



## Driving change

### Our approach to diversity and inclusion

Eversheds Sutherland's dedication to diversity is more than just words and numbers. It is a commitment that drives change and innovation within our firm. We understand the significant role that diversity and inclusion play in our growth, development and service to clients.

Our emphasis on diversity is reflected in numerous ways throughout the firm, such as how we recruit, develop and promote attorneys and other employees, our work-life policies and our professional service efforts.



Eversheds Sutherland (US) has partnered with Diversity Lab in the **Move The Needle Fund** to create a first-of-its-kind collaborative effort designed and funded to test innovative diversity and inclusion initiatives. We are joined by four law firms, more than 25 general counsel and top community leaders to explore, design and implement initiatives that address recruitment and retention of diverse attorneys, access to career-enhancing work experiences, business development opportunities, sponsorship and advancement to leadership.



Eversheds Sutherland (US) has achieved **Mansfield Rule Certification Plus** for 2019. In 2018, we signed on to the Mansfield Rule 2.0 and, in doing so, committed to having the candidate pool for promotions, senior-level hiring and significant leadership roles be made up of at least 30% women, LGBTQ+ and/or minority attorneys. Our Certified Plus status indicates that we considered and have achieved representation of at least 30% women, LGBTQ+ and minorities in a large number of our key leadership roles and with lateral hires.

Eversheds Sutherland is ranked among the **top 30 Best Law Firms for Women and Minority Lawyers**, coming in at No. 28 and No. 27, respectively. Our continued commitment to retaining diverse talent is top priority.

For the tenth consecutive year, **Eversheds Sutherland was named a "Best Place to Work for LGBT Equality"** by the Human Rights Campaign, America's largest civil rights organization working to achieve Lesbian, Gay, Bisexual and Transgender (LGBT) equality. **We once again earned a perfect 100% score** on the Human Rights Campaign Foundation's Corporate Equality Index. The survey rates businesses on a scale from zero to 100% on their treatment of LGBT employees, consumers and investors.



**For more information about our diversity and inclusion programs, please contact:**

**Vanessa Scott**, Partner, Tax (ERISA and Employee Benefits) and Chief Diversity and Inclusion Officer (US),  
vanessascott@eversheds-sutherland.com

**Malaika Lindo**, Director of Diversity and Inclusion, malaikalindo@eversheds-sutherland.com

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# Eversheds Sutherland (US) LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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## LOCATIONS

Atlanta, GA; Austin, TX; Chicago, IL; Houston, TX; New York, NY; Sacramento, CA; San Diego, CA; Washington, DC

## DIVERSITY LEADERSHIP

**Head(s) of Firm:** Mark D. Wasserman, Managing Partner, Eversheds Sutherland (US) LLP and Co-CEO, Eversheds Sutherland Limited

**Diversity team leader(s):** Vanessa A. Scott, Tax Partner and Chief Diversity and Inclusion Officer; Malaika Lindo, Director of Diversity and Inclusion

## NUMBER OF ATTORNEYS

### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	n/a	n/a
U.S. offices only	432	430

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	65	47
African-American/Black	4	5
Hispanic/Latinx	5	7
Alaska Native/American Indian	0	1
Asian	8	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	1
Openly LGBTQ	9	4
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>85</b>	<b>68</b>

#### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	8	5
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>9</b>	<b>11</b>

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	89	23
African-American/Black	2	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>95</b>	<b>26</b>

#### NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	47	19
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>49</b>	<b>22</b>

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	54	16
African-American/Black	0	0
Hispanic/Latinx	2	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	n/a	n/a
<b>Total</b>	<b>57</b>	<b>17</b>

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	25	18
African-American/Black	2	0
Hispanic/Latinx	5	4
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>33</b>	<b>25</b>

