

Stoel Rives LLP

2024 Vault Law Firm Diversity Survey

LEADERSHIP

Head of Firm

Name and Title	Race/Ethnicity	Gender	Add'l Demo
Melissa Jones, Firm Managing Partner	White	Female	

Executive Committee

Total Number of Attorneys on Committee:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	4	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	4	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	1	1	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	1	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
Karen O'Connor, Chair of the Diversity, Equity & Inclusion Committee
Bao Vu, Vice Chair of the Diversity, Equity & Inclusion Committee
Katina Wilson, Diversity, Equity & Inclusion Manager

DEI Committee

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

2005

Total Number of Attorneys on DEI Committee: 15

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

324 Total attorneys in U.S. offices

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

U.S. Associates

127 Total number of U.S.-based associates

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	69	55	0	3
American Indian or Alaska Native	0	0	0	0
Asian	3	9	0	0
Black or African-American	2	1	0	0
Hispanic or Latinx	3	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	56	37	0	0
Two or More Races	5	7	0	0
Other or Unknown	0	0	0	3
Additional Demographics	11	4	0	0
LGBTQ+ Individuals	10	2	0	0
Individuals with Disabilities	1	2	0	0

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U.S. Equity Partners

91 Total Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	67	24	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	61	23	0	0
Two or More Races	4	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	5	2	0	0
LGBTQ+ Individuals	3	2	0	0
Individuals with Disabilities	2	0	0	0

U.S. Non-Equity Partners

77 Total Non-Equity Partners

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	39	38	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	2	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	32	34	0	0
Two or More Races	3	0	0	0
Other or Unknown	0	1	0	0
Additional Demographics	4	2	0	0
LGBTQ+ Individuals	3	1	0	0
Individuals with Disabilities	1	1	0	0

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U.S. Counsel / Of Counsel

21 Total Counsel / Of Counsel

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

U.S. Non-Partner-Track Attorneys

8 Total Non-Partner-Track Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	4	0	1
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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	3	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	1
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. 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

6 Total U.S. Office Managing Partners

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

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U.S. Hiring Committee

31 Total U.S. Hiring Committee Attorneys

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	17	14	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	4	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	14	10	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	1	0	0
Individuals with Disabilities	0	1	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:

As part of our participation in Diversity Lab’s Move the Needle Fund, we have committed to improving the retention rate of our diverse attorneys (specifically women, racial/ethnic minorities, individuals identifying as LGBTQ+, and individuals with disabilities) to at least equal the retention rate of our non-diverse attorneys by 2025, with the ultimate goal of increasing the percentage of diverse partners in the Firm. Progress on our goal is tracked by analyzing year-over-year attorney retention rates. Additionally, through our participation in the Mansfield Rule Law Certification Program, we measure whether at least 30 percent of the pool affirmatively considered for leadership and governance roles, equity partner promotions, formal client pitch opportunities, c-suite positions, and senior lateral positions includes women attorneys, attorneys of color, LGBTQ+ attorneys, and attorneys with disabilities. Lastly, we have developed a set of core diversity metrics. For each metric, we annually outline what we will track and measure, our outcomes, and the action items we believe will develop and advance our attorneys and business professionals.

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Accountability

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

No

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

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?

- No** Provides annual DEI training that addresses implicit bias for all attorneys
- No** Provides annual DEI training that addresses implicit bias for all attorneys and staff
- No** Provides DEI training specifically for firm leadership/managers/department chairs
- Yes** Includes DEI training in on-boarding process for new associates and/or summer associates
- No** Retained a DEI consultant to conduct a cultural assessment or review firm processes

If applicable, describe any other initiatives taken:

As part of our commitment to promoting and increasing diversity, we annually hold diversity training for our attorneys and business professionals. In 2023, we held programs on various topics, including allyship, neurodiversity, mindfulness, and affirmative action.

