

# Lathrop GPM, LLP

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Boston, MA; Boulder, CO; Chicago, IL; Dallas, TX; Denver, CO; Columbia, MO; Kansas City, MO; Fargo, NC; Los Angeles, CA; Overland Park, KS; St. Louis, MO; St. Cloud, MN; Washington DC and Minneapolis, MN

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Cameron Garrison, Managing Partner

**Diversity team leader(s):** Bryan Minier, Partner-Diversity & Inclusion Committee Co-Chair; Jehan Kamil Moore, Partner-Diversity & Inclusion Committee Co-Chair

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	355	372
U.S. offices only	355	372

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	41	34
African-American/Black	0	2
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	1
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	3
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>44</b>	<b>43</b>

#### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	5	8
African-American/Black	0	1
Hispanic/Latinx	3	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>9</b>	<b>15</b>

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	137	46
African-American/Black	1	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>142</b>	<b>48</b>

#### NON-EQUITY PARTNERS (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>0</b>	<b>0</b>

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	51	37
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	1	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>55</b>	<b>40</b>

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	25	16
African-American/Black	0	1
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	1
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>28</b>	<b>21</b>

## Strategic Plan and Diversity Leadership

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

The firm communicates the importance of diversity and inclusion through emails from our Managing Partner, Diversity Committee Chair, website, publications, internal newsletters, meetings, retreats, social media and various other media outlets. Plus, the firm's Diversity & Inclusion intranet page is regularly updated with information about internal D&I events, training and heritage education webinars, attorney spotlights and community engagement opportunities.

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

Vanessa Vaughn West, Director of Diversity & Inclusion and Bryan Minier and Jehan Kamil Moore, Diversity & Inclusion Committee Co-Chairs

### 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: 8

Total hours spent on diversity: 1000

### 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.

Comprised of Lathrop GPM's Managing Partner and appointed Partners, firm administrative leaders, and staff members, this committee has representation and support throughout the footprint. The committee works to foster an atmosphere of inclusion and monitors diverse attorney and staff recruitment and retention. The committee meets monthly to focus on long-range goals and CD&I plan implementation with an emphasis on elevating firm-wide cultural competency, increasing opportunities for underrepresented attorneys and staff, and growing implicit bias understanding.

### 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. The firm provides nearly monthly firm-wide diversity heritage and history education aligned with national cultural observances and holidays. These events seek to educate and engage employees at all levels while promoting understanding, unity and belonging. Additional programming includes annual training on diversity topics such as bias, inclusive leadership, microaggressions and more. The firm's diversity and inclusion director also attends Recruitment Committee meetings and works closely with HR and firm leaders to establish and support hiring and advancement procedures to reduce bias and promote inclusion.

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

Quarterly

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

Management, Legal Recruiting, Professional Development, Marketing and the Diversity Committee all play a role in achieving results that contribute to the success of diverse attorneys and the firm. As such, the firm's strategic plan as it relates to diversity and inclusion is communicated to each member of those groups, along with a clear directive that the firm expects results through its diversity initiatives. Members of the firm's diversity committee and firm management are ultimately held accountable for achieving results through the firm's annual compensation review process, and through the process of deciding who should be on the diversity committee or a member of the firm's management. During the compensation process, attorneys are asked to identify diversity investment hours they've made to the firm over the prior calendar year. Those responses, including contributions to the firm's advancement of its strategic plan for increasing diversity, are factored into the annual compensation each attorney receives, including those attorneys who are on the diversity committee and/or part of the firm's management. Additionally, the firm has created trackable matter numbers that can be used for attorneys who expend time in working on diversity initiatives. Using that information, the firm's compensation committees can factor the time and effort spent by attorneys in deciding their annual compensation. Lastly, in deciding who should be on the diversity committee and who should be a member of the firm's management, the firm actively considers results achieved by the current diversity committee and firm management, along with individual efforts from the members of those groups.

### 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	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	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	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	X		Increase the number of minority attorneys in leadership positions
X			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.**

Lathrop GPM sponsors the Minnesota Urban Debate League Summer Fellow program. This fellowship program gives a high school student an opportunity to observe attorneys in action to get a snapshot of what it is like to be a lawyer. The Minnesota Urban Debate League serves young people in Minneapolis and St. Paul through academic competitive debate. Summer fellows attend a debate camp funded through a firm sponsored fellowship.

