

# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

222 Delaware Avenue  
Suite 1410  
Wilmington, DE 19801  
Phone:  
Fax:  
[www.faegredrinker.com](http://www.faegredrinker.com)

### LOCATIONS

Albany, Beijing, Boulder, Chicago, Dallas, Denver, Des Moines, Florham Park, Fort Wayne, Hartford, Indianapolis, London, Los Angeles, Minneapolis, New York, Philadelphia, Princeton, San Francisco, Shanghai, Silicon Valley, Washington, D.C., Wilmington

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Andrew C. Kassner, Chairman and Chief Executive Officer; William M. Connolly, Executive Partner; Judith E. Reich, Executive Partner; Jane C. Koehl, Chief Operating Officer (Legacy Drinker Biddle) Tom Froehle, Co-Chair and Andrew Kassner, Co-Chair (Faegre Drinker)

**Diversity team leader(s):** Maria Lewis, Chief Diversity Officer

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

|                   | Currently | As of December 31, 2019 |
|-------------------|-----------|-------------------------|
| Worldwide         | 1244      | 552                     |
| U.S. offices only | 1208      | 552                     |

# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Law Firm Demographic Profile

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2019)

|                                  | Men       | Women      |
|----------------------------------|-----------|------------|
| White/Caucasian                  | 79        | 83         |
| African-American/Black           | 3         | 5          |
| Hispanic/Latinx                  | 5         | 3          |
| Alaska Native/American Indian    | 0         | 0          |
| Asian                            | 4         | 10         |
| Native Hawaiian/Pacific Islander | 0         | 0          |
| Multiracial                      | 1         | 5          |
| Openly LGBTQ                     | 4         | 0          |
| Individuals with Disabilities    | 2         | 2          |
| <b>Total</b>                     | <b>92</b> | <b>106</b> |

Data provided is based on individuals who self-identified.

#### EQUITY PARTNERS (2019)

|                                  | Men        | Women     |
|----------------------------------|------------|-----------|
| White/Caucasian                  | 129        | 34        |
| African-American/Black           | 2          | 2         |
| Hispanic/Latinx                  | 0          | 0         |
| Alaska Native/American Indian    | 0          | 0         |
| Asian                            | 0          | 2         |
| Native Hawaiian/Pacific Islander | 0          | 0         |
| Multiracial                      | 1          | 0         |
| Openly LGBTQ                     | 0          | 0         |
| Individuals with Disabilities    | 0          | 0         |
| <b>Total</b>                     | <b>132</b> | <b>38</b> |

Data provided is based on individuals who self-identified.

#### OF COUNSEL (2019)

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 43        | 38        |
| African-American/Black           | 1         | 0         |
| Hispanic/Latinx                  | 0         | 2         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 1         | 7         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 0         | 0         |
| Openly LGBTQ                     | 1         | 0         |
| Individuals with Disabilities    | 1         | 1         |
| <b>Total</b>                     | <b>45</b> | <b>47</b> |

Data provided is based on individuals who self-identified.

#### SUMMER ASSOCIATES (2019)

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 9         | 11        |
| African-American/Black           | 0         | 1         |
| Hispanic/Latinx                  | 1         | 1         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 0         | 0         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 0         | 1         |
| Openly LGBTQ                     | 1         | 3         |
| Individuals with Disabilities    | 0         | 0         |
| <b>Total</b>                     | <b>10</b> | <b>14</b> |

Data provided is based on individuals who self-identified.

#### NON-EQUITY PARTNERS (2019)

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 60        | 23        |
| African-American/Black           | 1         | 2         |
| Hispanic/Latinx                  | 1         | 1         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 3         | 0         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 0         | 1         |
| Openly LGBTQ                     | 2         | 1         |
| Individuals with Disabilities    | 0         | 0         |
| <b>Total</b>                     | <b>65</b> | <b>27</b> |

Data provided is based on individuals who self-identified.

#### NEW HIRES (2019)

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 34        | 33        |
| African-American/Black           | 1         | 2         |
| Hispanic/Latinx                  | 0         | 1         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 3         | 3         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 0         | 2         |
| Openly LGBTQ                     | 2         | 1         |
| Individuals with Disabilities    | 0         | 1         |
| <b>Total</b>                     | <b>38</b> | <b>41</b> |

Data provided is based on individuals who self-identified.

# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Strategic Plan and Diversity Leadership

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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

2018 was a landmark year for D&I at Drinker Biddle: we appointed Maria Lewis as the firm's first Chief Diversity Officer (CDO). By creating this high-level post, the firm commits significant resources and support to advancing our D&I efforts for the long term and on a day-to-day basis. Working with our Executive Team and various firm committee members, the CDO plays an integral role in developing policies and procedures that help foster a diverse and inclusive environment. Maria remains chair of the Diversity and Inclusion Committee, which governs and carries out D&I initiatives, events, and activities, and develops policies and practices to meet D&I goals.

Drinker Biddle continues to communicate the importance of diversity and inclusion and related initiatives through the firm's internal Portal and quarterly newsletter, its external website, emails from management, regional focus group meetings, office events including D&I CLE events and affinity group learning experiences, advertising, recruiting brochures, a diversity brochure, pitches for new business, and other venues. The chair and vice chair of the Diversity and Inclusion Committee have an opportunity to present an overview of the group's accomplishments and goals at the annual firmwide partner meeting, as well as monthly presentations to the firm's Managing Partners and its practice group leadership. The firm also shows its commitment through public support of targeted diversity and inclusion initiatives and through support of minority bar associations and minority-focused legal organizations.

Please see the "Firm Says" section for additional information.

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

Maria Lewis, Chief Diversity Officer and Chair of the Diversity and Inclusion Committee, Jennifer Breuer, Co-Chair of the Women's Leadership Committee and Lynne Anderson, Co-Chair of the Women's Leadership 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: 13

Total hours spent on diversity: [No response]

Comments: We do not track non-billable time spent specifically on diversity-related initiatives. Thousands of hours are spent on such activities each year.

### 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 and Inclusion Committee and WLC leadership meet regularly with firm management to ensure D&I and women's initiatives are top of mind and implemented throughout the firm. The firm's CEO and Executive Partner also are members of the Diversity and Inclusion Committee and the Women's Leadership Committee.

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

Yes

### If yes, is it formal or informal?

Formal. The firm's Diversity and Inclusion Strategic Plan consists of several components, including hiring, mentoring, assignment management, and education, to name a few.

### 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 and Inclusion Committee meets monthly to ensure that its various subcommittees are on track to meet the goals outlined in the Diversity and Inclusion Strategic Plan. The chair of the Diversity and Inclusion Committee reports monthly to the chairman of the firm and managing partners. Additionally, the Diversity and Inclusion Committee issues a quarterly newsletter to keep the firm updated on its progress with diversity and inclusion initiatives.

### Is your firm minority-owned or women-owned?

No



# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Law Firm Diversity Initiatives

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### 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                 | 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  |



# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Law Firm Diversity Initiatives

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### 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   |



# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Law Firm Diversity Initiatives

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### 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 |



# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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



# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

## 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 sponsor and participate in the Association for Corporate Counsel's Chicago Chapter Summer Diversity Internship Program. We also were a charter member of and continue to participate in the Cristo Rey High School internship in our Chicago and Philadelphia offices. The firm and the CDO are heavily involved in pipeline programs throughout the Philadelphia area, including as a board member of the Philadelphia Diversity Law Group. Many of our offices also participate in after-school mentoring programs for middle and grade school students.





# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Recruitment - New Associates

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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

*Ivy League law schools:* Our recruiting efforts have included the University of Pennsylvania.

*Other private law schools:* Our recruiting efforts have included: American University, Baylor Law, Boston College, Boston University, Catholic University, DePaul University, Drexel University, Duke University, Emory Law, Fordham University, George Washington University, Georgetown University, Illinois Institute of Technology-Chicago Kent, John Marshall, Loyola University Chicago, Northwestern University, Seton Hall University, Southern Methodist University, University, University of Chicago, University of Notre Dame, University of Southern California, Vanderbilt University, Villanova University, and Washington University.

*Public state law schools:* Our recruiting efforts have included: College of William & Mary, George Mason University, Rutgers University-Camden, Rutgers University-Newark, Temple University, Texas Tech University, University of Illinois, University of Iowa, University of Michigan, University of Minnesota, University of Texas, University of Virginia, and University of Wisconsin.

