. offices

2,760 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

170 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	73	97	0	0
American Indian or Alaska Native	0	0	0	0
Asian	9	26	0	0
Black or African-American	1	6	0	0
Hispanic or Latinx	9	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	39	46	0	0
Two or More Races	4	6	0	0
Other or Unknown	11	6	0	0
Additional Demographics	5	3	0	0
LGBTQ+ Individuals	5	3	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Equity Partners

53 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	43	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	34	9	0	0
Two or More Races	0	0	0	0
Other or Unknown	5	1	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Equity Partners

30 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	23	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	21	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

41 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	13	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	2	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	20	10	0	0
Two or More Races	0	1	0	0
Other or Unknown	3	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

6 Total Non-Partner-Track Attorneys

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

2023 Vault Law Firm Diversity Survey

U.S. Law Clerks

52 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	35	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	4	10	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	9	0	0
Two or More Races	1	0	0	0
Other or Unknown	5	10	0	0
Additional Demographics	2	2	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	1	1	0	0

U.S. Office Managing Partners

1 Total U.S. Office Managing Partners

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

2023 Vault Law Firm Diversity Survey

U.S. Hiring Committee

31 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	13	0	0
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	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	7	0	0
Two or More Races	0	1	0	0
Other or Unknown	2	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

FORMAL PROCESSES AND GOALS

Metrics

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

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

Measurement

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

Yes If yes, describe the firm’s targets:

Please see https://www.cliffordchance.com/content/dam/cliffordchance/About_us/responsible-business/2022/inclusion-reporting-fy22.pdf

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?

No

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?

- No** Provides annual DEI training that addresses implicit bias for all attorneys
- No** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- No** Includes DEI training in on-boarding process for new associates and/or summer associates
- Yes** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

2023 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University School of Law, North Carolina Central University School of Law and the University of the District of Columbia David A. Clarke 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.)

No

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

2023 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2021
<p>Scholarships</p> <p>35 scholarships awarded to Law Preview recipients; 3 1L Diversity Scholarships; 2 2L Diversity Scholarships; 1 NYU AnBryce Scholar; 1 DAPP Scholarship Link: https://lawpreview.barbri.com/scholarships/ https://careers.cliffordchance.com/usa/summer-program/1L-diversity-scholarship.html https://www.law.nyu.edu/financialaid/jdscholarships/anbryce https://www.seo-usa.org/ https://dapprogram.org/about-dapp/</p>	<p>35 Law Preview, 3 1L Diversity Scholarships, 2 2L Diversity Scholarships, 1 NYU AnBryce Scholar, 1 DAPP Scholarship</p>

Internships

Link:

Fellowships

1 SEO Fellowship Link:

1 SEO Fellowship

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

Lavender Law

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 have a global interviewer training module on the Academy (our internal learning and development platform) which provides "best practices" as it relates to interviewing techniques to ensure that all candidates are treated and evaluated fairly and that our interviewers take a holistic approach. We capture feedback through written evaluations, which are compiled and discussed as a committee so that final offer determinations can be made.

The Hiring Committees in our NY and DC offices are made up of a diverse group of experienced partners, counsel and associates. During the recruiting season, the committees meet 2-3 times a week to review and compare candidates. One of the main responsibilities of the committee is to hold the rest of the partnership accountable to ensure that the candidate experience is uniform and inclusive.

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 diverse attorneys take a leading role and are involved in all aspects of the recruitment process from pre-recruitment through post-offer outreach, which continues throughout the summer. Prior to the start of the program, our diverse summer law clerks are matched with at least one diverse attorney as part of their "mentor team." During the ten-week program we host a number of presentations focused on our commitment to diversity and inclusion, including an interactive discussion with our Global Director of Inclusion and leaders of each of our six Affinity Groups. Our summer law clerks are invited to join (and actively participate) in our Diversity Committee and Affinity Group meetings, events and programming held throughout the summer. In 2023, we welcomed two amazing speakers to the firm: Ethnomusicologist and Julliard professor Fredara M. Hadley who shared her personal history of Juneteenth and illustrated the impact music has had on African American communities past and present. In addition, Professor Kenji Yoshino, who currently serves as the Chief Justice Earl Warren Professor of Constitutional Law at NYU School of Law and faculty director of the Meltzer Center for Diversity, Inclusion and Belonging, hosted a breakfast workshop focused on the importance of allyship. The discussion was guided by many of the principles in his latest book, Say the Right Thing.

2023 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

3 Total 1L summer associates at the firm in 2022

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

Diversity Program Participants

If applicable, how many of the law students who participated in the firm’s 1L summer associate program in 2021 (2 years ago) were hired through the firm’s diversity scholarship/internship/fellowship program?