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	
Fellowship programs (listed below) include a scholarship with the exceptions of the Twin Cities Diversity in Practice First-Year Law Student Clerkship Program and the Sacramento County Bar Association Diversity Fellowship Program Link: See below	2 (through the Stoel Rives First-Year Law Student Diversity Fellowship Program); \$15,000 each

Internships

Link:

Fellowships

For 2023, Stoel Rives First-Year Law Student Diversity Fellowship Program (Portland, OR; Seattle, WA); Twin Cities Diversity in Practice First-Year Law Student Clerkship Program (Minneapolis, MN); Sacramento County Bar Association Diversity Fellowship Program (Sacramento, CA); Gregoire Fellows Program (Seattle, WA); Multnomah Bar Association Fellowship Program (Portland, OR) Link: <https://www.stoel.com/about-stoel-rives/careers/summer-associates/law-student-opportunities>; <https://diversityinpractice.org/tcdip-11-clerkship/>; <https://sacbar.org/general-2>; <https://law.seattleu.edu/careers/for-students-alumni/gregoire-fellows-program/>; <https://mbabar.org/fellows>

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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

Oregon Diversity Legal Job Fair

Combating Implicit Bias

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

Through our partnership with Diversity Lab, we utilize research-based methods to minimize unconscious bias in hiring, including (1) revising many of our current attorney job postings by creating inclusive job descriptions designed to attract diverse talent, (2) cultivating diverse and influential business and client referral sources, and (3) reviewing all possible candidate options at one time, instead of sequentially over time; all of which have been shown to generate more inclusive and objective hiring outcomes. In addition, we have a structured interview process that incorporates behavioral interview questions and scorecards to supplement the questions and consensus-based decisions. Lastly, training is provided to those who participate in the interview 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.)?

Each summer associate is assigned a partner or of counsel-level coach and an associate-level mentor for support and to provide guidance.

We hold an annual program, either in-person or virtually, where the DE&I Committee Chair and Vice Chair and DE&I Manager provide an overview of the Firm's diversity programs to all summer associates.

All summer associates are treated equally and are provided with the same opportunities to network and receive assignments.

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1L Summer Associates

Does the firm hire 1L summer associates?

Yes

6 Total 1L summer associates at the firm in 2023

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

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?

6

2024 Vault Law Firm Diversity Survey

2L Summer Associates

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

14 Total 2L Summer Associates at the Firm in 2023

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	3	11	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	0
Black or African-American	0	0	0	0
Hispanic or Latinx	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	9	0	0
Two or More Races	0	1	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	2	0	0
Individuals with Disabilities	0	0	0	0

2L Summer Associates Who Received Offers

13 Total 2L Summer Associates Received Offers

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

2L Summer Associates Who Accepted Offers

13 Total 2L Summer Associates Received Offers

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

We had one candidate accept and then withdraw several months later; this candidate is still included in the above data.

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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?

0

New Attorneys Hired

46 Total 2L Summer Associates Received Offers

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	23	19	0	4
American Indian or Alaska Native	0	0	0	0
Asian	0	3	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	19	12	0	0
Two or More Races	2	3	0	0
Other or Unknown	0	0	0	4
Additional Demographics	5	2	0	0
LGBTQ+ Individuals	5	1	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:

Associates may opt out of the mandatory arbitration agreement if requested upon hire.

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:

Associates of Color; Lawyers of Color; Q Group (for LGBTQ+ employees and allies); Parenting Circle (for new parents and parents-to-be); Veterans Outreach Group; Women Lawyers Affinity Group

2024 Vault Law Firm Diversity Survey

Affinity Groups Cont'd

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

Each affinity group is provided a budget to hold regular meetings and to host or sponsor Firm, client, and community events. Firm policy encourages the creation of other affinity groups when interest is expressed.

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DEI Events

Does the firm host DE&I retreats or conferences? **No**

Does firm leadership attend these events?

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

N/A

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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:

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 Stoel Rives Associates Committee facilitates communication between the associates and Firm leadership, and supports the professional and business development of the Firm's attorneys and the implementation of the Firm's strategic plans. Leaders of the Associates Committee periodically meet and/or communicate with the Firm Managing Partner and Executive Committee regarding associate-related matters. On some occasions the Firm Managing Partner consults the Associates Committee on issues affecting the associate populace. Annually the Associates Committee conducts an associate satisfaction survey and reports its findings to the Executive Committee, Practice Group Leaders, Office Managing Partners, and other constituents.

