
Consistent with our long-held view that excellence is found in many places, diversity is a bedrock principle at Cravath. We embrace the importance of recruiting and retaining outstanding lawyers from different backgrounds and we are committed to promoting diversity at all levels.

We are pleased to support the Vault/MCCA Law Firm Diversity Database.

Cravath, Swaine & Moore LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

Worldwide Plaza
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New York, NY 10019
Phone: 212-474-1000
Fax:
www.cravath.com



LOCATIONS

London; New York, NY

DIVERSITY LEADERSHIP

Head(s) of Firm: Faiza Saeed, Presiding Partner

Diversity team leader(s): George Schoen (Diversity Committee Co-Chair), Rachel Skaistis (Diversity Committee Co-Chair) and Kiisha Morrow (Head of Diversity & Inclusion)

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	528	546
U.S. offices only	504	521

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	148	112
African-American/Black	10	15
Hispanic/Latinx	9	11
Alaska Native/American Indian	0	0
Asian	34	36
Native Hawaiian/Pacific Islander	1	0
Multiracial	3	7
Openly LGBTQ	12	4
Individuals with Disabilities	0	1
Total	205	181

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	33	29
African-American/Black	6	11
Hispanic/Latinx	1	6
Alaska Native/American Indian	0	0
Asian	4	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	4	2
Individuals with Disabilities	0	0
Total	44	56

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	60	16
African-American/Black	0	0
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	2
Individuals with Disabilities	0	0
Total	62	20

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

We do not have non-equity partners.

OF COUNSEL (2019)

	Men	Women
White/Caucasian	20	23
African-American/Black	0	1
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	1	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	24	29

NEW HIRES (2019)

	Men	Women
White/Caucasian	25	23
African-American/Black	0	4
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	4	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	5	2
Individuals with Disabilities	0	1
Total	33	38

Strategic Plan and Diversity Leadership

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

Members of our Diversity Committee actively solicit input from associates, summer associates and alumni, to ensure that all voices are included in the Firm's ongoing dialogue on this topic. Several partners also serve as D&I partner contacts for associates of each class year.

Our website reinforces that D&I is an integral part of our culture and highlights our student outreach and affinity groups.

We host annual training sessions, including with the help of outside consultants, that focus on the Firm's D&I and non-discrimination policies. The outside consultants also meet with groups of associates to understand their perceptions and concerns, information that is then used to help inform future training sessions.

We also communicate the importance of D&I within the legal profession as a whole by sponsoring external organizations' programs. We notify our associates about opportunities to attend diversity-related events of other organizations.

We also host programming to celebrate the various heritage/identity months. For example, partner Sasha Rosenthal-Larrea facilitated a conversation with Emmy award winning documentarian Rudy Valdez during Hispanic Heritage Month. Rudy discussed his film *The Sentence* and mandatory minimums, their consequences and the critical need for sentencing reform. During Pride 2019, we commemorated the 50th anniversary of the Stonewall Riots and the launch of the LGBTQ+ civil rights movement. Our partner Peter Barbur facilitated a panel discussion among Cravath alumni that focused on the laws and policies that have helped further LGBTQ+ equality. Our alumni panelists included representatives from the ACLU, Lambda Legal and The New York Times. Additionally, for other recent heritage months including both Asian Pacific American Heritage Month and Black History Month, we have hosted leaders of nonprofits and educational institutions, as well as supported national civil rights organizations.

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

Partners George Schoen and Rachel Skaistis co-chair our Diversity Committee. The Firm also has a full-time Head of Diversity & Inclusion, Kiisha Morrow.

Does your law firm currently have a diversity committee?

Yes

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

Yes

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: 14

Total hours spent on diversity: [No response]

Comments: Our Diversity Committee meets on a quarterly basis. In addition to full Committee meetings, members of the Committee — including our two co-chairs — frequently meet in smaller groups to drive and execute the Firm's diversity goals. Although we do not formally track hours, all of our Committee members spend a significant amount of their time developing the Firm's D&I strategy, benchmarking and reviewing data, interacting in both group and one-on-one settings with associates, participating in and attending D&I programming and conducting outreach to attract diverse students to the Firm. Our Diversity Committee includes the Presiding Partner and the Managing Partners of the litigation and corporate departments. In addition, the Firm's Executive Director, Director of Legal Personnel and Recruiting, Director of Legal Recruiting and Head of Diversity & Inclusion are members of the Committee.

