

# Venable LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

600 Massachusetts Ave NW  
Washington, DC 20001  
Phone: 202344400  
Fax: 2023448300  
[www.Venable.com](http://www.Venable.com)

### LOCATIONS

Baltimore, MD; Los Angeles, CA; New York, NY; San Francisco, CA; Towson, MD; Tysons, VA; Washington, DC; Wilmington, DE

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Stuart Ingis, Chair

**Diversity team leader(s):** Nora Garrote, Diversity Committee Chair; Milo Cividanes, Diversity Initiative Co-Chair; Lisa Tavares, Diversity Initiative Co-Chair

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	803	811
U.S. offices only	803	811

### Law Firm Demographic Profile

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

Yes

##### ASSOCIATES (2019)

	Men	Women
White/Caucasian	128	118
African-American/Black	6	12
Hispanic/Latinx	4	1
Alaska Native/American Indian	0	1
Asian	17	25
Native Hawaiian/Pacific Islander	0	0
Multiracial	6	9
Openly LGBTQ	7	6
Individuals with Disabilities	0	5
<b>Total</b>	<b>162</b>	<b>168</b>

One man and two women declined to share their ethnicity

##### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	14	21
African-American/Black	3	3
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	1
Asian	1	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>19</b>	<b>37</b>

Venable does not ask summer associates to identify as openly LGBTQ or as an individual with a disability.

##### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	133	34
African-American/Black	4	2
Hispanic/Latinx	4	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	1	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>143</b>	<b>36</b>

##### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	107	37
African-American/Black	5	3
Hispanic/Latinx	0	2
Alaska Native/American Indian	1	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	2	1
Individuals with Disabilities	1	1
<b>Total</b>	<b>116</b>	<b>45</b>

##### OF COUNSEL (2019)

	Men	Women
White/Caucasian	52	36
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	1	0
Multiracial	0	2
Openly LGBTQ	1	1
Individuals with Disabilities	0	1
<b>Total</b>	<b>55</b>	<b>40</b>

##### NEW HIRES (2019)

	Men	Women
White/Caucasian	51	36
African-American/Black	3	5
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	7	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	3
Openly LGBTQ	0	1
Individuals with Disabilities	0	2
<b>Total</b>	<b>68</b>	<b>55</b>

Two men and two women declined to share their ethnicity.

## Strategic Plan and Diversity Leadership

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

The firm uses multiple channels to communicate the importance of diversity, including posted information and updates on the firm's web site and intranet site, meetings of the Venable board, executive committee and practice groups, training, and newsletters from the Chair. Diversity is also a frequent topic at many of our firm's assemblies including the partner retreat and Venable Academy.

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

Milo Cividanes, Partner and Diversity Initiative Co-Chair; Lisa Tavares, Partner and Diversity Initiative Co-Chair

**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: 18

Total hours spent on diversity: [No response]

**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.**

Management and the Diversity Initiative work together to set diversity goals 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?**

Every other month

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

The practice group leaders regularly report to the executive committee on diversity results. The Venable board reviews the firm's progress twice a year.

**Is your firm minority-owned or women-owned?**

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X			Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	X		Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
	X		Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

**INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS**

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for minority attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

**INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS**

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
	X		Implement policies to address gender pay equity



Law Firm Diversity Initiatives

**INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS**

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
	X		Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

**INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES**

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
	X		Focus on strengthening firm's mentoring program for attorneys with disabilities
	X		Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



## Pipeline Initiatives

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

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

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

We are an annual sponsor of the Fannie Angelos Program for Academic Excellence, a program that connects the University of Baltimore Law School with four historically black colleges and universities (HBCU). The program prepares undergraduate students for law school by assisting with LSAT preparation, mentoring, and career counseling.

In 2019, in collaboration with a corporate partner, we started participating in the Street Law program, which brings classroom and workshop instruction to minority and disadvantage high school students in the DC metro area, on legal topics such as contracts, employment law and dispute resolution. Our New York office also partnered with Citizen Schools as part of the Eight Grade Academy (8GA) program. Partners, counsel, associates and staff instructed students as writing coaches.

Venable also participated in sponsorship of META (Making Education the Answer), a nonprofit organization that provides college scholarships and mentorship to Latinx youth from Southern California, with the vision of increasing the opportunities for Latinos/as to become successful business and community leaders.

Community organizations in which Venable attorneys play an active role include the Boys and Girls Clubs of Washington, DC, The South Baltimore Learning Center, and a host of others in every community in which the firm has a presence.





