



FENWICK

Fenwick is committed to equal justice and action for change. Together, we can create a brighter future.

Through continued listening and learning, charitable giving, pro bono legal advocacy, and civic and community engagement, our Fenwick community is committed to answering the call for change. We are working with our friends, clients and the broader community to help take action that we hope will bring about changes that are unjustly overdue.

To learn more about Fenwick's Commitment to the Equal Justice Movement, visit our site at fenwick.com/action-for-change.

#1

**Top 100 Law Firms
for Diversity**

Multicultural Law Magazine

Top 5

**U.S. Law Firms
for Diversity**

American Lawyer and Law360

A+

**2019 Corporate
Equality Index**

*Human Rights Campaign
Foundation*

Fenwick & West LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Mountain View, CA; San Francisco, CA; Seattle, WA; New York, NY; Santa Monica, CA; Shanghai, China

DIVERSITY LEADERSHIP

Head(s) of Firm: Richard Dickson, Firm Chair and member of the Diversity & Inclusion Committee; Rodger Cole, Managing Partner and member of the Diversity & Inclusion Committee

Diversity team leader(s): Felix Lee, Litigation Partner and Co-Chair of Diversity Committee; Gerald Audant, Corporate Partner and Co-Chair of Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	416	406
U.S. offices only	412	402

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

ASSOCIATES (2019)

	Men	Women
White/Caucasian	81	61
African-American/Black	10	8
Hispanic/Latinx	5	8
Alaska Native/American Indian	0	0
Asian	27	37
Native Hawaiian/Pacific Islander	0	0
Multiracial	4	6
Openly LGBTQ	5	5
Individuals with Disabilities	0	0
Total	130	120

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	8	6
African-American/Black	2	3
Hispanic/Latinx	3	3
Alaska Native/American Indian	0	0
Asian	6	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	2	2
Individuals with Disabilities	0	0
Total	20	20

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	72	19
African-American/Black	2	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	9	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	2
Openly LGBTQ	1	0
Individuals with Disabilities	0	1
Total	85	24

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
Total	n/a	n/a

OF COUNSEL (2019)

	Men	Women
White/Caucasian	14	3
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	17	6

NEW HIRES (2019)

	Men	Women
White/Caucasian	32	13
African-American/Black	5	4
Hispanic/Latinx	2	1
Alaska Native/American Indian	0	0
Asian	8	16
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	2
Individuals with Disabilities	0	0
Total	47	34

Strategic Plan and Diversity Leadership

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

The firm Chair, Managing Partner and members of the Diversity & Inclusion and Hiring Committee communicate with personnel throughout the firm by email, intranet postings, newsletters, partnership meetings and full firm town hall meetings, interviews of associates, focus groups and innumerable other means to engage in a discourse about diversity, its value, benefits and challenges to the firm. The firm chair, managing partner and chief talent officer attends every committee meeting and are active participants in all discussions. The firm includes updates on diversity initiatives and training opportunities the Diversity, Inclusion & Community newsletter. The Diversity & Inclusion Committee has been asked to speak at All Attorney Retreats and hosts a Diversity & Inclusion Summit every other year.

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

Richard Dickson, Firm Chair; Rodger Cole, Managing Partner; Felix Lee, Co-Chair of the Diversity & Inclusion Committee; Gerald Audant, Co-Chair of the Diversity & Inclusion Committee; Neha Nissen, Chief Talent Officer; Joanne Millard, Director of Staff Talent Acquisition, Diversity & 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: 32

Total hours spent on diversity: 1287

Comments: The number above reflects the time recorded by the members of the diversity committee in furtherance of the firm's diversity initiatives. Across the entire Firm, taking into account diversity & inclusion committee meetings, programs, events and retreat, Fenwick employees spend several thousand hours collectively."

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.

Advancing the cause of diversity and inclusion has been a core value of Fenwick & West since the firm was founded in 1972. Since last year, diversity & inclusion is considered one of our six strategic investment priorities in 2019 and 2020. Firm management is constantly involved in the Diversity & Inclusion Committee initiatives. The Diversity Committee ensures that our diversity & inclusion goals are aligned with management, our partners and the firm's needs.