Kansas City, Minneapolis and Washington D.C. offices have partnered with the Cristo Rey Network, which provides a faith-based, college preparatory education to economically disadvantaged young people in urban communities. The firm hosts students through this initiative, helping them learn basic job skills that are critical to future success during weekly visits. The firm also participates in the City of Minneapolis STEP-UP program, that connects businesses with the next generation of talented and diverse workers, provides critical job training and hands-on experience for young people in Minneapolis. One of the country's top youth employment programs, STEP-UP Achieve places 800 young people (ages 16-21) each year in paid internships with 150 top Twin Cities companies, nonprofits and public agencies, providing work readiness training, on-the-job experience, professional connections and ongoing support.

Our participation in the St. Louis Internship Program provides hope and opportunity for high school students in financial need through paid summer internships, intensive employability training, and year-round college and career planning, in partnership with businesses and community organizations, and to build the St. Louis community by developing motivated, well-trained and talented future employees.

The firm also hosted a Q&A with female firm leaders and Young Women on the Move participants that was attended by nearly 30 at-risk middle and high school girls from Kansas City, Kansas' urban core.





## Recruitment - New Associates

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

*Ivy League law schools:* Yale, Cornell, Harvard, Columbia, U of Penn

*Other private law schools:* Yes, University of St. Thomas, Mitchell Hamline, Notre Dame, American University, Stanford, Duke, Washington U, Drake, Syracuse, Emory, NYU, George Washington, Boston University, Northwestern, Chicago, Vanderbilt, USC, Washington & Lee, Marquette, Georgetown; Northwestern University School of Law; St. Louis University School of Law; University of Denver College of Law; University of Notre Dame Law School; University of Tulsa College of Law; Vanderbilt University Law School; Washington University School of Law

*Public state law schools:* Yes, University of Iowa, University of Minnesota, University of Wisconsin, Washington University, , Virginia, Berkeley, Texas Austin, Maryland, North Dakota, Michigan; Texas Tech University School of Law; University of Arkansas School of Law; University of Colorado School of Law; University of Iowa College of Law; University of Kansas School of Law; University of Michigan Law School; University of Missouri-Columbia School of Law; University of Missouri-Kansas City School of Law; University of Montana School of Law; University of North Dakota School of Law; University of Oklahoma College of Law; University of South Dakota School of Law; University of Texas School of Law; University of Wyoming College of Law; Washburn University School of Law

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

*Diversity job fairs:* Yes. The Minnesota Minority Recruitment Conference; Heartland Job Fair; Cook County Job Fair; St. Louis Diversity Job Fair

### 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)

Attracting individuals with a wide range of beliefs, backgrounds, and life experiences to our law firm is essential to providing an enriching workplace.

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

Since 1993, our legacy Minneapolis office has had a 1L Minority Summer Associate program and has hired first-year minority law students through this program. It is also a founding member of the Twin Cities Diversity in Practice, a consortium of Twin Cities area law firms and corporations that collaborate on strategies to hire, retain and advance attorneys of color. Since its inception, our legacy Minneapolis office has participated in the Twin Cities Diversity in Practice 1L Rotational Clerkship Program. This program pairs a law firm with a corporate law department and allows a first-year student an opportunity to experience both a traditional law firm clerkship along with that of working in an in-house law department. In addition, we consistently participate in the Minnesota Minority Recruitment Conference and various training events for law students leading up to the conference that help to prepare them for fall on-campus interviews. The firm also participates in the Leadership Council on Legal Diversity (LCLD) 1L Scholars professional development program which is designed to strengthen the legal pipeline by expanding the number of opportunities for diverse first-year law students.



