

Kobre & Kim

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

New York, Delaware, Washington DC, Miami, San Francisco, Chicago, Cayman Islands, BVI, Sao Paulo, Buenos Aires, London, Tel Aviv, Shanghai, Hong Kong, Seoul

DIVERSITY LEADERSHIP

Head(s) of Firm: Michael S Kim, Founding Partner; Steven G Kobre, Founding Partner

Diversity team leader(s): N/A

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	110	104
U.S. offices only	69	62

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	18	10
African-American/Black	0	0
Hispanic/Latinx	1	5
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	21	20

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

Kobre & Kim does not run a summer associate program

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	14	2
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	17	4

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

Kobre & Kim does not have non-equity partners

OF COUNSEL (2019)

	Men	Women
White/Caucasian	3	4
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	5	4

NEW HIRES (2019)

	Men	Women
White/Caucasian	5	6
African-American/Black	1	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	7	11

Strategic Plan and Diversity Leadership

How does the firm's leadership communicate the importance of diversity to everyone at the firm?

Diversity is a cornerstone value at Kobre & Kim and is built into our business model, as our unique global footprint relies heavily on a wide-ranging network of geographic and cultural expertise. We aim to continually attract, retain and promote diverse people at all levels and to maintain an inclusive work environment that celebrates our differences. Our commitment to diversity extends to all levels of the firm.

Firm leadership communicates the importance of diversity on both a firm-wide and local office basis in multiple ways and regularly examines the firm's initiatives to institutionalize and foster continued professional development and integration of diversity. In 2019, we launched firm-wide unconscious bias training across our global offices. In addition, firm leadership regularly celebrates the importance of our diversity to the work that we do in various forums including all hands town hall meetings, attorney training sessions, analyst and litigation assistant retreats, holiday celebrations, as well as in our recruiting activities. Firm leadership also has been very supportive of the firm's recently created affinity groups - Pride@K&K and Women@K&K- which have held numerous programs to foster a more inclusive work environment.

The firm also promotes diversity through best practices offered on the firm's intranet which includes building awareness of business cultural etiquette and sensitivities in various regions around the globe. We also use social media, including LinkedIn and Twitter to share information on our diversity-related speaking engagements and sponsorships. Furthermore, diversity and inclusion is outlined in firm working principles, the employee handbook and embedded in the employee annual performance review process. The firm also encourages lawyers to cultivate relationships with external affinity organizations, regularly publicizing opportunities by email for memberships and diversity-related events.

Who has primary responsibility for leading diversity initiatives at your firm?

[No response]

Does your law firm currently have a diversity committee?

No

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Not applicable

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: [No response]

Total hours spent on diversity: [No response]

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

[No response]

Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?

Yes

If yes, is it formal or informal?

Informal

How often does the firm's management review the firm's diversity progress/results?

Annually

How is the firm's diversity committee and/or firm management held accountable for achieving results?

[No response]

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
		X	Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide mandatory diversity training for all attorneys and staff annually
	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	X		Focus on strengthening firm's mentoring program
	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
	X		Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
X			Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
	X		Implement policies to address gender pay equity



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
X			Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
X			Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
X			Focus on strengthening firm's mentoring program for attorneys with disabilities
X			Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X			Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



Pipeline Initiatives

Does your firm actively engage in initiatives to feed the diversity pipeline by encouraging minority students to consider law as a career and/or assisting them in pursuing such opportunities?

- Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law*
- Fund scholarships for minority high school or college students*
- Mentor minority high school or college students*
- Participate in or host mock trial programs or career events*
- Provide internships or employment to minority high school or college students*
- Outreach to middle school students*

Please discuss any additional efforts to reach out to diverse undergraduates, high school, middle school or grade school students.

[No response]



Recruitment - New Associates

Does your firm annually recruit at any of the following types of institutions?

Ivy League law schools: None

Other private law schools: None

Public state law schools: None

Law schools of Historically Black Colleges and Universities (HBCUs): None

Diversity job fairs: None

Do you have any special outreach efforts directed to encourage minority law students to consider your firm?

