

Fisher Phillips

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Atlanta, Baltimore, Boston, Charlotte, Chicago, Cleveland, Columbia, Columbus, Dallas, Denver, Detroit, Fort Lauderdale, Gulfport, Houston, Irvine, Kansas City, Las Vegas, Los Angeles, Louisville, Memphis, New Jersey, New Orleans, New York, Orlando, Nashville, Philadelphia, Phoenix, Pittsburgh, Portland, Sacramento, San Diego, San Francisco, Seattle, Tampa, Washington, DC

DIVERSITY LEADERSHIP

Head(s) of Firm: Roger K. Quillen, Chairman and Managing Partner

Diversity team leader(s): Regina A. Petty, Chief Diversity Officer and Partner; Todd A. Fredrickson, Partner and Chair of Diversity & Inclusiveness Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	464	438
U.S. offices only	464	438

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	45	59
African-American/Black	1	7
Hispanic/Latinx	3	9
Alaska Native/American Indian	1	0
Asian	7	8
Native Hawaiian/Pacific Islander	0	1
Multiracial	5	4
Openly LGBTQ	n/a	4
Individuals with Disabilities	n/a	n/a
Total	69	92

Seven male and four female associates chose not to disclose their ethnicities. We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	91	23
African-American/Black	1	3
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	n/a
Individuals with Disabilities	n/a	n/a
Total	96	28

We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	2	7
African-American/Black	1	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	1
Individuals with Disabilities	n/a	n/a
Total	4	9

One female summer associate chose not to disclose her ethnicity. We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	46	21
African-American/Black	0	1
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	0
Openly LGBTQ	n/a	3
Individuals with Disabilities	n/a	n/a
Total	51	27

One female non-equity partner chose not to disclose her ethnicity. We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

OF COUNSEL (2019)

	Men	Women
White/Caucasian	36	24
African-American/Black	3	4
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	n/a
Individuals with Disabilities	n/a	n/a
Total	43	32

Two male of counsel attorneys chose not to disclose their ethnicities. We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

NEW HIRES (2019)

	Men	Women
White/Caucasian	26	35
African-American/Black	2	3
Hispanic/Latinx	1	4
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	2
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	37	50

Four male and two female attorneys chose not to disclose their ethnicities. We currently do not track sexual orientation or disabilities.

Strategic Plan and Diversity Leadership

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

Firm website, intranet, affinity group communications, videos, regular email announcements and all firm meetings.

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

Regina A. Petty, Chief Diversity Officer & Partner; Todd A. Fredrickson, Chair of Diversity & Inclusiveness Committee

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: 22

Total hours spent on diversity: 1000

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.

Our CDO and D&I Committee establish action items for the Committee and the Firm focused on pipeline, recruiting and retention issues.

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?

Monthly

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

In the annual reviews of the Regional Managing Partners and Management Committee Members.

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	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	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
X	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



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: No

Other private law schools: Chapman University, Emory University, Loyola Law School, Pepperdine University, University of San Diego, University of Southern California, University of the Pacific, Villanova University

Public state law schools: Georgia State University; Temple University; University of California, Davis; University of California, Hastings; University of California, Irvine; University of California, Los Angeles; University of Washington

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

Diversity job fairs: Lavender Law; Southeastern Minority Job Fair

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

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

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

1L LCLD Scholars Program; Atlanta Bar Minority & Diversity Clerkship Program; Colorado Pledge to Diversity Summer Clerkship Program; San Diego Diversity Fellowship Program



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	1	7
African-American/Black	1	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	n/a	1
Individuals with Disabilities	n/a	n/a
Total	3	8

One female summer associate chose not to disclose her ethnicity. We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	1	4
African-American/Black	1	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	n/a	1
Individuals with Disabilities	n/a	n/a
Total	3	5

One female summer associate chose not to disclose her ethnicity. We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	1	4
African-American/Black	1	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	n/a	1
Individuals with Disabilities	n/a	n/a
Total	3	5

One female summer associate chose not to disclose her ethnicity. We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

NEITHER ACCEPTED NOR DECLINED (2019)

* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

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

We currently do not track sexual orientation or disabilities.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	16	27
African-American/Black	1	0
Hispanic/Latinx	1	4
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	25	37

Three male and two female associates chose not to disclose their ethnicities. We currently do not track sexual orientation or disabilities.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	7	5
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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	7	6

We currently do not track sexual orientation or disabilities.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	5	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	n/a
Individuals with Disabilities	n/a	n/a
Total	5	2

We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

LATERAL OF COUNSEL HIRES (2019)

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

One male of counsel chose not to disclose his ethnicity. We currently do not track sexual orientation or disabilities.

