

Stoel Rives LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Anchorage, AK; Boise, ID; Minneapolis, MN; Portland, OR; Sacramento, CA; Salt Lake City, UT; San Diego, CA; San Francisco, CA; Seattle, WA; Washington, D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Melissa Jones, Firm Managing Partner

Diversity team leader(s): Tim Taylor, Chair of the Diversity, Equity, & Inclusion Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	368	376
U.S. offices only	368	376

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	59	49
African-American/Black	2	3
Hispanic/Latinx	4	1
Alaska Native/American Indian	0	0
Asian	6	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	4
Openly LGBTQ	5	7
Individuals with Disabilities	0	3
Total	74	61

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	4	9
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly LGBTQ	1	1
Individuals with Disabilities	1	0
Total	8	14

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	81	23
African-American/Black	2	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	5	0
Openly LGBTQ	1	3
Individuals with Disabilities	1	0
Total	89	23

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	61	31
African-American/Black	1	0
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	1	0
Multiracial	2	0
Openly LGBTQ	3	0
Individuals with Disabilities	1	0
Total	67	34

OF COUNSEL (2019)

	Men	Women
White/Caucasian	11	13
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	2	0
Individuals with Disabilities	0	0
Total	13	15

NEW HIRES (2019)

	Men	Women
White/Caucasian	31	22
African-American/Black	3	0
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	5	0
Native Hawaiian/Pacific Islander	1	0
Multiracial	1	2
Openly LGBTQ	5	1
Individuals with Disabilities	0	1
Total	43	25

Strategic Plan and Diversity Leadership

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

The Firm's leadership communicates the importance of diversity in many ways, including the following:

- The Firm Managing Partner (FMP) ensures that diversity-related topics are woven into messages delivered at Firm meetings and in Firmwide communications.
- The Diversity, Equity, & Inclusion Committee (DE&IC) meets monthly to discuss DE&I initiatives, issues, and events.
- Opportunities to participate in Firm-sponsored DE&I-related events are posted on our Firm's intranet.
- Our website, www.stoel.com, provides DE&I-related information throughout, and also has several pages dedicated to the importance of DE&I at the Firm, our initiatives supporting our DE&I goals, and DE&I-related news and events.
- The Firm issues press releases when the Firm or one of our lawyers receives recognition for a DE&I-related activity.
- The DE&IC issues a quarterly newsletter setting forth all DE&I-related activities to better enable our professionals to be informed of and participate in the Firm's DE&I initiatives.
- The Chair of the DE&IC and our Director of Talent Development & Diversity annually reports to our Executive Committee and to the Firm on the status of our DE&I metrics, goals, and action items.
- Our Office Managing Partners and Practice Group Leaders annually report to our Executive Committee and FMP on the status of the DE&I metrics, goals, and action items for their offices and groups.
- The Chair and Vice Chair of the DE&IC annually present to the summer associates and all new lawyers about the Firm's DE&I initiatives, programs, and outreach, and how they can get involved.
- The Chair of the DE&IC and local DE&IC representatives reach out to each new lawyer to discuss the Firm and office's DE&I initiatives, affinity groups, and events.

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

Tim Taylor, Chair of the Diversity, Equity, & 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: [No response]

Total hours spent on diversity: 995

Comments: Lawyers on the Committee spent 995 hours to further the Firm's diversity initiatives in 2019. This does not account for the hours spent by administrative staff Committee members. 16 lawyers currently serve on the Diversity, Equity, & Inclusion Committee, including two lawyers who also serve on the Firm's Executive Committee

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?

It is both formal and informal.

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

Three times a year

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

The Chair of the Diversity, Equity, & Inclusion Committee (DE&IC) meets periodically with the Firm Managing Partner and the Executive Committee to report on DE&IC activities and results. Additionally, a member of the Executive Committee serves as a liaison to, and sits on, the DE&IC and provides diversity-related reports at the monthly Executive Committee meetings.

