

Ice Miller, LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Chicago, IL; Columbus, OH; Indianapolis, IN; Lisle, IL (DuPage County); New York, NY; Philadelphia, PA; Washington D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Steven Humke, Chief Managing Partner

Diversity team leader(s): Myra Selby, Partner-in-Charge of Diversity & Inclusion; Heather James, Co-Chair, Diversity & Inclusion Council; Greg Gorospe, Co-Chair, Diversity & Inclusion Council

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	326	347
U.S. offices only	326	347

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	39	36
African-American/Black	7	5
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	2
Individuals with Disabilities	0	0
Total	51	47

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	3	5
African-American/Black	2	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	3
Individuals with Disabilities	0	0
Total	7	9

1 man and 1 woman did not self-identify

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	95	31
African-American/Black	2	1
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	103	34

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	35	10
African-American/Black	4	1
Hispanic/Latinx	1	1
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	0	0
Total	40	13

OF COUNSEL (2019)

	Men	Women
White/Caucasian	30	26
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	1	1
Individuals with Disabilities	0	0
Total	31	28

NEW HIRES (2019)

	Men	Women
White/Caucasian	23	17
African-American/Black	4	2
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	28	22

Strategic Plan and Diversity Leadership

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

Leadership communicates the importance of diversity and inclusion via Firm-wide meetings, Firm-wide emails, Firm-wide videos, regular discussion at partner meetings led by the Chief Managing Partner, and internal/external websites. Further all new team members receive a diversity and inclusion onboarding session upon joining the Firm. Lastly, the Firm also communicates the importance of diversity and inclusion through sponsorship contributions to organizations that expand the legal diversity pipeline and activities that promote equity and inclusion in our communities.

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

Myra Selby, Partner-in-Charge 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: 15

Total hours spent on diversity: 360

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 Diversity and Inclusion strategic plan reflects management's priorities in this area. The Plan sets forth the Firm's vision for an inclusive culture and specific strategic initiatives. The Plan also includes goals for the Firm overall and the Diversity & Inclusion council as well as implementation plans for each goal.

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?

The Firm's Diversity & Inclusion Strategic Plan outlines specific accountability and timelines for goal completion. Further, the Diversity & Inclusion Council oversees the implementation of the strategic plan and reports to the Chief Managing Partner.

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	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		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	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
X	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	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	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			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: Columbia, Cornell, Harvard, Yale, Penn

Other private law schools: American, Northwestern, Notre Dame, New York University, University of Chicago, Capital University, Duke, Georgetown, George Washington, Penn, Seton Hall, Washington University, Cardozo, Case Western

Public state law schools: IU Maurer, IU McKinney, Illinois, Michigan, Ohio State, Penn State, Rutgers, Kentucky, Louisville, North Carolina, Wisconsin, Maryland, Virginia, Berkeley, Iowa, Minnesota

Law schools of Historically Black Colleges and Universities (HBCUs): Howard, Florida A&M

Diversity job fairs: Indy Bar Diversity Job Fair, Cook County 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?

The Firm participates in the Legal Counsel on Legal Diversity (LCLD) 1L Scholar Program, the Columbus Bar Association's Minority 1L Clerkship Program and the Diverse Attorney Pipeline Program (DAPP).



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

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

OFFERS MADE* (2019)

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

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

OFFERS ACCEPTED* (2019)

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

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

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	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	5	11
African-American/Black	2	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	7	13

LATERAL OF COUNSEL HIRES (2019)

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

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	5	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	0	0
Individuals with Disabilities	0	0
Total	5	3

NEW PARTNERS PROMOTED* (2019)

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

	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	0	0
Individuals with Disabilities	0	0
Total	5	2

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

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

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)

Mansfield 4.0 Cohort (2020-2021)

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:

McCormick & Schreiber



Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019***1ST-YEAR ASSOCIATES**

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

2ND-YEAR ASSOCIATES

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

3RD-YEAR ASSOCIATES

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

4TH-YEAR ASSOCIATES

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

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

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

Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019***7TH-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	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	2	1

8TH-YEAR PLUS 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	0	0
Individuals with Disabilities	0	0
Total	1	0

OF COUNSEL

	Men	Women
White/Caucasian	1	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	0	0
Individuals with Disabilities	0	0
Total	1	3

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

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

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?

Alternative hours arrangements are not impediments to success for our attorneys pursuing partnership. Attorneys working an alternative hours arrangement receive the same opportunities as their full-time colleagues.

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

5

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	98
Of counsel	1	8	9	59
Non-equity partner	0	0	0	53
Equity partner	0	2	2	137



Management Demographic Profile

*FIRMWIDE COMMITTEES 2019***EXECUTIVE/MANAGEMENT COMMITTEE***

* Attorneys on the Executive/Management Committee or equivalent

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

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	9	6
African-American/Black	1	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	0	0
Total	11	6

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	4
African-American/Black	0	2
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	7	9

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	9	15	14
Number of such positions held by:			
Minorities	1	1	1
Women	2	4	4
LGBTQ attorneys	0	0	0
Individuals with Disabilities	1	0	0

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

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 7

Minorities heading offices: Michael Jordan, Columbus, OH (69)

Women heading offices: Judy Okenfuss, Indianapolis (174); Kristine Bouaichi, Indianapolis (174)

