

Wilson Sonsini Goodrich & Rosati

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Austin, Beijing, Brussels, Hong Kong, London, Los Angeles, New York, Palo Alto, San Diego, San Francisco (Downtown & SOMA), Seattle, Shanghai, Washington D.C., Wilmington

DIVERSITY LEADERSHIP

Head(s) of Firm: Doug Clark, Managing Partner

Diversity team leader(s): Jullia Carretta, Professional Development and Diversity Manager

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	905	912
U.S. offices only	847	854

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	187	129
African-American/Black	6	6
Hispanic/Latinx	11	11
Alaska Native/American Indian	0	1
Asian	48	82
Native Hawaiian/Pacific Islander	1	0
Multiracial	9	10
Openly LGBTQ	15	10
Individuals with Disabilities	n/a	n/a
Total	272	249

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	27	28
African-American/Black	1	0
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	0
Asian	11	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	4
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	45	45

1 associate is gender non-binary. This person is also multiracial and openly LGBTQ. We did not include this person in the above totals. 10 men and 10 women chose not to disclose their Race/Ethnicity information.

4 men and 1 woman chose not to disclose.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	143	35
African-American/Black	2	0
Hispanic/Latinx	10	3
Alaska Native/American Indian	0	0
Asian	16	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	1	4
Individuals with Disabilities	n/a	n/a
Total	173	47

NON-EQUITY PARTNERS (2019)

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

1 man chose not to disclose

OF COUNSEL (2019)

	Men	Women
White/Caucasian	41	35
African-American/Black	2	1
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	6	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
Total	54	40

NEW HIRES (2019)

	Men	Women
White/Caucasian	56	50
African-American/Black	2	3
Hispanic/Latinx	3	6
Alaska Native/American Indian	0	0
Asian	15	28
Native Hawaiian/Pacific Islander	0	0
Multiracial	4	3
Openly LGBTQ	3	4
Individuals with Disabilities	n/a	n/a
Total	81	92

2 men chose not to disclose their Race/Ethnicity.

1 man and 2 women chose not to disclose.

Strategic Plan and Diversity Leadership

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

Wilson Sonsini's internal and client-facing websites highlight the firm's commitment to and value for diversity. Our internal intranet highlights progress on various diversity related initiatives and partnerships with Bar Associations and nonprofit organizations, as well as Affinity Group contacts and upcoming events.

The firm publishes a Diversity Newsletter twice a year, which is available to clients and law school students, and is circulated internally firmwide.

The Managing Partner and the Chair of the Board of Directors attend, support, and speak at Women's Leadership Summits, firmwide Diversity Summits, and department specific town hall meetings.

The firm very recently formalized the Diversity and Inclusion Committee (DAIC), and the communication will go out to the rest of the firm soon.

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

Jullia Carretta, Professional Development & Diversity Manager

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: 15

Total hours spent on diversity: 0

Comments: The firm's Diversity and Inclusion Committee was formalized in May 2020. Prior to the committee's formalization, Wilson Sonsini has held strongly to the practice of incorporating diversity considerations into all key talent management functions; including law school and lateral attorney recruiting, hiring, work allocation, associate retention initiatives, career coaching, associate performance evaluations, and partner promotions.

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

Yes

If yes or partially, please explain.

The firm's Chief Operating Officer (COO) and Chief Administration and Human Resources Officer (CAHRO) monitor and review all talent management practices and processes to ensure that they are fair and successful from a variety of diversity perspectives and present to the firm's managing partner and the DAIC the plans for, and the results of, diversity initiatives with key talent management processes.

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?

Quarterly

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

Wilson Sonsini tasks firm management with ensuring that diversity is incorporated into all talent management practices and holds them accountable for achieving positive diversity outcomes. The firm's Chief Operating Officer and Chief Administration and Human Resources Officer embed diversity considerations into all key talent management functions, including law school and lateral attorney recruiting, work allocation processes, associate morale and retention initiatives, career coaching, associate performance evaluations, and partner promotions. These two C-level officers and their teams design, monitor and review the processes to ensure that they are fair and successful from a variety of diversity perspectives. The two C-level officers then periodically present to the firm's managing partner and the Diversity and Inclusion Committee (DAIC) the plans for, and the results of, diversity initiatives in connection with these key talent management processes. The firm's strong diversity results demonstrate the success of this approach.

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		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	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	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		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	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
X			Implement policies to address gender pay equity



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

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

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

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



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



Pipeline Initiatives

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

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

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

[No response]



Recruitment - New Associates

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

Ivy League law schools: Columbia, Cornell, Harvard, U. Penn, Yale

Other private law schools: Boston College, Boston University, BYU, Duke, George Washington, Georgetown, Northwestern, NYU, Santa Clara, Stanford, U. Chicago, USC, USD

Public state law schools: Berkeley, Hastings, U. Michigan, UC Irvine, UCLA, UVA, U. Texas, U. Washington

Law schools of Historically Black Colleges and Universities (HBCUs): N/A

Diversity job fairs: The Bay Area Diversity Career Fair, Lavender Law Career Fair

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

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

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

Yes, we host dinners, receptions, informational meetings, offer professional head shots, and etiquette classes. We have participated in resume reviews, mock interviews, lunch talks, and round-table discussions around important topics.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	27	28
African-American/Black	1	0
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	0
Asian	11	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	4
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	45	45

4 men and 1 woman chose not to disclose.