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	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		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): Participate in Diversity Lab's Move the Needle Fund Initiative, Mansfield Rule Law Certification Program 3.0, and OnTrack Sponsorship Program. Sponsor minority lawyers' attendance at national or regional diversity conferences and participation in local organizations/events.



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		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
X	X		Other (please specify): Participate in Diversity Lab's Move the Needle Fund Initiative, Mansfield Rule Law Certification Program 3.0, OnTrack Sponsorship Program, and OnRamp Fellowship Program. Sponsor women lawyers' attendance at national and regional conferences and participation in local organizations/events. Forming a women lawyers affinity group.



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		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)
X	X		Other (please specify): Participate in Diversity Lab's Move the Needle Fund Initiative, Mansfield Rule Law Certification Program 3.0, and OnTrack Sponsorship Program. Focus on strengthening Firm's mentoring program for LGBTQ+ lawyers. Sponsor LGBTQ+ lawyers' attendance at national or regional conferences and participation in local organizations/events.



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		Focus on strengthening firm's mentoring program for attorneys with disabilities
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)
X	X		Other (please specify): Participate in Diversity Lab's Move the Needle Fund Initiative, Mansfield Rule Law Certification Program 3.0, and OnTrack Sponsorship Program. Focus on strengthening Firm's mentoring program 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.

Stoel Rives participates in the De La Salle North Catholic High School Corporate Internship program in Portland. This program offers economically disadvantaged, and primarily diverse, students with opportunities to acquire skills and valuable work experience that will help them through college and beyond.

In 2018, the Portland office hosted Future Day, a program that connects freshman and sophomore students from a local high school with local employers, and provides students with an opportunity to see and learn what professionals actually do across various industries.

The Firm also supports Opportunities for Law in Oregon (OLIO), a program that encourages minority students to attend Oregon law schools and provides academic and social support to those students. OLIO regularly hosts employment workshops, mock interviews, and bar exam workshops.

Finally, lawyers and staff Firmwide at Stoel Rives participate in presentations, resume review, interview sessions, and career panel discussions targeting diverse and minority high school and undergraduate students to encourage them to consider legal careers.



Recruitment - New Associates

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

Ivy League law schools: Yes

Other private law schools: Stoel Rives has historically recruited at the following private schools: Brigham Young University; Lewis & Clark; Loyola University; Seattle University; Stanford; and Willamette University. For Fall 2019, Stoel Rives recruited on campus at the following: Duke; Georgetown; Harvard; and the University of the Pacific. Our on-campus recruitment plans for 2020 are still under consideration.

Public state law schools: Stoel Rives has historically recruited at the following public schools: University of California, Berkeley; University of California, Davis; University of Oregon; University of Utah; and University of Washington. For Fall 2019, Stoel Rives recruited on campus at the following: University of Michigan; University of California, Los Angeles; and University of California, San Diego. Our on-campus recruitment plans for 2020 are still under consideration.

Law schools of Historically Black Colleges and Universities (HBCUs): None

Diversity job fairs: Stoel Rives is proud to participate in the annual Northwest Minority Job Fair (NWMJF). The mission of the NWMJF is to foster access to employment opportunities for historically underrepresented persons in the legal profession and to provide a networking forum for legal employers and minority law students. Based upon the original purpose of the NWMJF and limited resources, the focus of the mission is ethnic minorities. The NWMJF does not condone or support discriminatory hiring practices by any employer against any NWMJF participant on the basis of sex, race, age, creed, religion, color, national origin, disability, sexual orientation, or marital status.

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)

At Stoel Rives, we believe we have a responsibility to reach out to the next generation of law students and lawyers joining our legal communities. For example, we support the Oregon Minority Lawyers Association (OMLA) and have hosted receptions with OMLA to celebrate diversity in the legal community. The events brought together summer associates, law clerks, and lawyers from the Portland metro area. In Seattle, Stoel Rives lawyers and staff have attended job fairs, networking receptions, and career panels at two local Washington law schools hosted by a variety of diverse law student groups. In addition, Stoel Rives sponsors numerous minority bar association events and banquets, where diverse law students are invited to attend free of charge so they can network with Stoel Rives lawyers and the local legal community. Through lawyer membership in diverse bar organizations, the Firm also participates in law student mentorship programs.

