

# Nixon Peabody LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Albany, New York; Boston, Massachusetts; Buffalo, New York; Chicago, Illinois; Long Island, New York; Los Angeles, California; Manchester, New Hampshire; New York, New York; Providence, Rhode Island; Rochester, New York; San Francisco, California; Washington, D.C.; Hong Kong, China; London, England; Shanghai, China

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Andrew Glincher, CEO and Managing Partner

**Diversity team leader(s):** Andrew Glincher, CEO and Managing Partner and Rekha Chiruvolu, Director of Diversity and Inclusion

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	606	617
U.S. offices only	605	616

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	76	82
African-American/Black	9	6
Hispanic/Latinx	5	9
Alaska Native/American Indian	0	0
Asian	9	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	4
Openly LGBTQ	5	3
Individuals with Disabilities	2	2
<b>Total</b>	<b>100</b>	<b>110</b>

#### SUMMER ASSOCIATES (2019)

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

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	101	26
African-American/Black	1	0
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	3	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	2	1
Individuals with Disabilities	4	0
<b>Total</b>	<b>109</b>	<b>27</b>

#### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	102	34
African-American/Black	2	2
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	5	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly LGBTQ	7	4
Individuals with Disabilities	1	0
<b>Total</b>	<b>115</b>	<b>44</b>

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	64	33
African-American/Black	2	2
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	2	0
Individuals with Disabilities	2	3
<b>Total</b>	<b>73</b>	<b>38</b>

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	31	21
African-American/Black	4	2
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	5	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	3	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>42</b>	<b>28</b>

### Strategic Plan and Diversity Leadership

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

Nixon Peabody's leadership communicates the importance of diversity and inclusion to everyone at the firm through various means. Ad-hoc diversity updates and success stories are communicated to the firm through regular emails and monthly department newsletters. Diversity & Inclusion-related stories, initiatives and programming are also shared through the firm's internal homepage. In addition, the hours attorneys spend on diversity related activities appear daily on each attorney's dashboard.

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

Our Chief Diversity Officer, Joseph Ortego, Director of Diversity & Inclusion, Rekha Chiruvolu, and firm Management Committee share primary responsibility for leading diversity initiatives at the firm.

#### 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: 14

Total hours spent on diversity: 560

Comments: Each attorney is asked to spend approximately 40 hours a year on diversity initiatives.

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

Yes

#### 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 management committee and diversity committee set goals quarterly for metrics such as attorney participation in diversity initiatives, diversity recruiting goals, and improving the professional development of our diverse talent.

#### 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			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			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			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.

This past year, our Boston office invited students from Brockton High School, a local high school to the Boston area, to meet with our attorneys and staff once a week, in order to gain mentorship and learn about the various positions available within a law firm. Additionally, our San Francisco office participated in the Bay Area Urban Debate League. Attorneys from our Rochester office also participate in Cornell Law School's McKnight Moot Court Competition.





### Recruitment - New Associates

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

*Ivy League law schools:* Cornell Law School

*Other private law schools:* Albany Law School; Fordham University School of Law; College of Law — Syracuse University

*Public state law schools:* University of Michigan Law School; SUNY Buffalo School of Law; CUNY School of Law

*Law schools of Historically Black Colleges and Universities (HBCUs):* Howard University School of Law (resume collect)

*Diversity job fairs:* 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?

As members of LCLD, we participated in the LCLD 1L Program. Our Chicago office partners with the Diverse Attorney Pipeline Program (DAPP) to host 1L interns. Our Rochester offices partners with the Monroe County Bar Association (MCBA) to host 1L summer intern(s).



