

Beveridge & Diamond

2024 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Kathryn E. Szmuszkovicz, Chair/President	White	Female	
Marc J. Goldstein, Firmwide Managing Principal	White	Male	

Executive Committee

Total Number of Attorneys on Committee:

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

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

Stacey Halliday, Principal and Chair of DE&I Committee

DEI Committee

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

In what year was the committee formed?

2008

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	9	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	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	4	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	4	0	0
LGBTQ+ Individuals	2	4	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

131 Total attorneys in U.S. offices

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

U.S. Associates

44 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	16	28	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	19	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	4	5	0	0
LGBTQ+ Individuals	4	5	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Equity Partners

72 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	45	27	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	43	23	0	0
Two or More Races	0	3	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	3	0	0
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Equity Partners

0 Total Non-Equity Partners

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

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U.S. Counsel / Of Counsel

14 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	3	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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

0 Total Non-Partner-Track Attorneys

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

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U.S. Law Clerks

2 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	0	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	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

U.S. Office Managing Partners

7 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	4	3	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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	2	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Hiring Committee

12 Total U.S. Hiring Committee Attorneys

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

Yes If yes, describe the firm’s targets:

As part of our participation in the Mansfield Rule initiative, we set a target to consider women, LGBTQ+, minorities and lawyers with disabilities for at least 30% of all significant leadership roles, lateral recruiting (4th year associates and up), and business development opportunities. We have achieved (and often exceeded) these targets annually since 2018. The "plus" status signifies that B&D exceed the baseline certification requirements — not only considering but achieving 30% representation in those categories.

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?

Examples include demonstrated participation in the Mansfield initiative, where we are aligning management priorities with DE&I action; demonstrated support of/adherence to firm policies as they relate to changing societal norms and employee needs; and participation in DE&I events and initiatives, including mentorship.

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

If applicable, describe any other initiatives taken:

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 School of Law

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
<p>Scholarships</p> <p>In 2022, B&D created the Benjamin F. Wilson/Beveridge & Diamond PC Environmental Law Scholarship Fund at Howard University School of Law. The fund, part of the school's endowment, provides an annual scholarship that HUSL will award each year to a student who demonstrates an interest in pursuing a career in environmental law. Link: https://www.bdlaw.com/news/beveridge-diamond-creates-endowed-environmental-law-scholarship-fund-at-howard-university-school-of-law-in-honor-of-ben-wilson/</p>	0

Internships

In 2013, B&D conceived the Thurgood Marshall Opportunity Program to provide opportunities for diverse first-year law students to have internships at the Maryland Attorney General, we secured the participation of three other law firms in funding a paid internship program. This program evolved from an invitation that the Attorney General and his advisers extended to B&D to discuss how to improve diversity in the public sector legal community and the broader Maryland legal community. Link: <https://www.bdlaw.com/news/bd-celebrates-third-class-of-thurgood-marshall-opportunity-fellows/>

0

Fellowships

The firm created the ELI Henry Diamond Environmental Writing Competition, a B&D funded position dedicated to students from traditionally underrepresented perspectives, including students from historically marginalized racial groups and/or economically disadvantaged communities. Link: <https://www.eli.org/constitution-courts-and-legislation/current-diamond-constitutional-environmental-law-writing-competition>

0

2024 Vault Law Firm Diversity Survey

Career Fairs

Does the firm participate in legal diversity career fairs?

No

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

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 has conducted Behavioral Interview training courses and provided materials and questions to all attendees (which included members of the Recruiting Committee, shareholders, managers, and others). The courses were recorded and are available on the firm's intranet, along with materials and handouts, for all employees to access. In addition, the firm participates in the MCCA Diversity Scorecard data collection on an annual basis.

2024 Vault Law Firm Diversity Survey

Summer Associates

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

We support all our summer associates by assigning them to mentors, workshops, and training. In addition, they are assigned to "readers," senior attorneys who read all their work and provide feedback and suggested edits. Summer associates are invited to attend all DE&I-sponsored events and monthly heritage celebrations. Our LCLD scholars partner with client for a portion of their stay so they have the benefit of an excellent corporate experience. The firm also supports summer associate attendance at the LCLD diversity summit.

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	0	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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	0	0	0
Two or More Races	0	1	0	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

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?

