

Sheppard Mullin

2024 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Lucantonio Salvi, Chair of the Executive Committee	White	Male	
Jon Newby, Managing Partner	White	Male	
MaryJeanette Dee, Managing Partner	White	Female	
Robert Beall, Managing Partner	White	Male	

Executive Committee

Total Number of Attorneys on Committee:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	11	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	11	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

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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

Lois Durant, Chief Diversity & Inclusion Officer

Rheanna Smith, Senior Diversity & Inclusion and Talent Management Manager

Danielle Munoz, Diversity & Inclusion Specialist

Kenedi Facey, Diversity & Inclusion Coordinator

DEI Committee

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

In what year was the committee formed?

1990

Total Number of Attorneys on DEI Committee: 18

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	6	12	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	3	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	5	8	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	0	0	0	0

Is the firm women-owned, minority-owned, and/or LGBTQ+-owned? N/A

Does the firm have a non-discrimination policy in the employee handbook or elsewhere in firm materials? Yes



2024 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

1,016 Total attorneys in U.S. offices

1,120 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

461 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	217	242	1	1
American Indian or Alaska Native	0	0	0	0
Asian	34	40	0	0
Black or African-American	8	12	0	0
Hispanic or Latinx	17	19	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	135	128	1	1
Two or More Races	21	29	0	0
Other or Unknown	2	14	0	0
Additional Demographics	18	17	1	1
LGBTQ+ Individuals	16	16	1	1
Individuals with Disabilities	2	1	0	0

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U.S. Equity Partners

208 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	162	47	0	0
American Indian or Alaska Native	1	0	0	0
Asian	8	2	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	141	39	0	0
Two or More Races	4	1	0	0
Other or Unknown	2	0	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	1	0	0
Individuals with Disabilities	0	1	0	0

U.S. Non-Equity Partners

197 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	133	64	0	0
American Indian or Alaska Native	0	0	0	0
Asian	8	11	0	0
Black or African-American	3	0	0	0
Hispanic or Latinx	2	6	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0
White	113	39	0	0
Two or More Races	5	6	0	0
Other or Unknown	1	2	0	0
Additional Demographics	8	1	0	0
LGBTQ+ Individuals	7	1	0	0
Individuals with Disabilities	1	0	0	0

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U.S. Counsel / Of Counsel

112 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	50	60	0	0
American Indian or Alaska Native	0	1	0	0
Asian	5	5	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	41	51	0	0
Two or More Races	2	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	2	0	0
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	0	0	0	0

U.S. Non-Partner-Track Attorneys

38 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	12	26	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	4	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	11	19	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	2	0	0
LGBTQ+ Individuals	1	2	0	0
Individuals with Disabilities	0	0	0	0

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U.S. Law Clerks

18 Total Law Clerks

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	10	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	4	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	3	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	2	1	0	0
LGBTQ+ Individuals	2	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	8	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	1	1	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	4	0	0
Two or More Races	1	2	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

17 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	8	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	1	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	6	6	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	1	1	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:

Yes, the firm has set formal, measurable targets for increasing diversity in recruitment, retention, promotion, and leadership. The Diversity & Inclusion Strategic Council (DISC), led by firm Chair Luca Salvi, oversees these initiatives. DISC uses a data-driven process to study historical progress, establish metrics, develop related goals, and collaborate with other stakeholders to implement them. This includes assessing both billable and nonbillable hour distributions across demographic groups to ensure equitable work allocation and consideration of diversity at every stage of the promotion process.

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Accountability

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

Yes

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

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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:

2024 Vault Law Firm Diversity Survey

RECRUITMENT AND HIRING

HBCUs

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

Yes

If yes, which HBCUs does the firm hire from?

Howard University

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	

Link:

Internships

Link:

Fellowships

The Diversity Fellowship is named in honor of Chair Emeritus, Guy Halgren, for his longstanding commitment to creating a firm culture that celebrates diversity and promotes equity and inclusion. As part of our commitment to greater diversity in the legal industry, each year, the firm will award \$35,000 to three talented law students who have demonstrated resiliency and grit and will contribute to the richness and excellence of our firm. Link: <https://www.sheppardmullin.com/careers-lawstudents> 3

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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

National LGBT Bar Assoc. Career Fair (Lavender Law); NBLSA Job Fairs; Veteran Legal Job Fair; Bay Area Diversity Job Fair; Practice Pro Diversity Scholar Job Fair, BLSA Western Region SoCal

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.)?

