

**LEADERSHIP**

**Head of Firm**

Name and Title	Race/Ethnicity	Gender	Add'l Demo
David Forti, Co-Chair	White	Male	
Mark Thierfelder, Co-Chair	White	Male	
Vincent Cohen, Co-Global Managing Partner	Black or African-American	Male	
Sabina Comis, Co-Global Managing Partner	White	Female	

**Executive Committee**

Total Number of Attorneys on Committee:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>0</b>
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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

*Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.*

## 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

Satra Sampson-Arokium, Chief Diversity, Equity and Inclusion Officer

Jessica Maroney Shillito, Global Director DEI

Katrina Phull, Global Manager DEI

Jheri Wills, DEI Specialist

Gina Giordano, Global Talent Coordinator

### DEI Committee

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

Yes

In what year was the committee formed?

2015

Total Number of Attorneys on DEI Committee: **19**

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

*There are members of the DEI Committee outside of the US.*

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

719 Total attorneys in U.S. offices

1,029 Total attorneys worldwide (including all U.S. and global offices)

#### U.S. Associates

384 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>207</b>	<b>177</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	1	0	0	0
Asian	26	33	0	0
Black or African-American	6	10	0	0
Hispanic or Latinx	16	12	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	150	117	0	0
Two or More Races	8	5	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>23</b>	<b>14</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	23	14	0	0
Individuals with Disabilities	0	0	0	0

*Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.*

## 2024 Vault Law Firm Diversity Survey

### U.S. Equity Partners

113 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>93</b>	<b>20</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	0	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	3	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	83	18	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

### U.S. Non-Equity Partners

125 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>84</b>	<b>41</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	6	8	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	75	33	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	4	0	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

## 2024 Vault Law Firm Diversity Survey

## U.S. Counsel / Of Counsel

48 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>32</b>	<b>16</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	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	29	13	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

## U.S. Non-Partner-Track Attorneys

21 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	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	10	9	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	0	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

## 2024 Vault Law Firm Diversity Survey

### U.S. Law Clerks

28 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>9</b>	<b>19</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	4	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	11	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

### U.S. Office Managing Partners

10 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>0</b>
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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	3	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

## 2024 Vault Law Firm Diversity Survey

### U.S. Hiring Committee

48 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>27</b>	<b>21</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	2	0	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	20	16	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	0	0	0

*Although the firm actively supports our Disability Affinity Group, we do not formally track disability status. Please note that each office has its own hiring committee.*

## 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?

**Yes** If yes, describe the firm's targets:

Dechert is deeply committed to fostering a diverse, equitable, and inclusive environment. While we don't have any formal, measurable targets, our goals and objectives are strategically focused on the recruitment, retention, development, and advancement of diverse attorneys and women. These goals align with the firm's guiding principles and personal commitments to champion diversity and cultivate a culture that respects and values everyone's voice. Some of our strategic goals include:

oEquitable Practice Group Staffing and Performance Management: We are collaborating with Practice Group Directors and firm stakeholders to develop a consistent process for equitable practice group staffing and unbiased performance management. This effort ensures that all associates receive fair opportunities for growth and development.

oPartner Diversity Information Card (Info Card): We support the consistent use and practice group leader review of the Partner Diversity Information Card to increase transparency and monitor the utilization and staffing processes for all U.S. and UK associates. The Info Card interface alerts partners if the utilization on their matters deviates significantly from the headcount of the firm or their practice group, allowing firm leadership to monitor and track the utilization of underrepresented populations.

oRoadmap to the 2024 Diversity Symposium: In 2023, the firm launched "Roadmap to the 2024 Diversity Symposium", a year-long series designed to support and provide opportunities for diverse attorneys to connect with each other and firm leadership. The Roadmap series launched with a virtual speed-networking event, followed by a moderated conversation with attorney and author Adorah Nworah, about balancing her passion for writing and her demanding career at Dechert. Diverse attorneys also gained valuable insights from firm leaders on what makes associates successful, as well as a session on "Top Tips for Evaluation Season".

oDiverse Partners Business Development Network: We continue to support and enhance the Diverse Partners Business Development Network. This network aims to increase connection and knowledge sharing among the firm's diverse partners, providing intentional opportunities for business development and career advancement.

