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**Different experiences.**

**Different perspectives.**

**Our differences make us stronger.**

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Schulte Roth & Zabel  
**DIVERSITY & INCLUSION COMMITTEE**

Schulte Roth & Zabel LLP  
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# Schulte Roth & Zabel LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

New York, NY; Washington, DC; London, UK

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Executive Committee: Stephanie Breslow, David Efron, Marc Elovitz, Susan Frunzi, Eleazer Klein, Richard Presutti, Peter White, Boris Ziser

**Diversity team leader(s):** Taleah Jennings, Partner and Co-Chair of the Diversity & Inclusion Committee; David Nissenbaum, Partner and Co-Chair of the Diversity & Inclusion Committee; Rachel Simmonds-Watson, Director of Diversity & Inclusion

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	344	360
U.S. offices only	325	341

## Law Firm Demographic Profile

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

No

## ASSOCIATES (2019)

	Men	Women
White/Caucasian	91	58
African-American/Black	4	4
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	11	16
Native Hawaiian/Pacific Islander	0	0
Multiracial	4	2
Openly LGBTQ	12	4
Individuals with Disabilities	1	0
<b>Total</b>	<b>113</b>	<b>83</b>

## SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	32	12
African-American/Black	0	2
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	3	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>36</b>	<b>18</b>

## EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	66	10
African-American/Black	1	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	0
Individuals with Disabilities	1	1
<b>Total</b>	<b>69</b>	<b>12</b>

## 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>

## OF COUNSEL (2019)

	Men	Women
White/Caucasian	37	23
African-American/Black	1	0
Hispanic/Latinx	2	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	1	0
<b>Total</b>	<b>40</b>	<b>24</b>

## NEW HIRES (2019)

	Men	Women
White/Caucasian	23	18
African-American/Black	2	1
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	0
Asian	4	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	4	2
Individuals with Disabilities	0	0
<b>Total</b>	<b>30</b>	<b>30</b>

### Strategic Plan and Diversity Leadership

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

Diversity & Inclusion is a standing agenda item for our leadership team. The co-chairs of the firm's Diversity & Inclusion Committee, and the Director of Diversity & Inclusion, report to the firm's Managing Partners, Executive Committee, and to all partners and members of the firm on diversity and inclusion initiatives. We also report information about our diversity and inclusion initiatives during the firm's town halls for lawyer and business staff, on our external website and intranet, that are each updated regularly, and to clients upon request.

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

The Diversity & Inclusion Committee is charged with leading the firm's diversity and inclusion initiatives.

The Committee is comprised of five partners. Committee Co-Chairs, Taleah Jennings and David Nissenbaum, and Jennifer Dunn, Andrew Fadale and Edward Sadtler, and Brian Schare, Chief Operating Officer, Alissa Golden, Director of Professional Development and Recruiting and Rachel Simmonds-Watson, Director of Diversity & 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: 5

Total hours spent on diversity: [No response]

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

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 and informal

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

Quarterly

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

The firm is committed to having the best talent and we know that implementing a diversity and inclusion, data-driven strategic plan and bringing together different perspectives are vital to our success if we want to maintain our industry standing as an innovative law firm with cutting-edge clients. The Diversity & Inclusion Committee reviews and reports on the firm's results to the firm's Managing Partners and Executive Committee.

#### Is your firm minority-owned or women-owned?

No



## Law Firm Diversity Initiatives

## INITIATIVES FOR ALL DIVERSE ATTORNEYS

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



## Law Firm Diversity Initiatives

## INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

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

## INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

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



## Law Firm Diversity Initiatives

## INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

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

## INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
			Increase the number of attorneys with disabilities at the associate level
			Increase the number of attorneys with disabilities at the partnership level
			Increase the number of attorneys with disabilities in leadership positions
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



# Schulte Roth & Zabel LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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





### Pipeline Initiatives

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

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

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

The Firm sponsors "college readiness" community service programs and high school mock trial programs. The firm has conducted a number of these programs designed to encourage and help high school students high school students, from traditionally underrepresented groups in the legal profession, consider and plan for college and expose them to the practice of law. We plan to continue these programs going forward.



