

# McDermott Will & Emery

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

444 W. Lake Street  
40th Floor  
Chicago, IL 60606  
Phone: 312-372-2000  
Fax: 312-984-7700  
[mwe.com](http://mwe.com)

### LOCATIONS

Boston, Dallas, Houston, Los Angeles, Miami, New York, Orange County, San Francisco, Silicon Valley, Washington, DC, Wilmington.Brussels, Duesseldorf, Frankfurt, London, Milan, Munich, Paris, Shanghai.

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Ira Coleman

**Diversity team leader(s):** Edith Gondwe, Senior Manager of Diversity & Inclusion

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	1216	1214
U.S. offices only	908	908

### Law Firm Demographic Profile

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

Yes

##### ASSOCIATES (2019)

	Men	Women
White/Caucasian	111	88
African-American/Black	9	10
Hispanic/Latinx	8	11
Alaska Native/American Indian	1	0
Asian	13	24
Native Hawaiian/Pacific Islander	0	0
Multiracial	8	3
Openly LGBTQ	7	3
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>166</b>	<b>149</b>

We currently do not track individuals with disabilities.

##### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	145	39
African-American/Black	4	1
Hispanic/Latinx	2	3
Alaska Native/American Indian	0	0
Asian	8	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	4	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>162</b>	<b>50</b>

We currently do not track individuals with disabilities.

##### OF COUNSEL (2019)

	Men	Women
White/Caucasian	58	25
African-American/Black	0	1
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	4	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>70</b>	<b>29</b>

We currently do not track individuals with disabilities.

##### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	11	14
African-American/Black	1	3
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	3	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>18</b>	<b>25</b>

We currently do not track individuals with disabilities.

##### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	118	73
African-American/Black	3	1
Hispanic/Latinx	7	4
Alaska Native/American Indian	0	0
Asian	11	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	5	4
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>148</b>	<b>91</b>

We currently do not track individuals with disabilities.

##### NEW HIRES (2019)

	Men	Women
White/Caucasian	68	49
African-American/Black	4	6
Hispanic/Latinx	7	2
Alaska Native/American Indian	0	0
Asian	4	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	4	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>91</b>	<b>71</b>

We currently do not track individuals with disabilities.

### Strategic Plan and Diversity Leadership

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

Emails, website, quarterly reports, meetings (including firm wide town halls and retreats), and intranet

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

Edith Gondwe, Sr. Manager of Diversity and Inclusion

**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: 1

Total hours spent on diversity: [No response]

Comments: This is not tracked at the Firm.

**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?**

Annually

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

Our Global Head of Diversity and Inclusion, Anthony Upshaw, uses his seat on the Management Committee to ensure that diversity and inclusion are key considerations in every major decision. Mr. Upshaw also regularly updates the Firm's Management and Executive Committees on diversity-related initiatives. He also chairs our Diversity & Inclusion Committee, which is comprised of three active subcommittees (Racial & Ethnic, Gender and LGBTQ+). Each subcommittee has a chair who works in conjunction with Mr. Upshaw to review data, trends, strategy and progress to ensure transparency and accountability at all levels. Each subcommittee connects our diverse lawyers and allies, developing formal and informal opportunities to interact and deepen skills and relationships (e.g., social gatherings, training sessions and mentoring programs). The subcommittee working groups focus on recruitment, parity, internal networking/business development, retention, and internal programming.

Mr. Upshaw also oversees the Firm's diversity and inclusion department, which includes a senior manager and coordinator. The diversity and inclusion department was established in 2019 and is committed to expanding the work of the D&I Committee and embedding diversity and inclusion more deeply into the Firm's enterprise. The team is focused on ensuring that the Firm continues to make progress and prioritizes a culture of inclusion and a workplace reflective of our diverse communities and 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			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	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X	X		Focus on strengthening firm's mentoring program
X	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X	X		Support law firm's internal affinity networks
X			Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X			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	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	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		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
	X		Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

#### INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

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



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



### Pipeline Initiatives

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

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

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

In Chicago, the Firm participates in the Cristo Rey internship and All Stars Project of Chicago's Development School for Youth programs. We also host a debate tournament for Chicago area high school students from underserved communities.