1

2024 Vault Law Firm Diversity Survey

2L Summer Associates

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

5 Total 2L Summer Associates at the Firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	4	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	0	3	0	0
Two or More Races	0	1	0	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

2L Summer Associates Who Received Offers

5 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	4	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	0	3	0	0
Two or More Races	0	1	0	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

2L Summer Associates Who Accepted Offers

5 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	4	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	0	3	0	0
Two or More Races	0	1	0	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

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?

0

New Attorneys Hired

14 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	6	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	6	3	0	0
Two or More Races	1	2	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	3	0	0
LGBTQ+ Individuals	1	3	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:

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:

Women's Initiative; Working Caregivers Group; People of Color; LGBTQ+ Allies.

2024 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

The Affinity and Working Caregivers groups are funded through our generous DE&I budget; the Women's Initiative has its own budget. The firm supports attendance at affinity conferences including NAWL, NBA, MCCA, Corporate Counsel Women of Color, Leadership Institute of Women of Color Attorneys, National LGBTQ+ Bar Conference and Lavender Law. The People of Color and LGBTQ+ and Allies affinity groups were instrumental in producing our Anti-Racism and Allyship Resource Guide and our LGBTQ+ Pride Resource Guide in 2020.

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

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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:

New associates are assigned to Mentor Families, usually a junior and mid-level associate and a shareholder who serve as coaches to help them jump-start their careers. Mentors facilitate the mentee's introduction to the firm, the legal community, and the practice of law and then remain to guide that associate's professional development. The "reverse" mentees advise the more senior attorneys on cultural, technology, work styles, and other developments.

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 Associates Committee is led by two co-chairs who plan monthly meetings for all associates. The committee brings all feedback and important associate issues directly to the Management Committee, and where appropriate, to all shareholders. They conduct annual associate surveys and bring the results forward to the MC for review and action.

2024 Vault Law Firm Diversity Survey

Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **No**

Cultural Awareness

How does the firm commemorate important dates honoring diversity?

The firm's DE&I Committee leads the organization of commemorative diversity events and recognizes heritage months every year. Past celebrations have included content-specific games, a virtual tour of an Asian museum and a movie screening followed by a moderated group discussion to commemorate Juneteenth. Among other events, we hosted the following programming in 2023:

*Black History Month: the firm commemorated with a Black @ Beveridge series which highlighted our Black colleagues through interviews, photos, personal stories and career accomplishments.

*Pride Month: in an awareness-raising message, we summarized and provided an update on recent legislation and laws that have direct ramifications on the LGBTQ+ community.

*Autism Awareness: we recognized Autism Awareness Month with a program featuring a TED talk and guided discussion.

*Diversity Speaker Series: In 2023, we initiated a quarterly ongoing series of internal conversations about DE&I issues. Thus far, these have included a speakers who discussed DE&I reporting and data gathering in the legal sector and a distinguished panel of DE&I professionals who discussed strategies for success, challenges that resulted in learning opportunities and what they expect in the years ahead with regard to DE&I efforts.

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?

Yes

If applicable, describe the mentoring or sponsorship program

New associates are assigned to Mentor Families, usually a junior and mid-level associate and a shareholder who serve as coaches to help them jump-start their careers. Mentors facilitate the mentee's introduction to the firm, the legal community, and the practice of law and then remain to guide that associate's professional development. The "reverse" mentees advise the more senior attorneys on cultural, technology, work styles, and other developments.

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:

The firm offers a "Bootcamp" for all attorneys, but it was created to assure that all attorneys, especially diverse attorneys, have access to the same information and "inside scoop" on how the firm works, how the firm is managed, and how to be successful at the firm.

2024 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 firm has an Attorney Workflow Committee consisting of three shareholders, which works closely with our Chief Talent Officer ("CTO") to assure that, to the extent possible, all attorneys have access to their desired work and work that will provide them with the skills and experience they need to excel. The CTO also reviews workloads regularly to spot address biases and ensure that no one falls through the cracks.

2024 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
- No** Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

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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

The firm has hosted many implicit bias training and awareness courses and followed up with small group workshops on this topic. We also provide resources to our Evaluations Committee to ensure they are aware of how to spot issues related to implicit bias in evaluations and reviews. The firm also participates annually in the MCCA Diversity Scorecard/Bias Interrupter survey.

