

FOCUSED ON THE FUTURE.

50
YEARS

HOMETOWN CONNECTIONS. WORLDWIDE PERSPECTIVE.

At Haynes and Boone, LLP, diversity is an important and integral part of our culture. We believe that diversity enhances innovation and the delivery of quality legal services to a diverse marketplace.

We are proud to support **MCCA** and **Vault**. We appreciate your focus and tireless dedication to promote and honor diversity in the legal profession.

haynesboone **50**
CELEBRATING YEARS

haynesboone.com

Austin Charlotte Chicago Dallas Dallas - North Denver Fort Worth Houston London Mexico City
New York Orange County Palo Alto San Antonio Shanghai The Woodlands Washington, D.C.

© 2020 Haynes and Boone, LLP

Haynes and Boone, LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

2323 Victory Avenue
Suite 700
Dallas, TX 75219
Phone: 214-651-5000
Fax: 214-651-5940
www.haynesboone.com



LOCATIONS

Austin, Charlotte, Chicago, Dallas, Dallas-North, Denver, Fort Worth, Houston, London, Mexico City, New York, Orange County, Palo Alto, San Antonio, Shanghai, The Woodlands, Washington D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Timothy E. Powers, Managing Partner

Diversity team leader(s): Jennifer Reddien, Director of Diversity and Inclusion; Tom Chen, Co-Chair of Attorney Diversity and Inclusion Committee; Monika Sanford, Co-Chair of Attorney Diversity and Inclusion Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	565	571
U.S. offices only	520	527

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	90	72
African-American/Black	4	3
Hispanic/Latinx	8	10
Alaska Native/American Indian	0	1
Asian	17	12
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	2
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	124	101

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	18	9
African-American/Black	4	6
Hispanic/Latinx	2	3
Alaska Native/American Indian	0	0
Asian	3	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	27	28

Haynes and Boone also allows attorneys to not disclose their race/ethnicity to the firm.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	118	24
African-American/Black	0	0
Hispanic/Latinx	7	1
Alaska Native/American Indian	0	1
Asian	5	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	0
Individuals with Disabilities	n/a	n/a
Total	133	30

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	35	20
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	39	21

Haynes and Boone also allows attorneys to not disclose their race/ethnicity to the firm.

Haynes and Boone also allows attorneys to not disclose their race/ethnicity to the firm.

OF COUNSEL (2019)

	Men	Women
White/Caucasian	31	27
African-American/Black	2	0
Hispanic/Latinx	5	1
Alaska Native/American Indian	0	0
Asian	4	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	43	30

NEW HIRES (2019)

	Men	Women
White/Caucasian	30	19
African-American/Black	2	0
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	3	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	40	28

Haynes and Boone also allows attorneys to not disclose their race/ethnicity to the firm.

Haynes and Boone also allows attorneys to not disclose their race/ethnicity to the firm.

Strategic Plan and Diversity Leadership

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

At Haynes and Boone, LLP we believe that the first step in communicating the importance of diversity is to ensure that diversity is not just a "message," but truly a core part of who we are and how we lead and manage our firm. The development, promotion, and creation of leadership opportunities for our diverse attorneys are one of firm management's strategic priorities. The driving force behind the firm's diversity and inclusion efforts is the Attorney Diversity and Inclusion Committee (ADIC), which is composed of partners, associates, counsel, and key members of management. The ADIC is comprised of five subcommittees: LGBTQ+, Minority Attorney Initiatives, Pipeline Initiatives, Women's Initiatives, and Working Parents. Jennifer Reddien, Director of Diversity and Inclusion, serves as a thought-leader, strategist and resource to the firm. Her responsibilities include collaborating with committee leaders and firm management to develop and drive the execution of the firm's diversity and inclusion goals. Ms. Reddien reports monthly to the firm's managing partner and financial and chief administrative partner. Moreover, the firm's Board of Directors meets quarterly to discuss diversity initiatives. The firm's 2025 Strategic Plan also establishes diversity as integral to the firm's future growth and success and outlines ambitious goals that relate to the recruitment, retention, and promotion of diverse talent.

The importance of diversity and inclusion is also regularly communicated through the firm's advertising materials, attorney retreats, firm web site, firm portal (intranet), e-mails, and meetings. The firm also publishes an annual Diversity Report which summarizes the firm's commitment to diversity, including policies, mission statement, diversity initiatives, and personnel responsible for furthering these objectives (e.g., the Attorney Diversity and Inclusion Committee).

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

Jennifer Reddien, Director of Diversity and Inclusion

Does your law firm currently have a diversity committee?