### Recruitment - New Associates

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

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

*Other private law schools:* Boston College, Boston University, University of Chicago, Duke, Fordham, Georgetown, George Washington, University of Miami, NYU, Northwestern, Notre Dame, University of Southern California, Stanford, Vanderbilt

*Public state law schools:* University of California — Los Angeles, University of California — Berkeley, University of Florida, University of Illinois, University of Michigan, University of Texas, University of Virginia

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

*Diversity job fairs:* Bay Area Diversity Career Fair, Cook County Bar Associate Minority Job Fair, Lavender Law

#### 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)
- We hold pre-OCI receptions in the summer for both minority and majority students.

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

Yes, the Firm has three 1L Diversity Fellowships open to diverse 1L students. Those student become part of our regular summer program. The Firm also hosts a 1L Leadership Council on Legal Diversity Scholar (LCLD) in our NY office.



### Recruitment - New Associates

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

	Men	Women
White/Caucasian	10	14
African-American/Black	1	1
Hispanic/Latinx	3	2
Alaska Native/American Indian	0	0
Asian	3	4
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>17</b>	<b>21</b>

LGBTQ and Disability status not currently tracked.

#### OFFERS ACCEPTED\* (2019)

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

	Men	Women
White/Caucasian	9	12
African-American/Black	0	0
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	3	4
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>14</b>	<b>16</b>

LGBTQ and Disability status not currently tracked.

#### OFFERS MADE\* (2019)

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

	Men	Women
White/Caucasian	9	13
African-American/Black	0	1
Hispanic/Latinx	3	2
Alaska Native/American Indian	0	0
Asian	3	4
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>15</b>	<b>20</b>

LGBTQ and Disability status not currently tracked.

#### 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	0	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

LGBTQ and Disability status not currently tracked.

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	25	19
African-American/Black	4	2
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	3	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>33</b>	<b>25</b>

Individuals with disabilities is currently not tracked.

#### LATERAL OF COUNSEL HIRES (2019)

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

Individuals with disabilities is currently not tracked.

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

\* Both equity and non-equity

	Men	Women
White/Caucasian	27	11
African-American/Black	0	1
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	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>28</b>	<b>13</b>

Individuals with disabilities is currently not tracked and Equity partners are not hired laterally — only non-equity partners.

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

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

	Men	Women
White/Caucasian	7	5
African-American/Black	1	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	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>8</b>	<b>6</b>

All equity partners were previously non-equity partners, so these totals only include promotions to non-equity partner. We also currently don't track individuals with disabilities.

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

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	18	3
African-American/Black	1	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>22</b>	<b>6</b>

equity partners are not hired laterally, only promoted from within. We also currently don't track 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?

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:

[No response]



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	1
African-American/Black	0	0
Hispanic/Latinx	1	1
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
<b>Total</b>	<b>3</b>	<b>3</b>

We currently do not track individuals with disabilities.

##### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	8	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
<b>Total</b>	<b>8</b>	<b>1</b>

We currently do not track individuals with disabilities.

##### 3RD-YEAR ASSOCIATES

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

We currently do not track individuals with disabilities.

##### 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	3
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	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>1</b>	<b>4</b>

We currently do not track individuals with disabilities.

##### 5TH-YEAR ASSOCIATES

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

We currently do not track individuals with disabilities.

##### 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	3
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
<b>Total</b>	<b>1</b>	<b>4</b>

We currently do not track individuals with disabilities.

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 7TH-YEAR ASSOCIATES

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

We currently do not track individuals with disabilities.

##### 8TH-YEAR PLUS ASSOCIATES

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

We currently do not track individuals with disabilities.

##### OF COUNSEL

	Men	Women
White/Caucasian	12	3
African-American/Black	0	1
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
<b>Total</b>	<b>13</b>	<b>4</b>

We currently do not track individuals with disabilities.

##### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	7	6
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>9</b>

We currently do not track individuals with disabilities.

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	7	0
African-American/Black	0	0
Hispanic/Latinx	1	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
<b>Total</b>	<b>8</b>	<b>0</b>

We currently do not track individuals with disabilities.

### Retention and Professional Development

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

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

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

Yes

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

There is no impact.

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

11



### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	3	3	315
Of counsel	34	13	47	99
Non-equity partner	3	16	19	239
Equity partner	0	6	6	212





### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	4	1
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
<b>Total</b>	<b>4</b>	<b>2</b>

We currently do not track individuals with disabilities.

