

Robins Kaplan LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Bismarck, Boston, Los Angeles, Minneapolis, Naples, New York, Silicon Valley, Sioux Falls

DIVERSITY LEADERSHIP

Head(s) of Firm: Ron J. Schultz, Chair of the Executive Board

Diversity team leader(s): Kellie Lerner, Partner and Co-Chair of the Diversity Committee; Sharon Roberg-Perez, Partner and Co-Chair of the Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	226	230
U.S. offices only	226	230

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	55	33
African-American/Black	3	1
Hispanic/Latinx	5	2
Alaska Native/American Indian	0	0
Asian	3	10
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	3
Openly LGBTQ	4	1
Individuals with Disabilities	0	0
Total	68	49

SUMMER ASSOCIATES (2019)

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

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	47	9
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	1
Multiracial	2	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	51	10

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	13	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	1	0
Individuals with Disabilities	0	0
Total	13	4

OF COUNSEL (2019)

	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	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	8	5

NEW HIRES (2019)

	Men	Women
White/Caucasian	8	8
African-American/Black	1	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	2
Individuals with Disabilities	0	0
Total	13	14

Strategic Plan and Diversity Leadership

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

The importance of diversity is communicated to firm members at quarterly partnership meetings, the annual all attorney meeting, associate meetings, department and office manager meetings, staff communication meetings, diversity committee and working group meetings, via e-mail, through the firm's website, through the firm's internal portal pages, during events and programming throughout the year, through day-to-day communication with firm members, and through the quarterly distribution of an electronic newsletter dedicated to diversity and inclusion. In addition, we've held town halls to update our attorneys of color on diversity programs and initiatives, and incorporate our working group leaders in our LEAD (Leaders Engaged in the Advancement of Diversity) group to make sure information about diversity and inclusion is communicated with all stakeholders.

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

Kellie Lerner, Partner, Co-Chair of Diversity Committee; Sherry Roberg Perez, Partner, Co-Chair of Diversity Committee; Chandra Kilgriff, Chief Talent & Diversity Officer

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: 677

Comments: In addition to the 677 hours from the Diversity Committee, an additional 1,307 hours were spent on other diversity-related activities for a total of 1,984 hours dedicated to furthering diversity and inclusion initiatives firm-wide in 2019. This time does not capture time spent by staff.

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.

In addition to supporting our affinity groups, the Diversity Committee addresses diversity and inclusion issues within the firm, reviews firm policies pertaining to diversity and inclusion, and liaises with Management to advance objectives for 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?

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?

A top priority of the firm's management is to establish an environment of mutual respect and excellent client service grounded in the diversity of backgrounds and perspectives. As part of the LEAD (Leaders Engaged in the Advancement of Diversity) initiative, adopted in 2015, firm management meets quarterly to discuss progress on stated objectives. The Diversity Committee Chairs are also responsible for reporting quarterly on diversity activities.

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	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X	X		Focus on strengthening firm's mentoring program
X	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X	X		Support law firm's internal affinity networks
X			Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	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	X		Focus on strengthening firm's mentoring program for minority attorneys
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
X	X		Other (please specify): Establish a Racial and Ethnic Diversity Working Group and provide consistent programming for attorneys of color, including an Attorneys of Color Conference.



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	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	X		Focus on strengthening firm's mentoring program for women
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
X	X		Implement policies to address gender pay equity
X	X		Other (please specify): Establish a Women of Robins Kaplan group, host an annual women's event, and hold quarterly lunches for all 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	X		Increase the number of LGBTQ attorneys at the associate level
X	X		Increase the number of LGBTQ attorneys at the partnership level
X	X		Increase the number of LGBTQ attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
X			Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)
X	X		Other (please specify): Establish an LGBTQ Working Group, host an annual Pride event, and develop a transgender inclusion guidebook as a resource for all firm members.



