

Riley Safer Holmes & Cancila LLP

2024 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Patricia Brown Holmes, Managing Partner	Black or African-American	Female	

Executive Committee

Total Number of Attorneys on Committee:

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

RSHC does not have an Executive Committee. RSHC's Managing Partner serves as the highest governance officer.

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

Patricia Brown Holmes, Managing Partner

DEI Committee

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

In what year was the committee formed?

2016 (since inception of RSHC)

Total Number of Attorneys on DEI Committee: 89

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	58	31	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	1	0	0
Black or African-American	6	9	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	44	20	0	0
Two or More Races	4	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	2	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	1	1	0	0

Holmes, Warner, Hankins and Lee are RSHC's DEI Steering Committee. All RSHC attorneys function as a DEI Committee because promotion of diversity is a core RSHC principle, which our diverse Managing Partner treats as a mission critical assignment. DEI is integral to every activity, and every single attorney in the firm is responsible for advancing DEI throughout the firm. RSHC made a very intentional decision to not establish a "diversity committee" because the founding partners did not want DEI to be viewed as something separate from the other business of the firm.

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

89 Total attorneys in U.S. offices

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

U.S. Associates

26 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	2	2	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	11	6	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	1	1	0	0

2024 Vault Law Firm Diversity Survey

U.S. Equity Partners

23 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	19	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African-American	3	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	13	2	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-Equity Partners

16 Total Non-Equity Partners

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

2024 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

20 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	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	10	6	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

4 Total Non-Partner-Track Attorneys

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

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

0 Total U.S. Office Managing Partners

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

RSHC has a global Black female Managing Partner. We do not have office heads. We operate under one global firm umbrella.

2024 Vault Law Firm Diversity Survey

U.S. Hiring Committee

13 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	7	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	2	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	4	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

RSHC's Hiring Committee is comprised of its Associate Recruiting, Retention, and Talent Development Committee (RAD) and its Lateral Partner Hiring Committee. RSHC's RAD Committee is responsible for recruiting, retaining, and developing the firm's attorneys. RAD executes its mission through the lens of the firm's core principles: excelling at what we do, delivering value to our clients, providing exceptional service, ensuring diversity and inclusion, performing exemplary pro bono service, and caring about our clients and one another. Much like the firm's approach to the practice of law, we eschew a cookie cutter approach and instead recruit, retain, and develop talent on a case-by-case basis. This approach results in stellar talent from diverse backgrounds, thereby allowing the firm to provide unparalleled client service and achieve stellar outcomes.

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:

RSHC does not have a billable hours requirement, but it does track hours devoted to DEI efforts. RSHC takes a broad, organic, and innovative approach to creating an inclusive work environment for all. It involves every aspect of the firm and an authentic commitment from everyone who works for RSHC.

2024 Vault Law Firm Diversity Survey

Accountability

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

Yes

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

Partners' compensation assessment includes accountability for fostering DEI through professional development and mentoring, and requires documentation of efforts on diversity in recruiting, retention, mentoring, training, sponsorship, and staffing in our partnership agreement.

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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
- Yes** 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:

RSHC's Managing Partner and other attorneys conduct DEI training for clients.

2024 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

Does the firm recruit at law schools of Historically Black Colleges and Universities (HBCUs)?

No

If yes, which HBCUs does the firm hire from?

2024 Vault Law Firm Diversity Survey

Scholarships

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

Yes

If yes, provide the following:

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

University of Illinois Diverse Law Student Scholarship; BLSA/HLSA/NAPABA Scholarships Link:

Internships

RSHC's Summer Institute provides internship experiences to undergraduate and law students, and many of the participants are diverse and/or from HBCUs. 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

RSHC recruits from a broad pool of talent, reaching a wide variety of backgrounds and experiences. Among other things, RSHC participates in job and career fairs sponsored by the Cook County Bar Association, National Bar Association, and Black Women Lawyers' Association.

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.)?

RSHC uses panel interviews designed to avoid implicit bias in the hiring process.

2024 Vault Law Firm Diversity Survey

Summer Associates

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

RSHC did not have a Summer Associate Program in 2023. We have an informal pipeline program in which first year law students of color are invited to intern at RSHC and are introduced to law firm life.

They receive valuable mentoring, training, and support that helps them succeed in law school.

RSHC's signature Summer Institute Program provides meaningful work experience in the legal profession for diverse high school and college students.