### Recruitment - New Associates

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

	Men	Women
White/Caucasian	5	6
African-American/Black	0	1
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	0
<b>Total</b>	<b>8</b>	<b>7</b>

#### OFFERS MADE\* (2019)

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

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

#### OFFERS ACCEPTED\* (2019)

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

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

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	9	7
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	1
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>11</b>	<b>11</b>

#### LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	8	4
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	n/a	n/a
<b>Total</b>	<b>9</b>	<b>5</b>

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

\* Both equity and non-equity

	Men	Women
White/Caucasian	5	7
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>5</b>	<b>7</b>

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

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

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

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

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	8	10
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>9</b>	<b>10</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:

Epstein Schwartz; Gibson Arnold & Associates; Premier Legal Staffing; Sacks & Delano Consulting



### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 1ST-YEAR ASSOCIATES

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

##### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	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>3</b>	<b>0</b>

##### 3RD-YEAR ASSOCIATES

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

##### 4TH-YEAR ASSOCIATES

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

##### 5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
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	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>2</b>	<b>0</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	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>0</b>	<b>1</b>

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2019

##### 7TH-YEAR ASSOCIATES

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

##### 8TH-YEAR PLUS ASSOCIATES

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

##### OF COUNSEL

	Men	Women
White/Caucasian	18	7
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>18</b>	<b>8</b>

##### NON-EQUITY PARTNERS

	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>0</b>	<b>0</b>

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	16	5
African-American/Black	1	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	1
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>17</b>	<b>7</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

Comments:

If an associate attorney is likely to be on track for partnership at the firm, working a flexible work schedule does not terminate the attorney's progression towards partnership. Working a flexible work schedule also does not change the evaluation process or the factors considered. However, a flexible work schedule may extend the time at which an associate attorney is considered for partnership, depending on the proportion of standard hours worked and the duration of the flexible work schedule. For example, an associate who works a standard schedule for six years and an 80% of standard schedule for two years, depending on the circumstances, may still be on track to be considered with other associates of his or her class; but an associate who works 60% schedule for six years likely will find his or her partnership track extended by two or more years. As with all attorneys, the decisions for consideration and promotion to partner do not occur automatically at a set point in time for attorneys working a flexible schedule. Rather, those decisions are dependent upon the performance of the individual attorney, and the firm and its management retain complete discretion with regard to all partnership decisions.

What impact, if any, will the decision to work part time have on an attorney's ability to make a partner, or if already a partner, to remain a partner at your firm?

The decision to work part time does not automatically have an impact on an attorney's timing to make partner. Each situation is unique and is examined on a case-by-case basis, including such factors as the length of time on part-time status, total hour commitment, experience and personal performance.

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

7

### Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	1	2	31
Of counsel	7	8	15	36
Non-equity partner	0	0	0	0
Equity partner	0	4	4	72





### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	14	5
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>14</b>	<b>5</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	11	8
African-American/Black	0	2
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>12</b>	<b>11</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	13	5
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>14</b>	<b>5</b>

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	13	7
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>13</b>	<b>7</b>

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

	Men	Women
White/Caucasian	10	8
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
<b>Total</b>	<b>13</b>	<b>11</b>

## Management Demographic Profile

**OTHER LEADERSHIP ROLES**

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	14	24	26
Number of such positions held by:			
Minorities	1	0	2
Women	2	8	2
LGBTQ attorneys	0	0	0
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? 14

Minorities heading offices: Bryan Minier, Chicago (8)

Women heading offices: Amy Brozenic, Overland Park (25); Nancy Sher Cohen, Los Angeles (14)

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: [No response]

**PRACTICE GROUP/DEPARTMENT LEADERS**

Minorities heading practices: 0

Women heading practices: Mara Cohara, Environmental & Tort (16); Courtney Conrad, Wealth Strategies (20); Bridget Romero, Employment & Labor (11); Kim Winter, Insurance Recovery & Counseling (16); Mara Cohara, Environmental & Tort (37); Courtney Conrad, Trust, Estates & Legacy Planning (36); Kathryn Nash, Labor, Employment & Higher Ed (23); Kim Winter, Insurance Recovery & Counseling (15); Liz Dillon, Franchise & Distribution (28); Jennifer Reedstrom Bishop, Health & Nonprofit (11); Erica Van Loon, IP Litigation (15)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: [No response]

**COMMITTEE LEADERS**

Minorities heading committees: Jehan Moore, Diversity & Inclusion (8); Bryan Minier, Diversity & Inclusion (8)

Women heading committees: Amanda Yoder, Associate Recruiting (10); Jehan Moore, Diversity & Inclusion (8); Catie Amundsen, Lathrop GPM Foundation (4); Women's Initiative Network, Emily Cantwell, (15); Women's Initiative Network, Julia Dayton Klein (15) Kate Nolen, Pro Bono Committee (2)