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	27	27
African-American/Black	1	0
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	0
Asian	11	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	4
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	44	43

The firm currently does not track individuals with disabilities.

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	26	24
African-American/Black	1	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	11	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	4
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
Total	43	39

4 men and 1 woman chose not to disclose.

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	0	0
Individuals with Disabilities	n/a	n/a
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	24	24
African-American/Black	2	2
Hispanic/Latinx	2	3
Alaska Native/American Indian	0	0
Asian	7	20
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	38	52

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	7	3
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	8	4

1 man and 2 women chose not to disclose.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	8	1
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
Total	9	1

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	11	3
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	12	4

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	19	4
African-American/Black	0	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	1	1
Individuals with Disabilities	n/a	n/a
Total	21	5

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	2	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	2	3

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	7	1
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	0
Individuals with Disabilities	n/a	n/a
Total	10	3

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	5
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	8	10

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	0
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	10	6

1 man and 1 woman chose not to disclose.

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	5	4
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	6	6

6TH-YEAR ASSOCIATES

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

1 man chose not to disclose.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	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
Total	3	4

8TH-YEAR PLUS ASSOCIATES

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

OF COUNSEL

	Men	Women
White/Caucasian	5	2
African-American/Black	0	0
Hispanic/Latinx	2	1
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
Total	7	3

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

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

Retention and Professional Development

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

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

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?

None.

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

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Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	4	16	20	521
Of counsel	8	14	22	93
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	3	5	8	220



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	7	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	8	2

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	9	11
African-American/Black	0	0
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	13	14

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	9	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	3	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	12	5

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	33	8
African-American/Black	1	0
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	3	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	39	15

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	3
African-American/Black	1	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	6	9

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	0	35	27
Number of such positions held by:			
Minorities	n/a	7	6
Women	n/a	12	12
LGBTQ attorneys	n/a	1	0
Individuals with Disabilities	n/a	n/a	n/a

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

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 11

Minorities heading offices: [No response]

Women heading offices: [No response]

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: [No response]

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

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

Wilson Sonsini is committed to the principle that diversity and inclusion are vital components of a thriving organization. We incorporate diversity considerations into all talent management practices, including recruiting, hiring, reviews, partner promotions and retention. Diversity of thought, experience, identity, and background, as well as an inclusive culture, enable our firm to deliver greater value to our clients, provide a richer work experience to our employees, and make meaningful, lasting contributions to our communities. Diversity and inclusion are particularly important to our firm because our exceptionally innovative technology, life science, and other emerging growth clients are also exceptionally diverse themselves. Recognition

Wilson Sonsini is recognized as an industry leader in law firm diversity:

- In Law360's 2019 listing of the top U.S. law firms for minorities, the firm ranked No. 1 among large firms (those with more than 600 attorneys) for minority equity partners and No. 1 overall in its ranking of the best firms for minority attorneys.
- Wilson Sonsini also ranked No. 4 overall in The American Lawyer's 2019 Diversity Scorecard, reflecting our high percentage of minority attorneys (27 percent) and partners (20.1 percent) and continuing our history of high rankings, including three consecutive years in which Wilson Sonsini ranked No. 1 overall.
- In 2020, the firm received a perfect score of 100 percent and the designation as a Best Place to Work for LGBTQ Equality in the Human Rights Campaign's Corporate Equality Index for its non-discrimination policies, employment benefits, demonstrated organizational competency and accountability around LGBTQ diversity and inclusion, public commitment to LGBTQ equality, and responsible citizenship.

Leadership

At Wilson Sonsini, diversity is not merely about numbers, it is about leadership. Our female, minority, and LGBTQ+ partners hold prominent roles at all levels of management, including the Board of Directors, department and practice group leadership, Nominating Committee, Compensation Committee, Finance Committee, and the WSGR Foundation Board of Trustees. Our Board chair is a woman and diverse partners hold chair positions on nearly every standing committee of the firm. At the associate level, two of the three co-chairs of the Associates Committee are women and numerous committee members are diverse.

Moreover, in August 2019, the firm achieved Mansfield Plus Certification after having participated in the Mansfield 2.0 pilot program, signifying that at least 30 percent of the firm's appointments to leadership roles, promotions to equity partner, senior-level lateral hires, and inclusion in formal business pitches were female attorneys, attorneys of color, and LGBTQ+ attorneys. Wilson Sonsini has signed on to participate in the Mansfield 3.0 pilot, which adds attorneys living with disabilities as a tracked category.

Affinity Groups and the Diversity and Inclusion Committee

The firm has four active affinity groups that are open to both attorneys and professional staff: the African American Affinity Group, Asian American Affinity Group, Latinx Affinity Group, and LGBTQ+ Affinity Group. The groups are meeting virtually on a regular basis during Shelter in Place. Additionally, in 2020, the firm formalized a Diversity and Inclusion Committee, composed of members and key influential associates, which will work with firm leadership to shape and implement strategic Diversity and Inclusion initiatives, partnerships, and trainings at the office, departmental, and firm-wide levels.