Yes

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

Yes

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

Total attorneys on committee: 12

Total hours spent on diversity: [No response]

Comments: The firm does not currently track time spent on diversity committees; only pro bono efforts.

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.

Haynes and Boone's 2025 Strategic Plan includes an increased focus on diversity and inclusion initiatives, programs, and sponsorships in order to become a market leader in diversity and inclusion. The firm's Director of Diversity and Inclusion, Jennifer Reddien executes the firm's diversity initiatives and benchmarks in order to advance the firm's recruiting, retention, and promotion of diverse talent. The firm's Attorney Diversity and Inclusion Committee (ADIC) spearheads the firm's diversity initiatives in accordance with the goals outlined in the firm's 2025 Strategic Plan. Members of the ADIC's five subcommittees create and lead diversity programs and enhance the firm's diversity policies and initiatives.

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?

Monthly

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

Our Director of Diversity and Inclusion meets monthly with the firm's Managing Partner, Tim Powers and Financial and Chief Administrative Partner, Richard Fijolek to ensure the firm remains on track to achieve its goals. The firm's Board of Directors also meets quarterly to discuss diversity initiatives related to the firm's 2025 Strategic Plan. Moreover, the Director of Diversity and Inclusion meets monthly with the firm's administrative department heads in order to identify areas for collaboration with attorney development, recruiting, and business development. Additionally, clients often request that the firm report on its diversity programs and demographics which holds the firm accountable on its diversity efforts and performance.

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	X		Undertake communication from firm management that diversity is a top priority of the firm
X	X		Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
X	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X	X		Focus on strengthening firm's mentoring program
X	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	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	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	X		Focus on strengthening firm's mentoring program for minority attorneys
X	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	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	X		Focus on strengthening firm's mentoring program for women
X	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	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	X		Increase the number of LGBTQ attorneys at the associate level
X	X		Increase the number of LGBTQ attorneys at the partnership level
X	X		Increase the number of LGBTQ attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
X	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
			Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
			Increase the number of attorneys with disabilities at the associate level
			Increase the number of attorneys with disabilities at the partnership level
			Increase the number of attorneys with disabilities in leadership positions
			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



Haynes and Boone, LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

X	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.

- **Middle School Program:** Our firm partners with Big Thought, an organization dedicated to serving under-resourced students, to provide an introduction to the law firm environment and various types of legal practices. The program provides opportunities for middle school students in the Dallas area to tour and attend sessions in our Dallas office that were facilitated by our Pipeline Committee and supported by Haynes and Boone attorneys. Students get to learn about different practice areas such as litigation, intellectual property law, social media law, and employment law practices. Additionally, the firm hosts mock negotiation exercises in which students participate in role-playing as attorneys and clients.
- **High School Programs:** The firm partners with Dallas area schools, such as with L.G. Pinkston High School's Law Practicum, P-TECH Collegiate Academy, and local mock trial programs. These partnerships provide meaningful experiences to students by introducing them to the legal practice. Students visit our firm, meet our attorneys, and learn about the practice of law including handling transactional deals and litigation matters. These programs also provide meaningful training through workshops designed to teach students resume writing and job interview training.
- **Pre-Law Mentorship Program:** The Mentorship Program is designed to pair Haynes and Boone attorneys with UTA students who are enrolled in the university's pre-law curriculum. The attorneys connect one-on-one with the students to offer advice for exam preparation, give guidance on career choices, and provide information about the practice of law. The mentors meet regularly with their mentees in a one-on-one setting, in addition to the firm group meetings. Mentors offer guidance on exam preparation, provide mock interview practice, and provide students with information on the practice of law.



Recruitment - New Associates

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

Ivy League law schools: Yes (Harvard Law School, Columbia Law School, University of Pennsylvania Law School, Cornell Law School)

Other private law schools: Yes (NYU School of Law, Baylor Law School, Fordham University School of Law, George Washington University Law School, Georgetown University Law Center, Santa Clara University School of Law, SMU Dedman School of Law, Stanford Law School, American University Washington College of Law, Brigham Young University School of Law, Duke University School of Law, University of New Hampshire School of Law, Vanderbilt University Law School, Washington University School of Law, Emory University School of Law, Loyola Law School, Southeastern Law School)

Public state law schools: Yes (UC Davis School of Law, University of Michigan Law School, University of Virginia School of Law, UC Hastings College of Law, UC Irvine School of Law, UCLA School of Law, University of Houston Law Center, UC Berkeley School of Law, University of Texas School of Law, George Mason University School of Law)

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

Diversity job fairs: Yes (Southeastern Minority Job Fair, DC Consortium's 1L Diversity Job Fair, Berkeley 1L Diversity Program Fair, Duke 1L Diversity Programs Reception, Harvard BLSA 1L 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)

Our firm has developed a robust minority and women-centric entry-level recruiting effort to include on our list of initiatives. Spearheaded by minority and women associates, we organize and offer opportunities for our minority and female attorneys to participate in law school panel discussions that are coordinated through the leaders of the diversity organizations at law schools across the country. The firm associates who participate on the panels discuss the benefits of mentoring relationships, effective study habits and their personal experiences as a new lawyer.