*Law schools of Historically Black Colleges and Universities (HBCUs):* Our recruiting efforts have included Howard University.

*Diversity job fairs:* Our recruiting efforts have included the Philadelphia Area Diversity Job Fair, Cook County Minority Job Fair, Philadelphia Diversity Law Group and New Jersey Law Firm Group, Lavender Law Career Fair, MABLSA 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?

Yes. We participate in the Rutgers Law School Minority Student Program and the Philadelphia Diversity Law Group Program, which place 1Ls in area law firms and corporate law departments. We also provide a unique training and mentoring opportunity for 1L diverse candidates by running a Diverse 1L Summer Internship Program in our Chicago and Washington, D.C. offices.



# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Recruitment - New Associates

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### ALL 2L SUMMER ASSOCIATES (2019)

|                                  | Men      | Women     |
|----------------------------------|----------|-----------|
| White/Caucasian                  | 8        | 10        |
| African-American/Black           | 0        | 1         |
| Hispanic/Latinx                  | 0        | 1         |
| Alaska Native/American Indian    | 0        | 0         |
| Asian                            | 0        | 0         |
| Native Hawaiian/Pacific Islander | 0        | 0         |
| Multiracial                      | 0        | 1         |
| Openly LGBTQ                     | 0        | 2         |
| Individuals with Disabilities    | 0        | 0         |
| <b>Total</b>                     | <b>8</b> | <b>13</b> |

Data provided is based on individuals who self-identified.

### OFFERS MADE\* (2019)

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

|                                  | Men      | Women     |
|----------------------------------|----------|-----------|
| White/Caucasian                  | 8        | 10        |
| African-American/Black           | 0        | 1         |
| Hispanic/Latinx                  | 0        | 1         |
| Alaska Native/American Indian    | 0        | 0         |
| Asian                            | 0        | 0         |
| Native Hawaiian/Pacific Islander | 0        | 0         |
| Multiracial                      | 0        | 1         |
| Openly LGBTQ                     | 0        | 2         |
| Individuals with Disabilities    | 0        | 0         |
| <b>Total</b>                     | <b>8</b> | <b>13</b> |

Data provided is based on individuals who self-identified.

### OFFERS ACCEPTED\* (2019)

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

|                                  | Men      | Women     |
|----------------------------------|----------|-----------|
| White/Caucasian                  | 8        | 10        |
| African-American/Black           | 0        | 1         |
| Hispanic/Latinx                  | 0        | 1         |
| Alaska Native/American Indian    | 0        | 0         |
| Asian                            | 0        | 0         |
| Native Hawaiian/Pacific Islander | 0        | 0         |
| Multiracial                      | 0        | 1         |
| Openly LGBTQ                     | 0        | 2         |
| Individuals with Disabilities    | 0        | 0         |
| <b>Total</b>                     | <b>8</b> | <b>13</b> |

Data provided is based on individuals who self-identified.

### 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        |
| <b>Total</b>                     | <b>0</b> | <b>0</b> |

Data provided is based on individuals who self-identified.

# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Recruitment - Lateral Associates and Partners <sup>2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY</sup>

### LATERAL ASSOCIATE HIRES (2019)

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 8         | 8         |
| African-American/Black           | 1         | 1         |
| Hispanic/Latinx                  | 0         | 0         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 2         | 1         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 0         | 1         |
| Openly LGBTQ                     | 2         | 0         |
| Individuals with Disabilities    | 0         | 0         |
| <b>Total</b>                     | <b>11</b> | <b>11</b> |

Data provided is based on individuals who self-identified.

### LATERAL OF COUNSEL HIRES (2019)

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 2        | 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    | 0        | 0        |
| <b>Total</b>                     | <b>2</b> | <b>3</b> |

Data provided is based on individuals who self-identified.

### LATERAL PARTNER HIRES\* (2019)

\* Both equity and non-equity

|                                  | Men       | Women     |
|----------------------------------|-----------|-----------|
| White/Caucasian                  | 15        | 7         |
| African-American/Black           | 0         | 1         |
| Hispanic/Latinx                  | 0         | 1         |
| Alaska Native/American Indian    | 0         | 0         |
| Asian                            | 1         | 0         |
| Native Hawaiian/Pacific Islander | 0         | 0         |
| Multiracial                      | 0         | 1         |
| Openly LGBTQ                     | 0         | 1         |
| Individuals with Disabilities    | 0         | 0         |
| <b>Total</b>                     | <b>16</b> | <b>10</b> |

Data provided is based on individuals who self-identified.

