

# Jenner & Block LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Chicago, IL; London, UK; Los Angeles, CA; New York, NY; Washington, D.C.

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Katya Jestin, Co-Managing Partner; Randall Mehrberg, Co-Managing Partner

**Diversity team leader(s):** Susan J. Kohlmann, Managing Partner of the New York office and Chair of the Diversity & Inclusion Committee; Courtney Carter, Director of Diversity & Inclusion

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	476	524
U.S. offices only	457	503

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	95	90
African-American/Black	6	5
Hispanic/Latinx	4	10
Alaska Native/American Indian	1	1
Asian	12	19
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	5
Openly LGBTQ	19	7
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>127</b>	<b>135</b>

#### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	18	19
African-American/Black	2	3
Hispanic/Latinx	1	4
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	8	2
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>24</b>	<b>28</b>

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	75	21
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	5	2
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>79</b>	<b>22</b>

#### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	62	30
African-American/Black	1	3
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	3
Openly LGBTQ	1	2
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>67</b>	<b>37</b>

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	31	14
African-American/Black	1	5
Hispanic/Latinx	4	1
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>39</b>	<b>22</b>

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	24	32
African-American/Black	2	1
Hispanic/Latinx	6	6
Alaska Native/American Indian	0	1
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	3
Openly LGBTQ	4	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>35</b>	<b>43</b>

By their definition, includes Of Counsel, Special Counsel, Staff Attorneys, and Visiting Attorneys. Consistent with what we did last year.

### Strategic Plan and Diversity Leadership

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

Website, meetings, presentation to the partnership/associates, emails, newsletters, etc...

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

Susan J. Kohlmann, Managing Partner of the New York office and Chair of the Diversity & Inclusion Committee; Courtney Carter, 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: 49

Total hours spent on diversity: 3126

**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 leadership — the Policy and Management Committees — along with the Diversity & Inclusion (D&I) Committee — works together to identify strategies and initiatives designed to develop and advance all Jenner & Block lawyers.

**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?**

Both

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

Monthly

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

The Policy and Management Committees periodically review the Diversity & Inclusion Committee's initiatives, projects and other suggestions for future initiatives.

**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	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

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

#### INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			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			Provide accommodations specific to mothers (e.g., lactation rooms)
X			Implement policies to address gender pay equity



### Law Firm Diversity Initiatives

#### INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

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

Jenner & Block works with schools and other organizations to build a diverse "pipeline" of students interested in the legal profession. The firm partners with the Sponsors for Educational Opportunities (SEO) Law Program and hosts pre-law fellows in all our U.S. offices. The firm supports the American Bar Association (ABA) Judicial Intern Opportunity Program, among others. The firm sponsors various diversity-related programs and events at law schools around the United States. Jenner & Block lawyers regularly visit law school campuses, building relationships with student associations, speaking at student events and hosting seminars and receptions for student associations, such as women law student organizations and other diverse groups. The firm is one of the "High 5 Partners" with Chicago Scholars, an organization that provides underrepresented scholars with college scholarships in addition to college preparatory workshops, lawyer mentors, summer internships and career networking opportunities. The firm continues to work with the Chicago Committee on Minorities in Large Law Firms and four other law firms on a pipeline program that introduces grammar school children to the field of law through programming, mentorship and eventually scholarships. The firm has partnerships with several Chicago-area high schools and Urban Alliance. The Washington, DC office lawyers work with the Thurgood Marshall Academy, the District's first law-themed public charter high school. In this capacity, volunteer lawyers run workshops on constitutional law topics, teach students important legal concepts, help them develop analytic skills and also help students see how they can participate in civic life. The New York City office sponsors the Thurgood Marshall Summer Law Internship Program.





### Recruitment - New Associates

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

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

*Other private law schools:* University of Chicago, DePaul, NYU, Northwestern, Notre Dame, Stanford, University of Southern California, Loyola, Georgetown University, Chicago-Kent College of Law

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

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

*Diversity job fairs:* Cook County Bar Association 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)

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

We seek to promote Jenner & Block as a firm where all lawyers are given the opportunity to succeed. Among other things, we sponsor events, participate on panels, conduct workshops, and host visits with law student associations for diverse students. The firm takes an active role at minority job fairs and other events for students of color and lawyers of color.