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	8	3
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	9	5

We currently do not track sexual orientation or disabilities.

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

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

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

Yes

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

Yes

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

Swan Legal; Pacific Legal Search; Ryder Smith; Harris Legal Search; Susan Mark & Co.



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	1	1

We currently do not track sexual orientation or disabilities.

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	1
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	1	n/a
Individuals with Disabilities	n/a	n/a
Total	3	2

We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	0	2

We currently do not track sexual orientation or disabilities.

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	4	2

We currently do not track sexual orientation or disabilities.

5TH-YEAR ASSOCIATES

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

One female associate chose not to disclose her ethnicity. We currently do not track sexual orientation or disabilities.

6TH-YEAR ASSOCIATES

	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	2	0

One male associate chose not to disclose his ethnicity. We currently do not track sexual orientation or disabilities.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	2	0

We currently do not track sexual orientation or disabilities.

8TH-YEAR PLUS ASSOCIATES

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

We currently do not track sexual orientation or disabilities.

OF COUNSEL

	Men	Women
White/Caucasian	3	3
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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	3	4

We currently do not track sexual orientation or disabilities.

NON-EQUITY PARTNERS

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

We currently do not track sexual orientation or disabilities.

EQUITY PARTNERS

	Men	Women
White/Caucasian	0	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
Total	0	2

We currently do not track sexual orientation or disabilities.

Retention and Professional Development

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

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

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

Yes

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

Working a part time schedule will not affect an associate or of counsel's eligibility for promotion to partner. A non-equity partner who works a part time schedule is eligible for elevation to equity partner. A partner who chooses to work a part time schedule may remain a partner.

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

3

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	1	1	161
Of counsel	14	9	23	75
Non-equity partner	0	0	0	78
Equity partner	0	3	3	124



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

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

We currently do not track sexual orientation or disabilities.

HIRING COMMITTEE*

* Attorneys on Hiring 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
Total	n/a	n/a

Fisher Phillips does not have a formal hiring committee.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

We currently do not track sexual orientation or disabilities.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

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

We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	5	5
African-American/Black	1	3
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	2
Individuals with Disabilities	n/a	n/a
Total	10	12

We currently do not track sexual orientation or disabilities. However, LGBTQ data is based on a self-identification survey conducted annually. Responses are anonymous and collected on a volunteer basis; therefore, actual numbers may be higher.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	33	30	10
Number of such positions held by:			
Minorities	3	2	1
Women	4	12	2
LGBTQ attorneys	n/a	n/a	n/a
Individuals with Disabilities	n/a	n/a	n/a

We currently do not track sexual orientation or disabilities.

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

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 36

Minorities heading offices: Pavneet Uppal, Phoenix (6); Clarence Belnavis, Portland (9); Davis Bae, Seattle (17)

Women heading offices: Susan Hiser, Detroit (13); Rosemary Gousman, New Jersey (16); Suzanne Bogdan, Ft. Lauderdale (14); Theresa Connolly, Washington, DC Metro (9)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Davis Bae, Co-Chair, Global Immigration (23); Shanon Stevenson, Co-Chair, Global Immigration (23)

Women heading practices: Cheryl Behymer, Affirmative Action (11); Risa Boerner, Data Security (42); Suzanne Bogdan, Education (53); Susan Guerette, Co-Chair, Employee Defection and Trade Secrets (65); Shanon Stevenson, Co-Chair, Global Immigration (23); Laurel Cornell, Healthcare (43); Andria Ryan, Co-Chair, Hospitality (41); Suzanne Michael, Litigation (73); Cheryl Pinarchick, Co-Chair, Pay Equity (29); Kathleen Caminiti, Wage and Hour (178)

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Todd Fredrickson, Diversity (22)

Women heading committees: Danielle Moore, Development Committee (17); Melanie Webber, Women's Initiative and Leadership Council (6)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

Fisher Phillips is deeply committed to creating a diverse and inclusive workforce that reflects the diversity of the communities in which we serve. We recognize that cultivating an inclusive environment drives innovation and growth which, in turn, strengthens our ability to best serve our clients.