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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?

The DE&I Committee sends monthly Firmwide awareness emails that highlight and provide resources on a variety of DE&I events, celebrations, and observances. In addition, the Firm provides funding for employees to support and participate in related events (e.g., Pride parades) and regularly holds internal commemorative events and programming (e.g., Juneteenth). Lastly, the DE&I Committee annually distributes a list of religious and cultural holidays, as well as a calendar insert, to all Firm personnel.

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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

As part of our participation in Diversity Lab's Inclusion Blueprint, in 2022 we launched the Ally Action Pledge whereby each participating partner ally advocates for and champions a diverse associate or junior partner by helping to facilitate career-enhancing and skill-building opportunities and to foster relationship development with other colleagues and clients.

2024 Vault Law Firm Diversity Survey

Professional Development

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

No

If applicable, elaborate on the professional development programs available to diverse attorneys:

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

We utilize various methods to monitor and manage work distribution to ensure that diverse attorneys have equal access to quality assignments and significant client matters. Our Practice Group Leaders and Practice Group Directors actively monitor all attorneys' billable and investment hour contributions. Our Labor and Employment practice group has a partner lead who is responsible for distributing and delegating work to associates to ensure equitable allocation; this includes a review of hours, experience, and professional development opportunities. Our Environment, Land Use, and Natural Resources practice group has a group of partners who are responsible for helping partners staff cases by providing information on associate hours and experience. Several of our other practice groups utilize software that allows associates to report on their work capacity and practice area interests; this information is distributed to all partners and senior associates in each participating group to review and take into consideration when staffing matters.

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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):

The Firm supports and provides financial assistance to associates interested in participating in external DE&I-related activities, events, or organizations.

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PROMOTION AND ADVANCEMENT

Countering Implicit Bias

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

Yes

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

Evaluation and feedback training is held annually for all attorneys. The training provides concrete tools and tips for writing effective evaluations and delivering real-time feedback with confidence. The Firm's Talent Development & Diversity Department reviews all associate, of counsel, and staff attorney evaluations to ensure feedback is bias-free. Lastly, the Chair of the DE&I Committee participates in the associate, of counsel, and staff attorney compensation process and the partner promotion process.

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

All associates, of counsel attorneys, and staff attorneys are permitted to provide written comments, attributed or anonymous, on supervising partners or any other partner on which they wish to comment.

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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:

Stoel Rives fosters an inclusive professional environment that respects and values differences among our attorneys and business professionals and supports professional development and advancement for all. We recognize that some attorneys may desire during certain phases of their careers to practice law on a non-traditional path. To that end, we have established a staff attorney role for those who desire the experience of working on cutting-edge matters but not the demands of a partner-track position. Our staff attorneys play a key role in our workplace and help the Firm provide our clients with top-quality, sophisticated legal services, and in a balanced capacity.

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Homegrown Partners

Please provide the percentage of equity partners at the firm as of December 31, 2023 who started as associates at the firm.
53%

Promotions to Partnership

15 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	7	8	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	7	8	0	0
Two or More Races	0	0	0	0
Other or Unknown	0	0	0	0
Additional Demographics	0	2	0	0
LGBTQ+ Individuals	0	1	0	0
Individuals with Disabilities	0	1	0	0

The data reflect both non-equity (i.e., from associate or of counsel to non-equity) and equity (i.e., from non-equity to equity) partner promotions.

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?

50

Compensation

Are associate salaries lockstep or discretionary?

Discretionary

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Bonuses

Are associate bonuses lockstep or discretionary?

Discretionary

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

Associate compensation is treated as confidential and is not published internally. However, compensation averages and ranges are provided for industry survey purposes, and entry-level salaries by market are published via the online NALP Directory. Additionally, the Firm provides a compensation overview for all associates, of counsel attorneys, and staff attorneys in the first quarter of each year.

Flex-time Policy

Does the firm have a formal flex-time policy?