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

Haynes and Boone has developed its own 1L Scholars Program for diverse law students. Each scholar receives a monetary scholarship to assist with law school tuition, books, and living expenses. Scholars earn a 1L clerkship with the firm and the option to return during the summer of their second year. The firm also participates in the Houston Bar Association's Houston 1L Minority Scholars, the New York City Bar Association's New York 1L Diversity Fellowship Program, and the Diverse Attorney Pipeline Program (DAPP) for minority women law students. Additionally, as an active member of the Leadership Council on Legal Diversity (LCLD), the firm sponsors 1L LCLD Scholars annually to participate in the conference and programs offered by LCLD.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	10	6
African-American/Black	2	2
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	15	16

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	10	6
African-American/Black	1	2
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	14	16

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	7	6
African-American/Black	1	2
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	3
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	11	16

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	6	5
African-American/Black	1	0
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	10	12

LATERAL OF COUNSEL HIRES (2019)

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

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	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	0	0
Individuals with Disabilities	n/a	n/a
Total	10	3

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	5	4
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	7	4

Haynes and Boone also allows attorneys to not disclose their race/ethnicity to the firm.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	6	6
African-American/Black	0	0
Hispanic/Latinx	1	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	n/a	n/a
Total	7	8

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)

The firm is participating in Mansfield 3.0 and is registered to participate in Mansfield 2021.

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:

A.D. Consulting LLC; Audrey Golden Associates Ltd.; RPN Executive Search LL; Newhouse + Noblin LLC; Voy Legal



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	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

2ND-YEAR ASSOCIATES

	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

3RD-YEAR ASSOCIATES

	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

4TH-YEAR ASSOCIATES

	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

5TH-YEAR ASSOCIATES

	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

6TH-YEAR ASSOCIATES

	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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	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

8TH-YEAR PLUS ASSOCIATES

	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

OF COUNSEL

	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

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
Total	n/a	n/a

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
Total	n/a	n/a

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)
Ramp up /Ramp down for parental leave; remote work policy

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

Yes

Comments:

Haynes and Boone, LLP has an Alternative Work Schedule Policy which provides several flexible arrangements to attorneys who have demonstrated both professional excellence and a commitment to the firm. This is part of the firm's overall commitment to recruiting and retaining highly qualified attorneys and ensuring long-term attorney-client relationships that will benefit both the firm and the firm's clients.

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. The firm's policy expressly provides that part-time attorneys continue to accrue partnership credit on a pro rata basis.

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

N/A

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	3	4	225
Of counsel	4	15	19	73
Non-equity partner	0	2	2	60
Equity partner	0	1	1	163



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	19	4
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	1
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	22	6

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	15	6
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	16	6

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

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

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	14	6	25
Number of such positions held by:			
Minorities	2	0	3
Women	2	1	6
LGBTQ attorneys	0	0	2
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: [No response]

Women heading offices: [No response]

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: [No response]

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: [No response]

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

OUR VISION OF SUCCESS

Excellence in diversity and inclusion is a Haynes and Boone core value. We recruit the best and the brightest and seek to attract, retain, and promote individuals who reflect the global marketplace, our clients, and the communities we serve. We strive to create an environment in which each individual at every level has the opportunity to succeed professionally, regardless of age, disability, ethnicity, gender, gender identity and expression, national origin, parental status, race, religion, sexual orientation, and/or socio-economic experiences. We recognize that our commitment to diversity and inclusion enhances our other core values of commitment to client service and a teamwork culture.

2025 STRATEGIC PLAN

Haynes and Boone's 2025 Strategic Plan emphasizes diversity as an integral component of the firm's future growth and success. The firm's Department of Diversity and Inclusion collaborates with firm management, the Attorney Diversity and Inclusion Committee, and other administrative departments, such as Attorney Development, Attorney Recruiting, and Business Development, to execute the firm's 2025 diversity goals.