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

Yes

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?

Formal

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

Continuously

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

We do not think of the Firm's commitment to D&I as something that particular partners or groups of partners are held accountable for. Increasing D&I is the responsibility of the entire partnership, and we expect all of our partners to contribute to the diversity initiatives and goals developed by the Firm's Diversity Committee, Head of Diversity & Inclusion and various affinity groups.

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	X		Undertake communication from firm management that diversity is a top priority of the firm
X	X		Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X	X		Focus on strengthening firm's mentoring program
X	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	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	X		Coordinate or work with clients on diversity issues
X	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	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	X		Increase the number of minority attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for minority attorneys
			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	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
X	X		Focus on strengthening firm's mentoring program for women
			Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X	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	
			Offer same-sex domestic partners the same benefits available to married individuals
X	X		Increase the number of LGBTQ attorneys at the associate level
X	X		Increase the number of LGBTQ attorneys at the partnership level
X	X		Increase the number of LGBTQ attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
			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	
			Increase the number of attorneys with disabilities at the associate level
			Increase the number of attorneys with disabilities at the partnership level
			Increase the number of attorneys with disabilities in leadership positions
			Focus on strengthening firm's mentoring program for attorneys with disabilities
			Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



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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.

In 2019, Cravath and Fisk University, one of the nation's historically black colleges and the oldest institution of higher learning in Nashville, Tennessee, announced the launch of the Cravath Scholars Program. The program, which supports high-achieving Fisk students studying across a range of disciplines, strengthens Cravath's historical ties to the University. Scholars are supported with tuition assistance and a summer internship in Cravath's New York office, including training and mentorship opportunities. Established shortly after the end of the Civil War, Fisk University's founders included noted abolitionist Reverend Erastus Milo Cravath, whose son, Paul Drennan Cravath, would go on to become a named partner in the Firm. Erastus Cravath served as the first President of the University, a role he held for more than two decades, raising his family on the grounds of the Fisk campus. Sharing his father's passion for the mission of the school, Paul Cravath served in various leadership roles at Fisk for 45 years.

Through our participation in the SEO Corporate Law Program, we provide pre-law students of color with internships. We are active in the Prep for Prep program, which identifies intellectually talented students of color from low-income backgrounds and prepares them for placement in leading independent schools. In addition to providing financial and volunteer support to the program, we hire Prep for Prep alumni and students for the summer.

Last, this year, the Firm participated in the first ever Career Discovery Week, hosted by the Partnership for New York City (PFNYC). During the week of February 10th, high school sophomores across New York City participated in various programming, hosted by members of the PFNYC, geared towards workplace readiness and skill building. As part of this week, the Firm participated in an event at the High School for Civil Rights - a school with 98% people of color - which consisted of a career panel and mock trial.



Recruitment - New Associates

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

Ivy League law schools: Columbia University, Cornell University, Harvard University, University of Pennsylvania, Yale University

Other private law schools: Brigham Young University, Duke University, Emory University, Fordham University, Georgetown University, George Washington University, Northwestern University, NYU, Stanford University, University of Chicago, Vanderbilt University

Public state law schools: University of California at Berkeley, University of Michigan, University of Texas, University of Virginia

Law schools of Historically Black Colleges and Universities (HBCUs): Howard University

Diversity job fairs: Northeast BLSA Job Fair, Lavender Law Career Fair, LeGaL LGBT Career Fair

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?