No

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:

Unless otherwise agreed as part of the reduced-schedule arrangement, reduced-schedule attorneys are evaluated and progress toward partnership based on the same general standards as are applied to full-schedule attorneys. An attorney may become a non-equity partner or an equity partner while on a reduced schedule. Whether a reduced schedule will lead to a fixed or indefinite deferral of partnership or of partnership consideration will depend upon a variety of factors, including the length of the reduced-schedule status; the percentage reduction; the actual hours devoted by the attorney to the practice; the attorney's work and experience; the extent to which the attorney is able to function in a lead role for clients or matters while maintaining a reduced schedule; the attorney's investment time contribution; and the extent to which the attorney is able to meet client and practice group needs and maintain the Firm's standards of excellence and client service while on a reduced schedule.

2024 Vault Law Firm Diversity Survey
Attorneys Working Reduced Hours

52 Total Number of Attorneys Working Reduced Hours

Attorneys with Reduced-Hours Schedules	Men	Women	Nonbinary	Unknown
Associates	3	9	0	0
Equity Partners	4	8	0	0
Non-equity Partners	2	12	0	0
Counsel / Of Counsel	3	3	1	0
Non-Partner-Track Attorneys	3	4	0	0

WORKING PARENTS

Family-planning Resources

Does the firm offer any fertility or family-planning benefits, such as in-vitro fertilization, egg freezing, adoption or surrogacy support?

No

If applicable, describe the family-planning resources available:

2024 Vault Law Firm Diversity Survey

Parental Leave for Adoption

Does the firm offer parental leave for adoption?

Yes

If yes, is the adoption leave gender neutral?

Yes

Primary & Secondary Caregivers

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

No

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

N/A

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

N/A

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

N/A

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

12 weeks

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Parental Leave Policy

Describe the firm's parental leave policy.

The Firm's parental leave policy provides attorneys with up to 12 weeks of leave to care for the attorney's newborn child or a child under the age of 18 placed with the attorney for adoption or foster care. Salary continuation for up to 12 weeks is provided.

Stoel Rives' health insurance does not offer the family-planning resources listed above. However, our Employee Assistance Program has a fertility health and family-building component.

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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.

The Stoel Rives Parenting Circle provides mentoring opportunities for attorneys who are or will be parents of young children. The Parenting Circle meets regularly in a group format to help participants support each other in navigating the potential issues that may arise in being a parent and an attorney. The group offers guidance and support on professional development, career strategy, developing working skills, managing workflow, and negotiating working relationships, with a particular focus on the challenges facing parents who are striving to balance work and family responsibilities.

In 2017, we launched an Extended Leave Support Program for our attorneys who take family, medical, and other approved leaves. The program aids with transitioning to and from leave.

The Firm offers child care resources — onsite day care, back-up child care, etc. — through our Employee Assistance Program.

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

24 Total Number of Departures among Associates in 2023:

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	10	13	0	1
American Indian or Alaska Native	0	0	0	0
Asian	2	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	10	0	0
Two or More Races	0	3	0	0
Other or Unknown	0	0	0	1
Additional Demographics	3	3	0	0
LGBTQ+ Individuals	2	1	0	0
Individuals with Disabilities	1	2	0	0

Departures among U.S. Partners

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

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

0

2024 Vault Law Firm Diversity Survey

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

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

Demographics	Men	Women	Nonbinary	Unknown
Race / Ethnicity	5	2	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African-American	1	0	0	0
Hispanic or Latinx	0	0	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
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

Received Mansfield Rule Plus Certification for the fifth 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

Continued our billable hour credit policy for DE&I activities

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

Hosted DE&I town halls for all attorneys and business professionals to open dialogue and discuss DE&I at the Firm, including ways to advance the goals and strategies outlined in the Firm's DE&I strategic plan, as well as to create connections

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

Strengthening our DE&I recruitment and retention strategies

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

Implementing the Firm's DE&I strategic plan

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

Holding community-building activities across the firm

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?

When interviewing, candidates should consider asking about the firm's DE&I goals and the specific actions it is taking to meet those goals. Additionally, inquire about the firm's approach to combatting bias in various internal processes (e.g., recruitment, promotion, evaluation, compensation).