

# Jones Day

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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[www.jonesday.com](http://www.jonesday.com)

### LOCATIONS

Atlanta, Boston, Chicago, Cleveland, Columbus, Dallas, Detroit, Houston, Irvine, Los Angeles, Miami, Minneapolis, New York, Pittsburgh, San Diego, San Francisco, Silicon Valley, Washington DC

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Stephen J. Brogan, Managing Partner

**Diversity team leader(s):** Yvette McGee Brown, Partner-in-Charge Diversity, Inclusion & Advancement

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

|                   | Currently | As of December 31, 2019 |
|-------------------|-----------|-------------------------|
| Worldwide         | 2549      | 2572                    |
| U.S. offices only | 1664      | 1711                    |

## Law Firm Demographic Profile

### Does your firm have more than one tier of partnership?

No

#### ASSOCIATES (2019)

|                                  | Men        | Women      |
|----------------------------------|------------|------------|
| White/Caucasian                  | 364        | 356        |
| African-American/Black           | 14         | 28         |
| Hispanic/Latinx                  | 34         | 41         |
| Alaska Native/American Indian    | 1          | 0          |
| Asian                            | 37         | 35         |
| Native Hawaiian/Pacific Islander | 0          | 1          |
| Multiracial                      | 11         | 12         |
| Openly LGBTQ                     | n/a        | n/a        |
| Individuals with Disabilities    | n/a        | n/a        |
| <b>Total</b>                     | <b>461</b> | <b>473</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### SUMMER ASSOCIATES (2019)

|                                  | Men        | Women      |
|----------------------------------|------------|------------|
| White/Caucasian                  | 77         | 77         |
| African-American/Black           | 11         | 9          |
| Hispanic/Latinx                  | 4          | 8          |
| Alaska Native/American Indian    | 0          | 1          |
| Asian                            | 13         | 13         |
| Native Hawaiian/Pacific Islander | 0          | 0          |
| Multiracial                      | 4          | 6          |
| Openly LGBTQ                     | n/a        | n/a        |
| Individuals with Disabilities    | n/a        | n/a        |
| <b>Total</b>                     | <b>109</b> | <b>114</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### EQUITY PARTNERS (2019)

|                                  | Men        | Women      |
|----------------------------------|------------|------------|
| White/Caucasian                  | 403        | 145        |
| African-American/Black           | 10         | 4          |
| Hispanic/Latinx                  | 19         | 6          |
| Alaska Native/American Indian    | 0          | 0          |
| Asian                            | 18         | 12         |
| Native Hawaiian/Pacific Islander | 0          | 0          |
| Multiracial                      | 2          | 2          |
| Openly LGBTQ                     | n/a        | n/a        |
| Individuals with Disabilities    | n/a        | n/a        |
| <b>Total</b>                     | <b>452</b> | <b>169</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### 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        |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b> |

All of our partners have the same rights and responsibilities under the partnership agreement.

#### OF COUNSEL (2019)

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 82        | 58        |
| African-American/Black           | 1         | 4         |
| Hispanic/Latinx                  | 1         | 2         |
| Alaska Native/American Indian    | 1         | 0         |
| Asian                            | 3         | 2         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 2         | 0         |
| Openly LGBTQ                     | n/a       | n/a       |
| Individuals with Disabilities    | n/a       | n/a       |
| <b>Total</b>                     | <b>90</b> | <b>66</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### NEW HIRES (2019)

|                                  | Men        | Women      |
|----------------------------------|------------|------------|
| White/Caucasian                  | 106        | 110        |
| African-American/Black           | 5          | 15         |
| Hispanic/Latinx                  | 12         | 12         |
| Alaska Native/American Indian    | 0          | 0          |
| Asian                            | 11         | 11         |
| Native Hawaiian/Pacific Islander | 0          | 0          |
| Multiracial                      | 2          | 3          |
| Openly LGBTQ                     | n/a        | n/a        |
| Individuals with Disabilities    | n/a        | n/a        |
| <b>Total</b>                     | <b>136</b> | <b>151</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