## 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?

**No**

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



## 2024 Vault Law Firm Diversity Survey

### DEI Training

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

- Yes** Provides annual DEI training that addresses implicit bias for all attorneys
- Yes** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- Yes** 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**

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**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

2024 Vault Law Firm Diversity Survey

**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
<b>Scholarships</b>	

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

Cook County Bar Association Minority Job Fair, Philadelphia Area Diversity Job Fair, Lavender Law 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.)?

In our effort to execute on our commitment to comply with the Mansfield Rule in recruiting of associate and partners, Dechert instituted the following:

oInterviewer training — all attorneys participating in the interview process are required to participate in a comprehensive interview skills training which includes the dos and don'ts of interviewing and examples of implicit bias in recruiting.

oBehavioral Interview Questions — Dechert uses behavioral interview questions to combat implicit bias in our recruiting processes.

oSecond Look Initiative — The second look process allows for a secondary review of diverse and women applicants who were not selected to progress in the interviewing process. Applications are reviewed by the firm's hiring partner and Chief DEI officer to determine if any implicit bias existed in the process and decision. Structured interviewing (Summer Associates) and Blind Submissions (Lateral Partners).

## **2024 Vault Law Firm Diversity Survey**

### **Summer Associates**

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

Summer Associates are assigned both associate and partner mentors; become members of Affinity Groups and attend meetings; and participate in cultural/diversity events including a diversity dinner with Affinity Group Chairs, Diversity Liaison Partners, and the Diversity, Equity, and Inclusion Team.

2024 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

5 Total 1L summer associates at the firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>
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	1	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
<b>Additional Demographics</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

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?

## 2024 Vault Law Firm Diversity Survey

### 2L Summer Associates

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

**83** Total 2L Summer Associates at the Firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>35</b>	<b>47</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	8	1	0
Black or African-American	4	9	0	0
Hispanic or Latinx	3	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	26	23	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	3	8	1	0
Individuals with Disabilities	0	0	0	0

### 2L Summer Associates Who Received Offers

**83** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>35</b>	<b>47</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	8	1	0
Black or African-American	4	9	0	0
Hispanic or Latinx	3	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	26	23	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	3	8	1	0
Individuals with Disabilities	0	0	0	0

### 2L Summer Associates Who Accepted Offers

**76** Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>34</b>	<b>41</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	7	1	0
Black or African-American	4	6	0	0
Hispanic or Latinx	3	6	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	25	21	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>7</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	3	7	1	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

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

89 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>44</b>	<b>45</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	8	0	0
Black or African-American	2	4	0	0
Hispanic or Latinx	4	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	34	30	0	0
Two or More Races	3	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	6	5	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

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**

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**Affinity Groups**

Does the firm have internal affinity groups or networks?

**Yes**

If yes, list the firm's affinity groups:

Asian Affinity Group, Black Professionals Alliance, Dechert Heroes (Veteran), Disability Affinity Group, Family Network, Greater Middle Eastern Alliance, Global Women's Initiative, Latino Affinity Group, LGBTQ Affinity Group, London Inclusion and Diversity Committee, Paris Inclusion and Diversity Committee

## 2024 Vault Law Firm Diversity Survey

### **Affinity Groups Cont'd**

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

Dechert is home to numerous affinity groups. Not only do these groups support the development and retention of diverse attorneys, business service professionals, and allies, but they also affect change by identifying and addressing DEI-related issues. Affinity groups contribute to Dechert's diversity programming, especially heritage month events that celebrate the richness of our different backgrounds, voices, and perspectives. Each group is led by one or more Dechert partners and the groups are supported by the DEI team.

