

Husch Blackwell, LLC

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

190 Carondelet Plaza #600
St. Louis, MO 63105
Phone: (314) 480-1500
Fax: (314) 480-1505
www.huschblackwell.com

LOCATIONS

Austin, Chattanooga, Chicago, Dallas, Denver, Houston, Jefferson City, Kansas City, Lincoln, Madison, Milwaukee, Omaha, Phoenix, Sacramento, Salt Lake City, Springfield, St. Louis, Washington, DC

DIVERSITY LEADERSHIP

Head(s) of Firm: Gregory Smith, Chair (Catherine Hanaway, Chair-Elect); Paul Eberle, Chief Executive

Diversity team leader(s): Diane Carter, Partner, Chair, Diversity, Equity and Inclusion Committee; Angela Quinn, Chief Client and Inclusion Officer; Jittaun Dill, Diversity and Inclusion Manager

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	757	757
U.S. offices only	757	757

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	109	112
African-American/Black	7	12
Hispanic/Latinx	6	10
Alaska Native/American Indian	0	0
Asian	5	5
Native Hawaiian/Pacific Islander	0	1
Multiracial	3	3
Openly LGBTQ	8	2
Individuals with Disabilities	1	2
Total	130	143

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	21	34
African-American/Black	3	6
Hispanic/Latinx	7	2
Alaska Native/American Indian	0	0
Asian	2	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	4	3
Individuals with Disabilities	1	2
Total	34	46

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	129	27
African-American/Black	0	2
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	2
Individuals with Disabilities	0	0
Total	133	29

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	110	51
African-American/Black	1	3
Hispanic/Latinx	4	2
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	117	60

OF COUNSEL (2019)

	Men	Women
White/Caucasian	74	58
African-American/Black	2	1
Hispanic/Latinx	1	3
Alaska Native/American Indian	1	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	1	0
Individuals with Disabilities	0	2
Total	80	65

NEW HIRES (2019)

	Men	Women
White/Caucasian	52	54
African-American/Black	3	6
Hispanic/Latinx	6	6
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	1
Multiracial	2	3
Openly LGBTQ	4	2
Individuals with Disabilities	0	4
Total	66	73

Strategic Plan and Diversity Leadership

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

Firm leadership communicates the importance of diversity to everyone at the firm in the following ways: attending firm-wide Diversity Retreat for Of Color and LGBTQ attorneys; supporting Diversity Champion Award; diversity presentation(s) at firm retreats, for the purpose of presenting the firm's diversity statistics, strategies, accomplishments, and initiatives; diversity initiatives and accomplishments included in a monthly internal firm newsletter; information about the firm's diversity initiatives on our external website; a set of internal web pages devoted to the firm's Diversity, Equity and Inclusion Committee (DEI), diversity initiatives and accomplishments, and the firm's D&I brochure; communications from the Subcommittees of the DEI Committee; firm-wide women's luncheons; dissemination of the firm's Diversity Policy; discussion of diversity related issues during practice group meetings; diversity liaisons who help integrate diverse summer associates into the firm; office-wide email about opportunities to participate in events and programs related to diversity in the legal profession; structuring Affinity Groups for diverse attorneys with links to firm leadership; and, offering D&I education to all staff.

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

Diane Carter-- Partner, Chair, Diversity, Equity and 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: 9

Total hours spent on diversity: 497

Comments: Number is exclusive of non-attorney committee members.

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.

The Diversity, Equity and Inclusion Committee was made a subcommittee of the firm's Executive Board to ensure that initiatives related to diversity and inclusion are communicated, supported and directed by the highest governing body of the firm.

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

Yes

If yes, is it formal or informal?

Formal

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

Quarterly

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

The Diversity, Equity and Inclusion Committee (DEI) is a subcommittee of the firm's Executive Board and is therefore directed by the highest governing body of the firm. The DEI Committee reports to the Executive Board on the status of the goals and action steps outlined in the firm's DEI Committee Strategic Plan.