### NEW PARTNERS PROMOTED\* (2019)

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

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 3        | 5        |
| 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        |
| <b>Total</b>                     | <b>4</b> | <b>5</b> |

Data provided is based on individuals who self-identified.

### NEW EQUITY PARTNERS\* (2019)

\* Whether hired laterally or promoted from within

|                                  | Men       | Women    |
|----------------------------------|-----------|----------|
| White/Caucasian                  | 10        | 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         | 0        |
| Individuals with Disabilities    | 0         | 0        |
| <b>Total</b>                     | <b>10</b> | <b>4</b> |

Data provided is based on individuals who self-identified.

# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Recruitment - Lateral Associates and Partners <sup>2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY</sup>

### 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:

Grayson Allen, Inc., Ryder Smith Legal Search, MBD Search LLC, Mendelsohn Legal, Inc., Audrey Golden Associates Ltd.



# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Retention and Professional Development

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### 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        |
| <b>Total</b>                     | <b>0</b> | <b>0</b> |

Data provided is based on individuals who self-identified

#### 2ND-YEAR ASSOCIATES

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

Data provided is based on individuals who self-identified

#### 3RD-YEAR ASSOCIATES

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

Data provided is based on individuals who self-identified

#### 4TH-YEAR ASSOCIATES

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

Data provided is based on individuals who self-identified

#### 5TH-YEAR ASSOCIATES

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 4        | 3        |
| 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                     | 1        | 0        |
| Individuals with Disabilities    | 0        | 0        |
| <b>Total</b>                     | <b>5</b> | <b>3</b> |

Data provided is based on individuals who self-identified

#### 6TH-YEAR ASSOCIATES

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 0        | 0        |
| 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        |
| <b>Total</b>                     | <b>1</b> | <b>1</b> |

Data provided is based on individuals who self-identified

# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Retention and Professional Development

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### ATTORNEYS WHO LEFT THE FIRM IN 2019

#### 7TH-YEAR ASSOCIATES

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

Data provided is based on individuals who self-identified

#### 8TH-YEAR PLUS ASSOCIATES

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 5        | 8        |
| 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                     | 1        | 1        |
| Individuals with Disabilities    | 0        | 0        |
| <b>Total</b>                     | <b>5</b> | <b>9</b> |

Data provided is based on individuals who self-identified

#### OF COUNSEL

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 5        | 6        |
| 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                      | 0        | 0        |
| Openly LGBTQ                     | 0        | 0        |
| Individuals with Disabilities    | 0        | 0        |
| <b>Total</b>                     | <b>6</b> | <b>8</b> |

Data provided is based on individuals who self-identified

#### NON-EQUITY PARTNERS

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

Data provided is based on individuals who self-identified

#### EQUITY PARTNERS

|                                  | Men       | Women    |
|----------------------------------|-----------|----------|
| White/Caucasian                  | 9         | 3        |
| African-American/Black           | 0         | 0        |
| Hispanic/Latinx                  | 1         | 0        |
| Alaska Native/American Indian    | 0         | 0        |
| Asian                            | 0         | 0        |
| Native Hawaiian/Pacific Islander | 0         | 0        |
| Multiracial                      | 0         | 0        |
| Openly LGBTQ                     | 0         | 0        |
| Individuals with Disabilities    | 0         | 0        |
| <b>Total</b>                     | <b>10</b> | <b>3</b> |

Data provided is based on individuals who self-identified

# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Retention and Professional Development

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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

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

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

Yes

Comments:

Drinker Biddle supports a healthy work-life balance for all attorneys with policies and a culture that allow for flexible schedules and remote work. Our attorneys thrive because the firm promotes flexibility and prioritizes skills-achievement in the advancement of all attorneys. Our Alternative Work Arrangement Policy enables attorneys to work remotely on a routine basis with practice group leader approval. The policy is published on our intranet to ensure that our attorneys are aware of these benefits, and we have provided training on the policy for our managing partners and regional partners in charge to make sure they are aware of its contents. Our Chief Human Resources Officer is charged with ensuring that the policy is implemented consistently and fairly across our offices.