## 2024 Vault Law Firm Diversity Survey

### 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:

oDiversity Symposium: Dechert holds a two-day Diversity Symposium for diverse associates, designed to help associates cultivate a wider professional and support network and to connect directly with firm leaders. By utilizing a 360° framework to explore career and life strategies for success and development, participants receive intensive exposure to advice, practical guidance, clients and inspiration through lectures, workshops, networking and more.

oNurturing Excellence and Expertise for Tomorrow (NEXT): Nurturing Excellence and Expertise for Tomorrow (NEXT) program is the reimagined version of our Sponsorship and Sustained Support (SASS) Program to further elevate the mission and objectives of the GWI. The NEXT program is designed to develop, empower, and support the advancement opportunities of women associates, counsel, and national partners. NEXT provides targeted individual and small group support, which includes general information sessions; skill-level appropriate training; individualized attention from Dechert partners; access to consultants and advisors; and networking opportunities.

oWomen Partners' Retreat: In the days preceding the Annual Partners' Retreat, the Global Women's Initiative hosts a Women Partners' Retreat. This retreat allows women partners to connect, network, and share meaningful knowledge critical to the success of women attorneys at Dechert. Through various sessions and masterclasses, women partners can better understand the firm, as well as offer their input to advance the efforts of the GWI.

## 2024 Vault Law Firm Diversity Survey

### Reverse Mentoring

Does the firm offer reverse mentoring, pairing senior attorneys with junior attorneys to help bridge generational or cultural gaps, share perspectives and skills, and foster a more inclusive culture?

Yes

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

Dechert offers a variety of mentoring programs designed to bridge generational and cultural gaps, share perspectives and skills, and foster a more inclusive culture. These include:

- oMentoring within practice groups, pairing associates with partner mentors.
- oAffinity group mentoring circles that include both junior and senior lawyers.
- oGrouping senior women associates with women partner faculty.

These initiatives help create a supportive and collaborative environment for all our attorneys.

**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 the collective voice of associates and trainees firmwide to address issues of concern with the Global Legal Talent team and partnership.

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## 2024 Vault Law Firm Diversity Survey

### Combating Structural Racism

Is the firm a member of the Law Firm Antiracism Alliance (LFAA)? **Yes**

### Cultural Awareness

How does the firm commemorate important dates honoring diversity?

The firm regularly celebrates cultural heritage months and identity-based holidays. By collaborating with our affinity groups, the firm invites dynamic speakers who share their personal narratives and life experiences with our attorneys. These are some of the speakers our Affinity Groups Hosted in 2023:

oDuring Black History Month, the Black Professionals Alliance welcomed Mapy the Violin Queen, a Parisian musician who breaks musical boundaries by fusing hip-hop and R&B with the classical sounds of the violin.

oIn honor of International Women's Day, the Global Women's Initiative welcomed New York Times bestselling author and public health expert, Chelsea Clinton. Chelsea discussed her work with the Clinton Foundation as well as her "She Persisted" series of children's books.

oTo celebrate Asian American Pacific Islander Heritage Month, director, author, and musician Michelle Zauner share insights from her book "Crying in H Mart".

oOur Disability Affinity Group hosted Angela Winfield, Vice President and Chief Diversity Officer for the Law School Admission Council, who despite blindness and severe depression amassed great success.

oOur Latino Affinity Group celebrated Hispanic Heritage Month with esteemed actress, choreographer, and activist Rosie Perez. Rosie connected with the audience by sharing her personal journey from humble beginnings and her struggles with mental health.

oDuring Pride Month, the LGBTQ+ Affinity Group, welcomed Sarah Warbelow, Legal Director of the Human Rights Campaign, who urged our community to act against the unprecedented amount of anti-LGBTQ+ legislation.

oIn honor of Veterans Day, our Dechert Heroes Affinity Group welcomed Melissa Stockwell, former U.S. Army Officer and American Paralympic triathlete who lost a limb during active duty.

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2024 Vault Law Firm Diversity Survey

**NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT**

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**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

Mentoring@Dechert is a firm-wide mentoring program where all associates are matched with a partner mentor who is invested in their professional development and growth. The program is designed to provide all associates with an equitable, consistent, and development-based mentoring experience. Both associates and mentors receive training on how to share developmentally rich interactions to make the most out of the mentorship. Associates also receive informal means for mentorship through practice groups, local offices, and affinity groups.