Law Firm Diversity Initiatives

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	X		Focus on strengthening firm's mentoring program for attorneys with disabilities
X	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.)
X	X		Other (please specify): Firm members are able to self-identify as disabled on diversity forms; the firm hosts an annual Disability Justice Seminar for internal and external attorneys, and signed the American Bar Association Pledge for Change: Disability Diversity in the Legal Profession as a commitment to improving diversity within the workplace, specifically for lawyers with disabilities.



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.

Our firm participates in a number of high school pipeline outreach programs, including:

Just the Beginning (JTB): A nonprofit organization whose mission is to increase diversity in the legal profession. The firm has partnered with JTB since 2009 for the Twin Cities Summer Legal Institute for high school students of color.

STEP-UP Summer Internship: STEP-UP is a job program that matches Minneapolis youth ages 16-21 with employment opportunities in non-profit, private businesses, government, and education. For many years, the firm has employed a STEP-UP intern. The goal of the internship is to help encourage and further inspire youth toward a career in law.

Cristo Rey Corporate Work Study Program: This program enables economically disadvantaged high school students to take a full course load of college preparatory coursework for four years, as he/she participates one day each week in a four-year Corporate Work Study Program to fund the majority of their tuition. Students learn firsthand the values of hard work, responsibility, and ambition in a corporate environment, while directly contributing financially to their education. The firm partners with the Cristo Rey Work Study Program in the New York and Minneapolis locations.

Page Education Foundation: Alan Page, former Justice of the Minnesota Supreme Court, established his foundation with a mission to encourage students of color to pursue post-secondary education through financial support and community mentorship. Our firm sponsors the Page Education Foundation's annual elimination of bias seminar and firm members volunteer their time by reading and providing feedback on scholarship applications.

In addition to the firm's efforts to reach out to diverse students, many individuals at the firm provide time, money, and support to numerous organizations such as 100 People Who Care, Joyce Preschool, Jumpstart, and College Possible to name a few.



Recruitment - New Associates

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

Ivy League law schools: N/A

Other private law schools: Georgetown University Law Center, Mitchell Hamline School of Law, University of St. Thomas School of Law, Northwestern Law School, University of Chicago, Cardozo School of Law

Public state law schools: University of Iowa, University of Minnesota, University of Wisconsin, University of Michigan

Law schools of Historically Black Colleges and Universities (HBCUs): N/A

Diversity job fairs: Lavender Law Job Fair, Minnesota Minority Recruitment Conference, Affinity Bars Student Job Symposium

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?

Our Boston, Minneapolis, and Los Angeles offices have Summer Associate Programs for minority first-year law students. The firm also participates in the Twin Cities Diversity in Practice 1L Rotation Clerkship program as well as the LCLD 1L Scholars Program. Our summer associates partake in legal training seminars, attend practice group presentations, participate in social events and outings with attorneys, and have substantive legal work assignments throughout the summer. The hope is that they thrive and enjoy their experiences and come back to our firm as entry level associates after graduating. 1L Diversity Receptions are held in our Boston and Minneapolis offices to meet local diverse 1L student populations and increase the pool of applicants for the summer associate positions.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

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

OFFERS MADE* (2019)

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

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

OFFERS ACCEPTED* (2019)

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

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

NEITHER ACCEPTED NOR DECLINED (2019)

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

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

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

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

LATERAL OF COUNSEL HIRES (2019)

	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	1
Individuals with Disabilities	0	0
Total	2	2

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

NEW PARTNERS PROMOTED* (2019)

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

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

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

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

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)

The firm explicitly expresses to recruiting search firms and recruiting professionals the desire to have a diverse slate of candidates. Additionally, as part of the firm's Leaders Engaged in the Advancement of Diversity Initiative (LEAD), Robins Kaplan adopted a "Rooney Rule" effective January 1, 2016, that ensures a diverse slate of candidates is considered for all lateral associate positions. This approach allows the firm to advantageously look beyond the traditional lateral-hire sources and leverage diverse networks more effectively. In addition, the firm signed onto the Mansfield Rule 3.0 for the 2019-2020 reporting cycle which aims to increase both the hiring and promotion of underrepresented lawyers (including LGBTQ+ lawyers) to significant leadership roles.

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:

Not applicable in the last 12 months.