### Recruitment - New Associates

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

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

*Other private law schools:* Benjamin N. Cardozo School of Law, Boston College Law School, Boston University School of Law, Brooklyn Law School, Duke University School of Law, Emory University School of Law, Fordham University School of Law, George Washington University Law School, Georgetown University Law Center, Hofstra University School of Law, New York Law School, New York University School of Law, St. John's University School of Law, Syracuse University College of Law, Tulane Law School, Washington and Lee University School of Law, Washington University School of Law, William & Mary Law School

*Public state law schools:* Rutgers Law School, UCLA School of Law, University of Michigan Law School, University of Texas at Austin School of Law, University of Virginia School of Law, USC Gould School of Law

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

*Diversity job fairs:* Harvard BLSA Career Fair, Lavender Law Career Fair, NYC Metro Area LGBT Legal Career Fair, Northeast BLSA

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

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

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

We participate in various programs geared towards 1Ls such as career educational fairs, practice interview programs, and forums for employers. We also take part in panel discussions for 1Ls, ranging in topics from hedge funds, the art of working a room, how to make the most of your summer and what you need to know for fall recruiting.



### Recruitment - New Associates

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

	Men	Women
White/Caucasian	32	12
African-American/Black	0	2
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	3	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>36</b>	<b>18</b>

#### OFFERS MADE\* (2019)

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

	Men	Women
White/Caucasian	32	12
African-American/Black	0	1
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	3	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>36</b>	<b>17</b>

#### OFFERS ACCEPTED\* (2019)

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

	Men	Women
White/Caucasian	29	12
African-American/Black	0	1
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	3	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>33</b>	<b>17</b>

#### 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	1	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

## Recruitment - Lateral Associates and Partners

## LATERAL ASSOCIATE HIRES (2019)

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

## LATERAL OF COUNSEL HIRES (2019)

	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	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>1</b>

## LATERAL PARTNER HIRES\* (2019)

\* Both equity and non-equity

	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	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>1</b>

## NEW PARTNERS PROMOTED\* (2019)

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

	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	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>1</b>

## NEW EQUITY PARTNERS\* (2019)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	4	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	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>4</b>	<b>2</b>

### Recruitment - Lateral Associates and Partners

#### What activities does the firm undertake to attract diverse attorneys?

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

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

No

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

Not applicable

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

Not applicable



## Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019*

## 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	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>

Schulte Roth &amp; Zabel does not report attrition information.

## 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>

Schulte Roth &amp; Zabel does not report attrition information.

## 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>

Schulte Roth &amp; Zabel does not report attrition information.

## 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>

Schulte Roth &amp; Zabel does not report attrition information.

## 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>

Schulte Roth &amp; Zabel does not report attrition information.

## 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>

Schulte Roth &amp; Zabel does not report attrition information.

## 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>

Schulte Roth &amp; Zabel does not report attrition information.

**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>

Schulte Roth &amp; Zabel does not report attrition information.

**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>

Schulte Roth &amp; Zabel does not report attrition information.

**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>

Schulte Roth &amp; Zabel does not report attrition information.

### Retention and Professional Development

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

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

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

Yes

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

[No response]

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

1





### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	1	2	196
Of counsel	0	8	8	64
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	0	0	0	81



## Management Demographic Profile

## FIRMWIDE COMMITTEES 2019

## EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	6	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	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>6</b>	<b>2</b>

## HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

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

## PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	9	2
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	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>10</b>	<b>2</b>

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

## Management Demographic Profile

## OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	8	27	17
Number of such positions held by:			
Minorities	0	0	2
Women	2	3	3
LGBTQ attorneys	1	2	1
Individuals with Disabilities	0	0	0

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

## U.S. OFFICE HEADS

How many offices does your firm have in the United States? 3

Minorities heading offices: [No response]