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	11	6
African-American/Black	1	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	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>12</b>	<b>7</b>

We currently do not track individuals with disabilities.

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	2	2
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
<b>Total</b>	<b>2</b>	<b>2</b>

We currently do not track individuals with disabilities.

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	6	8
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
<b>Total</b>	<b>7</b>	<b>8</b>

We currently do not track individuals with disabilities.

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	20	53
African-American/Black	7	5
Hispanic/Latinx	2	6
Alaska Native/American Indian	0	0
Asian	9	12
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	9	8
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>39</b>	<b>76</b>

We currently do not track individuals with disabilities.

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	11	9	32
Number of such positions held by:			
Minorities	0	0	6
Women	2	3	10
LGBTQ attorneys	0	0	1
Individuals with Disabilities	n/a	n/a	n/a

We currently do not track individuals with disabilities.

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? 12

Minorities heading offices: 0

Women heading offices: Sarah Bro, Orange County (6); Lisa Richman Kelley, Washington, DC (177)

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: We currently do not track individuals with disabilities.

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: 0

Women heading practices: Jane May, Tax (114); Nicole Jantzi, Intellectual Property (55); Linda Doyle, General Counsel's Office (3)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: We currently do not track individuals with disabilities.

#### COMMITTEE LEADERS

Minorities heading committees: Michael Chu, Diversity/Inclusion (97); Jon Dean, Pro Bono and Community Service (68); Anthony Upshaw, Diversity/Inclusion (97); Mandy Kim, Pro Bono and Community Service (68)

Women heading committees: Jennifer Mikulina, Diversity/Inclusion (97); Megan Thibert-Ind, Pro Bono and Community Service (68); Kristen Hazel, New Business (11); Asra Chatham, Pro Bono and Community Service (68); Alexandra Scheibe, Associate Review (13); Mandy Kim, Pro Bono and Community Service (68); Jennifer Geetter, Pro Bono and Community Service (68); Lisa Richman Kelley, Diversity/Inclusion (97); Jennifer Routh, Associate Compensation (3)

LGBTQ attorneys heading committees: Michael Weaver, Pro Bono and Community Service (68)

Individuals with Disabilities heading committees: We currently do not track individuals with disabilities.



### The Firm Says

Since McDermott was established in 1934, we have been driven not only to give our clients excellent service but also to be citizens in our workplace and communities. Our lawyers have built upon this legacy in a number of ways, including efforts to ensure that diversity and inclusion are top priorities for the Firm. Over the last three decades, our Gender Diversity, Racial & Ethnic Diversity and LGBTQ Diversity Subcommittees have led the charge to recruit, retain, and develop diverse talent.

In 2011, the three committees were consolidated into our current Diversity & Inclusion (D&I) Committee. The consolidation was an effort to maximize efficiencies and renew our focus on diversity and inclusion. The work of the three subcommittees still continued uninterrupted.

To bolster strides made by the D&I Committee, the Firm appointed Litigation Partner, Anthony (Tony) Upshaw as the Global Head of Diversity & Inclusion in 2017. In 2019, the Firm established its first diversity and inclusion department which includes a senior manager and a coordinator. Under Tony's leadership, the department is committed to expanding the work of the D&I Committee and embedding diversity and inclusion more deeply into the Firm's enterprise. The team is focused on ensuring that the Firm continues to make progress and prioritizes a culture of inclusion and a workplace reflective of our diverse communities and clients.

Below, we have included some highlights of our initiatives/activities since establishing our diversity and inclusion department.

