

Mintz, Levin, Cohn, Ferris, Glovsky & Popeo, P.C.

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Boston, MA; Los Angeles, CA; New York, NY; San Diego, CA; San Francisco, CA; Washington, D.C.; London, England

DIVERSITY LEADERSHIP

Head(s) of Firm: Robert Bodian, Managing Member

Diversity team leader(s): Tyrone Thomas, Member (Chair, Diversity Committee)

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	522	523
U.S. offices only	521	522

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	90	74
African-American/Black	2	6
Hispanic/Latinx	6	5
Alaska Native/American Indian	0	0
Asian	8	17
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	5
Openly LGBTQ	3	3
Individuals with Disabilities	n/a	n/a
Total	108	107

SUMMER ASSOCIATES (2019)

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

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	113	28
African-American/Black	0	1
Hispanic/Latinx	6	0
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	3
Individuals with Disabilities	n/a	n/a
Total	120	32

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	70	22
African-American/Black	5	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	2
Individuals with Disabilities	n/a	n/a
Total	76	30

OF COUNSEL (2019)

	Men	Women
White/Caucasian	21	22
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
Total	22	27

NEW HIRES (2019)

	Men	Women
White/Caucasian	35	18
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	3
Openly LGBTQ	2	1
Individuals with Disabilities	n/a	n/a
Total	39	28

Strategic Plan and Diversity Leadership

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

Diversity is an integral part of the Firm's strategic plan, with a focus on recruitment, leadership growth and business development. The Chair of the Diversity Committee provides an annual briefing to the Firm's Policy Committee (the equivalent of an executive committee) of the Firm's diversity progress at the beginning of each fiscal year. The membership (partnership) of the Firm is then provided a summary diversity briefing at its annual Member's Retreat. Information on Mintz's commitment to diversity is posted prominently on both our internal and external websites (<https://www.mintz.com/about-us/diversity>). Our commitment to diversity is driven by our diversity Mission Statement: "To understand and value diversity in our Firm and clients and to integrate diversity into our vision, culture, business, mission, policies and practices." Extensive materials on the Firm's Core Values and Diversity are provided to each new employee, and the importance of diversity at the Firm is discussed during new employee orientation. All employees also are required to attend training on our Non-Discrimination and Non-Harassment policy. The Firm's Managing Member also regularly communicates with the Firm regarding diversity issues. In addition, the Diversity Committee periodically issues a newsletter to all Firm personnel highlighting various Diversity initiatives and activities in the Firm, as well as the firm's involvement promoting diversity in the legal profession generally. In 2018, the Firm rolled out a Firm-wide mandatory Unconscious Bias Training for all attorneys and staff that provided an overview of implicit bias, including the scientific background regarding certain adverse effects that may occur in decision making as a result of potential biases. The Firm has continued to work with our consultant to develop targeted trainings to address those areas that are often affected by unconscious biases including Inclusive Leadership Training mandated for firm leadership.

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

Tyrone Thomas, Member (Chair, Diversity 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: 14

Total hours spent on diversity: 482

Comments: In addition to Members and Associates, the Committee includes other Firm personnel critical for the establishment, administration and adherence to important Firm policies and diversity initiatives, such as the Manager of Attorney Development and Diversity, Director of Human Resources, Director of Legal Recruitment, Business Development Manager, and a rotation of Practice Group Managers from the Firm's largest practice groups. Their hours are not reflected in the hours reflected above.

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.

As noted above, the Chair of the Diversity Committee provides a comprehensive update annually to the Policy Committee on diversity progress. As part of the Firm's annual strategic plan, it notes areas to be targeted for emphasis for diversity growth in recruiting. The Chair of Diversity also tracks the Firm's diversity sponsorships to assess the effectiveness of such partnerships in the targeted growth of the Firm's diversity profile, client relationships with diverse populations and relationships with affinity bar associations.

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?

The Firm has undertaken a formal diversity program, comprised of a set of initiatives that are strategized with the input of the Firm's Policy Committee (the Firm's management committee).

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?

In addition to the above-referenced quarterly reports to the Firm's Policy Committee, the Chair of the Diversity Committee delivers a comprehensive annual report to the Policy Committee summarizing progress with respect to the Firm's diversity initiatives.