Beyond sourcing at law schools with diverse student bodies and historically black colleges, we attend and sponsor minority job fairs, including; the Cook County Minority Job Fair and National Lesbian and Gay Law Association's Lavender Law Career Fair. We have also sponsored several programs presented by the Black Law Student Association, Latino Law Student Association, National Asian Pacific American Law Student Association, the Black Women Lawyers' Association, the National Bar Association, the Chicago Bar Association's Alliance for Women, and the National Association of Women Lawyers General Counsel Institute. We also participate in the DC Road Show and the 1L LCLD Scholars Program.

In the interest of promoting long term economic opportunities that help increase diversity, Jenner & Block offers a diversity scholarship program. The firm awards two \$15,000 scholarships to rising second year law students.



### Recruitment - New Associates

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

	Men	Women
White/Caucasian	15	17
African-American/Black	1	1
Hispanic/Latinx	0	4
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	8	2
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>18</b>	<b>24</b>

#### OFFERS MADE\* (2019)

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

	Men	Women
White/Caucasian	13	16
African-American/Black	1	1
Hispanic/Latinx	0	4
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	8	2
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>16</b>	<b>23</b>

#### OFFERS ACCEPTED\* (2019)

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

	Men	Women
White/Caucasian	12	15
African-American/Black	0	1
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	7	2
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>14</b>	<b>21</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	5	4
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	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>6</b>	<b>5</b>

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	6	11
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>12</b>

#### LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	2	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
<b>Total</b>	<b>2</b>	<b>0</b>

By their definition, includes Of Counsel, Special Counsel, Staff Attorneys, and Visiting Attorneys. Consistent with what we did last year.

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

\* Both equity and non-equity

	Men	Women
White/Caucasian	6	3
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>4</b>

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

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

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

One female associate declined to self-identify ethnicity/ethnic origin.

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

\* Whether hired laterally or promoted from within

	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	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>3</b>	<b>2</b>

One partner declined to self-identify.

### 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:

Michaelson and Associates LLC; Eilene Bloom Group; Mestel & Company



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 1ST-YEAR ASSOCIATES

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

##### 2ND-YEAR ASSOCIATES

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

##### 3RD-YEAR ASSOCIATES

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

##### 4TH-YEAR ASSOCIATES

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

##### 5TH-YEAR ASSOCIATES

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

##### 6TH-YEAR ASSOCIATES

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

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 7TH-YEAR ASSOCIATES

	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>

##### 8TH-YEAR PLUS 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>

##### OF COUNSEL

	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>

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

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

### Retention and Professional Development

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

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

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

Yes

Comments:

We offer flexible work schedules so our lawyers can manage their lives the way that makes the most sense for them. Whether that is the ability to work from home at times or to be on a reduced-hour schedule, we work with our lawyers to figure out what will work for them — it's an individualized determination for our lawyers.

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?

Partnership progression is an individualized issue. Associates working on a reduced-time basis are eligible for partnership while working on a reduced schedule, as long as they have amassed the requisite experience and developed the necessary skills based on the firm's criteria for partnership. There is no mathematical formula to measure when the requisite level of experience will be achieved. The standards applied to associates working on reduced schedules who are under consideration for partnership are the same as those applied to full-time associates.

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

One(1)



### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	n/a	5	5	208
Of counsel	7	6	13	63
Non-equity partner	2	4	6	104
Equity partner	n/a	1	1	101

By their definition, includes Of Counsel, Special Counsel and Staff Attorneys. Consistent with what we did last year.





### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	14	7
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	1	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>16</b>	<b>8</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	20	20
African-American/Black	2	1
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	2
Openly LGBTQ	3	3
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>26</b>	<b>25</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	14	0
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	1	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>16</b>	<b>8</b>

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	20	9
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>22</b>	<b>9</b>

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

	Men	Women
White/Caucasian	8	12
African-American/Black	2	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	3	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>12</b>	<b>14</b>

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	3	68	32
Number of such positions held by:			
Minorities	1	3	1
Women	1	3	13
LGBTQ attorneys	0	3	1
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? 4

Minorities heading offices: Mike McNamara, Los Angeles, CA (40)

Women heading offices: Susan J. Kohlmann, New York City, NY (74)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Carissa Coze, Corporate (46); Reginald Hill, Patent Litigation and Counseling (21); Michael McNamara, Professional Responsibility (14)

