

Kramer Levin Naftalis & Frankel LLP

2024 Vault Law Firm Diversity Survey



LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Howard Spilko, Managing Partner	White	Male	
Paul Schoeman, Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee:

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

2024 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

Nada Llewellyn, Chief Diversity and Inclusion Officer

Matthew Pucciarelli, Associate Director, Diversity and Inclusion

DEI Committee

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

2004

Total Number of Attorneys on DEI Committee: **32**

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	9	23	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	9		0
Black or African-American	2	2		0
Hispanic or Latinx	2		0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	11		0
Two or More Races	0	1		0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	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

2024 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

339 Total attorneys in U.S. offices

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

U.S. Associates

159 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	76	83	0	0
American Indian or Alaska Native	0	0	0	0
Asian	7	17	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	6	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	56	44	0	0
Two or More Races	2	1	0	0
Other or Unknown	4	11	0	0
Additional Demographics	1	5	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	2	0	0

2024 Vault Law Firm Diversity Survey

U.S. Equity Partners

71 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	61	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	51	7	0	0
Two or More Races	0	0	0	0
Other or Unknown	5	1	0	0
Additional Demographics	5	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	2	0	0	0

U.S. Non-Equity Partners

39 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	29	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	20	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	8	1	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	3	0	0	0
Individuals with Disabilities	0	0	0	0

2024 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

48 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	25	23	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	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	23	19	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	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-Partner-Track Attorneys

22 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	10	0	0
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	9	8	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Law Clerks

1 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	0	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	0	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

5 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	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	3	0	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Includes U.S. office leads in DC, NY, and Silicon Valley

2024 Vault Law Firm Diversity Survey

U.S. Hiring Committee

9 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	3	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

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:

2024 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?

A detailed question is included in our partner compensation questionnaire. DEI engagement is part of the calculation of partner compensation.

2024 Vault Law Firm Diversity Survey

DEI Training

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

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- No** 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:

2024 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 (resume collection)

2024 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 2023
Scholarships	

Link:

Internships

Link:

Fellowships

The firm has a DEI fellowship. 2L summer associates are invited to apply. Applicants must demonstrate a commitment to diversity and inclusion. Payments are made starting with the end of the 2L summer and concluding at the end of the associate's second year. Link: <https://www.florecurit.com/v2/app/kramerlevin/jobs/Mjg1M35iNUduemdVVFZLWGJaS2c5OExuT1Q2eXlzdFRtTHo=/apply> 2

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Career Fairs

Does the firm participate in legal diversity career fairs?

Yes

If yes, list the diversity career fairs in which the firm participates
1L and 2L diversity fairs

Combating Implicit Bias

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

The firm engaged a consultant to provide both interview training and the cultivation of behavioral interview questions.

2024 Vault Law Firm Diversity Survey

Summer Associates

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

All summer associates are given a mentor and numerous training opportunities, which include events sponsored by the Diversity & Inclusion (D&I) team and the firm's affinity and resource groups. The D&I team also meets with the summer associates as a cohort, while also offering associates who are interested in the deeper dive into the firm's DEI work an opportunity to attend a small group lunch.

2024 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

2 Total 1L summer associates at the firm in 2023

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

Diversity Program Participants

If applicable, how many of the law students who participated in the firm’s 1L summer associate program in 2022 (2 years ago) were hired through the firm’s diversity scholarship/internship/fellowship program?

None — fellowships are only awarded to 2L students who have received an offer of summer employment.

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2L Summer Associates

Did the firm hold a 2L summer program in 2023? Yes

15 Total 2L Summer Associates at the Firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	7	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

2L Summer Associates Who Received Offers

15 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	7	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

2L Summer Associates Who Accepted Offers

15 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	7	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

0

2024 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 2023 were hired through the firm's diversity scholarship/internship/fellowship program?

[11:14 AM] Pucciarelli, Matthew None — 2L students are invited to apply for the fellowship after they receive a summer offer.

New Attorneys Hired

42 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	26	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	5	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	10	14	0	0
Two or More Races	1	0	0	0
Other or Unknown	3	3	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	1	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:

2024 Vault Law Firm Diversity Survey

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

We have affinity groups for Attorneys of Color, Employees with Disabilities, LGBTQ+ employees, and Working Parents; an Attorney Ally Resource Group; Women's Circles; and a Women's Initiative.

2024 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Financial and people resources; the D&I team provides support and guidance to all groups.

2024 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

2024 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:

2024 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 Managing Partners are routinely updated with the proposed changes, new ideas and concerns of the Associate Committee.

2024 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?

Kramer Levin hosts firmwide programming in a hybrid format so all offices can participate. External speakers are engaged and CLE credit is often offered.