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	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	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		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	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
			Other (please specify): Attracting and retaining diverse attorneys and staff continues to be a priority for Mintz. The Firm demonstrates this priority through the implementation of two of its key diversity initiatives, MIATTY and the Sponsor and Retention Program. MIATTY is the Firm's internal affinity group for attorneys of color. MIATTY meets on a periodic basis to consider day-to-day issues affecting diversity and conducts a full-day annual meeting for all attorneys of color of the Firm. The primary objectives of the annual meeting are: (1) to provide MIATTY members an opportunity to network internally to gain a more complete understanding of the various professional backgrounds of Mintz attorneys and externally with outside counsel who have committed to enhancing diversity in the legal profession; and (2) to carry out a formal agenda designed to discuss and facilitate professional development for attorneys of color. The Steering Committee of MIATTY provides recommendations to the Chair of the Diversity Committee, which are integrated into the overall diversity strategic plan evaluated by the Firm Policy Committee. In addition, the Firm has a robust, voluntary Sponsor and Retention Program, which identifies Members of influence and pairs them with attorneys and patent agents of color for one-on-one mentoring, networking, introductions, and facilitation of work opportunities. Although the Program has mentoring components, it is intended to foster a much more tailored and individualized relationship that encourages the Sponsor to take on responsibility for promoting the Sponsee within the Firm and creating career success.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
	X		Focus on strengthening firm's mentoring program for women
	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
			Other (please specify): Our Women's Initiative's mission is to "recruit, retain, promote and support our women attorneys," and seeks to "strengthen and enhance the professional development of women attorneys, foster relationships among the women attorneys across Firm offices and practice groups, and maintain an environment at Mintz that continues to allow women attorneys to succeed through Firm-driven policies and practices." We offer frequent programming on topics relevant to women and hold lunch group meetings for women attorneys, the purpose of which is to facilitate periodic informal meetings of women lawyers and to provide a forum for discussing women's issues. In addition to the frequent internal programming, the Women's Initiative has hosted events for our women attorneys, clients, referral sources and potential clients. Additionally, our Women's Associate Subcommittee meets quarterly to address areas of interest for our women associates and to assist in our pipeline of growth for gender diversity. In 2019, our Women's Initiative teamed up with MLPD, Mintz's Professional Development Team, to launch a series of training programs focused on professional development identified as of particular interest by women attorneys at the Firm. This program is designed to build on the strength of Mintz's established training programs and to focus on some specific challenges identified as having gender concerns for our rising women attorneys.



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)
			Other (please specify): We are committed to the equal treatment of employees and clients irrespective of their sexual orientation or gender identity and expression. We have had a long active Mintz Pride affinity group that meets regularly. In 1993, a decade before it was mandated by legislative change, Mintz became one of the first firms in Massachusetts to adopt health benefits for same-sex partners.



Law Firm Diversity Initiatives

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: University of Pennsylvania Law School; Harvard Law School; Columbia Law School

Other private law schools: Boston University School of Law; Boston College Law School; Northeastern University School of Law; Suffolk University Law School; New York University School of Law; Georgetown University Law Center

Public state law schools: University of California Los Angeles School of Law; University of California Berkeley School of Law

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

Diversity job fairs: Boston Lawyers Group Job Fair; Lavendar Law Job Fair; Northeast BLSA 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?

Throughout the year, Mintz hosts and attends a variety of programs for 1Ls, including but not limited to: networking events and receptions, panel events, lunch and learns, conferences, and mock interviews. Each recruiting cycle, Mintz hosts a large event targeted at Boston-area 1L students at our office in the heart of Boston's financial district where students can see our space and meet our people.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

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

OFFERS MADE* (2019)

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

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

OFFERS ACCEPTED* (2019)

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

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

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	22	12
African-American/Black	0	1
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	3
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	26	20

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	n/a	n/a
Total	3	0

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	8	0
African-American/Black	0	1
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	n/a	n/a
Total	8	3

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	7	3
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	n/a	n/a
Total	7	4

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	11	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	11	0

Recruitment - Lateral Associates and Partners

What activities does the firm undertake to attract diverse attorneys?

- Partner programs with women, minority, LGBTQ or disability-focused bar associations
- Participate at diversity job fairs
- Attend events at diversity legal organizations
- Seek referrals from other attorneys
- Utilize online job services (e.g., MCCA Job Bank)
- Hire recruiting professional who specializes in identifying diverse candidates
- Firm is Mansfield Rule certified
- If the firm is not Mansfield Rule certified, does it plan to be certified?
- Other (please specify)

Do you use executive recruiting/search firms to seek to identify new diversity hires (partners or associates)?