ATTORNEY DIVERSITY AND INCLUSION COMMITTEE

The driving force behind the firm's diversity and inclusion efforts is the Attorney Diversity and Inclusion Committee (ADIC) composed of partners, associates, counsel and key members of management. The ADIC is supported by two diversity professionals, including the Director of Diversity and Inclusion, Jennifer Reddien and a Diversity Specialist. The ADIC sets goals for its policies and programs related to the recruitment, retention, promotion and professional development of our diverse lawyers — and the next generation of diverse lawyers we hope to recruit to the profession. The ADIC is comprised of five subcommittees: LGBTQ+, Minority Attorney Initiatives, Pipeline, Women's Initiative, and Working Parents. The firm's subcommittees meet regularly to collaborate on implementing progressive policies to ensure that its diverse talent is well-equipped to lead the firm and provide the best legal support to our clients.

IMPLICIT BIAS TRAINING

The Director of Diversity and Inclusion routinely leads implicit bias trainings, both internally and externally. The trainings equip legal professionals with the tools needed to identify how implicit biases impact our daily lives and participants learn best practices for disrupting implicit bias in the workplace.

WOMEN'S LEADERSHIP ACADEMY (WLA)

WLA focuses on the development and advancement of our female associates. WLA is designed to 1) provide curriculum-based training on the pathways to success as a female attorney, including a focus on partnership criteria, business development strategies, communication styles, and personal branding; 2) create opportunities for mid-level women associates to have meaningful contact with decision-making firm leaders and networking opportunities with other women attorneys; and 3) deliver one-on-one and group coaching.

BUILDING CONNECTIONS

This mentorship program focuses on the development and advancement of our firm's minority, women, and LGBTQ+ associates, while providing an opportunity for associates to network and learn from firm leaders. Building Connections has two distinct goals: 1) to provide in-house programs and training opportunities for our diverse associates; and 2) to pair our diverse associates with firm leaders, including partners from the Board of Directors and the Admission to Partnership Committee, to provide mentoring, advice, and guidance.

BIENNIAL DIVERSITY RETREAT

Haynes and Boone hosts its Diversity Retreat biennially. Past Retreats have been comprised of firm lawyers, clients, and industry professionals working in diversity and inclusion. Since its inception, the Retreat's discussions have led to the launch of important firm diversity initiatives, such as Building Connections and Women's Leadership Academy — professional development and mentoring programs for our minority and women associates. The firm continues to view the Retreat — together with the diversity and inclusion initiatives implemented at the firm throughout each year — as vital to developing and fostering an inclusive work environment.

WORK/LIFE BALANCE INITIATIVES

The Working Parents Committee assists in the development of policies and programs designed to support the unique challenges of working parents. The committee provides resources and information by hosting presentations on such topics as college financial planning, preparing a family safety and emergency communication plan, and planning for family medical emergencies. The committee has also worked to enhance firm policies such as policies regarding parental leave, remote work, and alternative work schedules.

LGBTQ+ INITIATIVES

The firm's LGBTQ+ Committee improved the firm's employment benefits which provides equivalent medical benefits for same-sex partners/spouses, parity between employer-sponsored benefits for different-sex spouses and same-sex partners/spouses on a variety of benefits including bereavement leave, life insurance, adoption assistance, retiree benefits, as well as equal health coverage for transgender individuals without exclusion for medically necessary care. In 2020 and 2019, as a result of the firm's success, Haynes and Boone earned a 100 percent rating in the Human Rights Campaign Foundation's Corporate Equality Index. The firm has also launched a new LGBTQ+ initiative aimed at reaching students at law schools to talk about what it's like to live and practice as an LGBTQ+ attorney at Haynes and Boone and to dispel some misconceptions about living and practicing at a large law firm.

PIPELINE INITIATIVES

Haynes and Boone is proud of the Pipeline Programs that are developed for students in middle school and high school to university. The goal of the firm's pipeline programs is to introduce students from underrepresented backgrounds to the practice of law and to provide those students mentorship. In 2020, the firm was recognized by the State Board of Education in Texas with the Employers for Education Excellence Award for our community and school efforts.

WOMEN'S INITIATIVE

The Women's Initiative committee is comprised of firm leaders, associates, and counsel and provides guidance on the overall leadership development of firm female attorneys. The committee has formulated goals and implements professional development programs and initiatives aimed at: (1) establishing meaningful mentorship of female associates by firm partners; (2) developing presentations that focus on leadership development; and (3) creating networking opportunities for associates with firm leaders and peers across all office locations.



LEADERSHIP COUNCIL ON LEGAL DIVERSITY

As an active member of the LCLD, Haynes and Boone each year nominates lawyers to the LCLD Fellows Program and the LCLD Pathfinders Program.