Our goal is to make the recruiting process as fair, inclusive, and seamless as possible, in hopes of finding the right candidates who will be fulfilled in their roles and complementary to our culture. To that end, the firm provides training on implicit bias before the recruiting season. The firm also uses behavioral interviewing techniques for all summer associate callback interviews. Additionally, the firm uses Suited, a predictive candidate screening platform, to further help us reduce bias in the recruiting process and better understand our applicants.

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Summer Associates

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

Our firm supports diverse summer associates through a comprehensive Associate Mentoring Program that ensures equal access to high-quality work, client contact, and networking opportunities. Work assignments are flexible and driven by an open market system. Additionally, our Summer Associate Program provides hands-on training, meaningful work, regular feedback, and various cultural and social events to foster strong relationships and professional growth.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

3 Total 1L summer associates at the firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	2	1	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	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	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?

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2024 Vault Law Firm Diversity Survey

2L Summer Associates

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

50 Total 2L Summer Associates at the Firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	29	0	1
American Indian or Alaska Native	0	0	0	0
Asian	4	2	0	0
Black or African-American	1	5	0	0
Hispanic or Latinx	2	3	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	11	15	0	1
Two or More Races	2	2	0	0
Other or Unknown	0	1	0	0
Additional Demographics	1	5	0	0
LGBTQ+ Individuals	0	4	0	0
Individuals with Disabilities	1	1	0	0

2L Summer Associates Who Received Offers

50 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	20	29	0	1
American Indian or Alaska Native	0	0	0	0
Asian	4	2	0	0
Black or African-American	1	5	0	0
Hispanic or Latinx	2	3	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	11	15	0	1
Two or More Races	2	2	0	0
Other or Unknown	0	1	0	0
Additional Demographics	1	5	0	1
LGBTQ+ Individuals	0	4	0	1
Individuals with Disabilities	1	1	0	0

2L Summer Associates Who Accepted Offers

48 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	18	29	0	1
American Indian or Alaska Native	0	0	0	0
Asian	2	2	0	0
Black or African-American	1	5	0	0
Hispanic or Latinx	2	3	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0
White	11	15	0	1
Two or More Races	2	2	0	0
Other or Unknown	0	1	0	0
Additional Demographics	1	5	0	1
LGBTQ+ Individuals	0	4	0	1
Individuals with Disabilities	1	1	0	0

0

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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?

3

New Attorneys Hired

106 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	50	42	1	0
American Indian or Alaska Native	0	0	0	0
Asian	6	7	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	5	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	31	24	1	0
Two or More Races	5	4	0	0
Other or Unknown	0	0	0	0
Additional Demographics	7	6	0	0
LGBTQ+ Individuals	7	5	0	0
Individuals with Disabilities	0	1	0	0

Mandatory Arbitration

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

No 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:

Diversity and Inclusion Network for Attorneys of Color (DIAN), Out at Sheppard (OAS), Women Lawyers Group (WLG), Veterans at Sheppard (VAS)

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Affinity Groups Cont'd

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

Provides budgets for internal and external-facing events, programs, and activities.

Offers professional development opportunities such as networking events and opportunities to attend internal and external leadership conferences and retreats

Encouraging participation from all employees, promoting affinity group events, and integrating affinity group-hosted events into broader company initiatives.

Acknowledging the contributions of groups, attorneys of all levels through external and internal award nominations and public recognition.

Internal DE&I initiatives, such as regular firm-wide and office-specific training, commemorations of heritage months, have been expanded to reinforce a diverse and inclusive workplace. Externally, we continue to partner with clients on DE&I programs and initiatives, actively participate in recruiting programs for diverse law students, and support various legal organizations.