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?

There is no impact. We focus on skills-achievement benchmarks, so that lawyers aren't penalized by working reduced-hour schedules. We have a competency-based development structure, so associates know the necessary skills they need to master as they progress in their careers. Lawyers are still able to work on challenging assignments while working on reduced-hour schedules and are not held back in their development as a result of those schedules.

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

1

# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Retention and Professional Development

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

| PART-TIME ATTORNEYS<br>(2019) | PART-TIME ATTORNEYS |       |       | TOTAL NUMBER OF ATTORNEYS<br>(full and part-time) |
|-------------------------------|---------------------|-------|-------|---|
|                               | Men                 | Women | Total |   |
| Associates                    | 2                   | 10    | 12    | 198   |
| Of counsel                    | 6                   | 22    | 28    | 92  |
| Non-equity partner            | 0                   | 3     | 3     | 92  |
| Equity partner                | 0                   | 1     | 1     | 170   |





# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Management Demographic Profile

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### FIRMWIDE COMMITTEES 2019

#### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 7        | 4        |
| African-American/Black           | 0        | 1        |
| Hispanic/Latinx                  | 0        | 0        |
| Alaska Native/American Indian    | 0        | 0        |
| Asian                            | 0        | 0        |
| Native Hawaiian/Pacific Islander | 0        | 0        |
| Multiracial                      | 0        | 0        |
| Openly LGBTQ                     | 0        | 0        |
| Individuals with Disabilities    | 0        | 0        |
| <b>Total</b>                     | <b>7</b> | <b>5</b> |

Data provided is based on individuals who self-identified.

#### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 4        | 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    | 0        | 0        |
| <b>Total</b>                     | <b>4</b> | <b>3</b> |

Data provided is based on individuals who self-identified.

#### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

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

Data provided is based on individuals who self-identified.

#### 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        |
| <b>Total</b>                     | <b>n/a</b> | <b>n/a</b> |

Data provided is based on individuals who self-identified.

#### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

|                                  | Men      | Women    |
|----------------------------------|----------|----------|
| White/Caucasian                  | 2        | 2        |
| African-American/Black           | 1        | 0        |
| Hispanic/Latinx                  | 2        | 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        |
| <b>Total</b>                     | <b>5</b> | <b>3</b> |

Data provided is based on individuals who self-identified.

# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## Management Demographic Profile

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### OTHER LEADERSHIP ROLES

| Leadership positions (2019)       | U.S. office heads | Practice group/<br>department leaders | Committee leaders |
|-----------------------------------|-------------------|---------------------------------------|-------------------|
| Total number of positions         | 12                | 31                                    | 11                |
| Number of such positions held by: |                   |                                       |                   |
| Minorities                        | 0                 | 4                                     | 0                 |
| Women                             | 4                 | 11                                    | 4                 |
| LGBTQ attorneys                   | 0                 | 0                                     | 0                 |
| Individuals with Disabilities     | 0                 | 0                                     | 0                 |

Data provided is based on individuals who self-identified.

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? 22

Minorities heading offices: [No response]

Women heading offices: Eileen Considine, Albany (2); Abigail Butler, Fort Wayne (29); Kathy Osborn, Indianapolis (205); Dorothy Bolinsky, Princeton (22); Cheryl Orr, San Francisco (15); Maureen Donahue Hardwick, Washington, D.C., (95)

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: Practice Group Leads: Sarah Bassler Millar, Benefits & Executive Compensation (38); Deborah Ellingboe, Business Litigation (270), Cheryl Orr, Labor & Employment (93); Lisa Presser, Private Client (39). Industry Team Leads: Heather Abrigo, Financial Services (234); Breia Schleuss, Food and Agribusiness (207); Mary Devlin Capizzi, Health & Life Sciences (315); Sara ManskePowell, Insurance (134); M. Angela Castille, International (190); Kathleen Murphy, Consumer Products & Retail (222), Zoe Wilhelm, Consumer Products & Retail (222)

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

#### COMMITTEE LEADERS

Minorities heading committees: Maria Lewis, Chair, Diversity & Inclusion Committee (31); David Williams, Co-Vice-Chair, Diversity & Inclusion Committee (31), John Yi, Co-Chair, Associates Committee (34)