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

Our First-Year Law Student Diversity Fellowships provide law students with full-time summer associate positions in the Firm and stipends to offset their educational expenses. To us, diversity means differing life experiences and backgrounds, and it may include gender, race, ethnicity, culture, religion, sexual orientation, disability, marital status, and age. The Firm has offered over 45 First-Year Law Student Diversity Fellowships over the last 16 years. The Seattle office also participates in the University of Washington School of Law's Gregoire Fellows Program, which is aimed to help bring greater diversity to law schools and the law profession. Fellows receive a paid summer internship and financial assistance with bar exam preparation at the end of their studies. Similarly, our Sacramento office participates in a program each year through the Sacramento County Bar Association, which offers a summer associate position to a diverse first-year law student.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	2	4
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	1	1
Openly LGBTQ	0	1
Individuals with Disabilities	1	0
Total	4	5

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	2	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	1	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	4	4

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	2	2
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	1	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	4	3

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	15	11
African-American/Black	2	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	2
Openly LGBTQ	2	1
Individuals with Disabilities	0	1
Total	22	14

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	3	3
African-American/Black	1	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	2	0
Individuals with Disabilities	0	0
Total	5	3

Data include six associates (four men and two women) who joined after judicial clerkships

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	8	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	1	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	9	3

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	6	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	2	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	8	2

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

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

Participate in Diversity Lab's OnRamp Fellowship Program

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:

N/A



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

3RD-YEAR ASSOCIATES

	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	0	0
Total	0	2

4TH-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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	2

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

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

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	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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	3	1

OF COUNSEL

	Men	Women
White/Caucasian	6	2
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	2	0
Individuals with Disabilities	1	0
Total	7	2

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	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	3	0

EQUITY PARTNERS

	Men	Women
White/Caucasian	3	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	3	1

Retention and Professional Development

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

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

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

Yes

Comments:

The Firm recognizes that some lawyers may desire during certain phases of their career to practice law on less than a full-time basis. In order to help advance the Firm's goals of attracting and retaining a diverse group of lawyers, the Firm strives to maintain a flexible approach in responding to requests by individual lawyers to work a reduced schedule. In general, a reduced-schedule arrangement will be accommodated when, in the discretion of the Practice Group Leader and Firm Managing Partner, such an arrangement is consistent with the goals and needs of the practice group in which the individual lawyer practices.

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?

Unless otherwise agreed as part of the reduced-schedule arrangement, reduced-schedule associates and of counsel lawyers will be evaluated and will progress toward partnership based on the same general standards as are applied to full-schedule lawyers. A lawyer may become an Income partner or a Capital partner while on a reduced schedule. Whether a reduced schedule will lead to a fixed or indefinite deferral of partnership or of partnership consideration will depend upon a variety of factors, including the length of the reduced-schedule status; the percentage reduction; the actual hours devoted by the lawyer to the practice; the lawyer's work and experience; the extent to which the lawyer is able to function in a lead role for clients or matters while maintaining a reduced schedule; the lawyer's investment time contribution; and the extent to which the lawyer is able to meet client and practice group needs and maintain the Firm's standards of excellence and client service while on a reduced schedule.

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

15 equity partners were working on a part-time schedule as of 12/31/2019. We are unable to confirm the historical statistics.

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	6	6	135
Of counsel	8	9	17	28
Non-equity partner	1	11	12	101
Equity partner	9	6	15	112



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	4	2
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
Total	5	2

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	16	8
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	1	0
Total	18	11

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	11	7
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	12	7

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	6
African-American/Black	2	2
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	1
Individuals with Disabilities	0	1
Total	6	9

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	8	8	39
Number of such positions held by:			
Minorities	0	0	8
Women	4	3	11
LGBTQ attorneys	0	0	2
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? 10

Minorities heading offices: 0

Women heading offices: 3

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: 0

Women heading practices: 5

LGBTQ attorneys heading practices: 2

Individuals with Disabilities heading practices: 0

COMMITTEE LEADERS

Minorities heading committees: 9

Women heading committees: 13

LGBTQ attorneys heading committees: 2

Individuals with Disabilities heading committees: 0



The Firm Says

Diversity, equity, and inclusion (DE&I) are part of Stoel Rives' longstanding core values and are an important part of our strategic vision for the future. Through affinity groups, mentoring, educational programs, sponsorships, outreach efforts, and community service, Stoel Rives strives to create a dynamic and inclusive workplace that allows our people to maximize their potential and the organization to do the same.