#### DIVERSITY & INCLUSION HIGHLIGHTS

- Learning (Alongside), Partnering and Working with Clients to Advance Diversity & Inclusion in 2019 to the present. Since the creation of the diversity and inclusion department, we have joined our clients for opportunities to learn and increase our awareness. We have invited our clients to McDermott hosted programs, such as our annual LGBTQ Workplace Awareness Program, our Racial & Ethnic Diversity Summit, and our Women's Summit. We have also invited our clients to join us for conferences such as the Minority Corporate Counsel Program's Annual Creating Pathways to Diversity Conference and the Corporate Counsel Women of Color Annual Conference. Additionally, our lawyers have served as panelists and speakers at some of our clients' diversity programs and conferences.
- We also participate in pipeline efforts alongside our clients. Currently, we participate in the Leadership Council on Legal Diversity (LCLD)'s 1L Scholars Program alongside, McDermott client, Honeywell. The LCLD 1L Scholars Program gives diverse law students the rare opportunity to work side-by-side with attorneys from LCLD Member organizations. Each summer, Honeywell and McDermott host a 1L LCLD Scholar, who participates in the McDermott Summer Program and has the opportunity to work on Honeywell matters throughout the summer.
- Diverse Associate Conversation Series in May 2020. The Diversity & Inclusion department will host a series of small group conversations with our diverse associates. These "virtual" discussions are an open but confidential forum for diverse associates to connect with colleagues across the Firm and share their experiences.
- Heritage Month Celebration Series launched in February 2020. To celebrate diversity across the Firm, we recognize and celebrate heritage months formally recognized in the United States. For African-American History (February) and Women's History (March) Months a number of activities took place including talks given by guest speakers and experts. The Firm will also celebrate Asian Pacific American Heritage Month (May), Pride Month (June), and National Hispanic Heritage Month (September 15 to October 15) in 2020.
- Establishing the London Diversity & Inclusion Committee. In December 2019, the London office established its Diversity & Inclusion Committee. The Committee is focused on providing programming, promoting awareness, and connecting colleagues in the office. The office's Committee works closely with the D&I Team and the firm wide D&I Committee.
- Creating Racial & Ethnic Diversity Committee Affinity Networks. To foster greater social and professional connections across the Firm and share information and resources, in April 2020, we announced the creation of the Black Attorney, Asian/Asian American Attorney and Hispanic Attorney Networks. The Networks operate under the Racial & Ethnic Diversity Committee. The first meetings will take place in mid to late May 2020.
- Wellness and Happiness Initiatives are a part of a greater effort to foster a culture of belonging and inclusion. The Firm offers training and resources for our attorneys and business professionals including regularly-scheduled guided meditations, quarterly firm-wide town halls, mindfulness workshops, and most recently, a talk given by an expert on happiness. Associates can receive up to 25 hours of billable credit for attending mindfulness trainings. Each month, the Firm distributes a short survey to every lawyer and business professional to gauge how happy people across the Firm are.
- Achieving Mansfield Certification for the past two years. One year after signing on to the program, we achieved Mansfield Certification. In 2018, we then renewed our commitment by signing on to Mansfield 2.0, which broadened the obligations of participating firms by measuring at least 30 percent diversity in pitch activity. We achieved Mansfield 2.0 Certification Plus Status in summer 2019. The Certification Plus status means that we not only met the 30 percent diverse candidate threshold for the Certification status but we also met the program's threshold for diverse lawyer representation for key leadership and governance positions at the Firm.
- Hosted our 2nd annual two-day Racial & Ethnic Diversity Summit in June 2019, which included an update on the state of minority lawyers, promoted candid discussions, and generated action plans for in-house attendees to implement within their organizations. The theme for the summit was belonging. Our keynote speaker, Michelle Silverthorn, the Founder and CEO of Inclusion Nation, talked about making diversity and inclusion matter in the workplace. Other sessions included an external speaker on using compassion and mindfulness to navigate implicit bias, an interactive "hackathon" aimed to generate real life solutions to the challenge of diversity. The summit also gave participants opportunities to share their experiences, successes, and struggles in a way that builds a strong community.
- Hosting McDermott's 13th annual LGBTQ Workplace Awareness Program, featuring a screening of the documentary, "The Ice King" which chronicles the life of John Curry, one of the greatest figure skaters of all time, who was also the first openly gay Olympian-at a time when homosexuality was still widely considered immoral (and illegal). Following the screening, we hosted a 30 minute panel discussion with Hudson Taylor, the founder and executive director of Athlete Ally, whose mission is to end homophobia and transphobia in sports.
- Women's Summit in May 2019: Our third Women's Summit brought together women leaders from across industries and geographies, including clients, to discuss issues impacting women. From discussions about holistic leadership to navigating the #MeToo era to driving international diversity, the event left attendees feeling empowered and full of ideas to continually improve diversity in our organizations and support women on their paths to success. The goal of this annual event is to encourage an open and honest dialogue about the challenges women face in the legal industry and the ways in which McDermott can support women as they progress in their careers.