

# Lane Powell

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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[www.lanepowell.com](http://www.lanepowell.com)

### LOCATIONS

Anchorage, AK; Portland, OR; & Seattle, WA

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Barbara Duffy | President

**Diversity team leader(s):** Melissa Berry | Director of Professional Development & Diversity

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	174	179
U.S. offices only	174	179

## Law Firm Demographic Profile

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

Yes

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	26	14
African-American/Black	1	1
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	1	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>31</b>	<b>21</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	31	12
African-American/Black	0	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>32</b>	<b>14</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	16	7
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>16</b>	<b>7</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

#### SUMMER ASSOCIATES (2019)

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

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

#### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	40	13
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>44</b>	<b>14</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	10	4
African-American/Black	1	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>12</b>	<b>6</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## Strategic Plan and Diversity Leadership

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

Lane Powell has a Director of Professional Development and Diversity, which demonstrates the firm's senior-level commitment to always improving our diversity and fostering an inclusive work environment. The director oversees the design, implementation, and monitoring of a wide variety of programs related to professional development, and diversity and inclusion. The director meets monthly with the firm's President, Vice President, and COO to review diversity efforts. Our leaders make diversity a regular topic of discussion for our Board of Directors, and reserve regular time for the director to speak directly with the Board.

The firm's Strategic Plan includes a section titled "Core Values," which includes Diversity as one of the firm's Core Values and further provides: "Diversity - We are dedicated to fostering an inclusive cultural environment that provides our firm and our clients with the benefits of a diverse professional community, both internally and externally, resulting in diverse ideas and points of view." As a critical component of Lane Powell's Strategic Plan, firm leadership is regularly updating strategic initiatives and implementing initiatives related to our Diversity core value. In addition to being the focus of regular Board of Director meetings, the Strategic Plan is readily available to all employees through the firm's intranet. Firm leadership identified as a formal objective for 2020 the creation of a three-year strategic plan for diversity, equity, and inclusion.

Lane Powell has a Diversity, Equity, and Inclusion Committee with attorney and staff members. In 2020, the Committee was reorganized to add subcommittees for talent acquisition, talent development, education and events, and strategic planning.

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

Melissa Berry — Director of Professional Development and Diversity

### 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: 13

Total hours spent on diversity: [No response]

Comments: We did not collectively track hours for this work in 2019.

### 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 firm sets both firm-wide and departmental objectives and key results (OKRs) on an annual basis. Firm-wide OKRs are set with input from leadership around the firm, including our Director of Diversity and Professional Development. Our Diversity and Professional Development department also sets departmental OKRs.

### 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?

The firm formally adopted a commitment to create a strategic plan for diversity, equity, and inclusion in 2020. The firm has informally begun adopting best practices derived from the principles of the Mansfield Rule for leadership positions and lateral hiring.

### 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 Diversity, Equity, and Inclusion Committee meets quarterly and reports to firm management and the Board. The Director of Professional Development and Diversity meets with firm leadership monthly about efforts and initiatives related to diversity and reports to the Board of Directors to show progress towards implementing the identified initiatives. In 2020 the Committee and the Director will be developing a strategic plan for diversity, equity, and inclusion, which will include measurable goals.

### 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		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	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	X		Increase the number of minority attorneys at the partnership level
X	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	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	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	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)
			Other (please specify): For lines where we have checked both Already Completed and Currently Addressing, we have made specific, measurable improvements and are also in the process of making further improvements. Additional information available in section 8.1.



## Pipeline Initiatives

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

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

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

The firm has been a supporter of the Classroom Law Project (CLP) for more than 10 years. The CLP is Oregon's leader in preparing youth to become active, engaged and informed participants in a democratic society by offering innovative programs that are relevant to the diverse needs of the state's regions and communities. The CLP is part of a national program started by former U.S. Supreme Court Justice Sandra Day O'Connor, and is currently supported by former Chief Justice Paul De Muniz and Justice David Brewer from the Oregon Supreme Court. The firm supports the CLP through sponsoring various fundraiser events and programs, board memberships, and volunteering time and experience. One of our attorneys has been a member of the board for more than 10 years.





## Recruitment - New Associates

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

*Ivy League law schools:* We accept applications.

*Other private law schools:* We accept applications.

*Public state law schools:* We accept applications.

*Law schools of Historically Black Colleges and Universities (HBCUs):* We accept applications.

