

Gibson, Dunn & Crutcher LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Beijing, Hong Kong, Singapore, Brussels, Frankfurt, London, Munich, Paris, Sao Paulo, Dubai, Century City, Dallas, Denver, Houston, Los Angeles, New York, Orange County, Palo Alto, San Francisco, Washington, D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Kenneth M. Doran, Managing Partner

Diversity team leader(s): Zakiyyah T. Salim-Williams, Chief Diversity Officer

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	1451	1458
U.S. offices only	1184	1192

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	340	268
African-American/Black	15	12
Hispanic/Latinx	24	21
Alaska Native/American Indian	0	0
Asian	46	64
Native Hawaiian/Pacific Islander	0	0
Multiracial	10	10
Openly LGBTQ	35	22
Individuals with Disabilities	n/a	n/a
Total	435	375

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	44	47
African-American/Black	3	1
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	11	14
Native Hawaiian/Pacific Islander	0	1
Multiracial	2	2
Openly LGBTQ	5	9
Individuals with Disabilities	n/a	n/a
Total	63	68

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	201	47
African-American/Black	3	3
Hispanic/Latinx	4	1
Alaska Native/American Indian	0	0
Asian	13	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	3	1
Individuals with Disabilities	n/a	n/a
Total	222	56

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	28	11
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	32	14

OF COUNSEL (2019)

	Men	Women
White/Caucasian	24	20
African-American/Black	2	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	3	0
Individuals with Disabilities	n/a	n/a
Total	28	24

NEW HIRES (2019)

	Men	Women
White/Caucasian	170	120
African-American/Black	9	4
Hispanic/Latinx	8	11
Alaska Native/American Indian	0	0
Asian	24	34
Native Hawaiian/Pacific Islander	0	0
Multiracial	6	1
Openly LGBTQ	18	7
Individuals with Disabilities	n/a	n/a
Total	217	170

Strategic Plan and Diversity Leadership

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

Gibson Dunn communicates the importance of diversity in several ways. One, there is very purposeful and active discussion by the leadership about diversity issues at the Firm. Almost every major firm function includes diversity programming. The Managing Partner gives updates on diversity at each of the quarterly partner meetings as well as the annual State of the Firm message. Conversations about diversity are also a part of all Firm conferences, including at our annual new partner, office partner chair and new associate retreats each year. The Firm uses these occasions to update the attorneys about the Firm's diversity efforts as well as provide various types of training to the attorneys. The Firm also makes concerted efforts to expand the scope of our diversity efforts both internally and externally.

Our attorneys are often invited to speak about diversity issues by community groups, bar associations and at law schools. We maintain an ongoing Diversity Programming Overview, and internally, we provide annual updates to our affinity groups. Finally, the Firm integrates diversity with other Firm administrative functions. The Diversity Department works very closely with the Human Resources, Finance, Marketing, Recruiting and Professional Development departments to ensure that diversity is a seamless part of the way we conduct business.

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

Zakiyyah Salim-Williams, Chief Diversity Officer

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: 11

Total hours spent on diversity: 2879

Comments: The numbers represent hours (28,792.1) billed to the diversity billing number. However, they in no way represent, nor fully capture, all of the time and effort devoted by our lawyers — including the most junior associates to the most senior members of management — each year.

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?

Yes, the Firm has a formal diversity program.

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

Monthly

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

Diversity is a top priority of Gibson Dunn. The Firm appointed a Management Committee partner to directly oversee the Firm's diversity efforts. The Firm also created a Chief Diversity Officer position which reports directly to the Management Committee. The Chief Diversity Officer is a part of the Firm's administrative governance group, ensuring diversity continues to play a central role in the Firm's management. Progress reports are submitted to management on a regular basis.

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



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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.

