

# Squire Patton Boggs

## 2024 Vault Law Firm Diversity Survey

### LEADERSHIP

#### Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Mark Ruehlmann, Chairman	White	Male	
Michele Connell, Global Managing Partner	White	Female	

#### Executive Committee

Total Number of Attorneys on Committee:

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

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**

Kathy Bowman, Global Director of DEI

**DEI Committee**

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

In what year was the committee formed?

2017

Total Number of Attorneys on DEI Committee: 2

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>1</b>	<b>1</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	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
<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

#N/A

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

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

2024 Vault Law Firm Diversity Survey

ATTORNEY DEMOGRAPHICS

Attorney Headcount

632 Total attorneys in U.S. offices

1,590 Total attorneys worldwide (including all U.S. and global offices)

U.S. Associates

250 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>111</b>	<b>139</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	10	11	0	0
Black or African-American	6	16	0	0
Hispanic or Latinx	10	17	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	82	90	0	0
Two or More Races	3	5	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>10</b>	<b>6</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	9	6	0	0
Individuals with Disabilities	1	0	0	0

2024 Vault Law Firm Diversity Survey

U.S. Equity Partners

122 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>97</b>	<b>25</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	1	0	0
Asian	4	3	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	5	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	84	16	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	2	0	0	0
Individuals with Disabilities	1	0	0	0

U.S. Non-Equity Partners

96 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>57</b>	<b>38</b>	<b>1</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	2	4	0	0
Black or African-American	3	3	0	0
Hispanic or Latinx	1	2	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	51	29	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>3</b>	<b>1</b>	<b>0</b>
LGBTQ+ Individuals	1	2	1	0
Individuals with Disabilities	0	1	0	0

2024 Vault Law Firm Diversity Survey

U.S. Counsel / Of Counsel

147 Total Counsel / Of Counsel

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>105</b>	<b>42</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	5	3	0	0
Hispanic or Latinx	3	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	92	29	0	0
Two or More Races	1	2	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

U.S. Non-Partner-Track Attorneys

17 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>9</b>	<b>8</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	9	8	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

2024 Vault Law Firm Diversity Survey

U.S. Law Clerks

0 Total Law Clerks

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

U.S. Office Managing Partners

15 Total U.S. Office Managing Partners

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>4</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	1	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	1	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

2024 Vault Law Firm Diversity Survey

U.S. Hiring Committee

17 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>8</b>	<b>9</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	1	2	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	7	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

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:

The Diversity committee set the following targets for the firm:

- \*Increasing the diversity among our lawyers and staff in general.
- \*Providing training, mentoring and support for diverse lawyers.
- \*Tracking the assignment and inclusion of diverse lawyers in client opportunities that will facilitate their advancement in the firm.
- \*Expanding the reach and initiatives of our Resource Groups.
- \*Providing support and education for an inclusive working environment across the entire firm.
- \*Continuing to increase the number of diverse lawyers in leadership roles at the firm.

## 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?

The firm set Partner objectives that are measured through internal surveys and annual performance reviews. The Partner Objectives include: Recruitment: Spending meaningful and measurable time or making a significant effort to participate in recruiting for diverse candidates; Equitable Utilization: Working the Practice Group Leadership to help ensure no material difference in the utilization levels between associates in the majority and associates in the historically underrepresented groups. Training/Self-study: Participating in courses and activities that help build awareness of unconscious bias, cultural competence, or other barriers to diversity, equity, inclusion and belonging. Mentoring/Sponsorship: Working as a Mentor to a historically underrepresented group and meet with them regularly to build professional development opportunities. Serve on and/or sponsor an Affinity Resource Group (ARG). And, Community (Pro Bono & Foundation): Participating as a firm and community citizen to help advance the Firm's DEI goals by using their legal training and expertise to impact underserved communities and/or individuals. The Global Board and I&D Committee also engage in periodic review of statistics regarding hiring, retention, and promotion of minorities and women. The firm participates in the ABA Model Diversity Survey annually. We are proud to have achieved Mansfield Certification Plus status in the US for the second consecutive year.



