

Richards, Layton & Finger, P.A.

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Wilmington, Delaware

DIVERSITY LEADERSHIP

Head(s) of Firm: Doneene Keemer Damon, President

Diversity team leader(s): Marcos A. Ramos, Chair, Diversity and Inclusion Committee; Monica M. Ayres, Vice Chair, Diversity and Inclusion Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	166	168
U.S. offices only	166	168

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	51	24
African-American/Black	1	2
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	4	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	0	2
Individuals with Disabilities	n/a	n/a
Total	58	29

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	8	6
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	n/a	n/a
Total	8	8

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	54	16
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	56	17

NON-EQUITY PARTNERS (2019)

	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	n/a	n/a
Total	0	0

OF COUNSEL (2019)

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

NEW HIRES (2019)

	Men	Women
White/Caucasian	11	2
African-American/Black	1	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	15	5

Strategic Plan and Diversity Leadership

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

Richards, Layton & Finger's leaders emphasize the importance of diversity both by example and by promoting diversity efforts across the firm. In 2019, our firm became the first major Delaware law firm to name an African American woman as its president, coupled with senior leadership which is majority female. Our firm's diversity efforts are published on our website and intranet, and the firm's diversity statement appears on those sites and in the firm manual. As part of our new associate orientation, the Chair of our Diversity and Inclusion Committee highlights the firm's diversity efforts and informs all new lawyers about the Committee's purpose. The firm also supports participation by attorneys and staff in diversity-related events, including through our Women's Initiative, and bar association programs and continues to play a leading role in the minority job fair in our community. Through these efforts, Richards, Layton & Finger strives to emphasize the importance of diversity to its employees.

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

Marcos A. Ramos, Chair, Diversity and Inclusion Committee; Monica M. Ayres, Vice Chair, Diversity and Inclusion Committee

Does your law firm currently have a diversity committee?

Yes

If yes, do one or more members of the firm's management/executive committee (or the equivalent) serve on the diversity committee?

Yes

If yes, how many attorneys are on the committee, and in 2019, what was the total number of hours collectively spent by the committee in the furtherance of the firm's diversity initiatives?

Total attorneys on committee: 17

Total hours spent on diversity: 200

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.

Members of the senior management team of the firm are ex officio members of the Diversity and Inclusion Committee. In such capacity, they attend committee meetings and receive information with regard to the committee's activities. Annually, the committee reviews and updates its goals and objectives and shares that information with the Executive Committee of the firm.

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 Diversity and Inclusion Committee formally reviews the firm's diversity initiatives on an annual basis and updates its goals as applicable during the course of the year. The firm's diversity initiatives also have been developed through our work with two law firm networks, Lex Mundi and the U.S. Law Firm Group, and informed by the firm's membership in and participation with various groups and organizations, including the Minority Corporate Counsel Association and the Leadership Council on Legal Diversity.

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

Twice a year

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

Members of the senior management team of the firm are ex officio members of the Diversity and Inclusion Committee. In such capacity, they attend committee meetings and receive information with regard to the committee's activities. Annually, the committee reviews and updates its goals and objectives and shares that information with the Executive Committee of the firm.

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	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
			Other (please specify): In 2020, the firm became a member of the Leadership Council on Legal Diversity to help achieve the above goals.



Law Firm Diversity Initiatives

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
			Other (please specify): In 2019, the firm's Women's Initiative was expanded to include regular engagement and mentoring opportunities, as well as business and professional development opportunities, for our women attorneys.



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.

Richards, Layton & Finger was instrumental in developing Howard High School of Technology's work-study program. Howard High School is a well-regarded technical high school with a long history of leadership in the local minority community. The work-study program introduces minority high school students to various fields, including the legal profession. In addition, the program provides the firm with a valuable link to the potential minority law students.

Richards, Layton & Finger attorneys and staff also mentor and tutor students at The Bancroft School, a school located in Wilmington with a predominantly minority population. The program enables the firm to make a practical, direct contribution to the daily lives and education of children in our community and exposes those children to opportunities available to them. In connection with the program, Richards, Layton & Finger has received a special tribute signed by the governor and lieutenant governor of Delaware recognizing the firm's dedication to mentoring youth.