Our DE&I plan is driven by two goals: (1) to successfully recruit, develop, and retain lawyers and staff of diverse backgrounds and characteristics; and (2) to foster an inclusive professional environment that respects and values differences among our lawyers and staff and supports professional development and advancement for all.

We are proud of our accomplishments toward meeting these goals. In 2019, over 65 percent of the Firm's attorney and summer associate hires were diverse (women, ethnic minorities, LGBTQ+ individuals, or individuals with disabilities). We have received Gold Standard Certification from the Women in Law Empowerment Forum (WILEF) for nine consecutive years, and have received a perfect 100 percent rating on the Corporate Equality Index for the past four years.

Our key initiatives:

I. Move the Needle Fund Initiative. In 2020, we became a founding firm of Diversity Lab's Move the Needle Fund (MTN), a five-year model program intended to help five law firms nationwide reach aggressive, measurable diversity and inclusion goals they set for themselves. The firms work in collaboration with each other and more than two dozen general counsels, as well as an advisory group of influential leaders from the legal community. Through our participation in MTN, we have committed to improving the retention rate of our diverse lawyers (specifically women, racial/ethnic minorities, individuals identifying as LGBTQ+, and individuals with disabilities) to at least equal the retention rate of our non-diverse lawyers by 2025, with the ultimate goal of increasing the percentage of diverse partners in the Firm.

II. Diversity, Equity, and Inclusion Metrics. To gain a better understanding of our diverse workforce and determine how we should design initiatives to advance the Firm's overall DE&I goals, our Executive Committee and DE&I Committee collaborated in 2015 and 2016 to develop a set of core DE&I metrics. For each metric, we annually outline what we will track and measure, our goals, and the action items we believe will advance our goals. To be communicative and accountable, the DE&I Committee annually presents our Firmwide metrics to the Executive Committee and all Firm lawyers on progress made on the metrics, goals, and action items. In addition, our Office Managing Partners and Practice Group Leaders annually report on individual office- and practice group-focused DE&I metrics, goals, and action items to the Firm Managing Partner and Executive Committee.

III. Diversity, Equity, and Inclusion Strategic Plan. We have appointed a subcommittee that is actively engaged in leading the process of developing our first ever DE&I strategic plan that will set the trajectory of the Firm's DE&I program and goals for the next five years.

IV. Affinity Groups. We have established affinity groups to provide additional training, mentoring, and networking opportunities for our lesbian, gay, bi-sexual, transgender, and queer lawyers; our lawyers of color; our associates of color; and our lawyers who are young parents and parents-to-be. These affinity groups provide coaching, mentoring, and an informal support network for our lawyers in a more targeted manner, and we have a policy to encourage the creation of other affinity groups when interest is expressed.

V. Advancement of Women. We are committed to providing our women lawyers with the opportunities and tools necessary to achieve high levels of professional success at the Firm, as evidenced in the elevation of Melissa Jones, litigation partner in our Sacramento office, in 2020 as our Managing Partner—the second female Managing Partner in Stoel Rives' history. Additionally, we are in the process of developing our first-ever women lawyers affinity group to empower and support our women lawyers in building lasting and successful careers practicing law at Stoel Rives.

VI. OnRamp Fellowship Program. Since 2015, we have partnered with OnRamp Fellowship, the first "Returnship" program ever launched in the legal profession. The OnRamp Fellowship was established to provide experienced women lawyers reentering the profession with an opportunity to update their skills and contacts through paid one-year fellowships with major law firms.

