

# Wilson Elser Moskowitz Edelman & Dicker LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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<https://www.wilsonelser.com/>

### LOCATIONS

Albany, NY; Atlanta, GA; Austin, TX; Baltimore, MD; Beaumont, TX; Boston, MA; Chicago, IL; Clayton, MO; Dallas, TX; Denver, CO; Edwardsville, IL; Florham Park, NJ; Garden City, NY; Hartford, CT; Houston, TX; Jackson, MS; Lake Worth, FL (Wellington); Las Vegas, NV; Livonia, MI; Los Angeles, CA; Louisville, KY; McLean, VA; Merrillville, IN; Miami, FL; Milwaukee, WI; Mobile, AL; Nashville, TN; New Orleans, LA; New York, NY; Orlando, FL; Philadelphia, PA; Phoenix, AZ; San Diego, CA; San Francisco, CA; Sarasota, FL; Stamford, CT; Vestavia, AL (Birmingham); Washington, DC; White Plains, NY; London, United Kingdom

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Daniel McMahon, Chairman

**Diversity team leader(s):** Angela Russell, Equity Partner/Baltimore RMP/Chair, Diversity & Inclusion Committee

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	895	877
U.S. offices only	895	877

### Law Firm Demographic Profile

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

Yes

##### ASSOCIATES (2019)

	Men	Women
White/Caucasian	151	129
African-American/Black	8	13
Hispanic/Latinx	2	9
Alaska Native/American Indian	0	0
Asian	15	18
Native Hawaiian/Pacific Islander	0	0
Multiracial	8	16
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>184</b>	<b>185</b>

##### SUMMER ASSOCIATES (2019)

	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>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

##### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	104	25
African-American/Black	0	2
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	2	2
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>108</b>	<b>30</b>

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

	Men	Women
White/Caucasian	95	59
African-American/Black	1	2
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	6	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	2
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>106</b>	<b>65</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

##### OF COUNSEL (2019)

	Men	Women
White/Caucasian	97	75
African-American/Black	2	3
Hispanic/Latinx	1	5
Alaska Native/American Indian	0	0
Asian	7	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	2
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>110</b>	<b>89</b>

##### NEW HIRES (2019)

	Men	Women
White/Caucasian	92	68
African-American/Black	6	6
Hispanic/Latinx	2	7
Alaska Native/American Indian	0	0
Asian	11	10
Native Hawaiian/Pacific Islander	0	0
Multiracial	6	12
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>117</b>	<b>103</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

### 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 to everyone at the Firm through e-mails, the Firm's intranet sites, newsletters and meetings.

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

Angela Russell, Equity Partner/Baltimore Regional Managing Partner/Chair, Diversity & 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:* 12

*Total hours spent on diversity:* 1868

*Comments:* Please note that 1868 hours are reflected, but this does not reflect the full year.

**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.**

Diversity and Inclusion are Firm foundational values that inform our approaches to hiring, recruiting, promotion, retention, and client service. Enhancing Diversity and Inclusion is a significant priority management and the goals and objectives that the Diversity & Inclusion Committee establishes are consistent with these priorities.

**Has the firm undertaken a formal or informal diversity program or set of initiatives aimed at increasing the diversity of the firm?**

Yes

**If yes, is it formal or informal?**

The program is informal as Human Resources is charged with ensuring diverse candidates are considered for all vacancies, and office managers are charged with enhancing diversity in the offices. There are other recruitment initiatives that the Diversity & Inclusion Committee undertakes to enhance recruitment.

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

Twice a year

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

The Diversity and Inclusion Committee reports to the Executive Committee at least twice a year to propose initiatives and to report on the status of initiatives that are underway.

**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



# Wilson Elser Moskowitz Edelman & Dicker LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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.