LGBTQ attorneys heading committees: Ray Urbanik, LGTBQ+ Inclusion Network

Individuals with Disabilities heading committees: [No response]



### The Firm Says

On January 1, 2020, Lathrop Gage combined with Gray Plant Mooty to create a new national firm, Lathrop GPM. The new firm has nearly 400 lawyers in 14 offices across the U.S. with its largest offices in the firms' respective birthplaces, Kansas City, Missouri and Minneapolis, Minnesota. Demographics provided within this report reflect the status of the firm as of the first day of the merger.

Lathrop GPM has embedded Diversity and Inclusion as an organizational value, tying it to the Firm's strategic plan and identifying it as Firm-wide priority. Lathrop GPM's commitment to diversity is quantified in its multi-year strategic workplace-inclusivity roadmap, which outlines Firm diversity priorities, actions, measurements and timelines across four key areas: Recruitment, Retention, Advancement and Reputation.

The Firm's Diversity and Inclusiveness Committee includes administrative staff leaders, attorney partners and management committee members as well as the Firm's Diversity & Inclusion Director who is responsible for strategy management and implementation. This group meets monthly to discuss diversity engagement initiatives and monitor diversity metrics. Members review community and industry partnerships, recruitment sourcing, internal training, diverse attorney mentorship, equitable management of billable hours and continuing employee education.

The Firm's Diverse Professionals Network (DPN) serves the professional and personal goals of underrepresented attorneys by encouraging connections, networking, professional development, and engagement to build and grow impactful business, cultural, and social relationships. The group meets bi-monthly and hosts an annual retreat. Lathrop GPM's Women's Inclusion Network (WIN) is dedicated to the support, promotion and advancement of women at the Firm. More than 100 members strong, WIN hosts an annual retreat and facilitates business and professional development activities while strengthening relationships with the Firm's female clients. The Firm's LGBTQ+ Inclusion network began last year, celebrating PRIDE Month with programming to educate and connect employees to community members and Firm employees who self-identify as LGBTQ and allies. This group works to promote and support a respectful workplace that is welcoming to LGBTQ community members.

Membership in key organizations — such as Leadership Council on Legal Diversity (LCLD), Diversity & Flexibility Alliance, Twin Cities Diversity in Practice and Center for Legal Inclusiveness — provide training, consultation, and networking resources for the Firm and its diverse employees. Since 2013, diverse Firm attorneys have participated in LCLD's Fellows, Pathfinder and 1L Scholar programs which are designed to help new and experienced diverse attorneys ascend to positions of leadership. Cumulatively, the Firm has supported six LCLD 1L Scholar clerkships for under-represented law students and funded 11 LCLD Fellows and two Pathfinders. The Firm continues to focus on diversity recruitment through partnerships with law schools aimed at building trusted relationships with students and staff to improve the recruiting pipeline. With annual attendance at local and national minority job fairs and on-campus interviews as well as firm-hosted specialty student conferences and training events such as the Midwest Black Law Students' Leadership and Development Day, Lathrop GPM continues to grow its diversity networks. And, perhaps most importantly, the Firm's annual Diversity Fellowship was launched in 2018 which provides up to \$20,000 a year in scholarships and 2L summer associate positions at the Firm. Additional diversity efforts include investment in the ABA Legal Opportunity Scholarship and support for local and national Diverse Bar Associations and partnerships with diverse law student organizations. Lathrop GPM also partners with the Cristo Rey Network, which provides a faith-based, college preparatory education to economically disadvantaged young people in urban communities. Students attend school four days each week, then work in Lathrop GPM's corporate offices on the fifth day to learn basic job skills and earn money for their education.

Recent Diversity Recognition and Awards include:

- Human Rights Campaign's Corporate Equality Index Score of 95
- Working Mother Best Law Firms for Women
- Diversity and Flexibility Alliance's Raising the Bar Award
- Jackson County Bar Association's Pinnacle Award

We look forward to continuing our strategic focus on workplace culture and belonging by increasing inclusion network programming and engagement and creating opportunities to build trust and understanding through workplace conversations and training around race, equity and inclusion.