Gibson Dunn supports several programs designed to help diverse students (grade school through law school) succeed academically and gain exposure to the practice of law. The firm provides in-kind and financial support for a number of organizations, including the Mexican American Bar Foundation, Sponsors for Educational Opportunity, Legal Outreach, the Hispanic National Bar Association, the California State Bar Association's Pathway to Law School Initiative, Silicon Valley Urban Debate League, Prep for Prep, Just the Beginning Foundation, the ABA Judicial Intern Opportunity Program, and Mt. Saint Mary's College Prelaw program.



Recruitment - New Associates

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

Ivy League law schools: 5 (Columbia University, Cornell University, Harvard University, University of Pennsylvania, Yale University)

Other private law schools: 13 (American University, Duke University, Fordham University, Georgetown University, George Washington University, Loyola Law School (LA), New York University, Northwestern University, Pepperdine University, Stanford University, Southern Methodist University, University of Chicago, University of San Diego, University of Southern California)

Public state law schools: 8 (University of California-Berkeley, University of California-Davis, University of California-Hastings, University of California-Irvine, University of California-Los Angeles, University of Colorado, University of Michigan, University of Virginia)

Law schools of Historically Black Colleges and Universities (HBCUs): 1 (Howard University)

Diversity job fairs: Harvard BLSA 1L and 2L Job Fair, Lavender Law, UCLA Diversity Job Fair, Sunbelt Minority Recruitment Program

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?

Gibson Dunn has a diversity-committee sponsored 1L Diversity Fellowship program. We also participate in the 1L Law in Tech Diversity Collaborative, hiring two interns with partner companies, and the DAPP Direct program, hiring one shared intern with a partner company. Depending on our hiring needs each year, we hire first year students into our summer associate program and offer additional benefits as part of the program, including enhanced mentorship opportunities and participation in the LCLD Scholars Summit. In addition, several of our local diversity committees host career panels and mock interview sessions for law students of color groups and first generation professional groups. The firm also hosts and creates programming at specific law schools with law school student groups.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	44	47
African-American/Black	3	1
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	11	14
Native Hawaiian/Pacific Islander	0	1
Multiracial	2	2
Openly LGBTQ	5	9
Individuals with Disabilities	n/a	n/a
Total	63	68

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	44	46
African-American/Black	2	1
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	11	14
Native Hawaiian/Pacific Islander	0	1
Multiracial	2	2
Openly LGBTQ	5	9
Individuals with Disabilities	n/a	n/a
Total	62	67

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	29	39
African-American/Black	1	1
Hispanic/Latinx	2	3
Alaska Native/American Indian	0	0
Asian	9	14
Native Hawaiian/Pacific Islander	0	1
Multiracial	2	2
Openly LGBTQ	3	9
Individuals with Disabilities	n/a	n/a
Total	43	60

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	11	2
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	n/a	n/a
Total	12	2

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	24	21
African-American/Black	5	2
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	9	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	42	30

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	2	3
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	n/a	n/a
Total	3	3

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	7	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	9	5

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	10	5
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	1
Individuals with Disabilities	n/a	n/a
Total	11	5

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	6	3
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	8	4

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)?

Yes

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

Yes

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:

Advocates Targeted Legal Resources; Corrao, Miller, Wiesenthal; Kanoff Legal; E.P. Dine; Major, Lindsey, & Africa; Watanabe & Nason



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	5
African-American/Black	0	0
Hispanic/Latinx	1	2
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	n/a	n/a
Total	5	7

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	5	11
African-American/Black	0	0
Hispanic/Latinx	1	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	n/a	n/a
Total	6	12

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	7	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
Total	9	7

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	10	5
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	12	7

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	15	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	3	0
Individuals with Disabilities	n/a	n/a
Total	17	8

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	5
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	8	6

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	5
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	n/a	n/a
Total	4	6

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	15	5
African-American/Black	0	0
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	17	10

OF COUNSEL

	Men	Women
White/Caucasian	8	3
African-American/Black	1	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	2	0
Individuals with Disabilities	n/a	n/a
Total	9	4

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	1	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	n/a	n/a
Total	1	1

EQUITY PARTNERS

	Men	Women
White/Caucasian	13	2
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	1	0
Individuals with Disabilities	n/a	n/a
Total	14	2

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

Comments:

Gibson Dunn employs both part-time associates and partners. Associates who work part-time are still eligible for the partnership. Our flexible work arrangements are available to all of our attorneys, not just women. Our policy covers reason blind leave of absences. We also have a generous maternity and paternity leave policy.