[No response]





### Recruitment - New Associates

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

*Ivy League law schools:* None

*Other private law schools:* None

*Public state law schools:* None

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

*Diversity job fairs:* None

#### 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?

[No response]



### Recruitment - New Associates

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

	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>

#### OFFERS MADE\* (2019)

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

	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>

#### OFFERS ACCEPTED\* (2019)

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

	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>

#### 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	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>

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	56	50
African-American/Black	6	4
Hispanic/Latinx	1	6
Alaska Native/American Indian	0	0
Asian	8	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	6	11
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>77</b>	<b>79</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

#### LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	27	15
African-American/Black	0	2
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>30</b>	<b>21</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

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

\* Both equity and non-equity

	Men	Women
White/Caucasian	9	3
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>10</b>	<b>3</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

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

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

	Men	Women
White/Caucasian	13	8
African-American/Black	0	2
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>14</b>	<b>15</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

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

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	5	4
African-American/Black	0	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	1
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>5</b>	<b>7</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

## Recruitment - Lateral Associates and Partners

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

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

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

No

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

Not applicable

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

Not applicable



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	1
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	1
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>4</b>	<b>3</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

##### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	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	1
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>6</b>	<b>4</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

##### 3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	4
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	1
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>6</b>	<b>6</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities." Also, we have attorneys who opted not to disclose their ethnicity; they have been included in the "Total," but not in any other category.

##### 4TH-YEAR ASSOCIATES

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

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities." Also, we have attorneys who opted not to disclose their ethnicity; they have been included in the "Total," but not in any other category.

##### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	8	3
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	0	1
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>9</b>	<b>5</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

##### 6TH-YEAR ASSOCIATES

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

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities." Also, we have attorneys who opted not to disclose their ethnicity; they have been included in the "Total," but not in any other category.

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 7TH-YEAR ASSOCIATES

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

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities." Also, we have attorneys who opted not to disclose their ethnicity; they have been included in the "Total," but not in any other category.

##### 8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	15	8
African-American/Black	1	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>20</b>	<b>11</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities." Also, we have attorneys who opted not to disclose their ethnicity; they have been included in the "Total," but not in any other category.

##### OF COUNSEL

	Men	Women
White/Caucasian	14	9
African-American/Black	1	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>16</b>	<b>11</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities." Also, we have attorneys who opted not to disclose their ethnicity; they have been included in the "Total," but not in any other category.

##### NON-EQUITY PARTNERS

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

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

##### 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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>3</b>	<b>1</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

### 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?

Working part time does not have any impact on an attorney's ability to make or remain partner.

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	2	17	19	369
Of counsel	9	27	36	199
Non-equity partner	0	1	1	171
Equity partner	0	0	0	138





### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	23	8
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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>23</b>	<b>9</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

##### 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	10	9
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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>11</b>	<b>9</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	4	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>1</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

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

	Men	Women
White/Caucasian	3	2
African-American/Black	1	2
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	1
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>6</b>	<b>6</b>

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	41	60	18
Number of such positions held by:			
Minorities	1	6	3
Women	9	15	4
LGBTQ attorneys	n/a	n/a	n/a
Individuals with Disabilities	n/a	n/a	n/a

We do not track/do not have information for "Openly LGBTQ" attorneys nor "Individuals with Disabilities."

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? 39

Minorities heading offices: Angela Russell, Baltimore, MD (18)

Women heading offices: Angela Russell, Baltimore, MD (18); Carolyn O'Connor, Florham Park, NJ (56); Kristie Johnson, Houston, TX (24); Sheri Thome, Las Vegas, NV (28); Linda Stimmel, Louisville, KY (9); Frances Malfa, New York, NY (151); Ricki Roer, New York, NY (151); Jura Zibas, Sarasota, FL (3); Kathleen Warin, Washington, D.C. (17)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Anjali Das, Cybersecurity & Data Privacy (53) / Information Governance (103); Matthew Lee, Lawyers Liability (74); Yoora Pak, Employment & Labor (202); Daniel Flores, Financial Services (31); David Ross, Commercial Litigation (264)

