

Bracewell LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Houston (Headquarters), Austin, Connecticut, Dallas, Dubai, London, New York, San Antonio, Seattle, Washington, DC

DIVERSITY LEADERSHIP

Head(s) of Firm: Gregory M. Bopp, Managing Partner

Diversity team leader(s): Yvonne Ho, Partner and Chair, Diversity & Inclusion Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	346	352
U.S. offices only	313	322

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	43	43
African-American/Black	3	2
Hispanic/Latinx	2	6
Alaska Native/American Indian	0	1
Asian	5	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	2
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	55	56

Note: Firm does not formally track data for individuals with disabilities.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	71	17
African-American/Black	1	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	74	19

Note: Firm does not formally track data for individuals with disabilities.

OF COUNSEL (2019)

	Men	Women
White/Caucasian	31	19
African-American/Black	0	1
Hispanic/Latinx	2	1
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	34	21

Note: Firm does not formally track data for individuals with disabilities.

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	13	18
African-American/Black	3	2
Hispanic/Latinx	3	2
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	n/a	n/a
Total	20	22

Note: Firm does not formally track data for individuals with disabilities.

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	41	15
African-American/Black	3	0
Hispanic/Latinx	2	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	47	16

Note: Firm does not formally track data for individuals with disabilities.

NEW HIRES (2019)

	Men	Women
White/Caucasian	18	12
African-American/Black	2	2
Hispanic/Latinx	0	4
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	2	2
Individuals with Disabilities	n/a	n/a
Total	21	21

Note: Firm does not formally track data for individuals with disabilities.

Strategic Plan and Diversity Leadership

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

Our Diversity & Inclusion Committee provides regular updates about diversity programming at weekly firm-wide meetings and the annual partners retreat, as well as through internal newsletters, social and digital media. As part of their orientation, new lawyers receive an introduction to the "One Bracewell" culture and diversity and inclusion initiatives.

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

Jennifer Queen, Chief Talent Officer

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?

No

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: 19

Total hours spent on diversity: [No response]

Comments: We do not formally track hours but estimate that collectively, committee members annually devote 1,000 to 1,500 hours working on diversity and inclusion initiatives.

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 firm has a strategic action plan with a defined set of diversity goals and objectives.

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

Yes

If yes, is it formal or informal?

Formal

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

Monthly

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

The Diversity & Inclusion Committee reports to the firm's management committee on the progress against the goals identified in the annual diversity plan. In addition, the firm's Chief Talent Officer reviews diversity headcount reports with the managing partner on a monthly basis.

Is your firm minority-owned or women-owned?

No



Law Firm Diversity Initiatives

INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
	X		Conduct firmwide mandatory diversity training for all attorneys and staff annually
	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
	X		Focus on strengthening firm's mentoring program
	X		Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
	X		Support law firm's internal affinity networks
	X		Hire a director of diversity or other full-time professional to implement the firm's diversity program
	X		Coordinate or work with clients on diversity issues
	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

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

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

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



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

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

INITIATIVES SPECIFICALLY FOR ATTORNEYS WITH DISABILITIES

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



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



Pipeline Initiatives

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

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

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

Bracewell is a continued supporter of the University of Houston Law Center's Pre-Law Pipeline Program, designed to increase the diversity of law school applicants by providing preparatory resources to undergraduate students who are first generation, low income, or members of groups underrepresented in the legal professional with a genuine interest in pursuing a career in law.

We are proud to host two interns from the UHLC Pre-Law Pipeline Program in our Houston office from the PLUS (freshman/sophomore undergraduate students) and BRIDGE (summer before 1L year) study tracks. Bracewell is committed to equipping our future leaders in the legal community with the personal and professional tools needed for success through our partnership with UHLC.

Bracewell also participates in the Thurgood Marshall Summer Law Internship Program through the NYC Bar Association's Office for Diversity & Inclusion. Through this program, diverse high school students attend weekly career training sessions while working with legal professionals.



Recruitment - New Associates

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

Ivy League law schools: Columbia

Other private law schools: Baylor, Duke, Fordham, George Washington, NYU, Southern Methodist University, South Texas College of Law, Vanderbilt, Northwestern, Georgetown

Public state law schools: University of Texas, University of Virginia, University of Houston, University of Michigan

Law schools of Historically Black Colleges and Universities (HBCUs): Thurgood Marshall School of Law, Howard

Diversity job fairs: Southeastern Minority Job Fair (SEMJF), Sunbelt Diversity Recruitment Program, SWBLSA

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?

Bracewell actively recruits candidates with a demonstrated interest in supporting historically underrepresented groups in the legal profession as part of its efforts to foster an inclusive workplace. It is with this in mind that the firm offers up to two merit-based fellowships to first-year law students who are particularly committed to diversity and inclusion. Successful applicants to the program will receive up to a \$15,000 award as well as a paid summer associate position in our Houston office. The amount of \$7,500 will be paid in the first paycheck as a first-year summer associate. An additional \$7,500 is contingent upon receiving and accepting an offer to return to the firm as a second-year summer associate, to be paid at the completion of the second summer clerkship.