### Recruitment - New Associates

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

	Men	Women
White/Caucasian	1	3
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	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>4</b>

#### OFFERS MADE\* (2019)

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

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

#### OFFERS ACCEPTED\* (2019)

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

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

#### NEITHER ACCEPTED NOR DECLINED (2019)

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

	Men	Women
White/Caucasian	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>

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	16	15
African-American/Black	1	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	5	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>23</b>	<b>17</b>

#### LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	4	4
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>4</b>	<b>5</b>

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

\* Both equity and non-equity

	Men	Women
White/Caucasian	8	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	2	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>8</b>	<b>0</b>

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

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

	Men	Women
White/Caucasian	5	3
African-American/Black	1	0
Hispanic/Latinx	1	1
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>8</b>	<b>4</b>

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

\* Whether hired laterally or promoted from within

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

### 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:

Exacta Global; Levin Associates; Elite Search Consultants; AJW Attorney Search; Swan Legal; McCormack Schreiber



### 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>

##### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	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	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>4</b>	<b>1</b>

##### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>2</b>

##### 4TH-YEAR ASSOCIATES

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

##### 5TH-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	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>2</b>

##### 6TH-YEAR ASSOCIATES

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

### 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	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>3</b>

##### 8TH-YEAR PLUS ASSOCIATES

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

##### OF COUNSEL

	Men	Women
White/Caucasian	16	4
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>18</b>	<b>7</b>

##### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	7	6
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	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>8</b>	<b>7</b>

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	5	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>5</b>	<b>0</b>

### Retention and Professional Development

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

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

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

Yes

Comments:

Our policy is open to all eligible attorneys. Both male and female attorneys have been approved to work a part-time or a flexible work schedule.

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?

Part time work schedules do not impact NP attorneys' ability to make partner, or remain a partner. The firm regularly promotes part time attorneys to partner. A number of NP partners currently work alternative schedules.

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

There are several but we do not track.

### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	4	5	210
Of counsel	24	12	36	111
Non-equity partner	0	7	7	159
Equity partner	0	1	1	137





### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	14	5
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>14</b>	<b>5</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	27	14
African-American/Black	2	2
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	0
Individuals with Disabilities	2	0
<b>Total</b>	<b>31</b>	<b>17</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	8	5
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>9</b>	<b>5</b>

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

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

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

	Men	Women
White/Caucasian	1	4
African-American/Black	0	1
Hispanic/Latinx	3	1
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>6</b>	<b>8</b>

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	13	24	26
Number of such positions held by:			
Minorities	1	2	6
Women	4	5	10
LGBTQ attorneys	0	1	2
Individuals with Disabilities	0	0	1

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? 12

Minorities heading offices: Karen Ng, San Francisco (106)

Women heading offices: Karen Ng, San Francisco (106); Kathleen Burns, Boston (300); Martha Anderson, Buffalo (20); Colette Dafoe, Washington, DC (150)

LGBTQ attorneys heading offices: None

Individuals with Disabilities heading offices: None

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Brian Alcalá, Labor & Employment (43); Joseph Ortego, Litigation Department (271)

Women heading practices: Amy Charamba, Global Finance (24); Evelyn Moreno, Private Clients (68); Denise Pursley, Affordable Housing and RE (103)

LGBTQ attorneys heading practices: Amy Charamba, Global Finance (24)

Individuals with Disabilities heading practices: None

#### COMMITTEE LEADERS

Minorities heading committees: Pierce Han, Washington DC Recruiting Committee (10); Joseph Ortego, Diversity Committee (15);

Women heading committees: Stephanie Caffera, Law Firm Conduct Committee (15); Stacie Collier, Professional Personal Committee (10); Alexandra Busto, Associates Council Committee (26); Vincent Cesare, Associates Council Committee (26); Deanna Kunze, Chicago Recruiting Committee (13);

LGBTQ attorneys heading committees: Robert Christmas, New York Recruiting Committee (10)

Individuals with Disabilities heading committees: Names not included due to privacy concerns, Washington DC Recruiting (10)



### The Firm Says

We strongly believe that diversity and inclusion are critically important to the future of the profession and our firm. To achieve our goal, we continually work to realize our mission of recruiting, retaining, and promoting talented individuals from a broad range of racial, ethnic, social, economic, religious, and personal backgrounds, genders, and sexual orientations across the firm.