*Diversity job fairs:* NW 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)

George V. Powell Scholarship

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

The Firm participates in the Gregoire Fellows Program, which provides financial support, mentorship, and a summer internship for diverse first-year law students at Seattle University School of Law and the University of Washington. We also participate and are a co-founding sponsor of the Multnomah County Bar Fellows Program, which supports diverse first-year law students at Lewis & Clark Law School and the University of Oregon School of Law.



## Recruitment - New Associates

## ALL 2L SUMMER ASSOCIATES (2019)

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

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## OFFERS ACCEPTED\* (2019)

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

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

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## OFFERS MADE\* (2019)

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

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

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## 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
<b>Total</b>	<b>0</b>	<b>0</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## Recruitment - Lateral Associates and Partners

## LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	7	2
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	1	0
<b>Total</b>	<b>8</b>	<b>4</b>

One employee with special needs (equipment) for disability.

## LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	1	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
<b>Total</b>	<b>1</b>	<b>2</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## LATERAL PARTNER HIRES\* (2019)

\* Both equity and non-equity

	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	0	0
<b>Total</b>	<b>2</b>	<b>0</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## NEW PARTNERS PROMOTED\* (2019)

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

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

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## NEW EQUITY PARTNERS\* (2019)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	1	0
African-American/Black	0	0
Hispanic/Latinx	0	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	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

### 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:

Tammy L. Gisbon, Esq.; President; TLG Legal Search, LLC; www.tlglegalsearch.com;(Contact information: 206.267.1024 & tammy@tlglegalsearch.com)



## Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019*

## 1ST-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
<b>Total</b>	<b>0</b>	<b>0</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## 2ND-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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## 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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>0</b>	<b>1</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## 4TH-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	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## 5TH-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
<b>Total</b>	<b>0</b>	<b>0</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

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

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019*

## 7TH-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
<b>Total</b>	<b>0</b>	<b>0</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## 8TH-YEAR PLUS ASSOCIATES

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

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## OF COUNSEL

	Men	Women
White/Caucasian	2	2
African-American/Black	0	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	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>4</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	6	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	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>6</b>	<b>3</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## 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
<b>Total</b>	<b>0</b>	<b>1</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## 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?

Lane Powell has a long history of supporting attorneys who work part time. Attorneys who work part time are eligible for advancement. For example, one of our most senior female shareholders worked part time for several years and at several different time periods before becoming an equity shareholder. Several of our current shareholders, both equity and non equity, and associates work on a part time basis.

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

2

**Retention and Professional Development**

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	0	1	52
Of counsel	5	3	8	22
Non-equity partner	4	3	7	58
Equity partner	0	1	1	46





## Management Demographic Profile

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

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	9	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
<b>Total</b>	<b>9</b>	<b>3</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

**HIRING COMMITTEE\***

\* Attorneys on Hiring Committee or equivalent

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

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

**PARTNER REVIEW COMMITTEE\***

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	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
<b>Total</b>	<b>6</b>	<b>3</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

**ASSOCIATE REVIEW COMMITTEE\***

\* Attorneys on the Associate Review Committee or equivalent

	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
<b>Total</b>	<b>1</b>	<b>1</b>

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

**ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT**

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

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## Management Demographic Profile

## OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	2	38	10
Number of such positions held by:			
Minorities	0	3	2
Women	0	18	7
LGBTQ attorneys	0	3	3
Individuals with Disabilities	0	0	0

We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

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

## U.S. OFFICE HEADS

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

*Minorities heading offices:* 0

*Women heading offices:* Barbara Duffy, Seattle (179)

*LGBTQ attorneys heading offices:* 0

*Individuals with Disabilities heading offices:* 0

## PRACTICE GROUP/DEPARTMENT LEADERS

*Minorities heading practices:* Laura Garrett, E-Discovery (13); Gabriela Sanchez, Senior Living and Long Term Care (12); Dustin O'Quinn, Immigration (4).

*Women heading practices:* Heidi Bradley, Antitrust (11); Janet Larsen, Commercial Litigation (70); Jennifer Beyerlein, Construction (23); Laura Garrett, E-Discovery (13); Stephania Denton, ERISA (15); Gail Mautner, Fiduciary Litigation (7); Stephanie Stephens, Finance and Banking (15); Pilar French, Financial Institutions Litigation (8); Jennifer Jewkes, Nonprofit & Social Enterprise (28); Holly Johnston, Patent Portfolio Development and Counseling; (9); Mary Lee Moseley, Private Client Services (10); Carin Marney, Senior Living and Long Term Care (12); Gabriela Sanchez, Senior Living and Long Term Care (12); Tiffany Connors, Intellectual Property Litigation (2); Katie Matison, Transportation (32); and Kathryn Bradley, Wage and Hour (18).