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?

Firm management is constantly involved in the Diversity & Inclusion Committee initiatives. The Diversity Committee meets monthly and at least twice a year the co-chairs of the Diversity & Inclusion Committee are asked to update the Executive Committee of its progress. Additionally, the partners are asked about diversity efforts as part of their development 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			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of minority attorneys at the associate level
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
X			Focus on strengthening firm's mentoring program for minority attorneys
X			Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
	X		Increase the number of women at the associate level
	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
X			Focus on strengthening firm's mentoring program for women
X			Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Provide accommodations specific to mothers (e.g., lactation rooms)
	X		Implement policies to address gender pay equity



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
	X		Increase the number of LGBTQ attorneys at the associate level
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
X			Manage/monitor allocation of work assignments and/or hours billed to ensure LGBTQ attorneys have equal access/inclusion on top client matters
X			Ensure that EEO and non-discrimination policies specifically address gender identity
X			Provide accommodations for LGBTQ attorneys (e.g. bathroom facilities)

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

Already Completed	Currently Addressing	Not a Current Priority	
	X		Increase the number of attorneys with disabilities at the associate level
	X		Increase the number of attorneys with disabilities at the partnership level
	X		Increase the number of attorneys with disabilities in leadership positions
	X		Focus on strengthening firm's mentoring program for attorneys with disabilities
X			Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
X			Implement accommodations for current and future attorneys with disabilities (e.g., access, technology, etc.)



Pipeline Initiatives

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

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

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

[No response]



Recruitment - New Associates

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

Ivy League law schools: Harvard Law School, Cornell Law School, University of Pennsylvania Law School and Columbia Law School

Other private law schools: New York University School of Law, University of Chicago Law School, Northwestern University School of Law, Santa Clara University School of Law, Seattle University School of Law and Stanford Law School

Public state law schools: University of California, Berkeley School of Law, University of California, Davis School of Law, University of California, Hastings School of Law, University of California, Los Angeles School of Law, University of Washington School of Law

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

Diversity job fairs: Bar Association of San Francisco Minority Job Fair and Lavender Law 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)

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

Fenwick also offers up to five diversity scholarships for first-year law students from underrepresented groups in the amount of up to \$30,000 over the course of three years. Diverse students are actively sought out and recruited through numerous means, including on-campus events, minority bar associations, job fairs and specific task forces devoted to increasing the representation of underrepresented minorities at the firm.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	7	6
African-American/Black	2	2
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	0
Asian	3	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	2
Individuals with Disabilities	0	0
Total	14	17

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	7	6
African-American/Black	2	2
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	0
Asian	3	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	2
Individuals with Disabilities	0	0
Total	14	17

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	7	5
African-American/Black	1	2
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	0
Asian	3	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	2
Individuals with Disabilities	0	0
Total	13	14

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	0	0
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	20	9
African-American/Black	2	1
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	5	11
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	29	22

LATERAL OF COUNSEL HIRES (2019)

	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	0	0
Total	3	0

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	1	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	1	2

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	4	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	4	5

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?

Unknown

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:

[No response]



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

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

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
African-American/Black	1	0
Hispanic/Latinx	1	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	6	1

3RD-YEAR ASSOCIATES

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

4TH-YEAR ASSOCIATES

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

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	3
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	0	0
Total	3	4

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

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

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

This data includes 7th year associates and above

OF COUNSEL

	Men	Women
White/Caucasian	1	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	1	2

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	6	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	6	2

Retention and Professional Development

Please identify the specific steps you are taking to reduce the attrition rate of diverse attorneys.