We are proud of our tradition of inclusion, and we recognize significant work still needs to be done. The firm's Diversity and Inclusiveness (D&I) Committee plays a pivotal role in boosting our efforts in recruiting, developing and retaining a diverse talent force. The Committee, composed of attorneys and staff from across the country, represents a broad spectrum of the differences in ethnicity, race, gender, religion, sexual orientation, disability, veteran status, backgrounds, and viewpoints. The Committee goals are summarized in five key initiatives:

1. Ongoing firm-wide education on diversity and inclusiveness issues and programs;
2. Lateral recruitment, including a lateral hiring strategy designed to build a diverse workforce across all experience levels of the firm;
3. Retention and advancement, including the development of a firm-wide mentor, sponsor, and training program that ensures support and development for all attorneys;
4. Community outreach that will increase our support of and connection with diverse businesses, professional organizations, and underprivileged communities; and
5. Identification and recruitment of top-tier diverse candidates graduating from law school who will enrich our firm.

Although we are proud of the number of diverse attorneys at our firm, those numbers alone don't tell the whole story. Our emphasis on diversity and inclusiveness is reflected in many other ways, including the way we recruit, our training and development programs, and our participation in activities across the nation.

Recruitment and Hiring Initiatives: Fisher Phillips is devoted to the active recruitment and retention of diverse attorneys. We work with various search firms, diverse organizations, and participate in diversity job fairs to increase our pipeline of diverse talent. We participate in the Southeastern Minority Job Fair and the Lavender Law Career Fair, which has led to our hiring several attorneys of diverse backgrounds. We also participate in the Atlanta Bar Association's Diversity and Minority Clerkship Program, Colorado's Pledge to Diversity Summer Clerkship Program, and San Diego Bar Association's Diversity Summer Clerkship Program where we hire first-year law students for our summer clerk positions. We regularly interview at law schools with large populations of diverse law students. Additionally, we provide scholarships and participate in conferences devoted to diversity and inclusiveness issues.

Retention and Promotion: Aggressively recruiting diverse candidates is just a start: we also make every effort to retain our attorneys. Our firm-wide mentoring system pairs each associate with a partner - mentor. In addition, our sponsorship program pairs diverse associates — 4th year associates and above who identify as women or minorities — with a partner sponsor outside of their office to provide additional support and resources. We also regularly sponsor and participate in diversity initiatives in our communities and host in-office events, such as our New Attorney Survival Skills Program, for law students and young attorneys from diverse backgrounds. Such programs are designed to support the advancement of more diverse attorneys into leadership roles.

We've developed comprehensive training programs tailored not only to specialized legal skills, but also general skills such as client communications and business development - core skills for preparing associates to fulfill roles as partners and leaders. We strive to create an environment where every attorney can prosper and where the pathways to success are transparent.

Women's Initiative and Leadership Council (WILC): Fisher Phillips' WILC is comprised of attorneys and staff from across the firm's 36 offices and focuses on recruiting, developing, mentoring and retaining women attorneys and fostering female leadership. WILC provides a forum for attorneys to share experiences and brings together women attorneys in the firm to share resources, exchange ideas and build business development opportunities. The committee establishes programs and promotes policies to cultivate an inclusive environment while addressing important issues such as work-life balance and preventing attrition. Additionally, WILC supports and promotes firmwide sponsorship and engagement outside the firm and encourages firm participation in bar organizations and other groups with a similar mission of promoting the advancement of women in law and society.

Diverse Organizations: Many of our lawyers are members of and serve in leadership positions in local and national organizations that help promote diversity and inclusion in the legal profession. These include:• Leadership Council on Legal Diversity• Minority Corporate Counsel Association• Center for Legal Inclusiveness• Corporate Counsel Women of Color• National Conference of Women's Bar Association• Annual Lavender Law Conference• National Asian Pacific American Bar Association• National LGBT Bar Association• National Native American Bar Association• Hispanic National Bar Association• National Bar Association• National Employment Law Council• An array of state and local D&I-related organizations.