**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
- 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**

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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

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**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

Lavender Law

### **Combating Implicit Bias**

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

The firm provides implicit bias training to the on-campus interviewers prior to the OCI recruiting season.

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

### **Summer Associates**

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

oThe firm provides an Associate and Partner level mentor to each Summer Associate.

oThe Summer Associates are invited to participate in the Affinity Attorney Resource Groups creating additional mentoring, sponsors to help ensure equitable opportunities with work allocation and comraderie.

oInvited to attend the Affinity Attorney Resource group retreat.

2024 Vault Law Firm Diversity Survey

1L Summer Associates

Does the firm hire 1L summer associates?

Yes

8 Total 1L summer associates at the firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	4	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	2	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

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

39 Total 2L Summer Associates at the Firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>25</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	17	0	0
Two or More Races	2	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

38 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>13</b>	<b>25</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	17	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	4	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Accepted Offers

32 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>11</b>	<b>21</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	2	0	0
Black or African-American	1	4	0	0
Hispanic or Latinx	1	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	8	14	0	0
Two or More Races	1	0	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	0	4	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**

78 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>43</b>	<b>35</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	2	0	0
Black or African-American	3	6	0	0
Hispanic or Latinx	4	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	33	21	0	0
Two or More Races	0	2	0	0
Other or Unknown	0	0	0	0
<b>Additional Demographics</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>
LGBTQ+ Individuals	1	3	0	0
Individuals with Disabilities	0	0	0	0

**Mandatory Arbitration**

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

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

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



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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 Pacific Islander Resource Group
- \* Black Attorney Resource Group (BARG), US
- \* Black Employee Resource Group (BERG), UK
- \* Juntos, Hispanic/Latinx Resource Group                   \*                   Multicultural Resource Group
- \* Social Mobility Resource Group
- \* SPBeProud Resource Group
- \* Squire Women's Affinity Network (SWAN)

**2024 Vault Law Firm Diversity Survey**

**Affinity Groups Cont'd**

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

The firm offers a platform for each of the ERGs to establish its mission and goals. The firm provides financial support for activities hosted by ERGs, participating in affinity group law associations, and for learning and development.

**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:

The firm hosts affinity group retreats. It is a day and a half networking, training and business development events.

**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:

The mentoring program is collaboration between the mentor and mentee with both participants having responsibilities to provide feedback on careers, public service and leadership opportunities, evaluation process and other law firm activities. Each Associate has the opportunity to choose an Of Counsel or Partner level attorney as a mentor.

**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:

In some offices the firm established the Partner Associate/Advisor Committee who lead meetings and social gatherings among the Associate level attorneys and meet regularly with the Partners in Management to provide feedback from the Associates.

**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 acknowledges, recognizes and celebrates the cultural awareness days/months with educational talks, information sheets, interactive panels and chats, awareness activities, volunteerism and communications posted internally and externally.

**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

The firm's global mentoring program aims to support personal growth and career development and helps to build important connections with colleagues across the firm's global network. For associates, mentoring is a part of the firmwide associate performance criteria and is a valued aspect of associate professional development. Other components of the mentoring program include mentoring circles and reverse mentoring.

## **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:

The associate development programs at Squire Patton Boggs deliver targeted professional development opportunities to all associates throughout their career. The program content is aligned to the associate performance criteria, allowing associates to build the skills and competencies expected at each associate level. Participation in the associate development programs is the perfect complement to other forms of learning including substantive legal training (provided by each practice group), mentoring, supervision and learning from experience. The programs contain a wide range of learning options designed to be flexible with an associate's busy schedule and are structured into core and elective learning pathways to guide them through their learning journey. Associates are automatically enrolled in their relevant program and they can also access content from more junior programs upon request. The flexibility of the programs also make them ideal to refresh on key skills, gain new perspectives and share experiences with peers to build networks and share expertise.



**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

In the first instance, Practice Group Leaders ensure that work is distributed appropriately and fairly. The Office of DEI also monitors and intervenes as necessary to assure equitable assignments.

**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?

- No** 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):

Associates and attorneys participate and attend events hosted by Corporate Counsel Women of Color (CCWC) and Lavender Law.