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 decision to work part-time will have no effect on an attorney's ability to become or remain partner.

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

2



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	6	23	29	810
Of counsel	1	12	13	52
Non-equity partner	0	4	4	46
Equity partner	0	2	2	278



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	13	3
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	n/a	n/a
Total	13	5

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	18	17
African-American/Black	1	2
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
Total	20	24

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	13	3
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	n/a	n/a
Total	13	5

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	57	21
African-American/Black	1	0
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	9	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	69	23

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	5
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	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	6	5

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	12	111	15
Number of such positions held by:			
Minorities	1	9	0
Women	1	29	3
LGBTQ attorneys	0	2	0
Individuals with Disabilities	n/a	n/a	n/a

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? 10

Minorities heading offices: Jay Srinivasan, Los Angeles (237)

Women heading offices: Cynthia Richman, Washington, D.C. (242)

LGBTQ attorneys heading offices: None

Individuals with Disabilities heading offices: N/A

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Alfaro,Lisa A., Latin America, 53; Denerstein,Mylan L., Public Policy, 77; Fernandez,Jose W., Latin America, 53; Kirk,Ronald, International Trade, 57; Lee,Judith Alison, International Trade, 57; Lee,Marian J., FDA and Health Care, 111; Masuda,Kevin S., Betting and Gaming, 53; Suh,Maurice, Sports Law, 103; Yang,Debra Wong, Crisis Management, 126

Women heading practices: Becker,Barbara L., Mergers and Acquisitions, 394; Bellah Maguire,Jennifer, Investment Funds, 105; Brooker,Stephanie, Financial Institutions, 111; Conway,Catherine A., Labor and Employment, 193; Curtis,Linda, Global Finance, 136; Denerstein,Mylan L., Public Policy, 77; Evangelis,Theane, Class Actions, 250; Forbes,Amy R., Land Use and Development, 38; Ho,Allyson N., Appellate and Constitutional Law, 356; Holmes,Hillary H., Capital Markets, 191; Ising,Elizabeth A., Securities Regulation and Corporate Governance, 214; Jura,Perlette Michèle, Transnational Litigation, 164; Lee,Judith Alison, International Trade, 57; Lee,Marian J., FDA and Health Care, 111; LeRoy,Carrie M., Technology Transactions, 75; Love,Jane M., Life Sciences, 116; Manos,Karen L., Aerospace and Related Technologies, 41; McDowell,Stewart, Capital Markets, 191; Murphy,Mary G., Land Use and Development, 38; Neuman,Andrea E., Transnational Litigation, 164; Rothfuss,Erin, Real Estate, 176; Stein,Deborah L., Insurance and Reinsurance, 38; Walker,Helgi C., Administrative Law and Regulatory Practice, 172; Yang,Debra Wong, Crisis Management, 126; Young,Meryl L., Securities Litigation, 252; Zyskowski,Lori, Securities Regulation and Corporate Governance, 214

LGBTQ attorneys heading practices: Delery,Stuart F., National Security, 75; Ising,Elizabeth A., Securities Regulation and Corporate Governance, 214

Individuals with Disabilities heading practices: N/A

COMMITTEE LEADERS

Minorities heading committees: None

Women heading committees: Bertero,Karen E., Associate Compensation Committee, 49; Becker,Barbara L., Diversity Committee, 11; Curtis,Linda, Opinions Committee, 13

