

Farella Braun + Martel LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

1. 235 Montgomery Street, San Francisco, CA 941042. 899 Adams Street, St. Helena, CA 94754

DIVERSITY LEADERSHIP

Head(s) of Firm: Brian P. Donnelly, Chair of the Firm

Diversity team leader(s): Cynthia Rowland, Partner

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	126	131
U.S. offices only	126	131

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	16	15
African-American/Black	0	1
Hispanic/Latinx	1	4
Alaska Native/American Indian	0	0
Asian	4	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	4
Openly LGBTQ	1	3
Individuals with Disabilities	0	0
Total	23	27

SUMMER ASSOCIATES (2019)

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

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	39	12
African-American/Black	0	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	43	13

NON-EQUITY PARTNERS (2019)

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

OF COUNSEL (2019)

	Men	Women
White/Caucasian	11	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	11	3

NEW HIRES (2019)

	Men	Women
White/Caucasian	6	0
African-American/Black	0	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	3	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	9	6

Strategic Plan and Diversity Leadership

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

Diversity and inclusion are core values of Farella Braun + Martel. Increasing diversity and incorporating efforts aimed at building inclusion in all areas of our firm's culture is part of our strategic plan. Our Firm Chair, Brian P. Donnelly, and other members of the firm's leadership team are members of and actively participate in the bimonthly Diversity + Inclusion Committee meetings. The firm's diversity and inclusion activities are highlighted in firm-wide announcements, the intranet and the firm's social media accounts and website.

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

Sarah A. Good, Of Counsel and Director of Professional Development, 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: 72

Total hours spent on diversity: 500

Comments: The above number is an approximate total of number of hours spent by attorneys for: attending committee meetings, recruitment activities focused on increasing diversity, collaborating with clients on diversity initiatives, the Diversity Pipeline program, and reviewing applications for Farella's 1L Diversity Scholarships.

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.

Farella's Diversity + Inclusion Committee is one of the largest committees at the firm and is truly a cross-section of the firm, including attorneys and staff, which reflects the intense commitment of all firm members towards diversity and inclusion. The Committee is focused on supporting and developing innovative initiatives to work towards greater diversity and inclusion of everyone working at the firm as well as in the greater legal community. It also is committed to promoting diversity and inclusion in recruiting, retaining and advancing attorneys to partnership.

The diversity leaders and the Diversity + Inclusion Committee work closely with the Firm Chair to establish and set 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?

Our firm's diversity progress is reviewed regularly throughout the year.

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

Each Department works with its attorneys and the Director of Professional Development, Diversity + Inclusion to assess career development plans and facilitate equal access to quality work assignments and experiences. Partners are encouraged to increase their involvement of diverse attorneys in client relationship building and development opportunities. Efforts to promote the professional development and mentorship of diverse attorneys as well as support of the firm's diversity initiatives are taken into consideration as part of the individual partner evaluation process.

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	X		Formalize diversity plan and committee with action steps and accountability to management
X	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			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	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	X		Increase the number of minority attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for minority attorneys
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure minority attorneys have equal access/inclusion on top client matters
X			Other (please specify): Farella Talent Initiative — Sponsorship program for women and diverse associates at the Firm



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	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	X		Increase the number of women in leadership positions
X	X		Focus on strengthening firm's mentoring program for women
X	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
X			Other (please specify): Re-boarding process for all associates returning from primary or secondary parental leave.



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	X		Increase the number of LGBTQ attorneys in leadership positions
X	X		Focus on strengthening firm's mentoring program for LGBTQ attorneys
X	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.

Founded over 12 years ago, Farella's Diversity Pipeline Internship Program provides high school students from diverse and/or disadvantaged backgrounds with an opportunity to learn about the legal profession. The program combines work assignments at the law firm with a structured curriculum that introduces the interns to various practices of law, the numerous paths a person can take as a lawyer, and sessions on how to navigate the college application processes. Through the hands-on six-week summer internship program, the interns develop practical skills and strategies to assist their pursuit of higher education and develop the confidence to consider, and believe themselves capable of, going to law school and becoming a member of the legal community. We "open sourced" our innovative Pipeline Program curriculum and have shared it with other law firms and corporate in-house departments.

