

Foley Hoag LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Boston, MA; New York, NY; Washington, DC; Paris, France

DIVERSITY LEADERSHIP

Head(s) of Firm: Jeffrey Collins and Kenneth Leonetti, Co-Managing Partners

Diversity team leader(s): Rosa J Nunez, Director of Diversity & Inclusion

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	281	284
U.S. offices only	263	265

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	51	40
African-American/Black	2	1
Hispanic/Latinx	6	9
Alaska Native/American Indian	0	0
Asian	8	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	1
Openly LGBTQ	3	3
Individuals with Disabilities	n/a	n/a
Total	69	63

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	6	5
African-American/Black	0	4
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	7	11

67 women, total — four women did not disclose ethnicity/race. 70 men, total - one man did not disclose ethnicity/race.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	51	8
African-American/Black	1	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	3	0
Individuals with Disabilities	n/a	n/a
Total	53	9

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	40	15
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	0
Openly LGBTQ	1	1
Individuals with Disabilities	n/a	n/a
Total	45	18

OF COUNSEL (2019)

	Men	Women
White/Caucasian	8	5
African-American/Black	0	1
Hispanic/Latinx	3	2
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	n/a	n/a
Total	14	9

NEW HIRES (2019)

	Men	Women
White/Caucasian	15	8
African-American/Black	3	3
Hispanic/Latinx	0	6
Alaska Native/American Indian	0	0
Asian	4	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	2
Individuals with Disabilities	n/a	n/a
Total	23	18

11 women, total. Two women did not disclose race/ethnicity.

Strategic Plan and Diversity Leadership

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

Foley Hoag is committed to advancing Diversity and Inclusion in the legal profession. To uphold this commitment, the Firm hired its first Director of Diversity & Inclusion in September 2019. In January 2020, the Firm's new multi-year Diversity & Inclusion strategy was launched and communicated internally (via town-halls, announcements, meetings, etc.) and externally, via all social media channels. Foley Hoag's commitment to Diversity and Inclusion is clearly outlined on the Firm's website, and it is a standing agenda item at partner meetings and management committee meetings. Both of Foley Hoag's Managing Partners sit on the Diversity & Inclusion Committee. The Firm has made a public statement of its support for diversity in the community by dedicating resources and legal talent to promote the goals of diversity through the pro bono work of our lawyers and the contributions of the Foley Hoag Foundation.

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

Rosa J Nunez, Director of Diversity & Inclusion

Does your law firm currently have a diversity committee?

Yes

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

Yes

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

Total attorneys on committee: 10

Total hours spent on diversity: 440

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 & Inclusion Committee is co-chaired by one of Foley Hoag's Co-Managing Partners and the Director of Diversity & Inclusion. The Committee is working to meet the Diversity & Inclusion goals outlined in the Firm's strategic plan.

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, multi-year strategy.

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 Firm's leadership and its Diversity & Inclusion Committee are held accountable for the progress of all Diversity & Inclusion efforts by metrics and targets that are reviewed on a quarterly basis. These metrics are related to all aspects of the Firm's D&I efforts, including retention, recruitment, engagement, promotion, and more. These D&I metrics and targets are reviewed quarterly, across all legal departments and business services.

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	X		Increase the number of minority attorneys at the associate level
X	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	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
	X		Increase the number of women in leadership positions
X	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	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	X		Increase the number of LGBTQ attorneys at the associate level
X	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
X	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	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
			Increase the number of attorneys with disabilities at the partnership level
			Increase the number of attorneys with disabilities in leadership positions
			Focus on strengthening firm's mentoring program for attorneys with disabilities
			Manage/monitor allocation of work assignments and/or hours billed to ensure attorneys with disabilities have equal access/inclusion on top client matters



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.

Foley Hoag participates in The Boston Lawyers Group's summer internship program for talented college students from diverse backgrounds, who are interested in pursuing careers in law. Through their employment experiences at the Firm, their interactions with attorney mentors, and weekly seminars and events, these interns learn what it might be like to attend law school and become a lawyer. This pipeline program has not only been successful in convincing more students of color to pursue law school and to practice in the Boston area, but it has also benefited our Firm directly as we've welcomed back two of our former interns as entry-level associates.