Bracewell annually partners with Houston Bar Association's Minority Opportunities in the Legal Profession (MOILP) to help place talented 1Ls at local law firms. Participating schools include the University of Houston Law Center, South Texas College of Law and the Thurgood Marshall School of Law.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	5	13
African-American/Black	2	2
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	9	17

Note: Firm does not formally track data for individuals with disabilities.

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	5	10
African-American/Black	2	2
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	9	14

Note: Firm does not formally track data for individuals with disabilities.

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	5	12
African-American/Black	2	2
Hispanic/Latinx	2	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	9	16

Note: Firm does not formally track data for individuals with disabilities.

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	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	0	1

Note: Firm does not formally track data for individuals with disabilities.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

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

Note: Firm does not formally track data for individuals with disabilities.

LATERAL OF COUNSEL HIRES (2019)

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

Note: Firm does not formally track data for individuals with disabilities.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

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

Note: Firm does not formally track data for individuals with disabilities.

NEW PARTNERS PROMOTED* (2019)

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

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

Note: Firm does not formally track data for individuals with disabilities.

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	8	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	8	1

Note: Firm does not formally track data for individuals with disabilities.

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:

Audrey Golden Associates, CMW Search



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

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

Note: Firm does not formally track data for individuals with disabilities.

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	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	1	0
Individuals with Disabilities	n/a	n/a
Total	1	0

Note: Firm does not formally track data for individuals with disabilities.

3RD-YEAR ASSOCIATES

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

Note: Firm does not formally track data for individuals with disabilities.

4TH-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	1	0
Individuals with Disabilities	n/a	n/a
Total	3	1

Note: Firm does not formally track data for individuals with disabilities.

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	6	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	1
Openly LGBTQ	2	0
Individuals with Disabilities	n/a	n/a
Total	6	2

Note: Firm does not formally track data for individuals with disabilities.

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	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	3	0

Note: Firm does not formally track data for individuals with disabilities.

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	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	0	0

Note: Firm does not formally track data for individuals with disabilities.

8TH-YEAR PLUS ASSOCIATES

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

Note: Firm does not formally track data for individuals with disabilities.

OF COUNSEL

	Men	Women
White/Caucasian	8	5
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	9	6

These figures include attorneys who have retired. Note: Firm does not formally track data for individuals with disabilities.

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	3	2
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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	5	2

Note: Firm does not formally track data for individuals with disabilities.

EQUITY PARTNERS

	Men	Women
White/Caucasian	9	4
African-American/Black	2	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	12	4

Note: Firm does not formally track data for individuals with disabilities.

Retention and Professional Development

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

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

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

Yes

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

There are numerous examples of lawyers who have been prompted to partner while or after working a part-time schedule. We also have partners, both male and female, who have made arrangements to work on a part-time basis. Each request is handled on a case-by-case basis.

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

[No response]

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	4	4	111
Of counsel	3	3	6	55
Non-equity partner	0	0	0	63
Equity partner	0	0	0	93



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	6	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	6	1

Note: Firm does not formally track data for individuals with disabilities.

HIRING COMMITTEE*

* Attorneys on Hiring 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

We do not have a formal hiring committee. Instead, each office has a hiring partner who coordinates local recruiting efforts.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	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	6	1

Note: Firm does not formally track data for individuals with disabilities.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

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

Note: Firm does not formally track data for individuals with disabilities.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	6	6
African-American/Black	3	0
Hispanic/Latinx	0	0
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	11	8

Note: Firm does not formally track data for individuals with disabilities.

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	8	18	21
Number of such positions held by:			
Minorities	1	1	1
Women	1	8	6
LGBTQ attorneys	0	1	0
Individuals with Disabilities	n/a	n/a	n/a

Note: Firm does not formally track data for individuals with disabilities.

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? 8

Minorities heading offices: Victoria Garcia, San Antonio (12)

Women heading offices: Victoria Garcia, San Antonio (12)

LGBTQ attorneys heading offices: None

Individuals with Disabilities heading offices: Note: Firm does not formally track data for individuals with disabilities.

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Brad Chin, IP Practice

Women heading practices: Constance Rhebergen, Technology/IP Section; Dee Martin, Government Section; Cathy McCarthy, Energy Regulatory Department; Heather Brown, Finance Department; Elizabeth McGinley, Tax Department; Becky Baker, Labor Department; Deanna King, Energy Trial Practice

LGBTQ attorneys heading practices: Scott Segal, Government Section

Individuals with Disabilities heading practices: Note: Firm does not formally track data for individuals with disabilities.