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	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		Increase the number of minority attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for minority attorneys
			Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
X	X		Other (please specify): The firm hosted its inaugural firm-wide Diversity Retreat for Of Color and LGBTQ Attorneys--65% of our Of Color and LGBTQ Attorneys attended. Through the firm's Sponsorship Initiative, senior attorneys at the firm serve as "sponsors" to minority attorney "protégés" at the senior associate or junior partner level. The sponsors have committed to using their power and influence to help protégés secure development and leadership opportunities that will help them advance.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
			Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
	X		Implement policies to address gender pay equity
X	X		Other (please specify): Through the firm's Sponsorship Initiative, senior attorneys at the firm serve as "sponsors" to minority attorney "protégés" at the senior associate or junior partner level. The sponsors have committed to using their power and influence to help protégés



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
X	X		Increase the number of LGBTQ attorneys at the associate level
X	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
			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	X		Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)
			Other (please specify): The firm hosted its inaugural firm-wide Diversity Retreat for Of Color and LGBTQ Attorneys--65% of our Of Color and LGBTQ Attorneys attended. Through the firm's Sponsorship Initiative, senior attorneys at the firm serve as "sponsors" to minority attorney "protégés" at the senior associate or junior partner level. The sponsors have committed to using their power and influence to help protégés secure development and leadership opportunities that will help them advance.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
X	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	X		Focus on strengthening firm's mentoring program for attorneys with disabilities
			Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X	X		Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



Pipeline Initiatives

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

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

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

We partner with the Diversity Awareness Partnership to conduct an Explore Law Program. The program is a two-day workshop designed to introduce high school students to the legal profession through law related exercises, interactions with attorneys in various practice areas and lessons about industries. Our firm also partners with local high schools in several of our markets to expose them to careers at a law firm via year-long and summer internship programs.



Recruitment - New Associates

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

Ivy League law schools: Harvard, University of Pennsylvania

Other private law schools: American University, Baylor, Catholic University, Chicago-Kent, Creighton, Cumberland-Samford, DePaul, Duke, Emory, Georgetown, George Washington, Howard University, Loyola University-Chicago, Marquette, Northwestern, Notre Dame, Southern Methodist University, St. Louis University, Tulane, University of Chicago, University of Denver, Vanderbilt, Washington University in St. Louis

Public state law schools: George Mason, John Marshall, Michigan State, Southern Illinois, Texas A&M, Texas Tech, University of Arkansas, University of Colorado, University of Georgia, University of Houston, University of Illinois, University of Indiana, University of Iowa, University of Kansas, University of Michigan, University of Minnesota, University of Missouri, University of Missouri-Kansas City, University of Nebraska, University of North Carolina, University of Oklahoma, University of Tennessee, University of Texas, University of Virginia, University of Wisconsin, Washburn University

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

Diversity job fairs: Chattanooga Legal Diversity Consortium, Colorado Pledge to Diversity, Heartland Diversity Legal Job Fair, Lavender Law, Rocky Mountain Diversity Legal Career Fair, Southeastern Minority Job Fair, St. Louis Diversity Job Fair, Sunbelt Minority Job Fair, St. Louis Diversity Clerkship Program for 1Ls

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?

Yes, we hold annual 1L Receptions in our offices in several markets during January/February, and we invite our summer associates to participate in the LCLD 1L Summit. We also hold Coffee Talks with law students to provide an informal setting in which they can discuss topics of interest with practicing attorneys.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	19	24
African-American/Black	2	3
Hispanic/Latinx	6	2
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	2
Individuals with Disabilities	n/a	n/a
Total	28	31

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	17	23
African-American/Black	2	3
Hispanic/Latinx	6	2
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	2
Individuals with Disabilities	n/a	n/a
Total	26	30

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	17	23
African-American/Black	2	3
Hispanic/Latinx	6	2
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	4	2
Individuals with Disabilities	n/a	n/a
Total	26	30

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
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	21	20
African-American/Black	2	4
Hispanic/Latinx	3	4
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	1
Multiracial	0	2
Openly LGBTQ	4	1
Individuals with Disabilities	0	1
Total	28	33

LATERAL OF COUNSEL HIRES (2019)

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

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	11	9
African-American/Black	0	0
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	0	0
Total	13	9

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	12	9
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	0	0
Individuals with Disabilities	0	0
Total	14	11

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	10	2
African-American/Black	1	1
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	1
Individuals with Disabilities	0	0
Total	12	3

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:

Mendelsohn Legal-woman owned. Husch Blackwell does not track this. The firm "uses" any search firm who sends us resumes and certainly works with all-women or minority-owned search/recruiting firms. We have a multitude of fee agreements in place (signed as needed when they present candidates).



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

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

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	5	4
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	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	5	6

3RD-YEAR ASSOCIATES

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

4TH-YEAR ASSOCIATES

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

5TH-YEAR ASSOCIATES

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

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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

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

8TH-YEAR PLUS ASSOCIATES

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

OF COUNSEL

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

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	12	8
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	2
Individuals with Disabilities	0	0
Total	13	8

EQUITY PARTNERS

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

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 an impact on an attorney's ability to make partner, or to remain a partner at the firm.