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
- Yes** 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? **No**

Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

We have an Of Counsel role that can be an alternative to a principal track. We also hire contract attorneys.

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.
3700%

Promotions to Partnership

4 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	2	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	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?

200 hours for the DE&I Chair and up to 50 hours for all Associates.

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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Bonuses

Are associate bonuses lockstep or discretionary?

Discretionary

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

Lockstep compensation information is shared with all associates and salary ranges are posted on attorney placement notifications.

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:

The only effect on a path to partnership for an associate who works a reduced-hours schedule is timing. In some cases, the associate may need more time to acquire the skills and experience needed to achieve shareholder status.

2024 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

28 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	1	0	0
Equity Partners	10	7	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	8	2	0	0
Non-Partner-Track Attorneys	0	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?

No

If applicable, describe the family-planning resources available:

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?

Yes

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

The only difference between the two is that our primary caregivers are granted 16 continuous weeks of paid time off, while our secondary caregivers are granted eight continuous weeks of paid time off.

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

16 Weeks

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

8 Weeks

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

N/A

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Parental Leave Policy

Describe the firm's parental leave policy.

Full-time eligible employees who are the primary caregiver for a child are eligible to take up to 16 continuous weeks of paid parental leave within the 16 weeks immediately following the child's birth or adoption placement. This paid leave is part of the federal and state family and medical leave and does not extend it. A portion of the leave related to pregnancy is paid by the Firm's short-term disability policy.

Full-time eligible employees who are the secondary caregiver for a child are eligible to take up to 8 weeks of paid parental leave following the child's birth or adoption placement. This paid leave is part of the federal and state family and medical leave and does not extend it. The 8-week leave need not be taken in consecutive weeks; it can be taken over the six months immediately following the child's birth or adoption placement in up to three increments of no less than 1 week each.

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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.

The Working Caregivers Affinity Group meets regularly and exchanges and shares ideas and useful resources.

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INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

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

Accessibility

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

- 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):

2024 Vault Law Firm Diversity Survey

ATTRITION

Departures among U.S. Associates

10 Total Number of Departures among Associates in 2023:

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

Departures among U.S. Partners

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

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

0

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

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

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

2024 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

Continuing our cultural legacy that encourages lawyers and staff to be their whole and authentic selves in the workplace, and that provides incentives for our people to promote the firm to others — including clients and new recruits — who share our commitment;

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

Our Mansfield Plus certification for five straight years and counting (from January 2023 to December 2023 71% of our new lawyer hires were women, minorities, veteran, or LGBTQ+), a top-three ranking on National Law Journal's LGBTQ+ 2024 Scorecard, our ongoing leadership of the Diverse Lawyers Network that we founded (www.diverselawyersnetwork.com);

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

Seeing our participation in programs like LCLD, MCCA, NBA, NAWL and others bear fruit in the form of deepened connections with one another, clients, and colleagues in the profession.

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

Continuing our DE&I work;

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

Expanding it where possible (including ensuring staff and not only lawyers fully benefit from our efforts);

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

Forging closer partnerships with clients on these critical issues.

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?

Advice:

*Look beyond surface-level diversity — a truly inclusive workplace values a broad range of backgrounds and ideas and makes clear you can be your authentic self.

*Seek feedback from current or former employees: ask about their experiences with diversity and inclusion and about the work environment.

*Review the hiring process: examine how the firm recruits and selects candidates; a commitment to DE&I should be reflected in the hiring practices.

*Ask about ERGs (Employee Resource Groups or Affinity Groups): assess their activities and impacts at the firm.

*Review inclusive policies and benefits: ask if the firm has policies and benefits that support work-life balance, flexible scheduling, parental leave, accommodations for employees with disabilities, etc.

Questions:

How is DE&I embedded in the culture of the firm?

How does firm management include DE&I in decision-making?

How does the firm set itself apart from others on DE&I issues?

How does the firm promote DE&I in the workplace?

What specific initiatives or programs does the firm have in place to support DE&I?

How does the firm ensure equal opportunities for career growth and advancement for all employees?

What steps does the firm take to mitigate unconscious bias in the hiring and promotion process?

How does the firm foster a sense of belonging for employees from underrepresented groups?