- Hold a reception for minority students
- Advertise in minority law student association publications
- Participate in or host minority law student job fairs
- Sponsor minority law student association events
- Firm lawyers participate on career panels at schools
- Outreach to leadership of minority student organizations
- Scholarships or intern/fellowships for minority students
- Other (please specify)

Do you have any programs specifically targeted at first-year students?

[No response]



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

OFFERS MADE* (2019)

* Summer associates who received an offer of full-time employment

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

OFFERS ACCEPTED* (2019)

* Summer associates who accepted an offer of full-time employment

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	4	6
African-American/Black	0	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	5	11

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	1	0
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	0

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

NEW PARTNERS PROMOTED* (2019)

* Both equity and non-equity promoted from associate or of counsel rank

	Men	Women
White/Caucasian	3	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	1

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	3	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	1

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

No

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Not applicable

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Not applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	1

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019***7TH-YEAR ASSOCIATES**

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	1

OF COUNSEL

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

EQUITY PARTNERS

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	0

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

Does your firm have part-time/flex-time policies that permit attorneys (male or female) to work alternative schedules?

Yes

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

No impact

How many current equity partners have worked part time, exclusive of maternity/paternity leave or short-term disability?

The firm has not historically tracked this information but currently has no partners working part-time

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	1	1	1
Of counsel	0	0	0	0
Non-equity partner	0	0	0	0
Equity partner	0	0	0	0



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	0

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	3	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	2

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	n/a	n/a

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	4	n/a	2
Number of such positions held by:			
Minorities	1	n/a	1
Women	0	n/a	1
LGBTQ attorneys	0	n/a	1
Individuals with Disabilities	0	n/a	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 6

Minorities heading offices: Michael Ng, San Francisco (3)

Women heading offices: [No response]

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: [No response]

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Rebecca Mangold, Women@K&K (4)

Women heading committees: Rebecca Mangold, Women@K&K (4)

LGBTQ attorneys heading committees: David (Farrington) Yates, Pride@K&K (1)

Individuals with Disabilities heading committees: [No response]



The Firm Says

Diversity in background, thought and experience are cornerstone values at Kobre & Kim and this diversity is built into our business model. Through our unique global office network, our teams rely on a diverse range of geographic and cultural expertise to assist clients in cross-border disputes and investigations. With clients in geographies spanning the globe, we understand firsthand how employing talented people with a variety of perspectives creates the best outcomes. This is why we aim to continually attract, retain and promote diverse people at all levels and to maintain an inclusive work environment that celebrates differences.

Our commitment to diversity extends to all levels of the firm, and as such, we have included statistics that encompass all of the members of our legal teams, including analysts and litigation assistants. We are proud to share that minorities, women, and LGBTQ individuals are broadly represented at Kobre & Kim and many hold leadership positions. Approximately 65% of all Kobre & Kim personnel are women and/or from underrepresented groups within the legal industry as of December 31, 2019. In our U.S. offices, 48% of the lawyers in firm management and leadership roles are minorities, women, and/or LGBTQ. In addition, again in our U.S. offices, 67% of analysts and litigation assistants are women, 44% are minorities, and 3% are LGBTQ.

Reinforcing our inclusive work environment and unwavering commitment to diversity, The American Lawyer ranked Kobre & Kim 12th most diverse overall on its 2019 Diversity Scorecard, which ranks Am Law 200 and National Law Journal 250 firms according to their percentage of minority lawyers at the firm.

Furthermore, Kobre & Kim's leadership team promotes the importance of diversity on both a global and individual office level, regularly supporting initiatives that further institutionalize workplace integration. These initiatives encourage dialogue, education and awareness about diversity. Below are a few examples of how the firm continues to foster a positive and inclusive working environment, support diversity in the legal profession, and contribute to the betterment of the communities in which we operate.