Women heading offices: Stephanie Breslow and Susan Frunzi are members of the Firm's Executive Committee

LGBTQ attorneys heading offices: Marc Elovitz is a member of the Firm's Executive Committee

Individuals with Disabilities heading offices: [No response]

## PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: Stephanie Breslow, co-head of the Investment Management Group; Susan Frunzi, co-head of the Individual Client Services group; Michele Williams, co-head of the Real Estate group

LGBTQ attorneys heading practices: Marc Elovitz, head of the Investment Management Regulatory & Compliance Group; Edward Sadtler, head of the Intellectual Property, Sourcing & Technology group

Individuals with Disabilities heading practices: [No response]

## COMMITTEE LEADERS

Minorities heading committees: Antonio Diaz-Albertini, co-head of the Summer Program Committee; Taleah Jennings, co-head of the Diversity & Inclusion Committee

Women heading committees: Jennifer Dunn, Women's Steering Committee; Taleah Jennings, co-head of the Diversity & Inclusion Committee and Women's Steering Committee; Kara Kuchar, co-head of the Summer Program Committee

LGBTQ attorneys heading committees: Marc Elovitz, co-head of the Executive Committee

Individuals with Disabilities heading committees: [No response]

### The Firm Says

SRZ is dedicated to fostering diversity and inclusion in all areas of the firm's operations, from recruitment and retention to promotion and leadership. A diverse group of talented lawyers and staff is vital to the success of our firm. Diversity makes us more creative and effective, bringing together varied perspectives, experiences and backgrounds that result in a stronger workplace and better client service.

#### Leadership Matters

SRZ's Diversity & Inclusion Committee drives the firm's diversity initiatives relating to recruitment, retention, promotion and leadership at the firm. The Committee is co-chaired by a member of the firm's executive committee and is comprised of partners representing diverse backgrounds and a cross-section of practice areas. The Committee works closely with the firm's management team and business departments (including recruiting and professional development) to develop and implement the firm's diversity and inclusion initiatives.

#### Training

To ensure that the SRZ community is well equipped to contribute to and promote a more diverse and inclusive workplace, the firm has implemented a training program. The program is led by an industry expert and is mandatory for all firm employees.

#### Recruiting

Recruiting top candidates from targeted law schools is a key component of our diversity program. Each year, we visit a variety of law schools to meet law students with diverse backgrounds, ethnicities, professional experiences and sexual orientations. We also partner with diverse student groups at many law schools to support their membership and programming. Our summer program represents the diversity of the lawyers at the firm. The summer associates are also encouraged to attend the firm's affinity group events, as well as events sponsored by organizations such as Practicing Attorneys for Law Students (PALS), the Asian American Legal Defense and Education Fund (AALDEF) and the ACLU LGBT & AIDS Project, many of which are co-sponsored by the firm.

#### Education and Outreach

SRZ is committed to continuously increasing the awareness of and conversations surrounding important issues facing the broader community. The Diversity & Inclusion Committee sponsors firm-wide educational programs to help achieve this goal. The firm also values outreach and collaborative programs within our community. The Diversity & Inclusion Committee partners with clients and various public service organizations to conduct college readiness workshops for New York City high school students. The firm also hosts intensive legal and education programs, including workshops and introductions to various practice areas at SRZ, designed to prepare youth from underserved New York City communities to compete at the highest academic level.

#### Sponsorship

SRZ is a signatory to the Association of the Bar of the City of New York's Statement of Goals for Increasing Minority Representation and Retention and an underwriter of the Vault/MCCA Law Firm Diversity Database. As part of that commitment, we have expanded our recruiting efforts at a broad range of law schools and job fairs. We participate actively in several diversity-focused job fairs each year, including the Lavender Law Career Fair held during the National LGBT Bar Association's Annual Conference, the Northeast Black Law Students Association (BLSA) Job Fair and the NYC Metro Area LGBT Legal Career Fair.