## Strategic Plan and Diversity Leadership

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

Our Managing Partner expresses his commitment to diversity through presentations at the Advisory Committee and Partners Meetings, in his annual address to the Summer Associates and New Lawyers, and through his support for the work of the Diversity, Inclusion and Advancement Committee (DIAC). The 37 members of the DIAC reflect the diversity of the Firm by race, gender, ethnicity, sexual orientation, practice area and geographic location. They meet by telephone quarterly to exchange information and to develop priorities and strategies for accomplishing goals. The firmwide DIAC as well as diversity committees in each local office collaborate with offices and practice groups in addressing diversity priorities and has access to the resources of every administrative unit within the Firm: Business Development, Graphic Design, Technology, Human Resources, Recruiting, Financial Services, and the Charitable Foundation, through which the Firm supports many diversity-related organizations such as: Sponsors for Educational Opportunity, LCLD, MCCA, CCWC, Lambda Legal, the Diversity & Flexibility Alliance, Just the Beginning Foundation, and many others.

The Partner in Charge of Diversity, Inclusion & Advancement meets regularly with the Managing Partner. She reports to the Firm's management committees, participates in Firmwide recruiting meetings, presents at Firmwide practice group gatherings, hosts an annual reception at the Firmwide Academy for lawyers joining our New Lawyers Group, and attends diversity events hosted by our domestic offices whenever possible. The importance of diversity is emphasized in our interviewer training and in our on-campus interviewer manuals.

Our firmwide affinity groups for women, black lawyers, Hispanic lawyers and LGBTQ+ lawyers meet quarterly to share ideas and discuss new programming and initiatives.

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

Yvette McGee Brown, Partner in Charge of Diversity, Inclusion & Advancement

### 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: 37

Total hours spent on diversity: 3117

Comments: Among other things, Diversity, Inclusion & Advancement Committee members participated in quarterly DIAC meetings, attended numerous diversity-related law school recruiting events, made presentations regarding diversity in the profession for bar associations and student organizations, and joined clients in supporting diversity events and trainings. Many DIAC members also chair the office level diversity committees in their offices. They, therefore, spend a substantial amount of time planning and executing diversity programming and initiatives for the lawyers closest to them.

### 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?

During frequent consultations with the Firm's Managing Partner, Management Committee leaders and office/practice group leaders.

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

The Partner in Charge of Diversity, Inclusion & Advancement meets regularly with the Firm's Managing Partner. In addition, she reports periodically to the Firm's management committees, participates in Firmwide recruiting meetings and presents at Firmwide gatherings of practice groups and Client Service Lawyers.

Through these regular meetings and continuous sharing of data, priorities and progress are always under review so that our efforts receive constant attention and, when necessary, adjustment. Because diversity and inclusion are high priorities for the Firm, DIAC collaborations with Recruiting, Business Development, and our practice group leaders are frequent, with each relying on the other to accomplish objectives so that there is ongoing progress towards achieving goals. The Firm seeks feedback from recruits, partners and associates regarding diversity programming through various survey tools.

We also keep abreast of best practices through attendance at conferences and review of studies and literature. While our goal is to consistently increase diversity and inclusion within the Firm, we also benchmark our achievements against those of our competitor/peer firms. Pipeline efforts remain a major priority and, to that end, we have partnered with Sponsors for Educational Opportunity (SEO) in our Atlanta, Chicago, Cleveland, Columbus, Dallas, Houston, Los Angeles, New York, San Francisco, Washington and London offices.

In addition, we have increased our support for Just the Beginning Foundation as well as other pipeline organizations with a particular practice-area focus (i.e. Intellectual Property).



Finally, the Firm is keenly aware of our clients' commitment to diversity and their increasing desire to make specific data available regarding our diversity initiatives and outcomes. Therefore, we are examining our data-gathering mechanisms to ensure that we can respond as thoroughly as possible to appropriate diversity-related questions posed by our clients.