Recruitment - New Associates

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

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

Other private law schools: Boston College Law School, Boston University School of Law, Duke University School of Law, Fordham University School of Law, Georgetown University Law Center, New York University School of Law, and Northeastern University School of Law

Public state law schools: University of Chicago Law School, University of Michigan Law School, and University of Virginia School of Law

Law schools of Historically Black Colleges and Universities (HBCUs): None

Diversity job fairs: The Boston Lawyers Group 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)*

We frequently hire first-year law students of color for our summer associate program.

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

We organize a mentoring program and host an annual resume workshop and networking reception for Boston area first-year law students of color. We also organize mock interviews for first-year students of color, who are members of affinity groups at several of the local law schools.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	5	5
African-American/Black	0	3
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	6	10

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	5	5
African-American/Black	0	3
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	6	10

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	5	5
African-American/Black	0	3
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	6	10

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	5	3
African-American/Black	2	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	4	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	11	3

Five women, total. Two women did not disclose race/ethnicity.

LATERAL OF COUNSEL HIRES (2019)

	Men	Women
White/Caucasian	2	0
African-American/Black	0	0
Hispanic/Latinx	0	2
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	3	2

Three women, total. One woman did not identify race/ethnicity.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	4	1
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	n/a	n/a
Total	5	1

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	5	2
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	6	2

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	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

What activities does the firm undertake to attract diverse attorneys?

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

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

Yes

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

Unknown

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

[No response]



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

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

2ND-YEAR ASSOCIATES

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

3RD-YEAR ASSOCIATES

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

4TH-YEAR ASSOCIATES

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

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

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

8TH-YEAR PLUS ASSOCIATES

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

OF COUNSEL

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

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

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

Retention and Professional Development

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

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

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?

While the impact of reduced schedules on the timing of partnership consideration must ultimately be evaluated on an individual basis, just as partnership readiness for full-time associates is evaluated, these guidelines will be considered: A leave or leaves which, in conjunction with any reduced work schedules, are 26 weeks or less will have no effect on the pace at which an associate advances. A leave or leaves which, in conjunction with any reduced work schedules, exceeds 26 weeks may have an effect on the pace at which an associate advances. However, to the extent that an associate remains at, or attains over time, the same level of performance and experience as others in the individual's law school class, the leave(s) and/or reduced schedule may not have such an effect.

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

Three.

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	4	5	137
Of counsel	2	3	5	25
Non-equity partner	0	2	2	63
Equity partner	0	0	0	62



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	4	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	4	1

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	5	5
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	n/a	n/a
Total	6	7

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	5	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	5	2

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	9	3
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	1	0
Individuals with Disabilities	n/a	n/a
Total	9	4

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	n/a	n/a	n/a
Number of such positions held by:			
Minorities	0	10	0
Women	2	16	2
LGBTQ attorneys	1	4	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? 3

Minorities heading offices: [No response]

Women heading offices: Adrienne Ellman, NYC (30)

LGBTQ attorneys heading offices: Adrienne Ellman, NYC (30)

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Clara Brillembourg, International Court of Justice (22), United Nations (13); Hemmie Chang, Licensing & Strategic Alliances (50); Philip Choi, Patent Prosecution, Strategy & Management (22); Ken Figueroa, International Commercial Arbitration (16); Christopher Hart, Blockchain & Cryptocurrency (20); Paul Kim, Federal Government Strategies (21), FDA (11); Prem Malali, Energy Project Finance & Development (6); James Montgomery, Nonprofit & Tax-Exempt Organizations (13); Tafadzwa Pasipanodya, International Court of Justice (22); Natasha Reed, Trademark, Copyright & Unfair Competition Litigation (13)

Women heading practices: Stacie Aarestad, Capital Markets (46); Susan Abelleira, Patent Prosecution, Strategy & Management (22); Jennifer Audeh, SBIC (5); Alison Bauer, Bankruptcy & Restructuring (16); Clara Brillembourg, International Court of Justice (22); Hemmie Chang, Licensing & Strategic Alliances (50); Adrienne Ellman, Mergers & Acquisitions (79), Private Equity Transactions (56); Christina Hioureas, United Nations (13); Gwen Jaramillo, Trade Sanctions & Export Controls (11); Veronica Jennings, Closely Held Businesses & Shareholder Disputes (16); Areta Kupchik, FDA (11); Nicola Lemay, Taxation (11); Tafadzwa Pasipanodya, International Court of Justice (22); Natasha Reed, Trademark, Copyright & Unfair Competition Litigation (13); Erica Rice, Blockchain & Cryptocurrency (20); DeAnn Smith, PTAB Proceedings (17); and Lisa Wood, Litigation (112)