For many years, the firm was a sponsor of and supported the Jurist Academy, a two-week program held at the Delaware Law School that introduced minority undergraduate students to law and encouraged them to pursue a legal education.

The firm is involved with TeenSHARP, a local organization that prepares low-income diverse high school students for college. In 2019, the firm hosted TeenSHARP, and the diverse high school students it serves throughout Delaware, for a breakfast and panel discussion with some of the firm's diverse attorneys. This event educated the students on the various legal professions, the varied paths one can take in becoming an attorney, and encouraged them to consider pursuing a career in the law.



Recruitment - New Associates

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

Ivy League law schools: Columbia, Cornell University, University of Pennsylvania

Other private law schools: Delaware Law School, George Washington University, Georgetown University, Tulane University, University of Notre Dame, Vanderbilt University, Villanova University, Washington University in St. Louis

Public state law schools: College of William and Mary, Penn State Dickinson Law, Pennsylvania State University, Temple University, University of Iowa, University of Maryland, University of Michigan, University of New Mexico, University of Virginia

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

Diversity job fairs: Delaware Minority Job Fair, Mid-Atlantic Black Law Students Association Job Fair, Southeastern Minority Job Fair

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

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

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

In 2020, the firm implemented its 1L Scholars Program, which affords students who have completed their first year of law school hands-on practical experience doing junior associate-level work across many litigation and transactional practice areas. Participants in our program may be eligible to participate in programs offered by the Leadership Council on Legal Diversity.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	8	6
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	n/a	n/a
Total	8	8

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	8	6
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	n/a	n/a
Total	8	8

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	8	4
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	n/a	n/a
Total	8	6

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	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	n/a	n/a
Total	0	2

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	2	0
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	n/a	n/a
Total	3	0

LATERAL OF COUNSEL HIRES (2019)

	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	n/a	n/a
Total	0	0

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	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	n/a	n/a
Total	0	0

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	2	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	n/a	n/a
Total	2	2

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	2	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	n/a	n/a
Total	2	2

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)?

No

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

Not applicable

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:

Not applicable



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-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	n/a	n/a
Total	1	0

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	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	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	2	3

3RD-YEAR ASSOCIATES

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

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	2
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	n/a	n/a
Total	3	2

5TH-YEAR ASSOCIATES

	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	n/a	n/a
Total	1	3

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	n/a	n/a
Total	1	1

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	n/a	n/a
Total	0	0

8TH-YEAR PLUS 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	n/a	n/a
Total	0	0

OF COUNSEL

	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	n/a	n/a
Total	0	0

NON-EQUITY PARTNERS

	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	n/a	n/a
Total	0	0

EQUITY PARTNERS

	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	n/a	n/a
Total	1	0

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)

Richards, Layton & Finger's parental leave policy covers adoptions, but provides for separate maternity and paternity leave policies.

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

Yes

Comments:

The firm has adopted a policy under which an attorney can propose a part-time, reduced time, or other modified 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?

N/A

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

None



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	87
Of counsel	0	0	0	8
Non-equity partner	0	0	0	0
Equity partner	0	0	0	73

N/A



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	8	3
African-American/Black	0	1
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	n/a	n/a
Total	9	4

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	36	19
African-American/Black	0	2
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	38	21

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	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	n/a	n/a
Total	0	0

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	54	16
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	56	17

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	5	9
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	7	10

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	1	16	50
Number of such positions held by:			
Minorities	1	3	3
Women	1	7	13
LGBTQ attorneys	0	1	2
Individuals with Disabilities	n/a	n/a	n/a

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

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 1

Minorities heading offices: Doneene Keemer Damon, Wilmington, DE (166 attorneys)

Women heading offices: Doneene Keemer Damon, Wilmington, DE (166 attorneys)