COMMITTEE LEADERS

Minorities heading committees: Yvonne Ho, Diversity & Inclusion Committee

Women heading committees: Yvonne Ho, Diversity & Inclusion Committee; Julie Wells, Security Committee; Constance Rhebergen, Technology Committee; Rachel Goldman, Pro Bono Committee; Rebecca Keep, Women's Network

LGBTQ attorneys heading committees: None

Individuals with Disabilities heading committees: Note: Firm does not formally track data for individuals with disabilities.



The Firm Says

Bracewell continuously champions diversity and inclusion, both within the firm and the legal community. Our shared diversity makes us stronger as a firm, giving us different perspectives that allow us to see the world more completely and better serve the needs of our clients.

CAMPUS OUTREACH: Bracewell sponsors various organizations and participates in mock-interviews and other programs at law schools throughout the country, including Columbia Law School, Duke University School of Law, Fordham University School of Law, The George Washington University Law School, NYU School of Law, SMU Dedman School of Law, University of Houston Law Center, University of Texas School of Law and University of Virginia School of Law.

INTERNSHIPS: We participate in summer internship programs committed to increasing diversity. In 2019, our New York office sponsored an intern through the NYC Bar Office for Diversity & Inclusion's Summer Law Internship Program. In Houston, we sponsored two interns through the University of Houston Law Center Pre-Law Pipeline Program.

MENTORING: We offer formal mentoring to all lateral and entry-level attorneys. This program helps new lawyers integrate into Bracewell's culture and develop the relationships necessary to advance in their careers.

Bracewell also is a founding sponsor of the award-winning Minute Mentoring® program. Akin to speed dating, Minute Mentoring® is a fast-paced mentoring session for women leaders and young women rising stars. Our ongoing support and involvement has helped Minute Mentoring® reach thousands of women - and men - at events in Bracewell offices and other locations.

PROFESSIONAL DEVELOPMENT: We offer a comprehensive training program that provides a solid foundation of legal skills and substantive knowledge. For our women and diverse associates, these formal training programs are complemented by a range of networking, sponsorship and mentoring opportunities. We also make every effort to ensure that women and diverse associates have the opportunity to hold leadership roles on client teams and participating on firm committees.

CLIENT RELATIONS: We actively support the business development efforts of diverse and women lawyers by creating opportunities to develop networks and alliances - internally through social gatherings and networking lunches and externally through partnerships with bar associations, professional organizations and clients.

In 2019, for example, we once again partnered with Wells Fargo to produce "She Leads: Women Shaping Energy," a program focused on women leadership in energy.

Bracewell also has long been involved in the Women's Energy Network and Women in Public Finance, among other organizations.

DIVERSITY TRAININGS: Throughout the year, we provide training programs aimed at promoting a more diverse and inclusive workplace. In April 2019, for example, the New York office hosted a firm-wide program on unconscious bias presented by Arin Reeves, president of Nextions Consulting. In February, we partnered with the Diversity & Flexibility Alliance on a program about leadership in a multigenerational workplace.

DIVERSITY PROGRAMMING: We regularly sponsor educational programs focused on diversity and inclusion. As part of Asian American Heritage Month, for example, the Houston office sponsored the Asian American Bar Association of Houston's special screening of "And Then They Came for Us."

SUPPORT FOR WORKING PARENTS: We help lawyers balance personal and professional obligations by offering leaves of absence, paid and unpaid sabbaticals, and reduced hours schedules. We also offer career flexibility to working parents, including the option to temporarily step away from practicing law.

Bracewell further supports working parents through a gender-neutral and fully paid leave policy that offers up to 12 weeks to primary caregivers following the birth, adoption or foster placement of a child. To facilitate the return to full-time practice by lawyers who also serve as primary caregivers, we offer an additional six weeks of paid leave.

Through Bright Horizons, we provide back-up child, adult and elder care.

We also provide business-travel childcare reimbursement and allow lawyers to travel with their children on business trips.

COMMUNITY INVOLVEMENT: As part of our longstanding history of community involvement, we annually hold a firm-wide day of service to honor the legacy of Dr. Martin Luther King, Jr. 2019 highlights included a professional development training for members of Cavalry Women, a nonprofit in Washington DC that helps homeless women improve their lives; and Dallas Afterschool, a program that helps students develop STEM learning skills.

INSTITUTIONAL PARTNERSHIPS AND SPONSORSHIPS: We partner with bar associations on diversity and inclusion initiatives. As part of our long involvement with the Houston Bar Association, for example, our lawyers serve on the Minority Opportunities in the Legal Profession and Gender Fairness Committees.

In addition, we sponsor organizations that share our diversity commitment, such as Asian American Bar Association of Houston, Dallas Bar Foundation Sarah T. Hughes Diversity Scholarship Banquet, Hispanic Bar Association of Houston, Lambda Legal, Leadership Council on Legal Diversity, LGBT Bar Association of New York LeGal Foundation, NYC Bar Office for Diversity & Inclusion, Outlaws, South Asian Bar Association and Texas Diversity Council.