**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                    |                        | 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                 | 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                 | 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   |
| X                 | 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                 | 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   |
| X                 |                      |                        | 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 |   |
|-------------------|----------------------|------------------------|---|
| X                 |                      |                        | 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   |
|                   | 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                 | 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 | 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.**

Developing and expanding the diverse law student pipeline is very important to Jones Day. In addition to several important firmwide initiatives, our individual offices participate in many initiatives in an effort to achieve this goal. Because the character limitations in this response box will not allow for a full and complete answer, we will provide our response to this question at the end of Section VIII of the survey.



## Recruitment - New Associates

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

*Ivy League law schools:* Columbia, Cornell, Harvard, Penn, Yale

*Other private law schools:* American, Boston College, Boston University, Cardozo, Case Western, Chicago, Duke, Emory, Fordham, George Washington, Georgetown, New York University, Northwestern, Notre Dame, Southern Methodist, Santa Clara, Stanford, University of Miami, University of San Diego, USC, Vanderbilt, Washington University

*Public state law schools:* Cleveland State, Connecticut, George Mason, Florida, Georgia, Georgia State, Houston, Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio State, Penn State - University Park, Pittsburgh, Texas, UC-Berkeley, UC-Hastings, UC-Irvine, UCLA, Virginia, Wayne State

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

*Diversity job fairs:* Bay Area Diversity Job Fair, Boston Lawyers Group Diversity Job Fair, Cook County Minority Job Fair, Harvard BLSA 1L Job Fair, Lavender Law Career Fair, LGBT Bar Association of NY LeGal Job Fair, Minnesota Minority Recruitment Conference, Southeastern Minority Job 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)

Jones Day annually hosts our "Perspectives and Pathways Diversity Conference" for 1Ls. Our 2020 conference had to be cancelled due to COVID-19 but we expect to continue this annual tradition in 2021.

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

Yes. In addition to our work with pre-college, college students and pre-law rising 1Ls, Jones Day participates in 1L job fairs, career panels, consortia mock interview programs, and receptions hosted by student organizations at the schools from which we recruit. In that regard, we have participated in 1L programs for APALSA, BLSA, LALSA, Outlaw and other LGBT student groups, and a variety of women law student events. We have also joined with local bar associations and other law firms in contributing to our hosting 1L minority law student events at law schools across the country.

Several of our offices host 1L diversity networking receptions to provide diverse 1Ls with an opportunity to learn about the firm and the practice of law as well as to connect with other diverse attorneys in their geographic area.

And, as mentioned above, in April we typically host our annual 1L diversity conference called Pathways & Perspectives, which brings together Jones Day lawyers, Firm clients, and first-year law students. Unfortunately, we had to cancel our 2020 conference due to COVID-19 but we expect to continue this tradition in 2021.



### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2019)

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 69        | 66        |
| African-American/Black           | 6         | 6         |
| Hispanic/Latinx                  | 4         | 7         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 10        | 11        |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 1         | 5         |
| Openly LGBTQ                     | n/a       | n/a       |
| Individuals with Disabilities    | n/a       | n/a       |
| <b>Total</b>                     | <b>90</b> | <b>95</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### OFFERS ACCEPTED\* (2019)

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

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 64        | 62        |
| African-American/Black           | 6         | 6         |
| Hispanic/Latinx                  | 4         | 7         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 10        | 9         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 1         | 5         |
| Openly LGBTQ                     | n/a       | n/a       |
| Individuals with Disabilities    | n/a       | n/a       |
| <b>Total</b>                     | <b>85</b> | <b>89</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### OFFERS MADE\* (2019)

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

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 68        | 66        |
| African-American/Black           | 6         | 6         |
| Hispanic/Latinx                  | 4         | 7         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 10        | 11        |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 1         | 5         |
| Openly LGBTQ                     | n/a       | n/a       |
| Individuals with Disabilities    | n/a       | n/a       |
| <b>Total</b>                     | <b>89</b> | <b>95</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### 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        | 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                     | n/a      | n/a      |
| Individuals with Disabilities    | n/a      | n/a      |
| <b>Total</b>                     | <b>2</b> | <b>1</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 29        | 38        |
| African-American/Black           | 3         | 8         |
| Hispanic/Latinx                  | 4         | 4         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 3         | 5         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 2         | 1         |
| Openly LGBTQ                     | n/a       | n/a       |
| Individuals with Disabilities    | n/a       | n/a       |
| <b>Total</b>                     | <b>40</b> | <b>56</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### LATERAL OF COUNSEL HIRES (2019)