*LGBTQ attorneys heading practices:* Laura Garrett, E-Discovery (13); Dustin O'Quinn, Immigration (4).

*Individuals with Disabilities heading practices:* We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.

## COMMITTEE LEADERS

*Minorities heading committees:* Laura Garrett, Hiring Committee (2); Laura Garrett, Electronic Discovery Committee (2).

*Women heading committees:* Lisa Poplawski, Associate Committee, (2); Gail Mautner, Diversity Committee, (13); Laura Garrett, Hiring Committee, (1); Laura Garrett, Electronic Discovery Committee, (2); Katie Matison, Seattle Social Committee, (1); Janet Larsen, Women Initiatives (3).

*LGBTQ attorneys heading committees:* Laura Garrett, Hiring Committee, (2); Laura Garrett, Electronic Discovery Committee,(2).

*Individuals with Disabilities heading committees:* We have not asked employees to self-identify with regard to being an individual with disabilities. Where that information has been volunteered, though, it is reflected in our response.



## The Firm Says

Lane Powell is incredibly proud of the strides the firm has taken in recent years. The firm's first woman President, Barbara Duffy, assumed the role in June 2019. One of her first acts was to launch a formal Women's Initiative with four women shareholders to lead the effort. The firm also hired a new full-time Director of Professional Development and Diversity in September 2019. She provides strategic direction to ensure the firm remains dedicated to advancing diversity, equity, and inclusion within our firm and in the legal industry as a whole.

Regarding LGBTQ+ initiatives, in 2019, the firm also held a mandatory firm-wide training on gender identity and gender expression. We have maintained our 100% score on the Human Rights Campaign Corporate Equality Index four consecutive years.

Lane Powell has a long history of commitment to diversity. Our Diversity Committee, established in 1995, comprised of 15+ dedicated attorneys and staff who meet regularly to innovate and implement diversity and inclusion programs in a manner that reflects our deep dedication to diversity. In 2020, the Committee's was renamed the Diversity, Equity, and Inclusion Committee, and it was restructured to have all recruiting and hiring efforts flow through the Committee via a new Talent Acquisition Subcommittee. A new Talent Development Subcommittee and Strategic Planning Work Group were also added. As one of its objectives for 2020, firm leadership committed to the development of a three-year strategic plan for diversity, equity, and inclusion.

We continue to look at improvements to our mentoring program, workflow opportunities, advancement process, and evaluation process to ensure all attorneys at Lane Powell receive deep and robust career and professional development support. One program of which we are particularly proud is how we provide support to our new parents to them transition to the world of working parent. In addition to the bonding leave package for all of our attorneys, we have a program designed to provide personalized coaching to each of our new parents when they return to the office after bonding leave, ensuring each individual's schedule, practice and long-term career plans feel sustainable as this new chapter in life begins.

Outside of the office, we are just as dedicated to furthering diversity in our communities. We are proud to invest in numerous minority bar associations. Additionally, we support the things our professionals care about and make our communities better, from groups like the Greater Seattle Business Alliance to the Oregon Women Lawyers Association. We are also proud to be a member of the Leadership Council on Legal Diversity (LCLD). We believe that LCLD is at the forefront of the national conversation on diversity in the law. Each year we participate in LCLD's Fellows, Pathfinder, and 1L Scholars Programs. A number of our attorneys also serve as mentors to law students through LCLD's Seattle mentor program as well as local law schools' mentor and mock interview programs.

We believe that diversity in our profession can't change unless we increase the diversity in our talent pipeline. To that end, we are proud of the programs and partnerships we participate in that support these efforts. We are sponsors in two unique fellowship programs with law schools in Seattle and Portland, the Gregoire Fellows Program and the Multnomah County Bar Association Fellows Program. We host 1L fellows each summer from these programs and share the summer with corporate legal department sponsors. We also have two scholarships. The Ron Beard Scholarship, an endowed scholarship with the University of Washington School of Law in memory of our late partner, Ron Beard, is awarded to a law student of color each year. The George V. Powell Diversity Scholarship provides a summer associate position in our Seattle or Portland office and a \$7500 scholarship toward tuition and expenses during the student's third year of law school. Our commitment to supporting opportunities for underrepresented individuals dates back decades, including our founding co-sponsorship of the Northwest Minority Job Fair in 1987. The purpose of the job fair is to provide a forum for minority law students and attorneys to interview with a variety of legal employers. These types of efforts will help the firm recruit, retain, advance and generally foster the careers of our diverse lawyer population. By doing this, we believe ultimately that we will provide better client service by having well managed and effective diverse teams.