3

2023 Vault Law Firm Diversity Survey

2L Summer Associates

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

36 Total 2L Summer Associates at the Firm in 2022

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	27	2	0
American Indian or Alaska Native	0	0	0	0
Asian	1	6	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	2	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	16	1	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	2	0
LGBTQ+ Individuals	1	1	2	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

36 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	27	2	0
American Indian or Alaska Native	0	0	0	0
Asian	1	6	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	2	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	16	1	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	2	0
LGBTQ+ Individuals	1	1	2	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

31 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	26	2	0
American Indian or Alaska Native	0	0	0	0
Asian	0	5	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	2	0	0
Native Hawaiian or Other Pacific Islander	0	2	1	0
White	5	14	1	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	2	0
LGBTQ+ Individuals	1	1	2	0
Individuals with Disabilities	0	0	0	0

0

2023 Vault Law Firm Diversity Survey

Diversity Program Participants

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

0

New Attorneys Hired

67 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	39	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	10	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	6	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	16	21	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	0	0	0	0

Mandatory Arbitration

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

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

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

2023 Vault Law Firm Diversity Survey

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes, and they are open to all members of the firm.

If yes, list the firm's affinity groups:

Clifford Chance's Americas Diversity, Equity & Inclusion Committee is comprised of six Affinity Groups which work alongside Firm management to ensure support for the recruitment, advancement and retention of all lawyers and business professionals. Our Affinity Groups are: (1) Asian, Asian-American and Pacific Islanders Affinity Group (2) the Black and Latino Affinity Group; (3) Veterans and Affiliates, known as CliffVets; (4) the LGBTQ+ Affinity Group, known as Arcus; and (5) the Women's Affinity Group; and (6) the Working Parent's Affinity Group. These groups also help the Firm increase its awareness of the issues affecting their respective groups and communities.

2023 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

The firm provides leadership commitment, financial support and resources from our business professionals group (for example, marketing and event management) to the affinity groups.

2023 Vault Law Firm Diversity Survey

DEI Events

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

Does firm leadership attend these events?

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

N/A

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?

Yes

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

Clifford Chance has developed an award-winning reverse mentoring program which allows people to mentor someone else within the firm so that they can understand the different perspectives and experiences that make up our diverse population. The program has been piloted in the US.

2023 Vault Law Firm Diversity Survey

Associate Committee

Does the firm have an associate committee that consults with the partnership?

Yes

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

The Personnel Committee consists of nine partners and eight associates. Associate representatives are elected each year and serve as liaisons with the partners and Firm management. The associates meet with members of Firm management and/or the partners each month to help promote open communication and effective collaboration on workplace policies and practices.

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?

In line with our Permanent Campaign Theory of Change we have rolled out an extensive campaign calendar with a wide range of campaigns and events over 2022 and into 2023. Key examples include:

*Choose to Challenge -- our month-long global campaign for gender parity in March

*Cultural diversity campaign -- our month-long global ethnicity and heritage campaign to coincide with UN day of culture diversity in May

*Pride Art -- Our LGBTQ+ equality campaign throughout June

*Enable -- Our December global campaign focused on disability equality

*Americas Black History Month campaign in February

*UK Black History Month in November

*Reconciliation campaign in Australia in May

*Wear it Pink campaign for LGBTQ+ equality in Asia Pacific

We see our campaigns central to raising awareness and empowering our people to be effective ambassadors for inclusion.

2023 Vault Law Firm Diversity Survey

NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

Does the firm offer a mentorship or sponsorship program that connects diverse attorneys with senior leadership?

Yes

If applicable, describe the mentoring or sponsorship program

Each law clerk/associate is paired with a Career Development Mentor (CDM). The role of a CDM is to provide their mentee with guidance and support in addition to broadening their network by opening doors to contacts and providing a sounding board on career decisions. Career development mentoring is structured to facilitate a much more experienced colleague mentoring a colleague who is junior to them and focusing on career development and organizational navigation.

Attorneys can also participate in the reverse mentoring program. With reverse mentoring, a senior leader is mentored by a more junior colleague who, from a diversity and inclusion perspective, is different from them in some way, and who has a different experience of the firm as a result.

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 offers training through the New York City Bar Office for Diversity, Equity, Inclusion and Belong. This is open to all attorneys.

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

The work allocation team is responsible for managing work assignments for a segment of the associate population with a particular focus on junior associates. One of the team's key responsibilities is ensuring that work is allocated fairly and equitably among the associate population.