Advancement of Diversity and Inclusion

With a team spanning four continents, our diversity not only reflects the communities around the globe where we live and work, but is integral to our success as a firm. Our many backgrounds give us varied perspectives and fresh ideas to bring to work, allowing us to better collaborate and create innovative solutions for clients. To support this diversity, and in recognition of the fact that certain groups are traditionally under-represented in the legal profession, Kobre & Kim supports affinity groups that seek to further the firm's diversity and inclusion goals. These groups provide colleagues across the firm with platforms to connect, build community and share experiences with one another. In addition, the groups work to centralize and coordinate recruitment, retention and professional development efforts. Women@K&K is intended to foster a community for our women lawyers, and is focused on creating mentoring opportunities at all levels and providing greater opportunities for identifying and developing new business. Pride@K&K, the firm's group for LGBTQ+ employees and their allies, strives to create a firm-wide environment in which all employees, regardless of sexual orientation or gender identity and expression, can be most productive and best able to serve our clients' needs. Among Pride@K&K's 2019 activities was the firm's submission to the Human Rights Campaign's Corporate Equality Index, the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. Kobre & Kim was proud to receive a perfect score of 100% on the Index.

Professional Development

Our senior management team ensures that those of diverse backgrounds receive continued support in their career development and are able to build mentor and peer relationships within the firm. Individuals receive valuable coaching and professional development opportunities that promote growth and career advancement. The team also cultivates alliances with affinity organizations and encourages participation throughout the firm. The senior management team closely tracks recruitment, training and professional development, and attrition rates, conducting exit interviews to attain meaningful and confidential feedback to identify and resolve any latent issues for diverse lawyers.

Institutionalized Best Practices and Policies

Kobre & Kim's working principles and employee handbook outline the importance of diversity across the firm, and this year, we launched unconscious bias training for employees across all offices. The firm maintains a digital library of best practices, which includes advice and sensitivity-building tips on global cultural etiquette for business. Kobre & Kim also has extensive policies that ensure full equality for every employee, including members of the LGBTQ community. Our benefits program covers health and life insurance for same-sex domestic partners worldwide.

Cross-Cultural Exposure

Our international lawyer program brings experienced lawyers from Asia and Latin America to work in the firm's New York office as full-time employees. The program provides them with an opportunity to work on cross-border matters that often involve their home jurisdictions. International lawyers gain invaluable exposure to the U.S. and other legal systems, including the opportunity to attend trials and hearings. Their local market insight results in more creative and innovative solutions for our clients. The program also allows for all Kobre & Kim employees to work with, and learn from, a dynamic group of highly diverse and talented colleagues from around the world.

Community Involvement and Philanthropy

Kobre & Kim is an active participant in programs that promote diversity, inclusion and leadership within the legal profession. We have sponsored over 30 events in 2019. The following is a sampling of our community involvement work over the last year: Asian American Bar Association of New York, Asian Pacific American Bar Association, Cuban American Bar Association, Federal Bar Council, Florida Association for Women Lawyers, Korean American Bar Association, Korean American Lawyers Association of Greater New York, Legal Outreach, Legal Action Center, Minority Corporate Counsel Association, New York Legal Assistance Group and Women in White Collar Defense Association. We have also sponsored various nonprofit and charitable giving organizations, including Bellevue/NYU Program for Survivors of Torture, Cayman Islands Red Cross, ImpactIsrael, the Jewish National Fund, Nazareth Housing, Nirim Israel, Pro Bono Partnership, The Bronx Defenders, The Network Advocating Against Domestic Violence, United Jewish Appeal Federation, Urban League of Greater Atlanta, United Way of Greater Houston, the Vera Institute of Greater Justice. Kobre & Kim was also honored with Human Rights First's 2019 Marvin E. Frankel Award for outstanding dedication to human rights and commitment to pro bono service at their annual award dinner.

Pro Bono Service

Recognizing that the underrepresented are often also the most underserved, the firm's global pro bono program is focused on providing access to justice to those in need. For example, our New York, Washington, D.C., and Miami legal teams have been working with Human Rights First, Immigration Equality, and Catholic Legal Services in representing victims who have been tortured, imprisoned and forced into hiding based on their gender, sexual orientation, political beliefs or religion in their bids for U.S. asylum. Teams across the firm's offices also work with San Francisco-based non-profit organization The LGBT Asylum Project and New York-based LeGal (the LGBT Bar of New York), to provide pro bono legal research in furtherance of each organization's purpose.

Kobre & Kim remains committed to advancing diversity and inclusion awareness within the firm, in the legal profession, and in our communities through representation of those in need and strategic giving.