Women heading committees: Lynne Anne Anderson, Co-chair, Women's Steering Committee (39); Lauren Barta, Co-Chair, Women's Steering Committee (39); Jennifer R. Breuer, Co-chair, Women's Steering Committee (39); Caryn Glawe, Co-Chair, Hiring Committee (15); Gina Kastel, Co-Chair, Partner Compensation Committee (18); Maria Lewis, Chair, Diversity & Inclusion Committee (31); Yvonne Miller, Chair, Benefits Committee (10); Judy Reich, Co-Chair, Partner Compensation Committee (18); Anne Ricchiuto, Co-Chair, Women's Steering Committee (39); Kelly Tautges, Chair, Pro Bono Committee (15)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

### The Firm Says

We believe that by reflecting the composition and attributes of our clients and communities, we are better equipped to understand their needs and objectives. A key component of our firm's core values is to cultivate an inclusive culture. Our diversity and inclusion initiatives are designed to 1) foster mutual professional and personal respect; 2) create an environment in which individual contributions are valued and where biases based on race, gender, sexual orientation, or any other protected category do not exist; 3) attract the best and brightest legal talent from all backgrounds; and 4) develop, retain, and advance the careers of our talented diverse lawyers.

Our firmwide Diversity and Inclusion Committee is charged with ensuring that our firm reflects the rich diversity of the communities and clients we serve. One of the committee's primary objectives is to recruit, retain, and advance the careers of our talented diverse lawyers. The committee is led by Chief Diversity Officer Maria Lewis as Chair, and is responsible for implementing various programs and processes in the Diversity and Inclusion Strategic Plan, including recruiting, retention, assignment management, and overall lawyer development.

In 2014, the Diversity and Inclusion Committee established the LGBTQ+ Affinity Group. The group's efforts are focused on recruitment, retention, and development of LGBTQ+ attorneys; providing a forum to LGBTQ+ attorneys for guidance, mentoring, and social networking; partnering with clients and prospective clients on initiatives and topics of interest to the LGBTQ+ community; promoting awareness within the firm about issues of interest to LGBTQ+ employees; and serving as a point of contact between the firm and the LGBTQ+ community at large, including coordinating pro bono opportunities and speaking events. The firm received a score of 95 out of 100 on the 2018 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to LGBTQ workplace equality, conducted by the Human Rights Campaign Foundation.

#### Signatories to Mansfield Rule 3.0

This groundbreaking national initiative aims to boost the representation of women, attorneys of color, LGBTQ+ and lawyers with disabilities in law firm hiring and leadership by broadening the pool of candidates. The rule requires that at least 30 percent of the candidate pool for promotions, senior-level hiring, and significant leadership roles in the firm comprises diverse lawyers.

#### Firmwide Mandatory Implicit/Unconscious Bias Training

With the assistance of an external D&I consultant and the firm's Chief Diversity Officer, all lawyers and staff participated in small-group training sessions to help us understand the detrimental effects of bias in the workplace and engage in discussions to create a more inclusive work environment.

#### Pilot Sponsorship Program

A year-long program where 10 sponsors (senior level, influential partners) are paired with 10 protégés (diverse associates and junior partners) to provide opportunities for diverse lawyers to excel by exposing them to significant work opportunities and key firm personnel, developing various skill sets that are necessary for a successful legal career, and integrating them fully into the firm. Among the highlights of the program, sponsors are required to (1) foster new relationships with at least two partners within the protégé's practice group, two partners outside of the protégé's practice group, and two existing firm clients; (2) provide career advice to include time management, networking, and client management skills; (3) create opportunities for the protégé to participate in at least one client pitch; (4) promote the protégé's advancement through the firm; and (5) assist in creating external speaking and writing opportunities for the protégé. We plan to expand the program to engage more diverse and women attorneys.

#### Diversity and Inclusion Summits, Seminars and Retreats

Visibility for our diverse attorneys is an important component for success. To this end, diverse attorneys in our Chicago and Philadelphia offices developed, hosted, and participated as panelists and moderators in half-day programs that highlighted our diverse attorneys' legal talent and explored diversity and inclusion challenges in the legal profession. These D&I summits/ CLE seminars were well attended by clients, prospective clients, and leaders in the legal industry. We are expanding to other offices in 2020. In April 2019, our diverse attorneys and firm leaders gathered in Washington, D.C. to participate in Drinker Biddle's Ninth Annual Diverse Lawyers Retreat.