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

0 since 2015, we do not have data around part time work prior to 2015.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	5	5	273
Of counsel	42	40	82	145
Non-equity partner	10	9	19	177
Equity partner	1	5	6	162



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

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

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

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

The firm's Compensation Committee includes equity partners who along with non-attorney firm leadership and Managing Directors work to assess attorneys for partnership candidacy.

Husch Blackwell does not use a formal "Associate Review Committee." Our 18 Practice Specialty Center leaders collaborate with associates' supervising attorneys, Special Business Unit leaders and non-attorney officers/directors to review performance and determine compensation.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	0	6
African-American/Black	1	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	1	8

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	15	24	35
Number of such positions held by:			
Minorities	0	1	6
Women	5	6	20
LGBTQ attorneys	1	0	0
Individuals with Disabilities	0	0	0

Husch Blackwell's structure includes Strategic Business Units and Practice Specialty Centers; these are combined here to reflect 24 total practice group/department leadership positions.

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? 18

Minorities heading offices: 0

Women heading offices: 5. Katharine David, Houston, TX (18); Julie Miceli, Chicago, IL (48); Mindi Giftos, Madison, WI (36); Lorinda Holloway, Austin, TX (56); Marnie Jensen, Lincoln/Omaha, NE (21)

LGBTQ attorneys heading offices: 1. Lorinda Holloway, Austin, TX (56)

Individuals with Disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: 2. Courtney Hill, Real Estate & Development (75); Thomas Gonzalez, Mass Tort & Product Liability (53)

Women heading practices: 6. Caroline Hermeling, Real Estate, Development & Construction (89); Courtney Hill, Real Estate & Development (75); Hayley Hanson, Education (27); JoAnn Sandifer, Commercial Litigation (167); Kirsten Byrd, Commercial Litigation (167); Kirstin Salzman, Corporate, M&A & Securities (101)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: 0

COMMITTEE LEADERS

Minorities heading committees: Denyse Jones, Pipeline Initiatives, (4); Singleton McAllister, True North, Washington, D.C. (7); Tessa Jacob, Inclusion Committee (10)

Women heading committees: Diane Carter, Diversity, Equity & Inclusion Committee (9); Samantha Lunn, Executive Recruiting Committee, Chattanooga (6); Kris Kappel, Executive Recruiting Committee Kansas City (11); Rebecca Mitich, Executive Recruiting Committee, Milwaukee (8); Marnie Jensen, Executive Recruiting Committee, Omaha (3); Ginger Gooch, Executive Recruiting Committee, Springfield, (4); Kate Leveque, Executive Recruiting Committee, St. Louis (8); Carrie Claiborne, NextGen (4); Danielle Gilbert, True North, Austin (5); Kati Giannasi, True North, Chattanooga (5); Barbara Grandjean, True North, Denver (6); Wakaba Tessier, True North, Kansas City (7); Mary Beth Hughes, True North, Milwaukee/Madison (7); Lydia Chartre, True North, Milwaukee/Madison (7); Ginger Gooch, True North, Springfield (5); Melissa Smith-Groff, True North, St. Louis (5); Singleton McAllister, True North, Washington, D.C. (7)

LGBTQ attorneys heading committees: 0

Individuals with Disabilities heading committees: 0



The Firm Says

The following list highlights specific ways Husch Blackwell is advancing diversity and inclusion.

Diversity Lab's Mansfield certification program

Husch Blackwell achieved Mansfield Certification Plus designation for 2019. To receive certification, law firms must consider at least 30 % women, attorneys of color or LGBTQ attorneys for 70% or more of the firm's leadership positions. Additionally, the firm was awarded a "Plus" designation based on reaching a 30% threshold of underrepresented groups in leadership roles.

Firm-wide Diversity Retreat

An inaugural firm-wide retreat for Attorneys of Color and LGBTQ Attorneys was held in the Fall of 2019, in Washington, D.C. With encouragement from firm leadership, 65% of our attorneys of color and LGBTQ attorneys attended. The event (two half days) included professional development, client development and personal development workshops. Additionally, the retreat offered the opportunity to network, build community and belonging, which are key elements of successful retention efforts.

Outreach to Associates

The Director of D&I conducts outreach with the firm's diverse associates on a quarterly rotating basis and monitors their utilization. Outreach may be prompted by a demonstrated need for support in a variety of areas and to express positive feedback. The goal of outreach is to mitigate issues and increase retention.

Diversity Champion Award

In 2019 the firm launched a "Diversity Champion Award" to recognize and incentivize leadership's roll in driving D&I.