Riley Safer Holmes & Cancila LLP

2024 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

No

0 Total 1L summer associates at the firm in 2023

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

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? No

0 Total 2L Summer Associates at the Firm in 2023

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

2L Summer Associates Who Received Offers

0 Total 2L Summer Associates Received Offers

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

2L Summer Associates Who Accepted Offers

0 Total 2L Summer Associates Received Offers

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

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

17 Total 2L Summer Associates Received Offers

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

Mandatory Arbitration

No Does the firm require associates to agree to mandatory arbitration as a condition of employment?

N/A Does the requirement also apply to summer associates?

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

2024 Vault Law Firm Diversity Survey

CULTURE AND COMMUNITY

Affinity Groups

Does the firm have internal affinity groups or networks?

Yes

If yes, list the firm's affinity groups:

Women Partner Network, Women Attorneys Group, Parents and Caregivers Network

2024 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

RSHC's Women Partner Network connects women partners to resources and support for navigating their careers and developing business. The Women Attorneys Group helps build the pipeline of women lawyers for advancement through leadership and strengthening relationships. The Parents and Caregivers Network fosters a community to share experiences, discuss resources and best practices, and offer mutual support in navigating the challenges and joys of being a caregiver and a professional. Each of these groups has an executive sponsor, meets regularly, plans events, and has a budget.

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:

RSHC has some mandatory DEI training and data collection. RSHC's Engagement & Culture Committee spearheads in-person and Zoom programs, including community events and firm luncheons involving diverse groups or addressing diverse topics.

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Reverse Mentoring

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

Yes

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

From day one it is very intentional that the firm provides every associate with a mentor partner as well as a more senior associate mentor, who serves as a trusted confidante. The associate mentorship program considers practice, location, and personality in its selection process to create fruitful mentor-mentee pairs, follows up quarterly, and organizes events and dinners to keep pairs connected throughout the year.

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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 Associate Committee Chair meets and confers with RSHC associates on a regular basis and meets with the RSHC Managing Partner on issues of concern prior to the Firm's Quarterly Associates Meetings.

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?

RSHC's Engagement & Culture Committee creates an inclusive environment, spearheads holistic efforts to keep the firm true to its values, and engages all attorneys and professional staff. Its programs include community events, firm luncheons involving diverse groups or addressing diverse topics, Zoom meetings to facilitate social discussion, social media campaigns involving members of the firm for Black History Month, Juneteenth, Women's History Month, Hispanic Heritage Month, LGBTQIAx, Parent Lawyers, etc. We recognize all the major religious holidays on social media.

2024 Vault Law Firm Diversity Survey

NETWORKING, MENTORING, AND PROFESSIONAL DEVELOPMENT

Mentoring & Sponsorship

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

Yes

If applicable, describe the mentoring or sponsorship program

From day one it is very intentional that every associate is provided with a mentor partner as well as a more senior associate mentor, who serves as a trusted confidante. The associate mentorship program considers practice, location, and personality in its selection process to create fruitful mentor-mentee pairs, follows up quarterly, and organizes events and dinners to keep pairs connected throughout the year.

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:

RSHC's Managing Partner has institutionalized her personal management philosophy by creating a number of initiatives to support RSHC attorneys from underrepresented backgrounds at all stages of their career. We have a mentoring program that includes, as an important component, particular focus on diversity issues.

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

For every matter opened, RSHC attorneys must complete an intake form that documents how they considered diversity when staffing the team, and lists the lawyers from underrepresented groups.

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):

Chicago Bar Association, Cook County Bar Association, Legal Prep Academy, Cristo Rey Corporate Work Study Program, ACLU, Black Women Lawyers' Association, Black Men Lawyers' Association, Leadership Council on Legal Diversity, Legal Aid Chicago, Corporate Counsel Women of Color, and more.

Two RSHC partners serve on the Boards of HBCUs and predominantly Black institutions.

RSHC selects minority and female vendors whenever possible, using its economic power to support diversity in the broader community.

2024 Vault Law Firm Diversity Survey

PROMOTION AND ADVANCEMENT

Countering Implicit Bias

Has the firm implemented processes to mitigate implicit bias in work allocation, performance reviews, and/or promotions?

Yes

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

Instead of relying upon traditional practice groups, RSHC organizes its attorneys around client teams, which distributes opportunities for high-level work more equitably to all attorneys. RSHC does not apply traditional metrics, such as origination credit and mandatory hours requirements, which allows associates to be efficient, apprentice more effectively, and contribute to pro bono work. Over 50% of the timekeepers on our top ten clients were minorities or women; our #1 timekeeper over all top ten clients is a woman; 40% of top ten clients are led by minorities or women; 80% of the top five timekeepers for one of RSHC's top ten clients are minorities.