#### Partnering with Practice Groups

Our firmwide D&I Committee is partnering with our Professional Development team to assist our practice groups in identifying ways to improve the quantity and quality of the work for our diverse associates and to expose them to client development opportunities. We closely track our census numbers by office, practice group, and position on a monthly basis.

The firm's CEO and CDO, along with the Professional Development team, review monthly the billable hours of diverse attorneys to ensure they are receiving the appropriate quantity and quality of work and connect with Practice Group Leaders to assist in adjusting work arrangements as needed.

#### Diverse 1L Summer Internship Program

Our Chicago diverse associates developed a 1L summer internship pilot program for diverse law students from law schools that ordinarily would not be considered in our 2L summer program. This internship program is intended to develop inclusion of traditionally underrepresented law students in the legal market and increase the number of diverse candidates for the practice of law. We implemented this program fully in our Chicago and Washington, D.C. offices in 2019. We already have 1L diversity summer programs in place in our Philadelphia and Florham Park offices.

#### Diversity & Inclusion (D&I) Fellowship Program

Accompanied by a monetary award, this program underscores our commitment to recruit, develop, and retain talented lawyers who will contribute to diversity and inclusion within Drinker Biddle and to the creation of a more inclusive legal profession. Annually, D&I Fellows are selected from a pool of applicants who have completed 2L summer employment at Drinker and will join Drinker the following year for full-time employment.

Women at Drinker Biddle rise through the ranks because of their talent and the firm's steadfast commitment to creating an environment that gives everyone the opportunity to grow as attorneys, professionals, and leaders. At the heart of this effort is the Women's Leadership Committee (WLC), with its mission to attract, retain, and advance women at Drinker Biddle.

The Women's Leadership Committee operates on a national level with representatives from each office, which allows for increased connection and mentoring across the firm. The office representatives serve as mentors for the women in each office and they organize regular opportunities for informal mentoring circle events where women come together to learn and support each other.



# Drinker Biddle & Reath (As of Feb. 1, 2020 Faegre Drinker Biddle & Reath)

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

The new Lateral Integration Partner in 2019, Jim Lundy, prioritized milestones for women partners entering the firm. Within 30 days, these new partners engage in dialogue with a member of the Women's Leadership Committee to ensure they take full advantage of the firm's onboarding program, including access to an integration mentor, external business development planning, involvement on firm committees and a viable path to equity partnership.

In 2019, our new partner class comprised five women and four men, who arrived at their partnerships by different paths and took advantage of the firm's enlightened leave policies, which our Women's Leadership Committee had a voice in shaping. Eight of the nine new partners were parents, six of whom became first-time parents while at Drinker Biddle. Seven of the eight took family leave to spend time with their children and four took advantage of the firm's part-time work policies. We offer a full 12 weeks of paid leave following a birth, adoption or foster placement. Lawyers who give birth are eligible for an additional six to eight weeks of paid leave under the firm's short-term disability policy at any time in the first six months to provide even more flexibility.

Of the 41 lawyers promoted to partner at Drinker Biddle over the past five years, 46% percent were women, and in three of the past five years, more than 50% of newly promoted partners were women.

Drinker Biddle's Women's Leadership Committee, responsible for spearheading initiatives aimed at empowering and advancing women attorneys, looked to research among other avenues to guide its efforts. Using evidence-based criteria, Courtney Wylie, lawyer and expert on the psychology of lawyer well-being and leadership, delivered on-going trainings on "emotional intelligence" skills and how they help shape lawyers' leadership ability.

Led by partners Jennifer Breuer and Lynne Anderson, the committee conceived and hosted programs in 2019 that again were grounded in established research on women's professional advancement.

Drinker Biddle was named to Working Mother magazine's 60 Best Law Firms for Women for the seventh year in a row. We are recognized for our outstanding career and business development initiatives and family-friendly policies, both of which support our goal to retain and promote women to positions of leadership.

The Women's Leadership Committee works hand-in-hand with executive leadership and management to suggest, review, and adopt policies that support the retention and growth of women such as flexible work arrangements, ramp up and ramp down policies for leave, transparent compensation and bonus policies, etc.