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 2        | 6        |
| African-American/Black           | 0        | 1        |
| Hispanic/Latinx                  | 0        | 0        |
| Alaska Native/American Indian    | 0        | 0        |
| Asian                            | 2        | 0        |
| Native Hawaiian/Pacific Islander | 0        | 0        |
| Multiracial                      | 0        | 0        |
| Openly LGBTQ                     | n/a      | n/a      |
| Individuals with Disabilities    | n/a      | n/a      |
| <b>Total</b>                     | <b>4</b> | <b>7</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### LATERAL PARTNER HIRES\* (2019)

\* Both equity and non-equity

|                                  | Men       | Women    |
|----------------------------------|-----------|----------|
| White/Caucasian                  | 14        | 3        |
| African-American/Black           | 2         | 0        |
| Hispanic/Latinx                  | 1         | 0        |
| Alaska Native/American Indian    | 0         | 0        |
| Asian                            | 1         | 1        |
| Native Hawaiian/Pacific Islander | 0         | 0        |
| Multiracial                      | 0         | 0        |
| Openly LGBTQ                     | n/a       | n/a      |
| Individuals with Disabilities    | n/a       | n/a      |
| <b>Total</b>                     | <b>18</b> | <b>4</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

#### NEW PARTNERS PROMOTED\* (2019)

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

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 15        | 15        |
| African-American/Black           | 0         | 0         |
| Hispanic/Latinx                  | 0         | 0         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 0         | 3         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 1         | 0         |
| Openly LGBTQ                     | n/a       | n/a       |
| Individuals with Disabilities    | n/a       | n/a       |
| <b>Total</b>                     | <b>16</b> | <b>18</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities". All of our partners have the same rights and responsibilities under the partnership agreement.

#### NEW EQUITY PARTNERS\* (2019)

\* Whether hired laterally or promoted from within

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 29        | 18        |
| African-American/Black           | 2         | 0         |
| Hispanic/Latinx                  | 1         | 0         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 1         | 4         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 1         | 0         |
| Openly LGBTQ                     | n/a       | n/a       |
| Individuals with Disabilities    | n/a       | n/a       |
| <b>Total</b>                     | <b>34</b> | <b>22</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

### 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?**

Unknown

**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                  | 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        |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b> |

2ND-YEAR ASSOCIATES

|                                  | 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        |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b> |

3RD-YEAR ASSOCIATES

|                                  | 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        |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b> |

4TH-YEAR ASSOCIATES

|                                  | 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        |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b> |

5TH-YEAR ASSOCIATES

|                                  | 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        |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b> |

6TH-YEAR ASSOCIATES

|                                  | 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        |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b> |

Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019*

**7TH-YEAR ASSOCIATES**

|                                  | <b>Men</b> | <b>Women</b> |
|----------------------------------|------------|--------------|
| 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          |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b>   |

**8TH-YEAR PLUS ASSOCIATES**

|                                  | <b>Men</b> | <b>Women</b> |
|----------------------------------|------------|--------------|
| 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          |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b>   |

**OF COUNSEL**

|                                  | <b>Men</b> | <b>Women</b> |
|----------------------------------|------------|--------------|
| 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          |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b>   |

**NON-EQUITY PARTNERS**

|                                  | <b>Men</b> | <b>Women</b> |
|----------------------------------|------------|--------------|
| 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          |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b>   |

**EQUITY PARTNERS**

|                                  | <b>Men</b> | <b>Women</b> |
|----------------------------------|------------|--------------|
| 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          |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b>   |

## 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:

Our part-time/flex-time policy says in part, "A variety of flexible and part-time arrangements are available to meet the needs of individual lawyers." Associates may propose a part-time arrangement, and such arrangements are considered on a case-by-case basis. At any given time, there are many lawyers around the Firm working part-time. Lawyers have used part-time arrangements for periods ranging from a few months to a decade or more. Associates have been promoted to partner while on part-time schedules, and there are partners in senior management positions in the Firm who have worked part-time during some period in their careers. One of those lawyers is Mary Ellen Powers who serves on the Firm's Partnership and Advisory Committees and as Partner-in-Charge of our European & Middle Eastern practice. Several factors cause our lawyers to feel comfortable availing themselves of the part-time/flex-time option. One is that we compensate lawyers based on all of their contributions to the Firm and not solely on the number of hours they bill. Second, the Firm's technology and technology support team enable our lawyers to work effectively from any location, thus making it easier to get work done from home when necessary.