## Recruitment - New Associates

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

*Ivy League law schools:* Columbia University School of Law, Harvard Law School, University of Pennsylvania Law School

*Other private law schools:* American University, Washington College of Law; Benjamin N. Cardozo School of Law; Duke University School of Law; Fordham University School of Law; George Mason University School of Law; George Washington University Law School; Georgetown University Law Center; Loyola Law School, Los Angeles; New York University School of Law; Stanford Law School; T. C. Williams School of Law at the University of Richmond; University of Southern California, Gould School of Law; Villanova University School of Law; William & Mary, Marshall-Wythe School of Law; Resume collects: Brooklyn Law School; Catholic University of America, Columbus School of Law; New York Law School; St. John's University School of Law; Vanderbilt University Law School; Washington and Lee University School of Law

*Public state law schools:* University of Baltimore School of Law; University of California at Berkeley, Boalt Hall School of Law; University of California, Hastings College of the Law; University of California, Irvine School of Law; University of California, Los Angeles School of Law; University of Michigan-Ann Arbor Law School; University of Maryland School of Law; University of Virginia School of Law  
Resume Collects: University of San Francisco School of Law

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

*Diversity job fairs:* Lavender Law Job Fair; Southeastern Minority Job Fair; Mid-Atlantic BLSA Job Fair; Northeast Region BLSA Job Fair; Western Region BLSA Job Fair  
Resume Collects: Georgetown University Law Center Diversity Resume Collect

### 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?

Venable partners with the Leadership Council on Legal Diversity (LCLD), a premier organization fostering equality in the legal profession. Partnership with LCLD requires active participation in LCLD conferences by our co-managing partners. Venable participates in LCLD's 1L Scholar program, in which diverse students spend half the summer program at Venable and half in-house with a client. In 2019, Venable hosted scholars in the San Francisco, New York, Los Angeles, Baltimore, and DC offices. In October, four of our 2017 scholars are returning to Venable as first-year associates.

We also host rising 2L receptions prior to each on campus interview season, participate in events on campus with student groups, host mock interviews at our offices, and we have a Home for the Holidays Diversity & Inclusion reception at our headquarter office in DC.



### Recruitment - New Associates

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

	Men	Women
White/Caucasian	14	21
African-American/Black	1	2
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	1
Asian	1	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>17</b>	<b>34</b>

Venable does not ask summer associates to identify as openly LGBTQ or as an individual with a disability.

#### OFFERS ACCEPTED\* (2019)

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

	Men	Women
White/Caucasian	11	20
African-American/Black	1	2
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	1
Asian	1	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>14</b>	<b>33</b>

Venable does not ask summer associates to identify as openly LGBTQ or as an individual with a disability.

#### OFFERS MADE\* (2019)

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

	Men	Women
White/Caucasian	14	21
African-American/Black	1	2
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	1
Asian	1	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>17</b>	<b>34</b>

Venable does not ask summer associates to identify as openly LGBTQ or as an individual with a disability.

#### 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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>0</b>

Venable does not ask summer associates to identify as openly LGBTQ or as an individual with a disability.

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	21	9
African-American/Black	1	2
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	5	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>31</b>	<b>13</b>

#### LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	5	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	0	0
<b>Total</b>	<b>5</b>	<b>4</b>

One woman declined to share ethnicity information.

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

\* Both equity and non-equity

	Men	Women
White/Caucasian	13	2
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	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>14</b>	<b>3</b>

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

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

	Men	Women
White/Caucasian	10	7
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>11</b>	<b>8</b>

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

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	11	6
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>11</b>	<b>6</b>

### Recruitment - Lateral Associates and Partners

#### What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

#### Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

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

Yes

#### If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Garb Jaffe and Associates; Special Counsel; David Carrie; Engle Lindsley Regan; Pacific Legal Search



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 1ST-YEAR ASSOCIATES

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

##### 2ND-YEAR ASSOCIATES

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

##### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	5
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>5</b>	<b>8</b>

##### 4TH-YEAR ASSOCIATES

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

##### 5TH-YEAR ASSOCIATES

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

##### 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	0	1
Hispanic/Latinx	1	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	0	0
<b>Total</b>	<b>3</b>	<b>3</b>

## Retention and Professional Development

*ATTORNEYS WHO LEFT THE FIRM IN 2019*

## 7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	4
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>5</b>	<b>8</b>

## 8TH-YEAR PLUS ASSOCIATES

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

## OF COUNSEL

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

## NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	10	4
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>12</b>	<b>7</b>

## EQUITY PARTNERS

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

## Retention and Professional Development

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

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

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

Yes

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 impact on making partner depends on a lawyer's time in service at the firm.

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

[No response]

### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	n/a	n/a	n/a	n/a
Of counsel	n/a	n/a	n/a	n/a
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	n/a	n/a	n/a	n/a





Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

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

HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

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

PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

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

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

## Management Demographic Profile

### OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	n/a	n/a	n/a
Number of such positions held by:			
Minorities	n/a	n/a	n/a
Women	n/a	n/a	n/a
LGBTQ attorneys	n/a	n/a	n/a
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?