LGBTQ attorneys heading committees: None

Individuals with Disabilities heading committees: N/A



The Firm Says

Gibson Dunn is deeply committed to the promotion of diversity. The focus of our diversity efforts is to expand the recruitment and retention of diverse attorneys through mentoring and other initiatives, and to maintain and expand the Firm's profile in the communities in which it serves. Gibson Dunn believes that diversity among lawyers is essential to our continued success as one of the preeminent law firms in the world. In an increasingly global world, we understand that it is crucial that we incorporate diverse competencies, experiences and viewpoints into our workforce. We are proud of our diverse partnership and look forward to developing a new and diverse generation of lawyers who will continue the long tradition of quality and excellence for which Gibson Dunn is known.

Diversity Leadership: Gibson Dunn maintains a two-tiered diversity committee system. The Global Diversity Committee oversees the Firm's diversity efforts. Several members of Firm leadership serve on the committee, including the Managing Partner and members of both the Management and Executive Committees. Representatives from each office, as well as the heads of the Recruiting and Professional Development Departments, serve on the committee to ensure that diversity is a fully integrated part of the Firm. The Firm also actively promotes diversity in the leadership ranks. Women, LGBT and minorities are increasingly becoming part of the Firm's leadership.

Diversity Committees and Affinity Groups: In addition to the Global Diversity Committee, there are local diversity committees in each of our U.S. offices and many of our international locations. Our local office committees are open to all attorneys who are interested in the issue of diversity and inclusion. Part of each local diversity committee's annual budget is dedicated to affinity group activities, including, but not limited to, networking events, support of community groups, affinity group meetings, training and conference attendance. In 2019, the diversity department organized and hosted 550 diversity committee meetings, affinity group events and substantive programs.

Training: We are committed to cultivating a more inclusive environment and we hosted a number of training programs designed to tackle some of the biases that may be inhibiting the careers of our diverse lawyers. For example, we held over 45 "Unconscious Bias" training sessions in our 20 offices with over 1,200 lawyers attending the various sessions. The trainings were well-received and we have hosted follow-up presentations with all of our partners, associates, important firm committees as well as practice groups across all offices.

Women of Gibson Dunn: The Firm is deeply committed to advancing women at the Firm. In 2014, we created the Women of Gibson Dunn Initiative to work at expanding opportunities for women as they advance up the ranks and into the leadership structure of the Firm. Since then, we have expanded our Women of Gibson Dunn initiative to include our Women of Color, LGBT Women and EMEA (Europe, Middle-East, and Asia) Women's Initiatives. We have also hosted four firmwide, large-scale inaugural women's retreats — an All Women's Retreat, Women's Partner Retreat, Women's Mid-level Retreat and a European Women's Retreat over a two-year period. The result of this focus is quite remarkable. Since 2014, when we began these efforts, we have increased the percentage of women partners by 6% after adding more than 50 women to the partnership (through 27 internal promotions and 23 lateral hires). In all, our 89 women partners represent 22% women partners in the U.S. Women at Gibson Dunn continue to be part of our leadership, and include the following: 4 women serve on the Firm's Executive Committee (two of whom are women of color); 4 women serve as Partners-in-Charge of offices across the globe and 29 women serve as practice group leaders.

Support for Affinity Groups: The Firm has active affinity groups for our Black, Asian-American, First Generation Professionals, Hispanic/Latino, LGBTQ, Muslim and Religiously Observant attorneys, as well as for parents. The groups host hundreds of gatherings and programs each year and support numerous diversity-related legal and community organizations. Over the past few years, we have been working extremely hard to find opportunities for all of our lawyers to become more actively involved in our diversity efforts outside of our affinity group activities. Currently, six offices host a Book Club where lawyers come together to discuss one or more book, article, video, or other form of media relating to diversity-related issues by focusing on contemporary writings and other presentations in the area.