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

Associates participate in mid-year and end-of-year evaluations to self-identify areas for growth and receive feedback on how to achieve those goals.

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?

- No** 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
- Yes** The firm has instituted other formal processes (please describe):

RSHC's demographics are very different than the average firm and far exceed national averages. We do not have a traditional firm structure. RSHC teams are naturally diverse because the firm is diverse at every level, which is critical to the successful resolution of legal problems and challenges. Firm activities create a genuine "one team" attitude. Therefore, the Mansfield Rule measurements and requirements are difficult to assign, if not inapplicable, to us. RSHC considers diversity in every hire. We are deliberate about seeking out lawyers who fit the diverse demographic that we may be seeking to ensure balance and variety at all levels.

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:

RSHC provides Counsel, Of Counsel, and Staff Attorney alternatives.

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.
 4%

Promotions to Partnership

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

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

RSHC's 2023 new partners class was the largest since RSHC's inception in 2016, with 88% being women.

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?

Unlimited

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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Bonuses

Are associate bonuses lockstep or discretionary?

Discretionary

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

RSHC does not publish this information.

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:

No impact.

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Attorneys Working Reduced Hours

1 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	0	0	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:

Prefer not to answer.

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?

Discretionary

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Parental Leave Policy

Describe the firm's parental leave policy.

Parental and Pregnancy-Related Leave: RSHC understands the importance of preparing, caring for, and bonding with children who are new to a family. Accordingly, RSHC will provide employees with paid leave for medical conditions related to pregnancy or childbirth and/or for the purpose of bonding with their children, for a period not to exceed the maximum time available under the Firm's FML policy. This policy shall apply with respect to adoptive parents and employees utilizing surrogacy methods. To the extent permitted by applicable law, paid leave taken under this policy shall be counted against an employee's annual FMLA entitlement.

RSHC's Family and Medical Leave Policy: RSHC supports employees taking off of work to care for their own and/or their families' medical needs. The Firm also recognizes the hardships facing employees during such times, particularly when leave is unpaid. Accordingly, RSHC will provide FMLA-eligible attorneys and FMLA-eligible business professionals with paid FML, once he or she has exhausted applicable short-term disability compensation, paid sick leave benefits, and any and all accrued vacation leave. The paid FML period, inclusive of these benefits, is up to 24 weeks for FMLA-eligible attorneys and 12 weeks for FMLA-eligible business professionals within a 12-month period. During an employee's approved FML, the Firm will maintain health benefits on the same conditions as if the employee were actively working.

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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?

- No** 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
- No** 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.

RSHC's comprehensive benefits package includes wellness, parenting, financial planning, and employee assistance programs in addition to pre-tax savings accounts (FSA, DCAP, HSA, etc.).

2024 Vault Law Firm Diversity Survey

INCLUSIVENESS AND ACCESSIBILITY

Equity in Benefits

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

Yes

LGBTQ+ Inclusivity

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

- 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
- 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

7 Total Number of Departures among Associates in 2023:

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	1	3	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	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

Some departures are due to taking in-house positions for clients, which is great for client relationships, or to become public servants.

Departures among U.S. Partners

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

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

Some partner departures are for promotional opportunities.

2024 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	1	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	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
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

RSHC firm policy requires partners to document how they considered diversity in staffing legal teams, which means that every matter, which has provided meaningful opportunities for partners to collaborate.

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

Partners are required to document their efforts on diversity in recruiting, mentoring, training, and promoting as part of the annual compensation process, which has increased opportunities for minority and women attorneys.

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

Minority and female attorneys are represented on and/or have leadership roles as practice team leads and in every committee of the firm.

Riley Safer Holmes & Cancila LLP

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

Recruiting more female equity partners, especially those of color.

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

Ensuring a diverse succession plan for the institutional clients as partners retire.

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

Continue working with our DEI consultant to evolve training and knowledge in the ADA and neurodivergent arenas.

2024 Vault Law Firm Diversity Survey

ADVICE TO CANDIDATES

Advice

What advice do you have for candidates who are looking for a diverse and inclusive work environment? What questions should they ask when interviewing to help them assess the extent of a firm's commitment to diversity, equity, and inclusion?

Ask questions regarding the firm's philosophy toward DEI initiatives, and request specifics on programs supported by the firm and, more importantly, engagement by lawyers and others within the firm in those programs. Financial support is important, but actual engagement, attendance, and participation is even more valuable and shows true commitment.