

Bryan Cave Leighton Paisner LLP

2024 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Steven Baumer	White	Male	

Executive Committee

Total Number of Attorneys on Committee:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	3	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	1	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	1	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	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

Lloyd Stephenson, Global Director of Inclusion, Diversity and Recruiting

Devin Carter, Director of Inclusion & Diversity - US

DEI Committee

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

Total Number of Attorneys on DEI Committee: **10**

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	1	0	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

#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

721 Total attorneys in U.S. offices

1,306 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

245 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	115	116	1	11
American Indian or Alaska Native	0	0	0	0
Asian	6	11	0	0
Black or African-American	7	6	0	0
Hispanic or Latinx	5	7	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	85	80	1	0
Two or More Races	6	6	0	0
Other or Unknown	6	6	0	11
Additional Demographics	23	22	1	2
LGBTQ+ Individuals	15	15	1	2
Individuals with Disabilities	8	7	0	0

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U.S. Equity Partners

126 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	101	25	0	0
American Indian or Alaska Native	1	0	0	0
Asian	4	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	79	23	0	0
Two or More Races	1	0	0	0
Other or Unknown	14	1	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Equity Partners

162 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	114	48	0	0
American Indian or Alaska Native	0	0	0	0
Asian	3	4	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	82	35	0	0
Two or More Races	0	0	0	0
Other or Unknown	27	6	0	0
Additional Demographics	3	1	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	1	0	0	0

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U.S. Counsel / Of Counsel

158 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	109	47	2	0
American Indian or Alaska Native	0	0	0	0
Asian	4	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	83	39	2	0
Two or More Races	1	0	0	0
Other or Unknown	18	5	0	0
Additional Demographics	8	4	1	0
LGBTQ+ Individuals	6	1	1	0
Individuals with Disabilities	2	3	0	0

U.S. Non-Partner-Track Attorneys

30 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	21	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	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	17	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	3	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	1	2	0	0

2024 Vault Law Firm Diversity Survey

U.S. Law Clerks

7 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	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	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	1	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	3	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

U.S. Office Managing Partners

17 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	4	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	12	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

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U.S. Hiring Committee

21 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	8	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	2	2	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:

Launched in 2020, BCLP set high-reaching aspirational goals for its partnership, designed to increase equality of opportunity and fairness across the firm. We have made progress toward reaching these goals, but recognize that there is still work to be done ensure enduring change.

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Accountability

Does the firm include achievement with respect to diversity, equity, and inclusion as a component of partner compensation?

No

If yes, explain how the firm holds partners accountable for DEI achievements?

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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
- 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
- No** 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

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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 The firm sponsors a scholarship program and awards \$10,000 to up to four second-year law students. In addition, the firm sponsors various organizations in New York, St Louis and Kansas City that use those sponsorship funds to award scholarships to individuals from historically underrepresented backgrounds. Link: https://www.bclplaw.com/en-US/careers/law-student-scholarship-program.html	4

Internships

Link:

Fellowships

Link:

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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

CCBA Minority Job Fair, Southeastern Minority Job Fair, Heartland Diversity Legal Job Fair, Bay Area Diversity Career Fair, Mid-West BLSA Career Fair, Lavender Law 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.)?

Interview training, behavioral interview questions, Sparkhire video recorded screening interviews with set questions, Rare anti-bias training for all interviewers

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Summer Associates

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

Mentoring, training, diversity scholarships, LCLD programming

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

25 Total 1L summer associates at the firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	14	0	0
American Indian or Alaska Native	0	0	0	0
Asian	6	3	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	3	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	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

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?

0 - Scholarships are for 2L's only

2024 Vault Law Firm Diversity Survey

2L Summer Associates

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

36 Total 2L Summer Associates at the Firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	14	22	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	14	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	1	0	0
Additional Demographics	3	4	0	0
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

35 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	13	22	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	14	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	1	0	0
Additional Demographics	3	4	0	0
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

32 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	20	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	2	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	14	0	0
Two or More Races	1	1	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

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?