### Strategic Plan and Diversity Leadership

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

Eversheds Sutherland is committed to promoting diversity and inclusion within the firm and in the legal profession. We believe that diverse skills, knowledge and viewpoints make us a stronger, more productive law firm and provide greater value for our clients. Our dedication to diversity and inclusion is more than just words and numbers. It is an initiative that drives change and innovation within our firm. We understand the significant role a diverse community plays in our growth, development and service to clients. The CDO provides quarterly reports to our Executive Committee. The CDO also provides an update on key initiatives at each partner's meeting, and speaks to the Associate's Committee on a regular basis. The strategic integration of our diversity goals with our overall practice group goals reflects our renewed commitment to fostering diversity and inclusion as a business driver, as well as a cultural pillar of the firm. Each practice group has a Practice Group Diversity Partner (PGDP) that leads diversity efforts and ensures consistent messaging at the practice group level in each office. We communicate the importance of diversity to our women and diverse attorneys by sponsoring an annual retreat for our women attorneys, and a separate retreat for our diverse attorneys. Management and executive team members are featured speakers at each retreat. In addition, our women and diverse attorneys are provided with various platforms to communicate their efforts internally and externally. For example, to highlight the events, programming and accomplishments of our women attorneys, we have established our Women's Initiative Newsletter. Management communicates the importance of diversity by participating and sponsoring programming for organizations identified by our diverse and women attorneys as important to their own personal and professional commitment to diversity, including the MCCA, Lambda Legal, HNBA, NBA, APALSA, NAPABA and others.

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

Vanessa A. Scott, Tax Partner and Chief Diversity & Inclusion Officer

#### Does your law firm currently have a diversity committee?

Yes

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

Yes

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

Total attorneys on committee: 22

Total hours spent on diversity: 0

Comments: Although we do not require our Diversity and Inclusion Committee members formally record time, we track the time spent by our attorneys toward fostering our diversity commitment by all attorneys at the firm, including Diversity and Inclusion Committee members. Attorneys and staff on the Diversity and Inclusion Committee have devoted hundreds of hours to diversity-related matters, and our Chief Diversity & Inclusion Officer devotes a significant portion of her legal practice to diversity and inclusion matters firm-wide.

#### 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.

At Eversheds Sutherland, the case for diversity and inclusion (D&I) is clear, it underpins our values and is at the heart of our strategy. We recognize that having diverse talent across our business brings many benefits, and we are committed to accessing a wide range of views and thinking in all that we do. As a priority of the firm, we have set strategic, measurable, and public diversity and inclusion goals.

For example, we have partnered with Diversity Lab in the Move The Needle Fund to create a first-of-its-kind collaborative effort designed and funded to test innovative diversity and inclusion initiatives. We are joined by four law firms, more than 25 general counsel, and top community leaders to explore, design and implement initiatives that address recruitment and retention of diverse lawyers, access to career enhancing work experiences, business development opportunities, sponsorship, and advancement to leadership. Our goal is to increase the percentage of female partners to 33% and diverse partners — including racial and ethnic minorities, LGBTQ+, attorneys with disabilities and veterans — to 15% by 2025.

In addition, we have achieved Mansfield Rule Certification Plus for 2019. In 2018, we signed on to the Mansfield Rule 2.0 and in doing so, committed to having the candidate pool for promotions, senior-level hiring and significant leadership roles be made up of at least 30% women, LGBTQ+ and/or minority lawyers. Our Certified Plus status indicates that we considered and have achieved representation of at least 30% women, LGBTQ+ and minorities in a large number of our key leadership roles and with lateral hires.

#### 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 a formal program.

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

NA

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

In order to ensure that our retention of women and diverse attorneys remains a priority, each practice group at the firm has a Practice Group Diversity Partner (PGDP), who also serves as a member of the Diversity and Inclusion Committee. Each PGDP is responsible for reviewing monthly hours and billing reports regarding our diverse associates'



progress, and for ensuring that the firm's diversity and inclusion strategy is effectively implemented in each practice group. The PGDP intervenes when necessary to ensure that the diverse associates are actively utilized, engaged and developed.