Women heading practices: Anjali Das, Cybersecurity & Data Privacy (53) / Information Governance (103); Yoora Pak, Employment & Labor (202); Kimberly Blair, Lawyers Liability (74); Kathryn Grace, Aviation & Aerospace (33); Robin Gregory, Medical Malpractice & Healthcare (196); Edna Kersting, Life, Health, Disability & ERISA (41); Melissa Murphy-Petros, Appellate (101); Ricki Roer, Employment & Labor (202); Lori Semlies, Medical Malpractice & Healthcare (196); Rebecca Rothmann, Professional Liability & Services (247); Michele Sears, Aviation & Aerospace (33); Linda Stimmel, Medical Malpractice & Healthcare (196); Wendy Testa, Complex Tort & General Casualty (475) / Architects & Engineering (59); Linda Wills, Employment & Labor (202) / Life, Health, Disability & ERISA (41); Jura Zibas, Information Governance (103) / Intellectual Property (61)

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

#### COMMITTEE LEADERS

Minorities heading committees: Jacqueline Harding, Pro Bono (11); Angela Russell, Diversity & Inclusion (12); Dennis Rhodes, LGBT+A (6)

Women heading committees: Jacqueline Harding, Pro Bono (11); Angela Russell, Diversity & Inclusion (12); Carolyn O'Connor, WAVE (37) / Equity Partner Compensation (11); Rick Roer, Consultant Review

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



### The Firm Says

Wilson Elser, through the Diversity and Inclusion Committee has continued to expand diversity initiatives in areas in an effort to enhance internal firm culture, create opportunities for professionals within the firm and to and impact the diverse communities we serve. The Firm also seeks to minimize attrition of diverse professionals. The committee is dedicated to supporting and engaging young professionals with our Diversity and Inclusion Cluster Mentoring Program. This program offers lawyers who wish to be a part of the program the opportunity to be mentored by a select group of leaders in the firm who have agreed to serve as a resource. The program will include a series of speakers who will address topics ranging from being standout associates to business development tips. The topic of the first mentoring session, which will be offered in the first quarter of this year, is "Diversity & Inclusion at Wilson Elser: Our Commitment to Mentoring." The goal of this program allow mentors and mentees to exchange ideas and information with the purpose of enhancing the personal and professional development of younger attorneys while acknowledging diverse perspectives.

Wilson Elser's Diversity & Inclusion Committee sponsors an annual Diversity Day, which takes place in September of each year. This year we will celebrate our 7th such event. The committee introduces speakers with diverse perspectives who have addressed such topics as implicit bias, generational diversity, gender diversity and cultural competence. Diversity Day includes a firm-wide presentation by a recognized diversity consultant as well as a meal of diverse cuisines and additional activities in each office.

The firm's external website has been updated and we are in the process of updating our internal intranet site, placing a renewed focus on new marketing initiatives with special consideration for showcasing diverse and women attorneys. This site will serve as a source of information and will highlight the activities of the Diversity and Inclusion Committee along with the Women Attorneys Valued & Empowered (WAVE) Subcommittee and the Lesbian, Gay, Bisexual and Transgender (LGBT) Subcommittee.

Wilson Elser will continue to build on efforts to highlight and support women attorneys through WAVE, whose theme for 2019 was "Giving You the Tools to Develop Business". WAVE had a busy year of notable achievements: five presentations were delivered nationally via webcast. The WAVE mentoring program expanded to include 98 pairings of mentors/mentees, and 31 regional representatives conducted local meetings. WAVE is setting and maintaining a standard for excellence in inclusion commitment, and will continue to do so with the WAVE Survey guiding the direction for the next year's events and focus.

We are also committed to expanding our Supplier Diversity Program, which offers opportunities for diverse businesses to enter the Firm's operational chain. The firm also tracks diversity & inclusion hours to measure involvement and to encourage increased participation. The efforts of the Diversity & Inclusion Committee and WAVE have been included in many RFPs, client developmental pitches, and client questionnaires.

The Firm will also continue to financially support organizations which champion diversity and inclusion both at the local and national level for all personnel at the Firm. Such organizations include the National Bar Association, Hispanic National Bar Association, National Asian Pacific American Association, National Association of Women Lawyers, Minority Corporate Counsel Program, National LGBT Bar Association and others.

Wilson Elser's efforts have been noticed in the marketplace: Wilson Elser is ranked #31 on The Women's Scorecard, an annual ranking produced as part of a National Law Journal 500 firm headcount report, #133 on the American Lawyer Diversity Scorecard, and #76 for number of women equity partners among the AmLaw 200.