We hire a small number of 1Ls for summer positions, the majority of whom have been women and people of color. As a member of the Leadership Council on Legal Diversity- an organization where general counsel and law firm managing partners work together to build a more diverse legal profession-we provide all of our 1Ls with the opportunity to become 1L LCLD Scholars.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	33	28
African-American/Black	5	10
Hispanic/Latinx	1	6
Alaska Native/American Indian	0	0
Asian	4	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	2
Individuals with Disabilities	0	0
Total	43	52

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	33	28
African-American/Black	5	10
Hispanic/Latinx	1	6
Alaska Native/American Indian	0	0
Asian	4	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	2
Individuals with Disabilities	0	0
Total	43	52

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	29	24
African-American/Black	5	7
Hispanic/Latinx	1	6
Alaska Native/American Indian	0	0
Asian	4	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	2
Individuals with Disabilities	0	0
Total	39	44

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

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	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

LATERAL OF COUNSEL HIRES (2019)

	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

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	0	2
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	1
Individuals with Disabilities	0	0
Total	0	3

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	0	2
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	1
Individuals with Disabilities	0	0
Total	0	3

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)

We do not regularly hire lateral partners and associates.

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

[No response]

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

[No response]

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:

[No response]



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	7	6
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	7	9

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	8	5
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	10	5

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	10	1
African-American/Black	1	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	16	5

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	5	3
African-American/Black	2	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	9	6

6TH-YEAR ASSOCIATES

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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	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

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	4	2
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	5	2

OF COUNSEL

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

NON-EQUITY PARTNERS

	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

EQUITY PARTNERS

	Men	Women
White/Caucasian	0	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	0	1

This number reflects 1 partner who retired in 2019.

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)

With respect to compensation, all of our attorneys — including partners — are paid in a lockstep fashion which ensures gender pay equity.

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?

The timing of decisions on the admission of new partners to the Firm is based on the readiness of the candidate and other relevant factors. Consequently, there is no fixed rule as to how part-time work will be counted for purposes of determining if, and when, an associate will be considered for partnership. Currently, the Firm does not have any part-time partners.

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

0



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	6	7	386
Of counsel	1	9	10	53
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	0	0	0	82



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management 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

We do not have an executive/management committee.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	2	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	2	0

The above numbers reflect our two hiring partners.

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

We do not have a partner review committee.

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

We do not have an associate review committee.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	1	7	2
Number of such positions held by:			
Minorities	1	0	0
Women	1	2	1
LGBTQ attorneys	0	0	0
Individuals with Disabilities	0	0	0

The numbers included under practice group/department leaders reflect our department heads and managing partners.

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? 1

Minorities heading offices: Faiza Saeed, Firmwide

Women heading offices: Faiza Saeed, Firmwide

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: Karin DeMasi, Managing Partner of Litigation; Lauren Angelilli, Co-Head of Tax

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: Rachel Skaistis, Committee that Administers the Policy Against Discrimination and Harassment and Co-Chair of the Diversity Committee

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

Our overarching goal is to provide the best possible representation to our clients. We have long held the conviction that excellence and diversity go hand in hand, and that we cannot provide our clients with the highest level of representation unless we recruit and retain outstanding lawyers from diverse backgrounds, with different perspectives, experiences and insights. Just as we pride ourselves on the diversity of our practice, we are proud of our commitment to promoting the diversity of our people at all levels. Faiza Saeed is our Presiding Partner, which makes us one of only a handful of large law firms led by a woman. Additionally, 11 out of 20 of our most recently elected partners are women, including three women of color.

Recruiting women law students, LGBTQ+ law students and law students of color, and enhancing their experiences while at the Firm, is one of our highest priorities. We want students to be able to see a path here for themselves. As such, we participate in or sponsor approximately 50 student group events on an annual basis. These events include speaking on panels, hosting mock interviews and organizing small group lunches. We are proud that our 2020 summer associate class is 59% women, 40% people of color and 9% LGBTQ+.

For more than two decades, we have participated in the SEO Corporate Law Program. During the summer, we provide pre-law students of color with internships and participate in a reception for SEO fellows throughout New York City. Two of our partners are SEO alumnae, including one who spent her SEO summer at Cravath. We are also proud that several other Cravath SEO fellows have returned to our firm as associates.