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
Total	0	0

2ND-YEAR ASSOCIATES

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

3RD-YEAR ASSOCIATES

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

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	1	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	1	1
Individuals with Disabilities	0	0
Total	3	1

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

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

8TH-YEAR PLUS ASSOCIATES

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

OF COUNSEL

	Men	Women
White/Caucasian	1	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
Total	1	3

NON-EQUITY PARTNERS

	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
Total	2	0

EQUITY PARTNERS

	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	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	2	2

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)

The LEAD Initiative, adopted in May 2015, empowers firm leaders to take ownership of diversity by appointing a Diversity Champion on the Board, formulating a written plan to better ingrain diversity in hiring and advancement decisions, and regularly reporting to the Board on demographic statistics to assess progress and hold firm leaders accountable. For more information on the LEAD Initiative, see section 8.1 for detailed objectives related to reducing the attrition rate for diverse attorneys.

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

Yes

Comments:

Our industry-leading benefits for working parents offer all firm members 10 weeks of paid parental leave, in addition to medical leave for birth mothers, a ramp-up period of 3 months when transitioning back from leave, and alternative work arrangement options for attorneys.

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?

The decision to elevate an associate to partner depends on the associate's ability to exceed required competencies, irrespective of part-time or full-time status.

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

0

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	2	2	117
Of counsel	5	5	10	13
Non-equity partner	0	0	0	17
Equity partner	0	0	0	61



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management 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
Total	6	3

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

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
Total	6	3

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	41	15
African-American/Black	0	0
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	1
Multiracial	2	0
Openly LGBTQ	2	1
Individuals with Disabilities	0	0
Total	46	17

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	3
African-American/Black	1	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	1
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	6	7

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	8	9	8
Number of such positions held by:			
Minorities	0	1	3
Women	1	2	5
LGBTQ attorneys	0	0	1
Individuals with Disabilities	0	0	0

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

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 8

Minorities heading offices: 0

Women heading offices: Hollis Salzman, New York (34)

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Jason Fair, Insurance Deputy (23)

Women heading practices: Stacey Slaughter, Business Litigation Deputy (103); Tara Sutton, Mass Tort Chair (12); Melissa D'Alelio, Insurance Co-Chair (23)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: 0

COMMITTEE LEADERS

Minorities heading committees: Christine Yun Sauer, Racial and Ethnic Diversity Working Group (14), Sharon Roberg-Perez, Diversity Committee (13), Matt Woods, Professional Development (2)

Women heading committees: Christine Yun Sauer, Racial and Ethnic Diversity Working Group (14), Sharon Roberg-Perez, Diversity Committee (13), Teresa Fariss McClain, Professional Development (2), Kellie Lerner, Diversity Committee (13), Holly Dolejsi, Women of Robins Kaplan (18)

LGBTQ attorneys heading committees: Fred Braunstein, LGBTQ Working Group (8)

Individuals with Disabilities heading committees: 0



The Firm Says

Since 1999, we have had a formal Diversity Committee to address the myriad issues facing attorneys of color. We added a Diversity Manager in 2005 to assist with execution of the diversity initiatives and our strategic plan and a full-time Diversity and Inclusion Coordinator in 2015. In 2008, our diversity efforts expanded to formally include women and LGBTQ diversity and inclusion. The Diversity Committee further formed working groups to identify, research, and address issues specific to women attorneys, racial and ethnic diversity, and LGBTQ diversity and inclusion in the workplace.

We have a number of ongoing initiatives and programs geared toward the retention and professional development of diverse attorneys including:

LEAD (Leaders Engaged in the Advancement of Diversity): The LEAD Initiative empowers firm leaders to take ownership of diversity by appointing a Diversity Champion on the Board, formulating a written plan to better ingrain diversity in hiring and advancement decisions, and regularly reporting to the Board on demographic statistics to assess progress and hold firm leaders accountable. In December 2015, the leaders adopted a written plan that included eight tactics in the areas of recruitment, retention, and advancement. The LEAD tactics the firm implemented to achieve significant progress in fostering a diverse firm include: expanding the 1L summer associate program, implementing a "Rooney Rule" for each open lateral associate position, signing onto the Mansfield Rule 3.0 to increase the number of underrepresented lawyers (including LGBTQ+ lawyers) in significant leadership roles, increasing support for working parents, executing training on unconscious bias, identifying and supporting future leaders, tracking whether underrepresented attorneys are receiving key opportunities, and documenting the advancement process for each office and practice group. We are now working on tactics relating to partnerships with clients, developing metrics to hold partners and case teams accountable, and inclusive leadership skills training.