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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:

Yes, Sheppard Mullin hosts annual DEI retreats and conferences. Sheppard Mullin organizes an annual retreat for attorneys of color, and bi-annual retreat for women attorneys. These retreats provide a dedicated space for networking, professional development, and sharing perspectives and experiences. The goal is to foster an inclusive environment, support career growth, and address the unique challenges these groups face in the legal profession.

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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:

At Sheppard Mullin, we have an Associate Forum at our firm is structured with three firmwide leads and representatives from each office. These representatives convene quarterly, or more frequently if necessary, to gather information from all offices. The firmwide leads then communicate this information to the Chief Human Resources Officer and the Chief Diversity & Inclusion Officer, allowing us to provide feedback and share insights with senior management.

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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?

Sheppard Mullin hosts various educational programming and panel discussions featuring internal attorneys and external thought leaders to discuss the historical significance and contemporary relevance of important heritage months and days. Internal communications are distributed firmwide, with articles and intranet posts highlighting the history and importance of the commemorated dates. In addition, stories and testimonials from employees about what these dates mean to them personally are shared internally and on Sheppard Mullin's social media accounts, externally. Various offices from across the firm will organize cultural events, and Sheppard Mullin's affinity groups and networks for historically marginalized groups host events pertaining to their heritage months/days to foster a sense of community. With these various events and programming, Sheppard Mullin partners with external organizations and community groups to support events and initiatives related to the commemorative dates and will sponsor and participate in local and national events like parades and conferences. Finally, the firm organizes employer matching donation campaigns for various heritage commemorations, giving employees opportunities to donate to non-profit organizations and initiatives that support the communities being honored.

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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

At Sheppard Mullin, the Attorney Mentorship Program (AMP) is designed to aid associates' career development and enhance their experience at the Firm by promoting communication, encouraging relationships within the Firm and assisting in the professional development of associates. In addition, our firm's Asian Lawyer Network has created mentorship circles that enable AAPI attorneys from all levels to connect over shared experiences. These circles facilitate the exchange of different perspectives and provide valuable guidance to one another, fostering a supportive and collaborative environment within the legal community. In 2023, the Firm revitalized and upgraded its Associate Mentoring Program (AMP), affirming its commitment to mentoring, developing, promoting, and retaining our associates. Work is assigned in an open market system, which gives attorneys flexibility that they may not otherwise have about their work. There are systems in place to ensure diversity is considered and that work is equitably allocated.

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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:

Professional development programs are designed specifically for diverse attorneys during the annual affinity group retreats. Additionally, the firm recently engaged in several special initiatives to support the firm's primary objectives with respect to D&I, namely, to recruit, retain, promote and support our diverse attorneys and staff in a fully inclusive environment. These initiatives have included two special committees: the Women Attorneys Success Initiative Committee (WASIC) and the Attorneys of Color and LGBTQ+ Attorneys Success Initiative Committee (ACSIC), which used both quantitative and qualitative data to generate innovative programs and initiatives that continue to drive the firm's overall D&I program. To retain our diverse workforce, our firm implements programming aimed at increasing all aspects of professional development for associates. This is achieved through level-focused academies and on-going programs designed to achieve professional growth. Annual appointment of an LCLD Fellow at the senior associate/junior partner level through a firmwide nomination process that includes a committee comprised of firm leadership. The nomination process also highlights many high-performing senior associates who are then offered additional networking and development opportunities. Our Fellows alumni serve in leadership positions and remain engaged with the organization.

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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

Senior Talent Management and Diversity & Inclusion personnel meet with Practice Group Leaders (PGLs) on a quarterly basis to review utilization and quality of work, address potential performance issues proactively, and identify development opportunities for specific attorneys. Affinity Group Leaders receive monthly hours reports of the associates in their groups and discuss the same with Talent Management at least quarterly. The Diversity & Inclusion Strategic Council (DISC), led by firm Chair Luca Salvi, is responsible for oversight of D&I, and studies historical progress using a data-driven process, establishes metrics, develops related goals, and collaborates with other stakeholders in the firm to implement them. Importantly, the data review process includes an assessment of both billable and nonbillable hour distributions across demographic groups. This comprehensive review aims to guarantee that diversity is considered at every stage of the promotion process, and work is equitably allocated.