LGBTQ attorneys heading offices: N/A

Individuals with Disabilities heading offices: N/A

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Doneene Keemer Damon, Co-Chair, Business Department (72) and Chair, Trust and Agency Services Group (17); Srinivas Raju, Co-Chair, Corporate Department (50)

Women heading practices: Doneene Keemer Damon, Co-Chair, Business Department (72) and Chair, Trust and Agency Services Group (17); Jennifer C. Jauffret, Chair, Labor & Employment (2); Elisa Maas, Co-Chair, Business Department (72); Sara Toner, Chair, Real Estate (7); Cathy Dearlove, Vice Chair, Corporate Department (50); Kelly Farnan, Vice Chair, Litigation (20)

LGBTQ attorneys heading practices: Mark Purpura, Chair, Banking (2)

Individuals with Disabilities heading practices: N/A

COMMITTEE LEADERS

Minorities heading committees: Srinivas Raju, Chair, Finance (15), Chair, Budget (22); Marcos A. Ramos, Chair, Diversity and Inclusion (17)

Women heading committees: Amanda Steele, Vice Chair, Associates Committee (25); Kelly Farnan, Chair, Associate Salary and Bonus Committee (6); Jennifer Jauffret, Vice Chair, Benefits Committee (10); Tara Hoffner, Chair, Business Development and Marketing Committee (14); Sara Toner, Vice Chair, Business Development and Marketing Committee (14), Vice Chair, Space Planning Committee (14); Lisa Schmidt, Chair, Compensation Committee (7); Monica Ayres, Vice Chair, Diversity and Inclusion Committee (17); Catherine Dearlove, Chair, Contingent Fee Subcommittee (10); Anne Foster, Chair, Library Committee (12); Susan Hannigan, Vice Chair, Operations Committee (9); Stephanie Norman, Vice Chair, Publications & Programs Committee (6); Claire Love, Vice Chair, Summer Associate Committee (8)

LGBTQ attorneys heading committees: Mark Purpura, Vice Chair, Pro Bono and Community Service Committee; Monica Ayres, Vice Chair, Diversity & Inclusion Committee

Individuals with Disabilities heading committees: N/A



The Firm Says

Richards, Layton & Finger, P.A.'s history informs our diversity and inclusion activities. Aaron Finger was the first Jewish member of the Delaware bar, and named partner of a Delaware law firm. Our firm was the first major Delaware law firm with a female partner, an African American partner, and a South East Asian partner, and one of the first with a Hispanic partner. And with our past as prologue, our current senior leadership is majority female, including our president who is the first African American woman to lead a major Delaware law firm.

In our community, our attorneys played a key role in the passage of Delaware's marriage equality bill, and one of our attorneys is president of the Equality Delaware Foundation, which works to protect the rights of LGBT Delawareans. A Richards Layton attorney was a co-founder of the Delaware Hispanic Bar Association, while another serves on the board of trustees of the Lawyers Committee for Civil Rights under the Law. As a member of the Leadership Council on Legal Diversity ("LCLD"), the firm is proud to be participating in the 1L LCLD Scholars program in 2020, which offers hands-on practical experience, doing junior associate-level work across many litigation and transactional practice areas to highly qualified law students of diverse backgrounds in the summer following their first year of law school. We are a member of the Minority Corporate Counsel Association, and we sponsor and support a wide variety of local organizations, including the Multicultural Judges & Lawyers Section of the Delaware State Bar Association, the Delaware Barristers Association, and the South Asian Bar Association of Delaware. Richards Layton also was a founding member of the Delaware Minority Job Fair more than 25 years ago.

Richards, Layton & Finger is Delaware's largest law firm, and our clients and other friends- including Fortune 500 companies, major financial institutions, local businesses, and global law firms — rely on us to help them to navigate complex issues and the intricacies of Delaware law. But our enduring strength as a law firm begins with our people. And Richards, Layton & Finger is committed to recruiting the finest lawyers, nurturing their talents, embracing diversity and helping each member of our community to share the best of what they are for the benefit of our firm, our clients, and our community.