LGBTQ attorneys heading practices: Adrienne Ellman, Mergers & Acquisitions (79), Private Equity Transactions (56); David Halstead, Intellectual Property Department (51); John Hancock, Capital Markets (46); and John Shope, Class Action (19)

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: Teresa Martland, Retirement Administration Committee (3); and Meredith Haviland, Hiring Committee (13)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



The Firm Says

Foley Hoag's commitment to Diversity & Inclusion traces its roots to the founding of the Firm in 1943. Henry Foley and Garrett Hoag were determined to hire the very best lawyers, based entirely on individual merit and without exclusion -- an attitude that set them apart from others in the Boston legal community of that era. Indeed, Foley Hoag was the first large Boston law firm to promote a Black attorney to the partnership ranks. These twin traditions of excellence and inclusiveness have remained guiding forces in the Firm's culture. We have brought together at the firm lawyers of different backgrounds, skills, and experiences because we recognize that those individuals bring with them a diversity of thought and perspective that enriches the Firm's culture and enhances the quality of our work. We are committed to fostering an environment in which diversity can flourish and in which every lawyer and business professional is positioned to thrive.

Foley Hoag is a founding member of The Boston Lawyers Group, a consortium of large Boston law firms and corporate and government legal offices dedicated to increasing the number of lawyers of color practicing in Boston. The Firm's lawyers are very active in the Group's efforts -- serving on its Executive Committee, interviewing law students at job fairs, and participating in career panels and mock interviews -- and the Firm currently provides office space and resources to the executive staff of The Boston Lawyers Group. Foley Hoag organizes a mentor program for first-year students of color at Boston area law schools, providing the students with advice on academic, recruiting, and other career development issues. We also host an annual resume workshop and reception for first-year students of color that gives students individual feedback on their resumes and an opportunity for early networking with members of the Firm's Hiring Committee. Foley Hoag is a regular participant at conferences and job fairs organized by minority law student groups and other affinity organizations dedicated to issues of recruitment, retention, and promotion.

Foley Hoag is a strong supporter of the efforts of The Partnership, Inc., an organization that works to help businesses, law firms, and government entities to build racially and ethnically diverse leadership pipelines, and provides leadership training programs for multicultural professionals. The Firm currently donates office space and resources to the executive staff of The Partnership, and we sponsor the participation of our associates in The Partnership's Fellows Program, a year-long leadership development program that brings together professionals of color, providing opportunities to develop relationships with influential people of color and key non-minority decision-makers.

We take great pride in the fact that we have been able to employ our own resources and legal talent to promote the goals of diversity and inclusion. Foley Hoag prevailed in a highly charged and visible lawsuit in which we partnered with the Lawyers' Committee for Civil Rights under Law to challenge the Massachusetts Redistricting Act on the basis that it diluted minority voting strength. This success, which changed the political landscape of Boston, is reminiscent of our representation of plaintiffs more than 40 years ago in the landmark case requiring desegregation of the Boston schools. For two decades we defended on behalf of our client, the NAACP, consent decrees implemented in actions to remove barriers to the integration of the Boston Police and Fire Departments, and we continue to work with a variety of cities and towns to assure that they utilize non-discriminatory hiring practices. We have represented many organizations that empower women or people of color in the United States and abroad to create and foster businesses and other entrepreneurial opportunities in their communities, such as Accion International, the Center for Women and Enterprise, and Initiatives for a Competitive Inner City. Our lawyers have assisted NOW Legal Defense Fund in defending the Violence Against Women Act, and they have worked to assist victims of domestic violence and sexual assault in obtaining protective orders and other forms of relief for nearly 30 years. And we co-filed a federal lawsuit with Gay & Lesbian Advocates & Defenders and another firm to obtain federal benefits for same-sex married couples. The suit resulted in the first district court ruling striking down Section 3 of the Defense of Marriage Act.

Using fees awarded to the Firm for its victory in the Boston school desegregation case, the Firm's partners in 1980 established The Foley Hoag Foundation. Originally focused on improving race relations among youth in Greater Boston the Foundation's mission has broadened to support organizations addressing inequality in its various forms, including but not limited to racial, ethnic or gender disparities. Supported programs include art/cultural activities, youth leadership/recreational programs, and assistance with advocacy. The Foundation is professionally managed with independent trustees, but lawyers and others at Foley Hoag play an active role in reviewing grant proposals and recommending grantees to the Foundation's trustees.