Alongside our efforts to recruit a talent pool that is diverse, we devote substantial time, energy and resources to ensuring that our diversity efforts are integrated into every facet of firm life, including the retention and development of our attorneys. Among other things, we support internal employee affinity groups, including Asian/Pacific Islander, African American/Black, Hispanic/Latinx, LGBTQ+, South Asian/Middle Eastern and internal networks of women lawyers. Each of these groups has at least one partner liaison who actively seeks input from members on topics such as future programming and Firm sponsorships, as well as general feedback about the members' experiences at Cravath. In addition to individual affinity group programming, we identify opportunities for members of our affinity groups to come together as a larger community. On an annual basis, members of our Diversity Committee host joint affinity group dinners by class year that provide a forum for associates to share their experiences and insights as they relate to our diversity and inclusion efforts. Associates from each affinity group who act as the group's co-leads also meet with our Diversity Committee Co-chairs and Head of Diversity & Inclusion to help further engage and support our affinity group members.

Recognizing that everyone benefits from diversity and inclusion, our efforts extend throughout the Firm. We host outside speakers-including prominent leaders in both the corporate and nonprofit sectors-who discuss the importance of diversity and inclusion in the legal profession. Outside consultants have presented to partners, associates and administrative staff about unconscious bias. We have also brought in speakers to discuss the importance of mental health and well-being in the legal industry. For example, we brought in a speaker to present to the Firm on the topic of mindfulness, as well as a psychology professor and expert in behavioral change, who shared insights and research regarding scientifically-validated strategies for living a more satisfying life.

We also continually work to improve our work/life programs. Our Working Parents Group provides a forum for attorneys who are parents (and those who are considering becoming parents) to discuss issues such as balancing career and family, child care arrangements and working part-time. The Group sponsored a panel of educators to discuss the preschool and kindergarten application process in public and private schools. Our Associate Director of Professional Development meets with attorneys who are transitioning to part-time and each summer we host a panel that focuses on the benefits we offer to associates throughout various stages of their careers. Our onsite Children's Center is open five days a week for a combination of regular child care and back up/emergency child care. When the Center is closed, attorneys may request in-home care through Bright Horizons Back Up Care Advantage. The Center has an infant extended care program for parents returning to work, where infants can come in for up to six months, space permitting, as well as an after school/after camp program for pre-k and school aged children. In response to the popularity of the nursing room in our Children's Center, the Firm created additional nursing rooms on practice floors.

In addition to supporting our working parents, we have an associate re-entry program that provides associates who leave the Firm for primarily family-related reasons a potential path to return to the Firm under certain circumstances. The program offers these associates continued access to the Firm, including a designated partner who will maintain periodic contact, access to in-house CLE training, reimbursement for biennial registration and annual bar associate membership dues and invitations to certain Firm events. This program is not gender-specific.

Our pro bono work demonstrates our commitment to diversity and inclusion. We helped create and counsel both the Bedford Stuyvesant Restoration Corporation, the first Community Development Organization in the country, and the Lawyers' Committee for Civil Rights Under Law, a nonprofit organization that provides legal services to address racial discrimination. We also provide pro bono services to Her Justice and Sanctuary for Families, two organizations devoted to providing legal representation to women otherwise unable to afford it, Immigration Equality and the Anti-Violence Project, two of the nation's leading LGBTQ+ immigrant rights organizations, and the Madison Square Boys and Girls Club, which enhances the lives of youth from disadvantaged communities. The Firm has worked on cases representing domestic violence survivors, asylum seekers, hospitalized children, wrongfully convicted inmates, victims of racial and gender discrimination, and many others. For over 30 years, our Firm - after being asked by the Lawyers Committee for Civil Rights Under Law - has represented a class of African American and female plaintiffs, later joined by the United States, in effort to ensure that certain Alabama municipal defendants are in compliance with consent decrees designed to remedy past discrimination and ensure equal opportunity. Additionally, we represent a married lesbian couple in a lawsuit alleging discrimination against same-sex and other foster parents by a government-funded foster care agency on the basis of their faith and sexual orientation.

We also sponsor, host or participate in diversity-related events of other organizations, including: AABANY; AALDEF; ACLU LGBT & AIDS Project; APALSA; BLSA; LaLSA; Lambda Legal; LatinoJustice PRLDEF; LeGaL; Legal Momentum; the Minority Corporate Counsel Association; NAACP LDF; NYU Law Center for Diversity, Inclusion, and Belonging Speaker Series; SABANY; SALSA; and various women and LGBTQ+ student groups.