We have a full-time diversity professional oversee all our diversity initiatives and programming. This individual reports directly to firm management and collaborates with our firm leaders, practice group leaders; and recruiting, professional development and business development teams to ensure our diverse attorneys are provided with the support and opportunities necessary to succeed in our firm.

Key diversity initiatives:

- **Move the Needle Fund.** Nixon Peabody has been selected as one of five law firms to pioneer the Move the Needle Fund (MTN). Created by Diversity Lab, MTN is a collaborative effort among law firms, in-house counsel, and community leaders to create a more diverse and inclusive legal profession. Nixon Peabody's main focus will be to increase the representation of women, racial and ethnic minorities, and LGBTQ+ attorneys in the equity partnership ranks. Nixon Peabody aims to surpass the national averages and become one of the most diverse and inclusive AmLaw 200 partnerships.
- **Mansfield Rule.** For the last three years, Nixon Peabody has participated in the Mansfield Rule initiative. Inspired by the NFL's Rooney Rule, the Mansfield Rule measures whether law firms have affirmatively considered women lawyers and attorneys of color—at least 30% of the candidate pool—for significant leadership roles in the firm. We are proud to report that Nixon Peabody achieved Mansfield Certification PLUS status in 2018 and again in 2019, which means that we achieved the goal of having women and diverse attorneys comprise at least 30% of our leadership roles across the firm. We are one of 99 law firms that have already signed on to participate in the Diversity Lab's Mansfield 3.0 initiative, which will measure our progress from July 2019 to July 2020.
- **CEO Action for Diversity & Inclusion.** Our managing partner and CEO, Andrew Glincher is a member of The CEO Action for Diversity & Inclusion#. This is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. This commitment is driven by a realization that addressing diversity and inclusion is not a competitive issue, but a societal issue. Recognizing that change starts at the executive level, more than 800 CEOs of the world's leading companies and business organizations, are leveraging their individual and collective voices to advance diversity and inclusion in the workplace.
- **Diversity Challenge.** A unique aspect of our diversity and inclusive initiative is the "Diversity Challenge." Under the Diversity Challenge, each Nixon Peabody attorney is asked or "challenged" to devote 40 hours annually to a diversity initiative, activity, or event. The 40-hour commitment is tracked through time sheets and counts toward the lawyer's non-billable commitment to the firm.
- **Resource groups.** The firm has five resource groups (African American, Asian American, Hispanic, LGBTQA and Women) tasked with promoting diversity and inclusion within the firm and encouraging member participation and support for external charities and organizations that champion diversity and inclusion in both the legal profession and the community at large.

Our firm's commitment to diversity extends beyond the walls of our law firm. In addition to the work we do internally to promote diversity and inclusion through our resource groups, the Diversity Challenge, trainings, programming and initiatives; we regularly handle impactful pro bono cases that break down barriers to inclusion and diversity. We also frequently collaborate with clients on a wide range of diversity and inclusion initiatives and programs, which include presentations on how to create a more inclusive organization, advising clients on creating employee resource groups, and offering guidance on diversity-related programming and policies.

Recent recognition:

- 2020 Human Rights Campaign's (HRC) Corporate Equality Index for the 14th consecutive year. Highest rating (100%) on lesbian, gay, bisexual, and transgender (LGBT) equality in corporate America. Also named to the HRC's 2017 "Best Places to Work For (LGBT) Equality" list.
- Diversity Champion award, South Asian Bar Association (2019)
- Boston University School of Law's Black Law Students Association (BLSA) named Nixon Peabody as its 2018 Law Firm of the Year, recognizing the firm's "exceptional commitment to increasing diversity."
- 2017 Equality Illinois (EQIL). Specified as one of the top Illinois firms for LGBT diversity and inclusive practices.