Annual Attorneys of Color Conference: The firm holds an annual attorneys of color conference to discuss common concerns and ideas, share individual experiences, obtain tools and skills to enhance professional development, perform outreach and service to communities of color, develop mentoring relationships, interact with firm leaders, and participate in teambuilding activities. The conferences provide opportunities for attorneys to partner with clients and focus on business development skills, and play a large role in discovering, discussing, and finding solutions to issues related to retention and advancement of attorneys of color at the firm.

Annual Women's Event: Women attorneys at the firm participate in an annual event each Spring that focuses on professional development and leadership. Past events have included a presentation from the first and only female judge in the United States Court of Appeals for the Eighth Circuit, a panel presentation on women's leadership and marketing, and small group discussions on handling generational and gender gap issues, client development, finding mentors and promoters, work-life balance, leading on case teams, networking, creative case management, and serving on community boards.

Annual Pride Month Programs: During Pride Month, the firm celebrates and raises awareness of the issues facing LGBTQ+ individuals. This typically features social events in all our offices, a firm-wide CLE, and fundraisers to support non-profit organizations that align with the Pride CLE topics.

Our firm and firm members have been recognized for their continued commitment to diversity. Some of the more recent accolades include:

- The firm was named a Best Law Firm for LGBTQ Individuals by Vault in 2020.
- In 2019, the firm became the only law firm to ever receive the American Bar Association Law Practice Division's Martha Fay Africa Golden Hammer Award, which "recognizes the work of individuals/entities that help promote women and diverse attorneys in the Division, the ABA, and the profession."
- Brandon Vaughn and Kellie Lerner were each named Diversity Leaders by Profiles in Diversity in 2019 and 2018 respectively for their leadership with the firm's Diversity Committee.
- Ami ElShareif and the firm each received Minnesota Lawyer's Diversity and Inclusion Award in 2019 and 2018, respectively.
- In recognition for our continued commitment to the Leadership Council on Legal Diversity (LCLD), the firm received the Compass Award in 2018 for our participation in the Fellows, Pathfinders, and 1L Scholars programs.
- The firm's Leaders Engaged in the Advancement of Diversity initiative was honored in Profiles in Diversity Journal's 2017 Annual Innovations in Diversity & Inclusion awards.
- Robins Kaplan and Chandra Kilgriff, the firm's Chief Talent and Diversity Officer, were named 2017 Diversity Leaders by Profiles in Diversity Journal.
- The firm was named the nation's most inclusive law firm for LGBT lawyers by Chambers USA in 2016.
- The firm's parental leave program that offers all regular employees 10 weeks of paid parental leave in addition to applicable medical leave benefits, ramp-up period for attorneys, and an alternative work arrangements policy was recognized in the media by Business Wire, Law360, Bloomberg Law, InsideCounsel, and Yahoo Finance.
- The firm has scored 100% in the Human Rights Campaign's Corporate Equality Index survey for LGBT-friendly policies and practices in the workplace since 2009.
- Female partners are regularly featured by Diversity Journal as Women Worth Watching: Stacey Slaughter (2017), Meegan Hollywood (2018), Denise Rahne (2019), Melissa D'Alelio (2019); minority partners David Martinez (2013) and Munir Meghjee (2014) were profiled as part of the Diversity Journal Hispanic Heritage Month and Asian/Pacific American Heritage Month respectively.

For more information on Robins Kaplan LLP and its diversity efforts, please visit our website at www.robinskaplan.com/firm.