4

New Attorneys Hired

99 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	53	36	0	10
American Indian or Alaska Native	0	0	0	0
Asian	6	1	0	0
Black or African-American	5	2	0	0
Hispanic or Latinx	1	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	26	19	0	0
Two or More Races	3	2	0	1
Other or Unknown	12	9	0	9
Additional Demographics	7	8	0	1
LGBTQ+ Individuals	5	5	0	1
Individuals with Disabilities	2	3	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:

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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:

LGBTQ+ Affinity Group, Race Ethnicity Inclusion Network (REIN), Women's Board

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Affinity Groups Cont'd

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

Inclusion & Diversity Team support; individual affinity group budget for sponsorships and events

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DEI Events

Does the firm host DE&I retreats or conferences? **Yes**

Does firm leadership attend these events? **Yes**

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

Bi-annual in-person retreats where diversity professionals and members of the firm's leadership gathered for an invigorating retreat to discuss diversity recruiting, retention efforts and goals for the coming year.

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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:

Collaborates with Fee-Earner HR Business Partner team in developing and implementing meaningful professional development programming for 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?

Firmwide newsletters, internal and external marketing, virtual and in-person programming across all offices

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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?

Yes

If applicable, describe the mentoring or sponsorship program

BCLP's global Sponsorship Program matches high-performing and high-potential senior associates and associate directors/counsel with an influential partner Sponsor who will support and advocate for their protégé as they approach partnership consideration. The program structure is designed to promote more visibility and connections for our protégés and additional support for our sponsoring partners, ultimately serving to accelerate partner readiness and increase diversity within our partnership.

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Professional Development

Does the firm offer professional development programs specifically for diverse attorneys?

No

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?

Yes

Describe how the firm monitors work distribution

as a continuation to the hours gap reporting, BCLP is working with work allocation professionals to transition responsibility for assigning work to a dedicated Resource Manager. We are confident this shift will reduce the risk of bias during the work allocation process. Resource Managers work with partners to widen the pool of talent on matters, and with associates to support their career development. This approach is now operational in our UK Corporate & Finance Transactions Department, as well as a handful of US teams. The firm plans to implement Practice Resource Management globally in 2024.

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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):

LCLD Pathfinders, HNBA, NBA, among many other organizations

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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?

No

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

Upward Reviews

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

Yes

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

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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
- Yes** The firm is currently participating in the Mansfield Rule certification process administered by Diversity Lab
- No** The firm has instituted other formal processes (please describe):

Multi-tier Partnership

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

Alternatives to Partnership

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

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.
3400%

Promotions to Partnership

17 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	10	7	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	9	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	1	0	0	0
Additional Demographics	1	0	0	0
LGBTQ+ Individuals	1	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?

95-100 hours depending on attorney level (associate, counsel, staff attorney)

Compensation

Are associate salaries lockstep or discretionary?

Discretionary

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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?

N/A

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:

N/A

2024 Vault Law Firm Diversity Survey

Attorneys Working Reduced Hours

96 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	1	7	0	0
Equity Partners	0	1	0	0
Non-equity Partners	0	3	0	0
Counsel / Of Counsel	52	24	1	2
Non-Partner-Track Attorneys	1	4	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:

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?

Up to 20 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

Eligible Lawyers who would like to take parental leave may receive a maximum of 20 weeks of paid parental leave after giving birth, after their spouse, partner, or surrogate gives birth, or after the adoption or foster placement of a child (age 17 or younger). Eligible Lawyers may also request up to an additional six weeks of unpaid leave.

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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.

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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?

- No** 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

45 Total Number of Departures among Associates in 2023:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	24	20	0	1
American Indian or Alaska Native	0	0	0	0
Asian	4	2	0	0
Black or African-American	2	3	0	0
Hispanic or Latinx	2	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	12	0	0
Two or More Races	1	1	0	0
Other or Unknown	1	1	0	1
Additional Demographics	4	5	0	0
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	1	3	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	22	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	4	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	17	3	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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	15	11	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	3	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	12	5	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

Successfully changed Firm's parental leave policy to become more inclusive for all parents.

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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

Self-ID campaign was successful with 89% of US population self identifying. This helps us with assessing more direct needs for our Firm's population.

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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

Rolling out our Firmwide Work Allocation program and hiring more Resource Managers. We look forward to growing the team and including more practice groups into the program in 2024.

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

Continue to work toward our Aspirational Goals that were outlined in 2020

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

Rolling out our Firmwide Work Allocation to all practice groups Firmwide.

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

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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?

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