- Develop and/or support internal employee affinity groups (e.g., networks within the firm for minorities, women, LGBTQ attorneys, or individuals with disabilities)
- Increase/review compensation relative to competition
- Implement procedures to ensure gender pay equity
- Increase/improve current work/life programs
- Adopt dispute resolution process
- Succession plan includes emphasis on diversity and greater inclusion of minority men and women in firm leadership
- Work with diverse attorneys to develop career advancement plans
- Introduce diverse attorneys to key clients, including to lead engagements
- Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly minority attorneys (for whom research indicates a greater inclusion problem), are not being excluded
- Strengthen mentoring program for all attorneys
- Professional skills development program for all attorneys
- Provide a gender-neutral parental leave policy that covers adoptions
- Other (please specify)

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

Yes

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

None

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

23. *The firm has only has data from 2017 to present.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	6	10	16	250
Of counsel	3	4	7	23
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	13	7	20	109



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	8	3
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	0	0
Total	9	4

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	13	7
African-American/Black	3	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	4	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
Total	20	12

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	3	1
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	0	0
Total	5	1

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	7	7
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	1
Total	8	12

There is one attorney who identifies as non-binary and is not included in the data provided.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	5	7
African-American/Black	3	2
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	7	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	2	2
Individuals with Disabilities	0	1
Total	17	15

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	n/a	17	5
Number of such positions held by:			
Minorities	n/a	2	3
Women	n/a	4	3
LGBTQ attorneys	n/a	0	0
Individuals with Disabilities	n/a	0	0

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? 5

Minorities heading offices: N/A

Women heading offices: N/A

LGBTQ attorneys heading offices: N/A

Individuals with Disabilities heading offices: N/A

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Rajiv Patel, Intellectual Property (90); Mike Farn, Patent Prosecution (31)

Women heading practices: Cynthia Hess, Start-up/Venture Capital (108); Shawn Lampron, Employee Benefits/Executive Compensation (15); Jennifer Stanley, Technology Transactions (37); Connie Ellerbach, Trademark (22)

LGBTQ attorneys heading practices: N/A

Individuals with Disabilities heading practices: N/A

COMMITTEE LEADERS

Minorities heading committees: Felix Lee (32), Gerald Audant(32), Dawn Belt (32)

Women heading committees: Dawn Belt (32), Saina Shamilov (32), Kate Fritz (47)

LGBTQ attorneys heading committees: N/A

Individuals with Disabilities heading committees: N/A



The Firm Says

Advancing the cause of diversity and inclusion has been a core value of Fenwick & West since the firm was founded in 1972. Throughout its history Fenwick has been routinely acknowledged as one of the best firms in the country on the issue of diversity and inclusion -- to cite but two examples, in 2019 The American Lawyer ranked us as one of the top five most diverse law firms in the country (for the fourth consecutive year) and Euromoney Legal Media Group named us North America's best law firm for women in business law. We recognize the strength of having a wide range of viewpoints and life experiences. We are dedicated to recruiting, hiring and developing people representative of the multitude of backgrounds and perspectives available in the workforce. Attracting and retaining a diverse work-force is essential to our long-term success in meeting client needs and accessing the best talent.

Toward that end, Fenwick collectively spends thousands of hours on diversity-related initiatives and events every year, and contributes considerable resources to supporting such initiatives at the firm and in the surrounding communities. In order to ensure commitment to creating a diverse work environment, we have created a Diversity Committee dedicated to developing strategies to increase diversity within the firm. The firm chair, managing partner, and chief talent officer attend all monthly Diversity Committee meetings and are active participants in discussions. Our Diversity Committee has worked closely with firm departments to increase outreach at law schools targeted particularly to diverse student communities. In addition, numerous members of our firm have been actively involved in various groups and activities that work to promote diversity in the profession and in the community, including the Asian American Bar Association, Bay Area Lawyers for Individual Freedom (BALIF) and the Section of the Litigation Committee for the Minority Trial Lawyer. As indicated in response to this survey, the firm has implemented diversity training, mentoring, assignment tracking, as well as recruiting initiatives in its effort to strengthen diversity within the firm. As part of our effort to embrace diverse heritages, the firm hosts celebrations across cultural lines, including Cinco de Mayo, Chinese New Year and Juneteenth, and provides firmwide training on reducing bias and cultural competency. The firm chairman, Richard Dickson, has consistently articulated diversity as a top priority and fundamental objective for the business success of the firm.

The firm will continue to encourage and support its employees' participation in organizations focused on diversity. We will continue to develop and maintain an environment that will provide opportunities for the growth and recognition of minorities.