**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?

**No**

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

**Upward Reviews**

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

**No**

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

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

### Multi-tier Partnership

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

### Alternatives to Partnership

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

If applicable, describe the alternatives to partnership:

The firm has Senior Attorney and Advisor roles as an alternative 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.

47%

**Promotions to Partnership**

9 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>7</b>	<b>2</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	7	2	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

**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?

100

**Compensation**

Are associate salaries lockstep or discretionary?

Discretionary

## 2024 Vault Law Firm Diversity Survey

### **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?

Compensation ranges are not published. Merit based compensation which varies according to region, years of experience and merit.

### **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:

We are committed to supporting, maintaining, and promoting our lawyers. As such, the firm has both a Women's Enterprise committee and a Balanced Hours Ombud. The Balanced Hours Ombud is a female partner as well as practice group leader who oversees the flex program and receives and addresses any issues or concerns related to working a reduced schedule. Our firm has recognized that a more flexible schedule is essential to respond to our lawyers changing needs and those who have responsibilities and interests outside the firm. Balanced hours schedule are individually tailored to insure they meet the lawyer's needs as well as the firm and its clients. The Ombud and Balanced Hours Coordinator are dedicated to working with the lawyer and the supervising partner(s) to ensure that the program works well for all involved. The Women's Enterprise efforts are centered around developing female leadership, encouraging business development initiatives of women lawyers and strengthening the networking and mentoring of women within the firm.

2024 Vault Law Firm Diversity Survey  
Attorneys Working Reduced Hours

34 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	2	8	0	0
Equity Partners	1	1	0	0
Non-equity Partners	0	2	0	0
Counsel / Of Counsel	7	10	0	0
Non-Partner-Track Attorneys	2	1	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:

Family planning resources are available through the firm's EAP vendor. Our medical plan also provides coverage for Assisted Reproductive Technology.

**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?

**18 weeks**



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

### **Parental Leave Policy**

Describe the firm's parental leave policy.

\*The firm provides 18 weeks of paid leave, inclusive of any firm-provided paid disability, is automatically available to any non-partner lawyer/policy advisor to be taken within the first year after the birth or adoption of the employee's child (including the child of the employee's spouse or domestic partner). Parental Leave can be taken all at one time or in small increments throughout the year.

## **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?

- 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

29 Total Number of Departures among Associates in 2023:

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>14</b>	<b>15</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	3	0	0	0
Black or African-American	1	3	0	0
Hispanic or Latinx	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	11	0	0
Two or More Races	1	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

Departures among U.S. Partners

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

Demographics	Men	Women	Nonbinary	Unknown
<b>Race / Ethnicity</b>	<b>12</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	1	1	0	0
Hispanic or Latinx	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	9	2	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

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2024 Vault Law Firm Diversity Survey

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

20 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>13</b>	<b>7</b>	<b>0</b>	<b>0</b>
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	1	0	0
Hispanic or Latinx	3	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	5	0	0
Two or More Races	0	0	0	0
Other or Unknown	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

**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**

Awarded Mansfield Rule Certification Plus in the US for second consecutive year

## **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**

Best Place to Work for LGBTQ Equality for the 15th consecutive year on the Human Rights Campaign Foundation's 2023 Corporate Equality Index

**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**

Winners of Employers Network for Equality & Inclusion's (ENEI) "Putting Intersectionality Into Practice" award



**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**

The firm is committed to recruit, hire, develop, retain, and promote lawyers and other professionals to sustain a high performing law firm that reflects our values in the communities in which we operate.

**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**

oProvide training, resources and opportunities that will allow lawyers and other professionals to commit to the vision for DEI and we will support it by taking actions to increase diversity and equity in the workforce and maintain an inclusive workplace.

## **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**

Align our pro bono and philanthropic efforts to activities that help create greater access and equity in the provision of legal services.  
Integrate corporate social responsibility and ESG into the DEI framework.

Engage our clients with DEI efforts, support the growth and development of their diversity efforts, and provide diversity metrics to improve representation of diverse lawyers working on client matters.

**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?

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