Finally, there are many role models available whose experience demonstrate that a part-time schedule need not interfere with a lawyer's development and success at the Firm. One such role model is Toni Ann Citera. She was promoted to partner while working a part-time schedule and has continued working part-time since then. She and her client, Celgene Corporation, were recognized by the Diversity & Flexibility Alliance with its 2015 Flex Success Award. Jones Day partner, Carter DeLorme, has served on the Board of Advisors for the Diversity & Flexibility Alliance (and its predecessor, Project for Attorney Retention) since 2009.

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?

Associates are considered for partnership when they have developed the requisite skills and experience, which may take longer for an associate who works on a part-time schedule for an extended period of time. But lawyers who have worked part-time have been promoted to partnership, some while continuing to work on a part-time schedule. Existing partners have also been permitted to shift to part-time schedules.

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

The Firm has and has had many lawyers working on approved reduced hour schedules at various percentages of time and many other lawyers (and many of its current partners) have had reduced hours for periods of time during their careers due to special circumstances but these arrangements are not formal and not tracked. In addition, the Firm has approved arrangements where lawyers may work from home for limited periods of time, but it does not track or monitor these arrangements.





Retention and Professional Development

| PART-TIME ATTORNEYS<br>(2019) | PART-TIME ATTORNEYS |       |       | TOTAL NUMBER OF ATTORNEYS<br>(full and part-time) |
|-------------------------------|---------------------|-------|-------|---|
|                               | Men                 | Women | Total |   |
| Associates                    | 1                   | 11    | 12    | 934   |
| Of counsel                    | 2                   | 8     | 10    | 156   |
| Non-equity partner            | n/a                 | n/a   | n/a   | n/a   |
| Equity partner                | 0                   | 10    | 10    | 621   |

All of our partners have the same rights and responsibilities under the partnership agreement. The Firm has almost 35 years of experience with lawyers working in a wide range of alternative schedules and, at any given time, there are many lawyers around the Firm working part-time, though not all such arrangements are tracked. Individual lawyers have utilized these part-time arrangements for periods ranging from a few months to a decade or more.



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 24        | 19        |
| African-American/Black           | 2         | 2         |
| Hispanic/Latinx                  | 1         | 1         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 2         | 0         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 0         | 0         |
| Openly LGBTQ                     | n/a       | n/a       |
| Individuals with Disabilities    | n/a       | n/a       |
| <b>Total</b>                     | <b>29</b> | <b>22</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

|                                  | Men      | Women     |
|----------------------------------|----------|-----------|
| White/Caucasian                  | 5        | 8         |
| African-American/Black           | 0        | 0         |
| Hispanic/Latinx                  | 2        | 2         |
| Alaska Native/American Indian    | 0        | 0         |
| Asian                            | 2        | 2         |
| Native Hawaiian/Pacific Islander | 0        | 0         |
| Multiracial                      | 0        | 0         |
| Openly LGBTQ                     | n/a      | n/a       |
| Individuals with Disabilities    | n/a      | n/a       |
| <b>Total</b>                     | <b>9</b> | <b>12</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 8        | 4        |
| 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                     | n/a      | n/a      |
| Individuals with Disabilities    | n/a      | n/a      |
| <b>Total</b>                     | <b>9</b> | <b>4</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

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        |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b> |

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 3         | 9         |
| African-American/Black           | 4         | 3         |
| Hispanic/Latinx                  | 3         | 1         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 3         | 2         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 0         | 1         |
| Openly LGBTQ                     | n/a       | n/a       |
| Individuals with Disabilities    | n/a       | n/a       |
| <b>Total</b>                     | <b>13</b> | <b>16</b> |

The firm does not track information in the category of "LGBTQ" or "Individuals with Disabilities".