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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):

Los Angeles Pride, San Francisco Pride, San Diego Pride

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PROMOTION AND ADVANCEMENT

Countering Implicit Bias

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

Yes

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

e review hours quarterly by practice group to ensure no discrepancies based on gender or ethnicity and review all promotions at year-end to ensure equality. We hosted a "Structures of Bias: How to Disrupt Implicit Bias" firmwide webinar. This event aimed to educate employees about the underlying structures of implicit bias and provide strategies for effectively disrupting these biases within the workplace. The webinar is still available for individuals to access to revisit the presentation and materials. We also conduct annual implicit bias training, including a session for partners, and aim to make our recruiting process fair and inclusive by providing implicit bias training before the recruiting season. We use behavioral interviewing techniques for summer associate callback interviews and utilize Suited, a predictive candidate screening platform, to further reduce bias and better understand our applicants. Finally, we have resources available as part of the evaluation process which include best practices for interrupting bias. All evaluations are read by the Talent Management and DEI teams to ensure feedback is substantive and constructive.

Upward Reviews

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

No

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

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Diverse Slate of Candidates

Does the firm employ any of the following measures to ensure that a diverse slate of candidates is considered for promotions, leadership roles, or hiring?

- Yes The firm is Mansfield Certified
- 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:

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.

13%

Promotions to Partnership

10 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	6	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	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	1	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	1	0	0
Additional Demographics	0	0	0	0
LGBTQ+ Individuals	0	0	0	0
Individuals with Disabilities	0	0	0	0

BILLABLE HOURS AND COMPENSATION

Credit for DEI Work

Does the firm provide billable credit for work contributing to diversity, equity, and inclusion efforts (e.g., with respect to recruiting or business development)? Note that this does not include pro bono projects.

Yes

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

N/A

Compensation

Are associate salaries lockstep or discretionary?

Lockstep

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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:

Working an alternate schedule will not affect an associate's path to partnership.

2024 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

55 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	5	26	0	0
Equity Partners	1	0	0	0
Non-equity Partners	0	1	0	0
Counsel / Of Counsel	2	12	0	0
Non-Partner-Track Attorneys	2	6	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:

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Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

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

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?

N/A

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Parental Leave Policy

Describe the firm's parental leave policy.

For those who give birth - 18 or 20 weeks (18 for natural delivery and 20 for c-section delivery) — for non-birth 12 weeks

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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?

- 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

50 Total Number of Departures among Associates in 2023:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	28	21	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	4	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	23	8	0	0
Two or More Races	1	4	0	0
Other or Unknown	0	1	0	0
Additional Demographics	7	0	0	0
LGBTQ+ Individuals	5	0	0	0
Individuals with Disabilities	2	0	0	0

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	5	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	7	4	0	0
Two or More Races	1	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	3	0	0	0
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	1	0	0	0

0

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	7	9	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	6	7	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

2024 Vault Law Firm Diversity Survey

SUCCESSSES 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

Internal Initiatives:

We have launched a series of in-depth trainings and workshops focused on race, intersectionality, and allyship. These programs range from micro-sessions to intimate discussions, aiming to normalize conversations around racial equity and justice and engage a diverse audience. Topics covered include historical policies, achieving equity and justice, active allyship, and shared empathy. Additionally, we commemorate all prominent heritage months and days of observance that honor diversity and inclusion. This includes annual LGBTQ+ Pride celebrations in all our domestic offices to recognize and celebrate the diverse backgrounds of our employees. In addition to hosting regular firmwide and office-specific DE&I training, we have instituted two annual DE&I specific awards that recognize firm attorneys and professionals with a demonstrated DEI efforts and community service initiatives that create meaningful change. Our firm created an "Unplug and Recharge" program that allows associates to receive up to 40 hours of billable credit each year that they can use to focus on their well-being. Moreover, we have formed various groups to foster connections and support diversity within the firm. These include attorney-led affinity groups, DE&I office working groups, and the Parent Connection Group. These groups actively promote diversity, cultural awareness, and an inclusive work environment.