LGBTQ attorneys heading offices: None

Individuals with Disabilities heading offices: Graham Hill, Washington D.C. (5)

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: None

Women heading practices: Jenifer Brown, Labor, Employment & Immigration (29); Jane Herndon, Municipal Finance (26); Angela Krahulik, Environmental, Insurance & Utilities (13); Lawren Mills, Public Affairs & Gaming (18); Taryn Stone, Health Care (8)

LGBTQ attorneys heading practices: None

Individuals with Disabilities heading practices: None

COMMITTEE LEADERS

Minorities heading committees: Greg Gorospe, Diversity & Inclusion Council (16)

Women heading committees: Terri Czajka, Attorney Feedback & Development Committee (19); Heather James, Diversity & Inclusion Council (16); Katherine Althoff, Finance Committee (19); Tara Sciscoe, Retirement Plans Committee (7)

LGBTQ attorneys heading committees: None

Individuals with Disabilities heading committees: None



The Firm Says

Diversity & Inclusion at Ice Miller

Ice Miller is committed to recruiting, developing and advancing talented attorneys and professional staff from all backgrounds. We take great pride in a culture of inclusion where everyone at Ice Miller feels respected, is treated fairly and has the opportunity to perform at the highest potential. We believe that there is value and strength in the differences among us and that diversity of perspectives and experiences strengthen our ability to address our clients' legal and business needs.

Our path towards building a more inclusive workplace is guided by our Diversity & Inclusion Strategic Plan, which positions us to make targeted improvement in the areas of inclusiveness, retention and advancement. The Firm's strategic focus is directed at building an inclusive culture and equitable systems in order to retain and advance team members from all backgrounds. Further, the Plan serves as a roadmap for both our individual and collective action and defines Ice Miller's diversity and inclusion work as an integral part of the Firm's business strategy. Our strategic initiatives include:

All team members feel respected, included, valued and a part of the team. Our people feel empowered to be their authentic selves. Our environment allows team members to realize their unique potential and contribute their best work. Inclusive leadership skills are enhanced and unconscious bias is mitigated.

Our leaders are equipped with the skills to lead teams inclusively and inclusive leadership plays a key role in management appointments. We increase awareness of unconscious bias and interrupt bias in our processes.

Attorney work distribution practices and development programs are designed to provide equitable access to meaningful assignments and opportunities. We ensure transparency around the benchmarks for career advancement at Ice Miller. We create focus for equitable development and work allocation.

Staff professional development and advancement opportunities are enhanced to support engagement and retention. Our professional staff feels valued and their leadership capability is enhanced within Ice Miller.

Our recent progress includes:

Women in Law Empowerment Forum (WILEF) 2018 & 2019 Gold Standard Firm, 2018 & 2019 Leadership Council on Legal Diversity Top Performer, and 2019 & 2020 Human Rights Campaign Best Place to Work for LGBTQ Equality.

Launched our Diversity & Inclusion Strategic Plan, which serves as a roadmap for both our individual and collective action and defines Ice Miller's diversity and inclusion work as an integral part of the Firm's business strategy. (2018)

Established 2022 representation goals for women, diverse attorneys and diverse professional staff in recruitment, promotions and Firm leadership. These goals are a strategic priority that inform our pipeline, retention and advancement strategies and keep us focused on and accountable to measurable progress. (2018)

Implemented a gender neutral paid parental leave policy (includes birth, adoptive and foster care parents). Launched a breastmilk shipping program, a back-up child care and elder care benefit. (2018)

Provided Firm-wide unconscious bias training and implemented bias interrupters into our attorney evaluation and candidate interview processes pursuant to the American Bar Association and Minority Corporate Counsel Association report You Can't Change What You Can't See: Interrupting Racial & Gender Bias in the Legal Profession. (2019)

Conducted an informational audit of all of our practice groups to understand associate work allocation processes and training and development programs. This work will power our continued efforts to design work distribution practices and development programs that promote equitable access to opportunities. (2019)

Launched a competency based evaluation framework for partner-track progression decisions that enhances transparency around the benchmarks for career advancement and mitigates unconscious bias in the attorney evaluation process. (2019)

Combined our Diversity & Inclusion Committee and Women's Initiative Committee to promote intersectionality and strengthen our ability to view issues through multiple lenses. The new Diversity & Inclusion Council strengthens local inclusion leadership at the office level and identifies specific members at each office location to lead affinity group opportunities for our women, people of color and LGBTQ+ attorneys. (2019)

Launched a Diversity & Inclusion Council Staff Subcommittee which brings staff members together from all levels and across multiple offices to champion the Firm's diversity and inclusion work and engage in policy, program and people development in support of the Firm's diversity and inclusion strategy. (2020)

Adopted a Leave of Absence Ramp Up Policy in furtherance of our ABA Well-Being Pledge commitment. Our policy includes a reduced hours expectation with no reduction in compensation and a ramp up support plan for the transition back to work. (2020)

See <https://www.icemiller.com/firm/diversity-information/> for the Firm's Diversity & Inclusion Strategic Plan overview.

Our Firm's 2020 leadership metrics include:

75% of our Managing Partners are members of historically underrepresented groups

45% of our Board of Directors are members of historically underrepresented groups

42% of our Practice Group Chairs are members of historically underrepresented groups