Women heading practices: Amanda Amert, Complex Commercial Litigation (121); Jessica Ring Amunson, Appellate & Supreme Court (20); Debbie Berman, Complex Commercial Litigation (121); Abby Bried, Aviation & Aerospace (6); Carissa Coze, Corporate (46); Barbara Grayson, Private Wealth Practice (5); Lindsay Harrison, Complex Commercial Litigation (121); Katya Jestin, Investigations, Compliance & Defense (50); Sudeen Kelly, Energy (15); Susan Kohlmann, Content, Media and Entertainment (23); Debra Levin, Private Wealth Practice (5); Terri Mascherin, Professional Responsibility (14); Michelle McAtee, Real Estate (9); Megan Poetzel, Complex Commercial Litigation (121); Gabrielle Sigel, Complex Commercial Litigation (121); Catherine Steege, Restructuring and Bankruptcy (14)

LGBTQ attorneys heading practices: David Kroeger, Complex Commercial Litigation (121); Howard Suskin, Securities Litigation (8); Lindsay Harrison, Complex Commercial Litigation (121)

Individuals with Disabilities heading practices: [No response]

#### COMMITTEE LEADERS

Minorities heading committees: Carissa Coze, Audit Committee (14)

Women heading committees: Jessica Ring Amunson, Alumni Committee (29); Charlotte Wager, Associate Development and Evaluation Committee (32); Carissa Coze, Audit Committee (14); Susan Kohlmann, Diversity & Inclusion Committee (28); Catherine Steege, Finance Committee (31); Jessica Ring Amunson, Hiring Committee (55); Katya Jestin, Hiring Committee (55); Melissa Root, Hiring Committee (55); Charlotte Wager, Hiring Committee (55); Debbie Berman, Litigation Associate Assignment Committee (16); Christine Braamskamp, Positive Work Environment Committee (12), Katya Jestin, Positive Work Environment Committee (12), Emma Sullivan, Positive Work Environment Committee (12)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



## The Firm Says

Jenner & Block is committed to hiring and promoting a diverse workforce. Our goal is to recruit the best lawyers and provide an atmosphere that will allow each lawyer the opportunity to succeed and achieve their fullest potential. To accomplish this, we hire and develop lawyers without reference to race, religion, national origin, gender, age, disability, sexual orientation, or gender identity. Our actions reflect our deep-seated commitment to equality and social justice, as well as our belief that diverse teams arrive at better and more creative legal solutions. In keeping with our core values, we expect every individual in the firm to take personal responsibility for supporting diversity and fostering an inclusive environment.

Jenner & Block's commitment to diversity and inclusion is also reflected in our leadership. People of color, women and LGBT partners serve on the firm's Policy and Management Committees and lead practice groups. The firm's leadership — the Policy and Management Committees — along with the Diversity & Inclusion (D&I) Committee — works together to identify strategies and initiatives designed to develop and advance all of our lawyers. Our Associate Board of the Diversity & Inclusion Committee provides a way for the firm's associates to participate in the planning and execution of our diversity and inclusion goals and programs. The firm has a full-time Director of Diversity & Inclusion (D&I) who oversees firmwide initiatives and works with the diversity committees as well as the Talent Development and Recruiting departments to develop a holistic approach to talent management and development that specifically considers and implements programs for all of our diverse lawyers.

Our affinity groups play an important role in helping us create an inclusive and supportive environment. We have nine affinity groups: the African American Affinity Group, the Asian Forum, the Hispanic Lawyers Forum, the Caregivers Affinity Group, the LGBTQ Forum, the Multicultural Affinity Group, the Muslim Affinity Group, the Veteran/Military Families Affinity Group and the Women's Forum. We also have a Mother's Circle and a Dad's Octagon, subcommittees of the Caregiver's Affinity Group, which provides support to working mother and fathers. These groups provide a forum for lawyers of color, LGBTQ lawyers, veterans and women lawyers to come together and discuss professional development, networking, mentoring and other topics.