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):

2023 Vault Law Firm Diversity Survey

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

Yes

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

Yes, the Firm has an HR team that handles work allocation. HR also coordinates and participates in performance reviews.

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

Yes, the process allows for feedback to be shared between any Firm colleagues, regardless of level. At the associate's option, upward feedback on partners/counsel may be shared anonymously (i.e., with the lead reviewer only).

2023 Vault Law Firm Diversity Survey

Diverse Slate of Candidates

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

- Yes** The firm is Mansfield Certified
- No** The firm is Mansfield Certified Plus
- No** 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? **Yes**

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

The Counsel role is an established senior attorney role that sits between associate and partner and has been in place for many years.

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.
41%

Promotions to Partnership

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

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

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

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

Yes

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

There is no cap.

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?

The Firm follows the market with respect to associate compensation (salary and bonus) which is shared publicly. Bonus awards are discretionary.

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:

There is no impact on an associate's path to partnership when working on an alternative schedule.

2023 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

14 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	6	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	2	4	0	0
Non-Partner-Track Attorneys	1	0	0	0

WORKING PARENTS

Family-planning Resources

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

Yes

If applicable, describe the family-planning resources available:

Fertility benefits, including IVF, are included in the Firm's medical plan.

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?

12 weeks

2023 Vault Law Firm Diversity Survey

Parental Leave Policy

Describe the firm's parental leave policy.

Birth mothers can take paid disability leave as well as 12 weeks paid parental leave. Birth parents, including adoptive parents, can take up to 12 weeks paid parental leave (gender neutral, no differentiation between primary and secondary caregivers).

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.

There is a ramp up/down period for birth parents before and after maternity leave; reduced work schedules available after leave, and one on one coaching services through "My Family Care" available to all attorneys to help balance new family responsibilities with work demands.

Employees taking parental leave are not expected to bill time. We offer private nursing rooms, locks on doors for attorneys who breast feed, Milk Stork available to all attorneys for shipment of breast milk if on business travel. In addition, the Firm has a relationship with TELUS Health (EAP) and Ginger (24/7 emotional support through a phone app) to provide support to parents in a variety of areas.

2023 Vault Law Firm Diversity Survey

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

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

In part (please elaborate):

The Firm's medical plan does not insure domestic partners (must be married). Parental/family leave and bereavement leave is available to both same-sex and domestic partners.

LGBTQ+ Inclusivity

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

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

Accessibility

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

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

2023 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

33 Total Number of Departures among Associates in 2022:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	18	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	7	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	5	0	0
Two or More Races	1	1	0	0
Other or Unknown	5	3	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	1	0	0	0

Departures among U.S. Partners

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

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

0

2023 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	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	2	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

2023 Vault Law Firm Diversity Survey

SUCSESSES AND PRIORITIES

Top Three Accomplishments

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

#1

Our ongoing aspirations around global and regional DE&I progress, including on gender, ethnicity and LGBT diversity at partner level, and throughout the firm's structures including for counsel, senior associate, associate, business professional and management levels, executive committees etc.

2023 Vault Law Firm Diversity Survey

Top Three Accomplishments

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

#2

The regional ownership of our inclusion programs with the leadership developing and implementing tailored regional initiatives to deliver on our ambitions.

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

Addressing challenges around retention and promotion opportunities across the spectrum of our attorney and Business Professional population.

2023 Vault Law Firm Diversity Survey

Top Three Priorities

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

#1

The implementation of our global strategy of Change the Rules, Change the Culture, Change the Lived Experience. This comprehensive reform strategy will require putting inclusion at the heart of all our structures, processes, engagements and strategies.

2023 Vault Law Firm Diversity Survey

Top Three Priorities

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

#2

The regional ownership of our inclusion targets with the leadership developing and implementing targeted and tailored regional initiatives to deliver on our ambitious goals.

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

Addressing the retention rates gaps for people from ethnic minorities, and promotion rates for women and LGBTQ+ people.

2023 Vault Law Firm Diversity Survey

ADVICE TO CANDIDATES

Advice

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

First and foremost, candidates should expect a diverse and inclusive work environment from every firm that they are considering, and this message should be clear from the outset, requiring no extra research or prompting by the candidate. We believe diversity and inclusion is a broad umbrella which encompasses many practices, and we encourage recruits to identify what is most important to them about diversity and inclusion in big law; be it specific mentoring programs, pro bono work around racial justice, or recruitment efforts aimed at strengthening the pipeline of minority talent. Firms with a genuine focus on diversity and inclusion will be easily able to point out examples of these initiatives. Most importantly, candidates should not shy away from asking the pointed questions and sharing specific ideas on how we can continue to do better and generate change.