Recruiting: Through targeted recruiting we have made significant gains in hiring diverse attorneys on both the associate and partner levels. Each of our local diversity committees host events for summer associates throughout the summer program to provide opportunities to meet members of the committee and answer questions they may have about diversity at the Firm. During the spring and fall of 2019, we hosted over 120 on-campus events for diverse law students and recruits. We are actively involved in these events, with Gibson Dunn lawyers engaged in activities such as participating on panels, conducting mock interviews, serving as mentors and attending dinners. The firm also provides annual financial support for diverse law student groups through various platforms. The Firm also offers several Diversity and Inclusion Scholarships yearly to rising 2L law students from underrepresented groups in the law who have a commitment to increasing diversity in the legal profession. Our hope is that these reduce the financial stress recipients face during their law school career, allowing them to become even more involved in their own law school community and efforts to support other law students from underrepresented groups. Along with financial remuneration, scholarship recipients also receive a summer associate position in a Gibson Dunn office.

Professional Development: Gibson Dunn is committed to creating a supportive culture for all of our attorneys. We have structures in place that we believe provide strategic oversight and support for our attorneys' needs. The Firm's Professional Development Department coordinates the Firm's mentoring and career development initiatives. The Firm is also deeply committed to the retention and promotion of women, LGBTQ and ethnically diverse attorneys. The Firm's leadership, including the Chief Diversity Officer, has made this a top priority and is squarely focused on the efforts.

Community Support: Every year the Firm volunteers attorney time and donates sponsorship dollars to various diversity organizations around the world to support the communities in which we practice and reside. Diverse organizations that we have supported in recent years include: Asian American Legal Defense and Education Fund? ACLU and NYCLU LGBT & HIV Project? Hispanic National Bar Association? Lambda Legal? Metropolitan Black Bar Association? National Asian Pacific American Bar Association? National LGBT Bar Association? Out in Law and numerous other groups, including local bar associations and diverse law student organizations around the country.

The Firm also supports several pipeline programs to expose minority high school, college and law students to the practice of law and encourage them to continue their education through affiliations with Leadership Council for Legal Diversity, the Mexican American Bar Foundation, SEO, Legal Outreach, the Hispanic National Bar Association, the California State Bar Association's Pathway to Law School Initiative, Prep for Prep, Just the Beginning Foundation (Los Angeles program) the ABA Judicial Intern Opportunity Program, and Mt. Saint Mary's College PreLaw program.

High Profile Matters: The Firm has been involved in several high-profile matters benefiting diverse constituents, including our successful challenge to Proposition 8, the California constitutional amendment that limited marriage to opposite-sex couples. Gibson Dunn is currently representing, along with our partners at Public Counsel, six individual "Dreamers" in a lawsuit in the Northern District of California seeking to vacate the government's decision to end the Deferred Action for Childhood Arrivals (DACA) program; the case is awaiting a ruling by the U.S. Supreme Court. We likewise represent a large number of community organizations that provide critical services to diverse communities across the globe.

Awards: Gibson Dunn is a signatory to the New York City Bar Association's Statement of Diversity Principles and is a member of the Leadership Council for Legal Diversity. The Firm has consistently received high scores in the Human Right Campaign's Corporate Index for our LGBTQ friendly policies and Lambda Legal's Partners for Equality Award for our long-term support of the organization and pro bono services over the years. Most recently, the firm was honored as a Women in Law Empowerment Forum (WILEF) 2019 Gold Standard firm, a recipient of Visa's 2019, 2018 and 2017 Diversity Award, TIAA CREF's 2017 Diversity Award, PepsiCo's 2015 Diversity Award, Chevron Law's Function's

Gibson, Dunn & Crutcher LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

2017 and 2012 Firm Diversity Recognition Award, and was previously named "Law Firm of the Year" by the Orange County Equality Coalition. Gibson Dunn was also awarded Georgetown University Outlaw's "Ally" award for our work on LGBTQ issues. The firm also ranked as one of Multicultural Law Magazine's top 50 firms for diversity.