In our efforts to recruit the best lawyers in the country, we continue to increase our outreach to law school affinity groups and student organizations; expand our support of diversity scholarship programs; and partner with organizations to build the pipeline of students of color who graduate from law school. Among other things, we sponsor events, participate on panels, conduct workshops and host visits with law school associations for diverse students. For example, the firm hosted its first SEO Law Fellows in 2017, and hosted five fellows in 2018 and 2019. SEO Fellows come from diverse backgrounds and complete a paid internship in a top law firm prior to their first year in law school.

The firm devotes significant resources to retaining and developing diverse lawyers. In 2018, we engaged a consultant to conduct a cultural assessment and revamp our women's initiatives. We utilize several programs for new associates and lateral lawyers to help them integrate quickly into the firm and enjoy successful careers at Jenner & Block. Since 2005, the firm has conducted diversity training for our lawyers and recently, the program has focused on cultural competence. The firm's goals are also developed in collaboration with two of the firm's affinity groups: the Women's Forum and the Mother's Circle. The Women's Forum works locally and collaboratively across all our offices to provide support and programs for our women lawyers. The Mother's Circle began in 2010 to help working mothers navigate parenthood and their careers. The group has hosted a Benefits Roundtable including an overview of firm benefits and a discussion about the reduced-hour schedule option and what has (and importantly, what hasn't) worked for participants. In addition, the Mother's Circle has been a conduit to discussions about possible new benefits and policies to support working mothers, many of which have been considered and implemented. In 2020, the firm added a Caregiver's Group, to become more inclusive.

Our commitment to diversity and inclusion is exemplified by our participation in a variety of innovative initiatives. After participating in the Inaugural Women in Law Hackathon in 2016, the firm continued its participation in the 2018 Diversity in Law Hackathon, which brought law firms and legal departments from top companies together to "hack" the legal industry's diversity and inclusion challenges. We were one of 44 law firms to pilot the Mansfield Rule — an initiative where participating firms agree to affirmatively consider women and lawyers of color for leadership positions at the firm. We were Mansfield Certified in 2018 and in 2019 were Mansfield Plus Certified, which expanded to include LGBT lawyers.

In addition, we participate in the OnTrack Sponsorship initiative, which accelerates opportunities for women and lawyers of color; and the Leadership Counsel on Legal Diversity. Along with offering diversity scholarships and participating in pipeline programs, we offer training and development programs, including annual diversity workshops to increase cultural competence and inclusion in the workplace, and professional development workshops for diverse lawyers to hone their business development skills and expand their network, such as the C3 Summit. In 2019, we rolled out training on unconscious bias and feedback to all lawyers. We also partner with clients on diversity initiatives.

In 2018, the firm launched the Diversity Action Plan, which asked partners to commit to completing concrete actions to advance the firm's diversity and inclusion initiatives. Also, in an effort to become more inclusive, the firm invited all personnel to share their preferred pronouns on internal and external bios, business cards and email signatures. We also regularly partner with clients on diversity initiatives.

Jenner & Block devotes significant resources to the retention and development of women lawyers. We provide various resources to new and lateral associates to help them integrate quickly into the firm and enjoy successful careers at Jenner & Block. Since 2005, the firm has conducted annual diversity training for our lawyers and recently, this training has focused on cultural competence. Additionally, our firmwide mentoring program for first, second and third year associates continues to receive strong reviews. All associates in their fourth year and above participate in the firm's Career Development Plan Program, which is designed to focus mid-level and senior associates on the importance of working on their own professional and career development. Jenner & Block is honored to be recognized for the following diversity and inclusion related awards: • Mansfield Certification (2018 and Plus Certification 2019) • Human Rights Campaign's Corporate Equality Index 100% rating (2020) • Vault 2019 Law Rankings (Top 1 Pro Bono, Top 15 LGBT Diversity) • National LGBT Bar Association "Best LGBT Lawyer Under 40" (2020) • LCLD: Partners were named as Leadership Council on Legal Diversity (LCLD) Fellows (2012-2020). Associates were named as LCLD Pathfinders (2020) • Women in Law Empowerment Forum's Gold Standard Certification (2019) • Yale Law Women's "Top Ten Family-Friendly Firms" (2018 and category award winner 2019). We strive to have policies that advance inclusion and provide opportunities for more diversity amongst our leadership. Our innovative initiatives contribute to the growth of our strong pipeline of women lawyers at the firm. While we know there is much work to be done, we are proud of our progress to advance diverse lawyers and their role as leaders in the organization.