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

External Initiatives:

We partner with clients on various DE&I programs and initiatives to support and promote diversity, equity and inclusion in the broader legal community. As a cornerstone of our DE&I efforts, we participate in recruiting programs and events, including the LCLD 1L Scholars program. We established the Guy N. Halgren Diversity Fellowship for law school students, which supports candidates committed to diversity and who have overcome significant life challenges. Furthermore, we provide pro bono legal services to individuals who belong to minority groups and/or are women, LGBTQ+, or HIV-positive and seeking refuge, freedom, and asylum in the U.S. Our Sheppard Mullin Impact Initiative engages all firm members by allowing them to support local communities and causes through financial giving and acts of service. Since its launch, it has supported organizations focused on advocacy, equity, social justice, legal services, food insecurity, education, homelessness, healthcare, and mental health. Through this initiative, we have made over \$750,000 in charitable contributions and devoted thousands of hours to community service.

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

Hiring, Retention, and Promotion:

Our Associate Mentoring Program ensures equal access to high-quality work assignments, client contact, and networking opportunities. Work is assigned in an open market system with measures in place to ensure diversity and equitable allocation. We support a diverse pipeline by participating in recruiting programs and events for diverse law students, including the LCLD 1L Scholars program. The Guy N. Halgren Diversity Fellowship further supports law school students committed to diversity. Additionally, our two annual DE&I focused awards recognize firm attorneys and professionals who demonstrate and commitment to and go above and beyond in community service initiatives and supporting the retention of talent within the firm. Our affinity and working groups, such as the Diversity and Inclusion Network, Out at Sheppard, the Women Lawyers Group, and Veterans at Sheppard, provide ongoing support and networking opportunities and foster a culture of inclusion and retention. These initiatives collectively help us create a more inclusive workplace, support our broader commitment to diversity, and ensure that equity is prioritized in all aspects of hiring, retention, and promotion within the firm.

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

Developing and Implementing D&I Strategic Goals: Sheppard Mullin's Diversity & Inclusion Strategic Counsel (DISC) plays a crucial role in setting long-term strategic goals and short-term objectives for D&I within the firm. This includes using a data-driven approach to monitor progress, ensuring accountability, and regularly communicating results to firm leadership. By focusing on these strategic goals, the firm aims to embed DEI principles into its organizational culture and operations.

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

Enhancing Pro Bono, Community Service, and Financial Commitment: Sheppard Mullin is committed to identifying and supporting legal pro bono opportunities and community service initiatives that promote diversity, equity, and inclusion. Additionally, the firm will strengthen its financial support for external organizations focused on promoting equity and inclusion. This dual approach aims to use the firm's legal expertise and financial resources to foster fairness, equality, and access for diverse communities.

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

Expanding Internal Resources for Diversity and Inclusion: Sheppard Mullin continues to enhance internal resources to create a supportive environment where underrepresented groups feel safe, celebrated, and empowered to be their authentic selves. This includes strengthening Affinity Group subgroups and Office Working Groups to provide tailored support and programming for diverse communities. Additionally, the re-establishment of the Parent Connection program supports parents in managing work and parenthood responsibilities. Moving forward, Sheppard Mullin is committed to expanding these efforts to include a focus on supporting individuals with disabilities, furthering our commitment to diversity, inclusion, and community engagement across the firm.

These priorities reflect Sheppard Mullin's approach to advancing diversity, equity, and inclusion both internally and externally, aligning with its overarching mission to foster a diverse and inclusive workplace and broader community.

2024 Vault Law Firm Diversity Survey

ADVICE TO CANDIDATES

Advice

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

Candidates looking for diverse and inclusive workplaces should ask firms about their investment in diversity, equity, and inclusion initiatives, including financial support and other resources. They should inquire about the firm's affinity groups and the support these groups receive. For instance, candidates might ask:

"Can you tell me about the firm's specific diversity, equity, and inclusion initiatives, including any financial commitments or resources allocated?"

"What affinity groups are active within the firm, and how does the firm support their activities and goals?"

Sheppard Mullin values diversity and fosters an inclusive workplace, recognizing its benefits in enhancing productivity, innovation, and financial success. Candidates are encouraged to inquire about the firm's strategies for recruiting and retaining diverse attorneys and staff, both currently implemented and planned for the future.