VII. Mansfield Rule Law Certification Program. In 2019, we received Diversity Lab's Mansfield Rule 2.0 Plus Certification, affirming that we consider at least 30 percent women lawyers, lawyers of color, and LGBTQ+ lawyers for leadership and governance roles, equity partner promotions, formal client pitch opportunities, and senior lateral positions. Stoel Rives is one of 64 firms certified during the second round of the Mansfield Rule program, and is currently participating, along with 98 other law firms, in the third year of the program. For Mansfield 3.0, we are one of five law firms piloting a more intensive tracking process that measures the consideration of individual demographic groups for each category.

VIII. Diversity Sponsorship Program. Stoel Rives is committed to bringing our high-performing diverse lawyers into senior roles. To that end, we signed on to participate in Diversity Lab's OnTrack 2.0 Sponsorship Program, a team-oriented, technology-based initiative that supports and tracks the sponsorship of historically underrepresented lawyers prior to and after promotion to partner. The program launched in November 2019.

IX. Culture of Inclusion. As part of our commitment to promoting and increasing DE&I, we held a series of small group implicit bias awareness workshops for our lawyers and administrative managers in 2017 and for all staff in 2018. In 2019, we piloted two training programs, where attendees learned how to have productive and courageous conversations about gender diversity, racism, and the impact of implicit bias, and what we can do to continue improving diversity in our Firm and in the legal profession. In 2020, as part of our participation in the MTN Fund, we will pilot a variety of educational programs to further lasting change and an even more inclusive workplace.

X. Internal Diversity Events and Celebrations. We regularly host a variety of events for all lawyers and staff that raise awareness about or celebrate diversity. In 2019, the DE&I Committee hosted viewings of the documentary 13th, Ava DuVernay's award-winning documentary that explores our nation's history of racial inequality and how issues of race and justice have led to a culture of mass incarceration. The viewings were followed by group conversations. We also send monthly Firmwide awareness emails that highlight a variety of diversity, equity, and inclusion events, celebrations, and observances (e.g., World Down Syndrome Day, International Transgender Day of Visibility, Women's Equality Day).

XI. American Bar Association Pledge for Change and Well-Being Pledge. Stoel Rives is a signatory to the American Bar Association's (ABA) Pledge for Change, affirming our commitment to diversity in the legal profession, including diversity with respect to individuals with mental, physical, and sensory disabilities. We are also a signatory to the ABA's Well-Being Pledge, which provides a framework to address the legal profession's high rates of mental health and substance abuse issues. As part of our commitment to the Well-Being Pledge, the Firm has established a well-being initiative called Welcome to Well-Being at Stoel. This new Firmwide initiative provides information, services, activities, and programming that promote mental, physical, and financial well-being.

XII. Community Partnerships. Stoel Rives' commitment to diversity reaches far beyond our own firm. Every year, we support dozens of community organizations, programs, and events through pro bono legal services, volunteer time, and sponsorship dollars. Stoel Rives and our lawyers have won numerous awards for their contributions to diversity in our communities and defense of civil rights in our society.

XIII. Structured Panel Interviews. To modernize how we interview prospective candidates, in 2017 we implemented Structured Panel Interviews (SPI) into the recruiting process for associate, of counsel, staff attorney, diversity fellow, and summer associate candidates. The SPI model uses an interview protocol that includes a predetermined set of structured questions designed to elicit relevant information based on the candidate's past performance. SPI has been shown to reduce bias by comparing candidates using the same criteria and to increase retention and offer acceptance rates.

XIV. Integration and Support Programs. To offer additional support to lawyers who take extended family, medical, or other approved leaves, we have developed a program to provide our lawyers with the tools, resources, and support they need for successful transitions to and from leave.

XV. Staff Paid Leave Program. In 2019 we implemented a new paid leave program for our staff employees that provides up to 18 weeks of paid time off for parental leave or in case of a serious health condition affecting an employee or an employee's family member. The program helps further a key component of our strategic plan: attract and retain top talent.