## Management Demographic Profile

## OTHER LEADERSHIP ROLES

| Leadership positions (2019)       | U.S. office heads | Practice group/<br>department leaders | Committee leaders |
|-----------------------------------|-------------------|---------------------------------------|-------------------|
| Total number of positions         | 18                | 35                                    | n/a               |
| Number of such positions held by: |                   |                                       |                   |
| Minorities                        | 5                 | 4                                     | n/a               |
| Women                             | 6                 | 4                                     | n/a               |
| LGBTQ attorneys                   | n/a               | n/a                                   | n/a               |
| 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? 18

*Minorities heading offices:* Hilda Galvan, Dallas (88), David DiMeglio, Los Angeles (78), Tony Dias, Miami (37), Aaron Agenbroad, San Francisco (65), Kevyn Orr, Washington DC (246)

*Women heading offices:* Colleen Laduzinski, Boston (43), Tina Tabacchi, Chicago (165), Heather Lennox, Cleveland (174), Elizabeth Kessler, Columbus (54), Hilda Galvan, Dallas (88), Rebekah Kechowski Pittsburgh (70)

*LGBTQ attorneys heading offices:* The Firm does not track information in the category of "LGBTQ".

*Individuals with Disabilities heading offices:* The Firm does not track information in the category of "Individuals with disabilities".

## PRACTICE GROUP/DEPARTMENT LEADERS

*Minorities heading practices:* Miguel Eaton, Employee Benefits & Executive Compensation (43), Jayant Tambe, Financial Markets (190), Theodore Chung, Investigations & White Collar Defense (21)

*Women heading practices:* Stephanie Parker, Business & Tort Litigation (397), Lisa Ropple, Cybersecurity, Privacy & Data Protection (22), Beth Heifetz, Issues & Appeals (73), Elizabeth McRee, Labor & Employment (92), Randi Lesnick, Mergers & Acquisitions (117), Lisa Lathrop, New Lawyers Group (154)

*LGBTQ attorneys heading practices:* The Firm does not track information in the category of "LGBTQ".

*Individuals with Disabilities heading practices:* The Firm does not track information in the category of "Individuals with disabilities".

## COMMITTEE LEADERS

*Minorities heading committees:* [No response]

*Women heading committees:* [No response]

*LGBTQ attorneys heading committees:* [No response]

*Individuals with Disabilities heading committees:* [No response]



## The Firm Says

Jones Day's commitment to diversity is reflected throughout the Firm. As of December 2019, women made up 41% of our U.S. lawyers — 27% of our partnership and 51% of our associates. Over the last two years, 39 women were admitted to the partnership and 13 joined as lateral partners. In January 2020, 8 of the 28 U.S. attorneys (29%) admitted to the partnership were diverse and over half were women (including five women of color).

In the United States, 12% of our partners and more than 20% of our associates are diverse. Over the last two years, 22 lawyers of color have joined the partnership in our U.S. offices, either by elevation from the ranks or laterally. Of the 157 law school graduates and judicial clerks who joined our U.S. offices in the fall of 2019, 54% are women and 21% are diverse. And, over the course of the past five years, we have increased our number of Black/African American lawyers and Hispanic lawyers by nearly 50%.

The Firm's leadership similarly reflects this commitment. Jones Day's office and regional leadership is the most diverse in the country (per Bloomberg Legal News) with 10 of 18 U.S. offices led by a woman and/or a diverse lawyers. In fact, many of our largest offices — Chicago (260 personnel), Cleveland (611), Dallas (179), Los Angeles (150) and Washington (400) — are led by women and/or diverse lawyers. Women also lead four of the Firm's geographic regions, including its largest (Europe, with 985 personnel), as well as nine offices outside of the United States. Women lead three regional M&A practice groups — Europe, Middle East and Africa, the Americas, and Asia. Seven of 15 members of the Firm's Partnership Committee, which advises on partner compensation and admission, are diverse and/or female. And the Firm's Advisory Committee this year is 54% female and/or diverse lawyers.