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## 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:

Roadmap to the Diversity Symposium 2024: In 2023, the firm launched "Roadmap to the 2024 Diversity Symposium", a year-long series designed to support and provide opportunities for diverse attorneys to connect with each other and firm leadership. The Roadmap series launched with a virtual speed-networking event, followed by a moderated conversation with attorney and author Adorah Nworah, about balancing her passion for writing and her demanding career at Dechert. Diverse attorneys also gained valuable insights from firm leaders on what makes associates successful, as well as a session on "Top Tips for Evaluation Season".

Diverse Partner Business Development Network The firm launched the Diverse Partners Business Development Network aimed to increase connection and knowledge sharing among the firm's diverse partners and provide intentional opportunities for business development. The Network hosted a hands-on brainstorming and ideation workshop co-facilitated by the firm's Innovation Team and a high-profile networking session with firm leaders and rainmakers.

Nurturing Excellence and Expertise for Tomorrow (NEXT): Nurturing Excellence and Expertise for Tomorrow (NEXT) program is the reimagined version of our Sponsorship and Sustained Support (SASS) Program to further elevate the mission and objectives of the GWI. The NEXT program is designed to develop, empower, and support the advancement opportunities of women associates, counsel, and national partners. NEXT provides targeted individual and small group support, which includes general information sessions; skill-level appropriate training; individualized attention from Dechert partners; access to consultants and advisors; and networking opportunities. Mentoring@Dechert: To enhance our mentoring efforts, the firm launched Mentoring@Dechert, a firm-wide mentoring program where all associates are matched with a partner mentor who is invested in their professional development and growth. The program is designed to provide all associates with an equitable, consistent, and development-based mentoring experience. Both associates and mentors receive training on how to share developmentally rich interactions to make the most out of the mentorship.

Global Women's Initiative: We empower women to succeed by fostering an environment that provides opportunities for their development, advancement, and leadership within the firm. Members of Dechert's Global Women's Initiative (GWI) meet regularly with firm leadership to identify and implement initiatives that promote opportunities for women to advance and lead throughout the firm. Individual offices provide additional formal and informal support for women lawyers.

Among Dechert's initiatives that focus on women are formal and informal mentoring, development training, meetings and events for summer associates, internal and external networking, special interest events, and leadership training. The GWI launched the Nurturing Excellence and Expertise for Tomorrow (NEXT) program for senior women associates to help navigate the path to partnership. Local GWI Chapters host welcome receptions for new women associates each year. The GWI also hosts business and legal community events, including women's networking events for International Women's Day.



## 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

Diversity Liaison Partners (DLP): Practice Group leaders identify high-profile partners to oversee diversity, equity, and inclusion efforts within each practice group as part of our DLP program. DLPs participate in a rigorous training program and collaborate with the DEI team, exchanging valuable information and insights on diverse and women attorneys. They also monitor assignments for equitable distribution of opportunities and workflow, ensuring opportunities for diverse individuals and women to be mentored and sponsored, advised on their professional development, and promoted internally and externally to the firm and clients.

Diversity Dashboards: To increase transparency, goal-setting and follow-through, Dechert designed and launched a diversity dashboard that helps firm leaders see where things are working effectively, and where more attention is needed. The Chief and Director of Diversity, Equity and Inclusion meet monthly or quarterly with Practice Group Diversity Liaison Partners and Practice Group Administrators to review hours, work quality and assignments.

Partner Diversity Information Card: Dechert recently launched a Partner Diversity Information Card (Info Card) dashboard to increase transparency and monitor the utilization and staffing processes for all U.S. and UK associates. The goal of the Info Card is to provide Billing, Supervising, and Consulting partners with real time data on how their matters are staffed and to remind partners of the importance of being intentional and equitable when selecting their teams.

## 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
- Yes Supports associate participation in other external DEI-related activities, events, or organizations (please describe):

Chart Your Own Course, Bar Association Conferences, Leadership Council on Legal Diversity (LCLD) Fellows and Pathfinders, Corporate Counsel Women of Color and Corporate Counsel Men of Color Conferences.

