

Boies Schiller Flexner LLP

2024 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
David Boies, Chair	White	Male	
Jonathan Schiller, Managing Partner	White	Male	
Matthew Schwartz, Managing Partner	White	Male	
Sigrid McCawley, Managing Partner	White	Female	
Stuart Singer, Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	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	7	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

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

Denina Quezada, DEI Specialist

DEI Committee

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

In what year was the committee formed?

2017

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

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

#N/A

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

158 Total attorneys in U.S. offices

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

U.S. Associates

63 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	27	36	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	3	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	3	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	22	26	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	4	0	0
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

2024 Vault Law Firm Diversity Survey

U.S. Equity Partners

34 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	31	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	24	2	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	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Equity Partners

43 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	33	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	4	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	24	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. Counsel / Of Counsel

18 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	7	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

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

2024 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

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

U.S. Office Managing Partners

13 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	2	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	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	2	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

2024 Vault Law Firm Diversity Survey

U.S. Hiring Committee

3 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	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	1	1	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

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
- No** 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:

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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?

The Firm evaluates performance metrics together with other qualitative information regarding a partner's contribution to the firm as part of its compensation scheme. This includes incentivizing and rewarding partners who contribute to advancing the DEI goals of the Firm.

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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?

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** Provides DEI training specifically for firm leadership/managers/department chairs
- 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:

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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

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Scholarships

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

No

If yes, provide the following:

Description, opportunities available, and link	Number awarded in 2023
Scholarships	

Link:

Internships

Link:

Fellowships

Link:

2024 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
LGBT Bar Association's Lavender Law Conference and Career Fair

Combating Implicit Bias

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

The firm has conducted interview training, including training on best practices for behavioral interview questions.

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Summer Associates

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

The firm has a robust schedule set out for summer associates which includes mentoring, training and events.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

6 Total 1L summer associates at the firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	4	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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	0	0
Two or More Races	1	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

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?

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2L Summer Associates

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

16 Total 2L Summer Associates at the Firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	4	9	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

2L Summer Associates Who Received Offers

16 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	4	9	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

2L Summer Associates Who Accepted Offers

11 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	7	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

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?

New Attorneys Hired

31 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	16	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	13	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

Mandatory Arbitration

Yes Does the firm require associates to agree to mandatory arbitration as a condition of employment?

Yes Does the requirement also apply to summer associates?

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

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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 Affinity Group

LGBTQ+ & Allies Affinity Group

Black Affinity Group

Asian American & Pacific Islander Affinity Group

Hispanic/Latinx Affinity Group

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Affinity Groups Cont'd

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

The Firm provides a dedicated budget for all DEI related work and initiatives. Members of firm leadership attend the events hosted by affinity groups and encourage all employees to attend. The Firm also sponsors members of affinity groups in their pursuit of leadership and business development conferences and trainings, including by writing letters of recommendation and supporting the time (and financial) commitment required outside of the office to attend these programs.

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DEI Events

Does the firm host DE&I retreats or conferences? **Not yet, but currently in development**

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?

No

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

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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 has quarterly meetings with two Managing Partner liaisons to make recommendations and to discuss any issues raised by associates.

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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?

The firm commemorates important dates honoring diversity by sending out firmwide communications explaining the historical and cultural significance of the dates/months. Part of those communications include invitations to programs hosted by the firm and the affinity groups that feature prominent speakers who cover topics such as race, gender, sexual orientation, social justice, culture, society, the law, and how they all intersect. We invite all employees to attend and encourage discussion of the important issues that impact society and our workplace.

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NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

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

Not yet, but currently in development

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?

Not yet, but currently in development

If applicable, elaborate on the professional development programs available to diverse attorneys:

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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?

No

Describe how the firm monitors work distribution

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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?

- 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):

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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 standardized its associate evaluation process in an effort to mitigate implicit bias in reviews, in addition to establishing core competencies to ensure objective standards for evaluation and feedback purposes. In addition, we have delivered feedback training and implemented Individual Development Plans that allow us to carefully track associate progress, and also to address any development gaps that might otherwise become barriers to success. We have also remained committed to the Mansfield certification process because our participation has solidified our ability to put us in the best possible position to achieve equitable outcomes in the promotion and elevation of diverse attorneys while ensuring that all attorneys have the opportunity to take their careers to the next level.

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

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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? **No**
If applicable, describe the alternatives to partnership:

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.

35%

Promotions to Partnership

2 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	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	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	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

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.

No

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

N/A

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?

N/A

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

2024 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

2 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	1	0	0
Equity Partners	0	0	0	0
Non-equity Partners	0	0	0	0
Counsel / Of Counsel	0	1	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?

Yes

If applicable, describe the family-planning resources available:

The firm offers each employee a stipend for Carrot Fertility benefits to provide employees with inclusive fertility, hormonal health, and family-forming benefits.

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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?

Primary caregivers are given 6 weeks additional paid leave.

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

18

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

12

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.

The firm provides family leave to eligible employees consistent with FMLA and applicable state laws.

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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.
- No** 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.

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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?

- 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
- 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

11 Total Number of Departures among Associates in 2023:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	6	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	2	0	0
Hispanic or Latinx	0	2	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

Departures among U.S. Partners

4 Total Number of Departures among U.S. Partners 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

0

2024 Vault Law Firm Diversity Survey

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

1 Total Number of Departures among U.S. Counsel and Non-Partner-Track Attorneys 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

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

In an effort to build on our DEI strategic plan, we have reassessed the impact of all programs and refined our approach and priorities to ensure all initiatives are impact-focused and provide for optimal outcomes.

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Top Three Accomplishments

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

#2

The firm provided feedback training (delivering and receiving feedback) to all lawyers and implemented Individual Development Plans for associates to track their progress and to ensure they are meeting goals.

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Top Three Accomplishments

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

#3

Launched a firmwide "day of service" program that allows all employees to volunteer with non-profit organizations, annually.

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

Formalize a universal professional development training program.

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

Explore opportunities to facilitate mentorship and sponsorship relationships for associates.

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

Participate in industry disability inclusion initiatives.

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?

Candidates seeking a diverse and inclusive environment should try to speak with diverse lawyers at the firm to gain insight of lived experience of the firm's culture and commitment to DEI. In addition to asking about the formal training and mentorship programs available to incoming and junior associates, they might ask what type of internal networks and affinity groups they can access for informal mentoring and professional development. They might wish to request general information on attorney statistics including recruiting and retention rates. They should also be encouraged to seize all networking opportunities and to get involved early on so to quickly develop both personal and working relationships with others at the firm.