Yes

If yes, are any of these executive recruiting/search firms women and/or minority-owned?

Yes

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

Corraro Miller Wiesenthal Legal Search; Kramer Jacobs Search; Marina Sirras & Associates LLC; New England Legal Search; SJL Attorney Search



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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	n/a	n/a
Total	0	3

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	3	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	n/a	n/a
Total	3	2

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	4
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	n/a	n/a
Total	0	5

4TH-YEAR ASSOCIATES

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

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	4	1

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-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	1
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	0	1

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	4	3
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	n/a	n/a
Total	4	4

OF COUNSEL

	Men	Women
White/Caucasian	4	4
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	0
Individuals with Disabilities	n/a	n/a
Total	4	5

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

	Men	Women
White/Caucasian	3	0
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	4	0

Retention and Professional Development

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

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

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

Yes

Comments:

Flexible Work Arrangement schedules are available to our attorneys to support their professional development and professional well-being. Flexible Work Arrangement schedules are individually tailored to meet the needs of the attorney. A Flexible Work Arrangement may include working reduced hours, working remotely, working a compressed schedule, or another arrangement.

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?

Non-Member attorneys utilizing the Flexible Work Arrangement Program continue to be eligible for membership consideration.

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

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Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	2	9	11	215
Of counsel	1	6	7	49
Non-equity partner	1	1	2	106
Equity partner	0	2	2	152



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	10	3
African-American/Black	1	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	0	0
Individuals with Disabilities	n/a	n/a
Total	12	4

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	12	7
African-American/Black	2	2
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	1
Individuals with Disabilities	n/a	n/a
Total	15	12

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	15	6
African-American/Black	1	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	0	0
Individuals with Disabilities	n/a	n/a
Total	17	7

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

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

The Firm does not have a formal all-associates evaluation committee as this is conducted on a section by section basis under the supervision of the Section Manager with the input of the evaluating Members who worked on a substantive level with the respective associate. For information on the composition of the committee with responsibility for evaluation of associates to Member, please see the information above noted for the executive committee.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	4
African-American/Black	1	2
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	6	8

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	6	17	9
Number of such positions held by:			
Minorities	1	1	1
Women	1	5	2
LGBTQ attorneys	0	0	0
Individuals with Disabilities	n/a	n/a	n/a

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

U.S. OFFICE HEADS

How many offices does your firm have in the United States? 6

Minorities heading offices: Joshua Briones, Los Angeles (12)

Women heading offices: Susan Berson, Washington, D.C. (54)

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Fred Hernandez, Intellectual Property (Patent Prosecution)(48)

Women heading practices: Susan Berson, Communications, Health, ML Strategies & Antitrust (57); Tara Corvo, Communications (13); Karen Lovitch, Health (36); Jennifer Kiely, Real Estate (30); Meghan Burke, Public Finance (14)

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Tyrone Thomas, Diversity Committee (14)

Women heading committees: Susan Finegan, Pro Bono Committee (16); Megan Gates, Trading Review Committee (4); Megan Gates, Well-Being Committee (6)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

Mintz's commitment to inclusion is driven by its diversity mission: "To fully understand and value diversity in its employees, clients and other constituencies, and to integrate this appreciation into the firm's values, vision, mission, business, operations, culture, policies and practices." We adhere to a strict policy of equal opportunity, and value and foster diversity in our employees. For us, a commitment to diversity is not limited to quantitative goals, but being guided by a core value to promote a culture that is truly inclusive of differences at all levels. We are committed to the equal treatment of and an inclusive culture for employees and clients irrespective of their sexual orientation or gender identity and expression. The Firm is a proud supporter of the objectives of ABA Resolution 113.

The Diversity Committee is responsible for developing and facilitating the firm's strategic diversity plans and programs in partnership with Firm management. Meeting bi-monthly and including attorneys and professionals from several of our offices, practice groups and affinity groups, the Diversity Committee weaves our mission into the Firm's strategic plan by formulating and adopting policies that support the successful recruitment, mentoring, retention and promotion of diverse attorneys, including women, LGBTQ, and attorneys of color. As a Firm, we consider diversity to be an all-reaching initiative and not simply a personnel concern; this brings a number of the Firm's strategic priorities together — client engagement, alumni relations, community outreach with diverse entities, business development strategies, etc. The Firm recognizes the importance of advancing diversity and inclusion both within the Firm and in the legal profession and non-member attorneys are provided creditable hours for time spent advancing these efforts.