**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





# Eversheds Sutherland (US) 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.**

Established in 2005, Eversheds Sutherland Scholars is an intensive three-week summer program for recent college graduates headed to law school and for rising college seniors from a variety of ethnic and cultural backgrounds. The program curriculum is designed to demystify law school, provide tools to succeed in law school, and introduce careers in the legal industry. Guest instructors and panelists have included general counsel from Fortune 100 companies, presiding judges, deans of law school admissions, and law professors. Professor Kamina Pinder from Emory School of Law, joined our program in 2017 to introduce Legal Research and Writing and Contracts. More than 425 students have graduated from the program, and 95% of participants have been accepted into law school.



### Recruitment - New Associates

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

*Ivy League law schools:* Harvard

*Other private law schools:* American, Duke, Emory, Georgetown, George Washington University, Notre Dame, New York University, Vanderbilt, Washington and Lee, Washington University

*Public state law schools:* George Mason, Georgia State, University of Alabama, University of Florida, University of Georgia, University of Maryland, University of Michigan, University of North Carolina, University of Virginia, William & Mary

*Law schools of Historically Black Colleges and Universities (HBCUs):* Howard University, North Carolina Central University Resume Collection

*Diversity job fairs:* Lavender Law Career Fair, Mid-Atlantic BLSA Career Fair, Southeastern Minority Career Fair, Southeastern BLSA Career Fair Resume Collection

#### 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)*

The Hiring Committee works closely with the Attorney Recruiting Department to attract diverse talent. We participate in career fairs, consider candidates from diversity pipeline programs, sponsor and attend career development networking events, interview at law schools with diverse student populations, participate in diverse student group events, and partner with clients for diversity-focused programs.

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

Eversheds Sutherland's Hiring Committee and attorneys take an active role in diversity initiatives through mentoring law students, mock interviewing 1Ls, participating in practice area informational events, and presenting to students in pipeline programs. We also consider 1L talent identified through client partnerships and the Leadership Council on Legal Diversity 1L Scholars Program.



### Recruitment - New Associates

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

	Men	Women
White/Caucasian	6	4
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>10</b>

#### OFFERS MADE\* (2019)

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

	Men	Women
White/Caucasian	5	4
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	0	1
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>6</b>	<b>9</b>

#### OFFERS ACCEPTED\* (2019)

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

	Men	Women
White/Caucasian	5	1
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	0	1
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>6</b>	<b>6</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	3
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>3</b>

All three deferred their offers for judicial clerkships.

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	8	5
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	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>6</b>

#### LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	3	1
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>4</b>	<b>1</b>

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

\* Both equity and non-equity

	Men	Women
White/Caucasian	8	3
African-American/Black	0	0
Hispanic/Latinx	1	0
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>9</b>	<b>4</b>

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

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

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

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

\* Whether hired laterally or promoted from within

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

VOYlegal, Parker Lynch/Special Counsel, Mendelsohn Legal Inc., Audrey Golden Associates, Collier Legal Search, Kramer Jacobs Search



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	0
African-American/Black	1	1
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	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>6</b>	<b>1</b>

##### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	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	n/a	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>4</b>	<b>2</b>

##### 3RD-YEAR ASSOCIATES

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

##### 4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	1
African-American/Black	0	0
Hispanic/Latinx	0	10
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>2</b>

##### 5TH-YEAR ASSOCIATES

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

##### 6TH-YEAR ASSOCIATES

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

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

##### 8TH-YEAR PLUS ASSOCIATES

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

##### OF COUNSEL

	Men	Women
White/Caucasian	10	5
African-American/Black	0	1
Hispanic/Latinx	0	0
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>12</b>	<b>7</b>

##### NON-EQUITY PARTNERS

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

##### EQUITY PARTNERS

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

None. Eversheds Sutherland has supported at least 4 current equity partners while working part time at some point during their career as an attorney at the firm.

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

4 current equity partners have worked part time at some point during their career as an attorney at the firm.



### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	1	1	153
Of counsel	0	7	7	74
Non-equity partner	0	2	2	71
Equity partner	1	1	2	121



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	5	2
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	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>3</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	14	10
African-American/Black	2	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>18</b>	<b>14</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	5	2
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	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>7</b>	<b>3</b>

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	10	9
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	1	n/a
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>11</b>	<b>10</b>

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

	Men	Women
White/Caucasian	4	5
African-American/Black	2	2
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	3	1
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>10</b>	<b>8</b>

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	8	16	15
Number of such positions held by:			
Minorities	2	1	1
Women	0	3	5
LGBTQ attorneys	0	1	1
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? 8

Minorities heading offices: Amish M. Shah, Washington, DC (161); Jose Patino, San Diego, CA (12)

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: Ling Ling, Business Practices, 124

Women heading practices: Christina Rissler, Financial Services, 58; Ellen McElroy, Tax, 99; Ling Ling, Business Practices, 124

LGBTQ attorneys heading practices: Bert Adams, Business Practices, 124

Individuals with Disabilities heading practices: [No response]

#### COMMITTEE LEADERS

Minorities heading committees: Vanessa A. Scott, Diversity Committee (18); Issa Hanna, Pro Bono Committee (52)

Women heading committees: Vanessa A. Scott, Diversity Committee (18); Amy Rudolph, Associate Review Committee Atlanta (10); MJ Wilson-Bilik, Professional Development (10); Cynthia Shoss, Global Board (10)

LGBTQ attorneys heading committees: Bert Adams, Lateral Committee (7)

Individuals with Disabilities heading committees: [No response]



### The Firm Says

Diversity and inclusion is a core part of our strategy and how we ensure our firm's purpose and values are brought to life. Building a culture that is inclusive of everyone, where everyone can bring their true selves to work and where everyone can thrive, is crucial to the firm. We remain committed to building an inclusive culture that encourages professional growth, values differences and provides our clients with a competitive advantage.

We established a cross-office, cross-disciplinary Diversity and Inclusion committee to manage our diversity and inclusion efforts. A principal focus of the Committee's work is to ensure that our women and diverse attorneys are given the opportunities and mentoring needed to succeed in the profession, both within our firm and in the client communities we serve. Our committee has helped coordinate and lead a number of efforts to advance diversity within our firm and the community.

Affinity groups at Eversheds Sutherland serve as an effective retention advocacy tool and are a platform for bringing together attorneys from similar backgrounds to provide opportunities for support, networking, philanthropy, and professional growth and advancement. Our affinity groups support networks for attorneys of color; women lawyers; caregivers; and lesbian, gay, bisexual and transgender attorneys.

Eversheds Sutherland is committed to greater representation of women at the executive and partner levels. In 2018, we launched a Women's Leadership Initiative, which features best practices, programs and strategic alliances designed to ensure the retention and promotion of women attorneys. In addition, our Eversheds Sutherland Women Attorneys Group provides support to our women attorneys through a variety of local activities and initiatives. We also host biennial women and diverse attorney retreats in an effort to create an environment for attorneys to network with each other, and to discuss various professional and client development topics.

While there is always more work to do, we are proud of the progress our people have made towards embedding diversity and inclusion practices into the fabric of our culture. Eversheds Sutherland is ranked among the top 25 Best Law Firms for Diversity in the 2020 Vault rankings. In the last three years, our percentage of diverse attorneys has risen from 15% to 19%, and we fully expect to continue this positive trend by working diligently to retain our diverse talent.

For the eighth consecutive year, we were awarded Top 50 Employers for Women 2019 by the Times. We were awarded the 2018 Gold Standard recognition by the Women in Law Empowerment Forum (WILEF). WILEF is the premier forum for women in law firms with more than 300 lawyers practicing in the United States.

For the eleventh consecutive year, Eversheds Sutherland was named a "Best Place to Work for LGBT Equality" by the Human Rights Campaign, America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender (LGBT) equality. We once again earned a perfect 100% score on the Human Rights Campaign Foundation's Corporate Equality Index. The survey rates businesses on a scale from zero to 100% on their treatment of LGBT employees, consumers and investors.

Eversheds Sutherland was also the recipient of the Minority Corporate Counsel Association's George B. Vashon Innovator Award in 2017. Named after the first African American attorney in New York State and one of the first admitted to practice before the Supreme Court of the United States, the George B. Vashon Innovator Award recognizes a law firm for their commitment and excellence in leading the way with innovative best practices to assist diverse attorneys.