2024 Vault Law Firm Diversity Survey

NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

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

No

If applicable, describe the mentoring or sponsorship program

2024 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:

Through our partnerships with the Corporate Counsel Women of Color conference, the Leadership Council on Legal Diversity, the Minority Corporate Counsel Association, the National Association of Women Lawyers, and others, we are able to provide attorneys from backgrounds historically underrepresented in the law with access to tailored professional development programs. In addition, our Attorneys of Color affinity group is holding a series of panels on advancement within the firm, and we brought on a consultant to offer a three-part series on business development. In both cases, we have invited members of the firm's "DEI umbrella groups" (i.e., our affinity groups for Attorneys of Color, Employees with Disabilities, LGBTQ+ employees, and Working Parents; our Attorney Ally Resource Group; and our Women's Circles).

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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

Professional Development team employees are embedded in both our Litigation and our Corporate practice groups; they are responsible for assigning matters to associates.

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External Professional & Business Development Opportunities

Does the firm support associate involvement in external activities related to diversity, equity, and inclusion, such as the following?

- No** 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):

Among other opportunities, through a partnership with the Leadership Council on Legal Diversity, the firm sends one fellow and two "pathfinders" to conferences/events, in addition to monthly calls with their respective cohorts.

2024 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

As described above, Professional Development employees assign matters in our litigation and corporate departments. Additionally, the performance review forms are reviewed annually, using an equity lens.

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

2024 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 firm recognizes that not all attorneys wish to progress to partner. We are not an "up or out" firm. Attorneys may remain associates or be considered for counsel/special counsel positions.

2024 Vault Law Firm Diversity Survey

Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2023 who started as associates at the firm.

48%

Promotions to Partnership

1 Total Number of Attorneys Promoted to Partner in 2023 (includes promotions effective in 2023, not announced in 2023)

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

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?

Attorneys are eligible to receive uncapped billable credit for attending DEI trainings designated by the Chief Diversity and Inclusion Officer. Attorneys can also receive credit for engaging in up to 100 hours of DEI programming.

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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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?

Each year the firm publishes and distributes a bonus policy.

Flex-time Policy

Does the firm have a formal flex-time policy?

No

Reduced-hours Policy

Does the firm have a formal reduced-hours policy?

Yes

Partnership Eligibility

Do attorneys who take advantage of the firm's reduced-hours or flex-time options remain eligible for partnership?

Yes

Please explain how working an alternative schedule may affect an associate's path to partnership:

N/A for the "formal flex-time policy" question above; attorneys can request flexible full-time hours on a case-by-case basis through a central mechanism.

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Attorneys Working Reduced Hours

15 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	2	0	0
Equity Partners	0	1	0	0
Non-equity Partners	0	1	0	0
Counsel / Of Counsel	2	7	0	0
Non-Partner-Track Attorneys	1	1	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:

Infertility treatments, in vitro fertilization and other fertility treatments, intrauterine insemination, abortion, contraception.

2024 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

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Parental Leave Policy

Describe the firm's parental leave policy.

Eligible employees are granted a 12-week paid leave of absence in connection with the birth, adoption or foster care placement of a child. In the case of employees who experience a period of disability in connection with pregnancy or childbirth, the 12-week paid leave under our parental leave policy is in addition to any period of paid disability relating to pregnancy and/or delivery.

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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.

2024 Vault Law Firm Diversity Survey

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

- 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
- No** Uses gender-neutral pronouns in its policies and materials
- Yes** Non-discrimination policy explicitly includes gender identity and expression as a protected category
- Yes** Other (please elaborate):
We have an affinity group for LGBTQ+ employees

Accessibility

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

- Yes** Has evaluated and addressed issues of accessibility in firm buildings, workspaces, and parking facilities
- Yes** Has a clear and well-communicated process for attorneys to request accommodations or raise other workplace concerns
- Yes** Non-discrimination policy explicitly includes disability as a protected category
- Yes** Other (please elaborate):
We have an affinity group for employees with disabilities. We also signed on to Diversity Lab's Disability Inclusion Commitments toward the end of 2023.

2024 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

24 Total Number of Departures among Associates in 2023:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	3	0	0
Two or More Races	0	1	0	0
Other or Unknown	2	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Departures among U.S. Partners

5 Total Number of Departures among U.S. Partners in 2023:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	2	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	2	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

2024 Vault Law Firm Diversity Survey

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

8 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys in 2023

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

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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

Creation of our 1L Racial Justice Initiative Scholars program for first year law students enrolled in certain NY law schools.

2024 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

Creation of our \$50k DEI Fellowship, as mentioned above.

2024 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

Creation of an Employees with Disabilities affinity group.

2024 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

Recruitment of attorneys from backgrounds historically underrepresented in the law.

2024 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

Retention of attorneys from backgrounds historically underrepresented in the law.

2024 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

Promotion of attorneys from backgrounds historically underrepresented in the law.

2024 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?

Ask interviewers to describe the firm's DEI initiatives themselves, without referring candidate to the diversity professionals. Also make sure you interview with attorneys from backgrounds historically underrepresented in the law. Understand what public commitments the law firm has made.