The Manager of Attorney Development and Diversity works in collaboration with the Diversity Committee and Mintz's affinity groups to advance our diversity and inclusion efforts. MIATTY, Mintz's affinity group for attorneys of color, strives to strengthen diversity and inclusion within the Firm. Mintz Pride provides opportunities for mutual support, sharing concerns, and informal mentoring for the Firm's LGBTQ constituents. The Women's Initiative sponsors numerous social, professional, and networking programs aimed at supporting and enriching the lives of our women attorneys. The Firm's Attorney Family Network offers both social and developmental programming to support attorneys as they juggle the demands of work and family. The Network hosts quarterly "Lunch and Learns" on topics of interest for families, such as the basics of estate planning, caring for aging parents, and saving for education.

The Sponsor & Retention Program identifies firm Members (the firm's equivalent for "Partner") of influence and pairs them with Associates of color for one-on-one mentoring, networking, introductions, and the facilitation of work opportunities. The program fosters tailored and individualized relationships that encourage the Sponsor to take on responsibility for promoting the Sponsee within the firm and creating career success.

Mintz has a long history of supporting Flexible Work Arrangements designed to help employees balance work with family and other interests. Our Flexible Work Arrangement policy enables attorneys to work modified schedules to accommodate family and other needs while remaining on a membership track.

Mintz provides business development training to support the success of rising partners. In addition to internal leadership training, we also participate in external leadership programs. Mintz is a member of Leadership Council on Legal Diversity (LCLD), an organization of more than 275 corporate chief legal officers and law firm managing partners who have dedicated themselves to a more diverse legal profession. As a member of LCLD, Mintz participates in the LCLD Fellows and Pathfinder Programs, which are year-long professional development series focused on leadership and relationship building for attorneys identified as a high-potential attorney by their respective firm or company. Each year, the Firm also participates in the Greater Boston Chamber of Commerce Women's Leadership Program, the premier leadership program for Greater Boston's next generation of women business leaders.

Mintz is proud to once again serve as the Diversity and Inclusion Sponsor of the Association of Corporate Counsel — Northeast Region. In addition, the Firm has signed onto a three year commitment with the Corporate Counsel Women of Color, a not-for-profit organization formed "to provide a support network to in-house women of color and to facilitate networking around the nation and abroad, promote career advancement and the success of in-house women of color, and promote all aspects of global diversity in the legal profession and workplace."

Mintz is also proud to be among the first San Diego employers to sign on to the Workplace Equity & Civility Initiative Commitment. This collaborative effort seeks to foster equity and create positive workplaces in the San Diego region and beyond through the adoption of a written commitment and training for employees regarding civility in the workplace and bystander empowerment. In collaboration with the National Center for Conflict Resolution, Mintz hosted Bystander Challenge training for San Diego employees in the Fall of 2019 to support its commitment.

The Richard Mintz Summer Associate Diversity Scholarship is awarded to two rising third year law students from a diverse background and provides \$20,000 toward each student's tuition for the third year of law school as well as a paid summer position between the students' second and third years of law school. In addition, each year, the Boston office participates in the Boston Law Group 1L Summer Diversity Clerkship Program. The Firm also supports the Foundation for the Advancement of Diversity in IP Law's (formerly known as the American Intellectual Property Law Education Foundation) minority student scholarship fund.

The Firm continues to be recognized for its leadership in the areas of diversity and inclusion. Mintz exceeds its NALP peer averages at the Member level for each of the various components of diversity — whether by gender, by race, or by sexual orientation. At the Associate level, over 50% of Mintz Associates are women and 24% are attorneys of color. Since 2008, Mintz has received a top rating of 100% on the Corporate Equality Index issued by the Human Rights Campaign Foundation, the largest LGBTQ advocacy organization. In addition, in 2018 and 2019 the Firm was named a Working Mother Best Law Firm for Women and was certified by the Women in Law Empowerment Forum as a Gold Standard Firm, indicating that women represent a meaningful percentage of the Firm's equity partners, high-level leadership positions, governance, and compensation committee members, and highly compensated partner-level attorneys. Mintz has also been recognized as a Best Law Firm for Minority Attorneys by Law360.

Mintz remains committed to its diversity and inclusion efforts, both within our Firm and in the greater legal community. In conclusion, at Mintz we focus on valuing each other as people and colleagues and we do this simply because it is the right thing to do. In addition, our commitment to diversity and inclusion within the legal community is unwavering and that is why we are considered to be a leader in diversity and inclusion by our clients and the community.