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## 2024 Vault Law Firm Diversity Survey

### PROMOTION AND ADVANCEMENT

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#### 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

Dechert is dedicated to creating an environment where everyone has equal and fair access to all aspects of firm life. One key initiative to mitigate bias at the practice group level is through our Diversity Liaison Partners (DLPs). Appointed to oversee the DEI efforts of their respective practice groups, DLPs collaborate with the DEI Team to exchange valuable information and insights. In 2023, UCLA School of Law's Professor Jerry Kang facilitated a training for DLPs, where he discussed implicit bias, the science behind it, and mitigation strategies. With this context, DLPs are better equipped to monitor assignments for equitable distribution of opportunities and workflow and ensure that diverse individuals are being mentored/sponsored, advised on their development, and promoted internally and externally to the firm and clients.

#### 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

Dechert's Upward Review process is conducted by an external company. It aims to empower lawyers with feedback from a broad, diverse group. An essential part of our culture is respecting and valuing everyone's voice. The firm encourages everyone to provide feedback to eligible lawyers — partners, counsel, national partners, and associates in their fourth year and more senior. Dechert supports our community by helping each other to be better. It is important for our leaders to be the best they can be by empowering all Dechert employees to have a voice. Upward Reviews make our community stronger when people provide thoughtful, respectful feedback.

## 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
- 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:

Some Counsel and Staff 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.

21%

### Promotions to Partnership

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>0</b>
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	4	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

## 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?

75

### Compensation

Are associate salaries lockstep or discretionary?

Lockstep

## 2024 Vault Law Firm Diversity Survey

### **Bonuses**

Are associate bonuses lockstep or discretionary?

**Lockstep**

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:

An alternative schedule does not affect an associate's path to partnership.

**2024 Vault Law Firm Diversity Survey**  
**Attorneys Working Reduced Hours**

45 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	3	5	0	0
Equity Partners	5	1	0	0
Non-equity Partners	9	5	0	0
Counsel / Of Counsel	5	7	0	0
Non-Partner-Track Attorneys	2	3	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:

Carrot Fertility: Our partnership with Carrot Fertility makes family-forming care more accessible to our global community of employees and partners. It helps with costs of services related to in vitro fertilization, egg freezing, sperm freezing, adoption, gestational surrogacy, pregnancy, menopause and more. This new benefit offers a personalized plan created by experts, unlimited virtual visits with fertility healthcare and family-forming specialists, educational resources, and exclusive discounts to clinics and agencies around the world. This also includes up to \$20,000 in financial assistance for certain adoption and surrogacy-related expenses.

## 2024 Vault Law Firm Diversity Survey

### Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

### Primary & Secondary Caregivers

Does the firm's parental leave policy distinguish between primary and secondary caregivers?

No

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

N/A

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

N/A

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

N/A

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

12



## 2024 Vault Law Firm Diversity Survey

### Parental Leave Policy

Describe the firm's parental leave policy.

The Firm offers employees up to a total of 20 weeks of paid and unpaid parental leave so that new parents may spend an extended period of time caring for and bonding with a newborn child or a child newly placed for adoption or foster care. All regular employees who are parents of a newborn or newly adopted child are eligible for leave under this policy, regardless of gender, sexual orientation, gender identity or expression or any other protected characteristic. As used herein, "parent" means the mother, father or other person standing in loco parentis to the child (i.e., person who will be responsible for the child's day-to-day care and financial support.)

## 2024 Vault Law Firm Diversity Survey

### Support for Parents

What steps has the firm taken to support parents and ensure that their parental status does not adversely affect their opportunities for career advancement?

- Yes** Pro rates billable requirements / credit / bonus targets for parents who take leave
- Yes** Provides resources for nursing mothers, such as private nursing rooms, breast milk storage, or breast milk shipping
- Yes** Offers child care resources, such as onsite day care, back-up child care, etc.
- Yes** Provides programs to assist new parents transitioning to leave and/or returning to work after leave (e.g., ramp up/ramp down, flexible hours, Mindful Return)

Feel free to elaborate on the nature of programs and resources the firm makes available to parents.