Recruiting and Retention

We have active and evolving programs in place to recruit and retain attorneys from historically underrepresented groups. The firm consistently hires summer and fall associate classes and lateral attorney cohorts that are more diverse than the firm's already highly-diverse associate base. We build the law school diversity pipeline by funding scholarships for diverse students and strengthening our firm's relationships with diverse student groups on campuses. We also sponsor (via The WSGR Foundation) diversity scholarships through the California Bar Foundation to assist incoming first-year law students from historically underrepresented groups in the legal profession who have committed to attend California law schools.

Retention, career development, and promotion are also key components of our diversity strategy.

- The firm updated its part-time policy and parental leave benefits to attract and retain partners, counsel, and associate attorneys interested in flexible work arrangements. The data shows that this program is valuable in retaining both female and minority attorneys.
- We track the diversity of associates in the nominations pipeline and those promoted to partner to ensure opportunities for women, attorneys of color, and LGBTQ+ attorneys. Currently, 35 percent of the firm's partners and more than 60 percent of the firm's associates are women, gender non-binary, minorities, or LGBTQ+. We also track the diversity and destinations of departing associates and flag issues to the extent that overall attrition or attrition by practice group is repeatedly disproportionate.
- In the fall of 2019, the firm rolled out unconscious bias training focused on evaluations (Career Development Committee), promotions (Nominating Committee), partner compensation (Compensation Committee), and overall firm leadership (Board of Directors). The firm plans to deliver this training to the rest of the organization in 2020.

Our programs and events are also designed to foster professional development and offer participants the opportunity to establish meaningful relationships with their colleagues. For instance, the firm's minority and LGBTQ+ partners host affinity group networking receptions, dinners, and other internal social activities that are designed to promote mentoring relationships. In addition, our Women's Initiative Task Force hosts panels and brown bag lunches to discuss issues relevant to women associates.

The firm also invests in large-scale events to bring together attorneys from all offices for development and networking. In the fall of 2018, the firm held its second Women's Leadership Academy. Female attorneys from all offices and practices convened to build relationships, learn from each other, and discuss professional and career development opportunities. In the summer of 2019, the firm held its inaugural Diversity Summit, bringing together Wilson Sonsini attorneys of color, attorneys living with disabilities, and LGBTQ+ attorneys from across the country Wilson Sonsini. The two-day event featured opportunities to build internal relationships, strengthen the growing Affinity Group structure, share experiences of being a diverse lawyer in Wilson Sonsini's specific law firm environment, and learn how to navigate one's career with advice and guidance from peers, members, and clients.

External Activities

In 2019, Wilson Sonsini partnered with the Berkeley Center for Law and Business and Kirkland & Ellis in a four-part speaker series focused on women in business law. Speakers included University of California President Janet Napolitano, Wilson Sonsini partners and associates, and general counsel from firm clients. Presentations and panel discussions provided insight and advice on pursuing career development, navigating the legal recruiting and integration landscape, and maintaining wellness for longevity in the legal industry.

In 2018, the firm was invited by Google to participate in a year-long mentoring program focused on the retention of diverse attorneys. The program paired associates from Wilson Sonsini and three other law firms with attorneys in various practice areas at Google. The pairs meet monthly and the group as a whole meets quarterly to discuss career and professional development topics, and to receive valuable feedback from their Google mentors on professional skills such as formal and social client pitch opportunities.

In addition, the firm is involved with many external organizations that promote diversity, including the Asian Pacific American Bar Association, the Chinese American Semiconductor Professionals Association, Geek Girl, The Indus Entrepreneurs (TiE), NewMe (a start-up accelerator for businesses led by underrepresented minorities in the tech industry), the Silicon Valley Japanese Entrepreneur Network, Tech Incubator Program for Startup (TIPS) Korea, Watermark (a community of executive women who have risen to the top of their fields), and Women in Sustainable Energy (WISE), Women's Leadership Edge and the UC Hastings Center on Work Life Law.

The firm is proud to support the American Bar Association's Resolution 113 promoting diversity in the legal profession. We have also participated in the ABA's Model Diversity Survey in an effort to advance the profession toward reflecting the full panorama of the public it serves.

Pro Bono and Community Outreach

The firm provides pro bono legal services to organizations that reflect our commitment to diversity and inclusivity, including Anita Borg Institute for Women & Technology, Hate in Any Form is Wrong, HealthTech Women, International Refugee Assistance Project (Urban Justice Center), Magical Bridge Foundation, The MinKwon Center for Community Action, National Center for Transgender Equality, Transgender Law Center, and Women's Funding Network, as well as numerous minority individuals in asylum applications, U-Visa petitions (for survivors of crimes), and T-Visa petitions (for survivors of human trafficking). In June 2014, the firm was honored as "Law Firm of the Year" by Community Legal Services of East Palo Alto for our work on immigration and Violence Against Women Act (VAWA) cases.