While we have made significant strides on gender diversity, we recognize that there is much more to do to improve racial diversity in the profession and in the Firm. We are in law schools speaking on panels, conducting writing workshops, judging moot courts, and mentoring diverse students. Five years ago, we started a Diversity Conference for First year law students, Perspectives and Pathways. We invite over 80 students from across the country (all expenses paid) to spend a day in our New York office with Jones Day lawyers and in-house counsel learning about the practice of law. We had to cancel our 2020 conference, but look forward to reconvening in 2021.

Jones Day is a strong supporter of Sponsors for Educational Opportunity (SEO). SEO provides students from under-represented populations the opportunity to get real life experience working in a law firm during the summer before their first year of law school. In 2019, we partnered with SEO in our Atlanta, Chicago, Cleveland, Dallas, Houston, New York, San Francisco and Washington offices — more locations than any other SEO law firm partner. As a result of this partnership, each of these offices welcomed one or more SEO interns into their summer associate programs.

The Firm is also a founding member of the Leadership Council on Legal Diversity (LCLD). We have just selected our fifth and sixth lawyers to participate in the year-long LCLD Fellows program. We also participate in LCLD's Pathfinder's Program, the Success in Law School Mentoring Program and the 1L Scholars Program — all aimed at providing networking and business development opportunities for diverse lawyers at different stages of their legal career. Other pipeline organizations the Firm supports include Just the Beginning Foundation and NJ LEEP.

### JONES DAY'S RESPONSE TO QUESTION 4.2:

ATLANTA: Pre-law society outreach at Spelman-Morehouse; host Cristo Rey Interns

BOSTON: Coached middle school students for Citizens Schools Group along with GE; hosted Career Day at JD with Cristo Rey network schools

CHICAGO: Host work study for Cristo Rey; partner w/ Legal Prep Charter Academy; teach at Chicago public elementary and high school; mentor students through WITS

CLEVELAND: Work/study for a Cristo Rey network school, 3Rs program through CMBA, Career Circle days at local high schools, and counseling/mentoring post-secondary students through College Now

COLUMBUS: Columbus BA Minority Clerkship Program, LCLD Mentors; partner with Law & Leadership Institute to work with underserved HS students; working with Ohio State to partner on Young Scholars Program

DALLAS: internships for HS seniors, teach law at LG Pinkston HS, teach interviewing skills to undergrad students, Job Partner with Cristo Rey, participate in Street Law program

DETROIT: Lawyers in the Detroit office have worked with BuildOn tutoring and mentoring younger children & participating in the "36 hour" program, volunteering for a day and a half at a high school in Detroit, working side-by-side with the kids on service projects and engaging in a dialogue with students, teachers, administrators, and BuildOn personnel about how BuildOn functions to serve the community.

HOUSTON: Sponsor summer intern through Community in Schools Program, develop and teach Pathways to Law program for MS students

IRVINE: Project SELF internship for low-income, high achieving minority HS students

LOS ANGELES: Mentors public school students, Volunteers at Wilson High Law Magnet School; Volunteers at El Rancho High School Teen Court program, Provides training for Just the Beginning program for high school students, coordinates and volunteers for the LA County Bar Association Dialogues on Freedom program at high schools throughout LA.

MINNEAPOLIS: Membership in Twin Cities Diversity in Practice (TCDIP), TCDIP 1L Rotational Clerkship; hosting two Cristo Rey students

NEW YORK: Hired interns from various underserved area high schools; is a Pipeline to Diversity Partner of Legal Outreach

SAN DIEGO: Partner with Big Brothers/Big Sisters to mentor MS girls; Read aloud program for ES children; Constitution Day presentations at middle schools throughout San Diego County

SAN FRANCISCO: Volunteer for BA of SF pipeline programs for diverse HS students, host work study teams from Cristo Rey HS; host an annual career day for King Collegiate High School

SILICON VALLEY: Host work study teams from Cristo Rey High School

WASHINGTON: Host Cristo Rey HS work study team