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2024 Vault Law Firm Diversity Survey

**INCLUSIVENESS AND ACCESSIBILITY**

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**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
- 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

96 Total Number of Departures among Associates in 2023:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>44</b>	<b>52</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	6	12	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	29	36	0	0
Two or More Races	2	0	0	0
Other or Unknown	1	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	3	4	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

## Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>10</b>	<b>4</b>	<b>0</b>	<b>0</b>
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	10	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

2024 Vault Law Firm Diversity Survey

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

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

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

Although the firm actively supports our Disability Affinity Group, we do not formally track disability status.

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2024 Vault Law Firm Diversity Survey

**SUCSESSES AND PRIORITIES**

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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?

**#1**

Dechert has earned Mansfield "Plus" Certification for the fourth year in a row, demonstrating our commitment to diversifying the legal industry. This certification recognizes law firms that have increased the representation of historically underrepresented lawyers in law firm leadership by broadening the pool of women, lawyers of color and LGBTQ+ lawyers who are considered for significant governance roles, senior lateral openings, and promotions. Our achievement of "Plus" status means we reached 30% diverse lawyer representation in a notable number of current leadership roles and committees.

## 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

The firm's Global Women's Initiative (GWI) empowers women by providing opportunities for their development, advancement, and leadership. The GWI also includes Local Women Liaisons, who lead local office women's initiatives. The GWI's signature program, Nurturing Excellence and Expertise for Tomorrow (NEXT) helps women navigate the path to partnership. After being held virtually for the past three years, the program reconvened in person in 2023, with 39 participants and 20 partner faculty members gathering in Barcelona, Spain. Sessions covered topics such as leveraging professional networks, rainmaking, and insights into the path to partnership from recently promoted women partners. We also celebrate International Women's Day with influential speakers like Chelsea Clinton, who recently joined us to discuss her work providing access to HIV/AIDS medications and more.

## 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

Dechert is committed to providing transparent data to stakeholders, mentorship opportunities, and dynamic programming to further support the hiring, retention, and promotion of women and diverse attorneys. Our commitment is demonstrated by the following:

- a. Diversity Liaison Partners who oversee diversity efforts within each practice group, ensuring equitable distribution of opportunities and workflow.
- b. Diversity Dashboard that helps firm leaders monitor effectiveness through real-time data.
- c. Mentoring@Dechert program that matches all associates with a partner mentor, ensuring equitable, consistent, and development-based mentoring experiences.
- d. Partner Diversity Information Card dashboard that increases transparency and monitors the utilization and staffing processes for all U.S. and UK associates. The info card reminds partners of the importance of being intentional and equitable when selecting their teams.
- e. Dechert Connections a series of affinity group meetings for diverse recruits



## 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

People: By continuing training for our formal, practice-driven mentoring program, we are enhancing diverse mentor-mentee pairings and exposure to different perspectives. We also plan to host our in-person Diversity Symposium to facilitate community building and professional development among our diverse attorneys.

## 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

Clients: Launched at the end of 2023, we will continue to support the Diverse Partners Business Development Network. This group aims to increase connection and knowledge sharing among the firm's diverse partners and provide intentional opportunities for business development.

## 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

Stewardship: We will provide additional developmental opportunities through our inclusive leadership training to support firm culture and employee morale. We will also continue to work with practice group leaders and administration to provide guidance and encourage consistent use of the Partner Diversity Information Card, which tracks work allocation and staffing.

## 2024 Vault Law Firm Diversity Survey

### ADVICE TO CANDIDATES

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#### 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?

- 1.How does the firm demonstrate the importance of diversity?
- 2.What are you personally doing to promote a diverse and inclusive work environment?
- 3.What resources and programs does the firm provide to support diverse lawyers in particular?
- 4.Are your Affinity Groups open to both business service professionals and attorneys, or are they exclusively for attorneys?