Minorities heading offices: [No response]

Women heading offices: [No response]

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: [No response]

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

#### COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: [No response]

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



## The Firm Says

At Venable, we believe the best way to help our clients resolve their legal and business issues is by bringing the broadest possible range of perspectives and experience to bear. We firmly believe that a talented and diverse legal team delivers the best results for our clients. Supporting our clients begins with attracting, retaining, and promoting a diverse and talented attorney base within the firm.

Venable's commitment to diversity starts at the top. Diversity and inclusion are primary objectives of the firm's strategic plan. To this end, the firm has rolled out implicit bias training and inclusive leadership training for the Venable Board, Practice Group Heads, and members of the Evaluation and Hiring Committees. Women and minorities serve as heads of important practice groups and committees within the firm, including the Commercial Litigation, Products Liability & Mass Torts, IP Litigation, IP Transactions, Trademark, Real Estate Finance, Commercial Real Estate, New York Real Estate, Employee Benefits and Executive Compensation, Antitrust, International Trade, Federal Drug Administration, Financial Services and Nonprofit Organizations Practice Groups; the Business and Intellectual Property Divisions, as well as the Professional Development and Recruiting, Partnership Selection, and Diversity Committees. In addition, the firm's former Managing Partner, Karl Racine, was the first African American Managing Partner of an AmLaw 100 firm.

For the past two decades, our entry-level and summer associate classes have had significant minority representation. In our effort to identify and attract minority candidates, Venable participates in on-campus recruiting at law schools and job fairs with significant minority populations. Venable also participates in and sponsors many diversity and pipeline programs sponsored by universities, career associations, and corporations. In 2019, Venable participated in various diversity and inclusion programs, including those sponsored by the NYC Bar Association, Netflix, Howard Law, the Women's Bar Association, Georgetown University, Columbia University, University of Pennsylvania, University of Maryland, University of South California, University of San Francisco, and Fordham University. In addition, the firm conducts regular outreach and programming with minority student organizations, such as regional Black Law Students Association chapters, local Latino Law Students Association chapters, the Asian Pacific American Bar association, and various regional Lambda and OutLaw student groups.

Venable is proud to be a member of the Leadership Council on Legal Diversity (LCLD). Our LCLD involvement spans all levels of attorneys. The firm participates in law student mentoring programs and nominates annual LCLD Pathfinders (attorneys with three-to-seven years of experience) and Fellows (attorneys with eight-to-fifteen years of experience). Additionally, and as part of our LCLD Membership, Venable hosts 1L Scholars in our Baltimore, DC, New York, San Francisco and Los Angeles offices. The 1L LCLD Scholars Program offers diverse law students who will have completed their first year of law school the opportunity to spend a summer working side-by-side with attorneys from LCLD Member Organizations. In 2018 and 2019, Venable was recognized by LCLD as both a "Top Performer" and a "Compass Award" winner. Top Performers are LCLD's most active member corporations and law firms, while the Compass Award recognizes those members who personally attend LCLD's annual meeting and participate in the Fellows and Pathfinder programs, as well as at least one pipeline program. In 2019, the firm joined LCLD for one of their newest programs, the Bay Area Sustainable Partnership Program.

Once at the firm, Venable supports minority attorneys with training and career development that go beyond CLE. Venable has designed an associate development framework, separated by Division, which spells out expectations for each level. This includes competencies or skills to be developed in alignment with Venable's evaluation topics along with recommended trainings to be completed by the time an associate advances to the next level. Our Venable curriculum of training programs prepares attorneys at all levels with a complement of professional skills from oral communication and writing to leadership skills and business acumen. Our attorneys are also provided unlimited access to legal training programs by Practising Law Institute. Venable provides minority attorneys with unique mentoring opportunities. In our Preceptor Program, all first- and second-year associates are assigned to a "Preceptor," typically a partner or senior associate, who is responsible for the new lawyer's training and integration into the firm. Each new attorney is matched with a lawyer who has accepted responsibility for that new attorney's initial success at Venable and makes sure they gain early client exposure through shadowing and substantive projects.

Within the firm, the executive management team and Board continually review and approve a wide range of programs to further enhance Venable's effectiveness in recruiting, retaining and developing minority attorneys and professionals. These programs include Women Attorneys at Venable (WAVE), the Venable Success Network, and our LGBTQ Affinity Group. Our affinity groups host social and professional development gatherings of minority lawyers several times a year to develop relationships and enhance each other's profile with clients and community leaders, as well as within the firm itself. They focus on career growth and wellness for our diverse attorneys, focusing on support for members and the ongoing development of junior and mid-level lawyers.

Venable, the firm's attorneys, and the Venable Foundation are also actively involved in the support and advancement of organizations that empower the minority community and those that mentor minorities in the legal profession. Minority legal organizations in which Venable takes an active role include the Just the Beginning Foundation, D.C. Minority Partners, Stakeholder 100, "Call to Action" and many others. Community organizations in which Venable attorneys play an active role include the Boys and Girls Clubs of Washington, DC, The South Baltimore Learning Center, and a host of others in every community in which the firm has a presence.