Our Pipeline Program is extraordinarily successful: the majority of Pipeline alumni went on to four-year colleges and some went to law school. One of our prior Pipeline interns recently graduated from college and now works at the Firm as a paralegal and will be entering law school in the fall.



Recruitment - New Associates

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

Ivy League law schools: Harvard Law School

Other private law schools: Stanford School of Law

Public state law schools: UC Hastings College of the Law, Berkeley Law

Law schools of Historically Black Colleges and Universities (HBCUs): n/a

Diversity job fairs: Bay Area Diversity Career 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?

Farella's Diversity Scholarship Program assists Bay Area diverse law students in pursuing their dream of a legal career. Recipients are in their first year of law school and are selected based on academic and personal accomplishments and financial need. In its 20th year, the firm has awarded \$470,000 in scholarships to more than 80 diverse first-year law students. Success stories of past recipients are inspiring. As law students, recipients demonstrated a strong desire to contribute to the legal profession, and this promise has come to fruition in their accomplishments. All of the recipients have gone on to graduate from law school and two of them have practiced law at Farella.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

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

OFFERS MADE* (2019)

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

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

OFFERS ACCEPTED* (2019)

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

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

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	1
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	1

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

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

LATERAL OF COUNSEL HIRES (2019)

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

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	1	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	0	0
Total	2	0

NEW PARTNERS PROMOTED* (2019)

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

	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	0	0
Total	2	0

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latinx	0	n/a
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	0	0
Total	3	1

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:

Ryder Smith Legal Search, Levenson Schweitzer, Inc., Solutus Legal Search, Stone 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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	1

2ND-YEAR ASSOCIATES

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

3RD-YEAR ASSOCIATES

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

4TH-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	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	1

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

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

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	0	0
Total	0	0

8TH-YEAR PLUS ASSOCIATES

	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	0	0
Total	0	1

OF COUNSEL

	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	0	0
Individuals with Disabilities	0	0
Total	1	0

NON-EQUITY PARTNERS

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

EQUITY PARTNERS

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

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?

The firm considers it important to support the attorneys who decide to work part time. We have a number of attorneys who made partner while working reduced hours and we have a significant number of partners working reduced hours. In 2012, two associates were elevated to the partnership while out on parental leave when voted in; one of whom already was working reduced hours.

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

7

Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	2	2	4	51
Of counsel	6	1	7	14
Non-equity partner	0	1	1	10
Equity partner	6	1	7	56



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

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

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	6	5
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	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	8	9

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	12	6
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	13	6

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

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	31	17
African-American/Black	0	1
Hispanic/Latinx	2	5
Alaska Native/American Indian	0	0
Asian	5	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	3
Openly LGBTQ	3	4
Individuals with Disabilities	0	0
Total	40	32

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	2	19	12
Number of such positions held by:			
Minorities	0	1	4
Women	1	6	5
LGBTQ attorneys	0	0	2
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? 2

Minorities heading offices: 0

Women heading offices: Kay Philippakis, 899 Adams Street, St. Helena, CA 94574 (5)

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Eugene Mar — Technology Industry Group (33)

Women heading practices: Mary McCutcheon — Financial Services Industry Group (17); Lara Gilman, - Private Client Industry Group (37); Jessica Nall — White Collar Crime Practice Area (15); Kay Philippakis — Wine Practice Area (25); Barbara Murphy, - Exempt Organization Practice Area (9); Holly Sutton — Employment Practice Area (10)

LGBTQ attorneys heading practices: Ryan Lowther — Cannabis Industry (15)

Individuals with Disabilities heading practices: n/a

COMMITTEE LEADERS

Minorities heading committees: Kelly Matayoshi — DE+I Committee (72); Ashley Breakfield — Professional Development Committee (14); Aviva Gilbert — Women's Leadership Committee (18); Eugene Mar — Recruiting Committee (17)

Women heading committees: Kelly Matayoshi — DE+I Committee (72); Cynthia Rowland — DE+I Committee (72); Ashley Breakfield — Professional Development Committee (14); Aviva Gilbert — Women's Leadership Committee (18); Julie Treppa - Women's Leadership Committee (18)

LGBTQ attorneys heading committees: Kelly Matayoshi — DE+I Committee (72); Ashley Breakfield — Professional Development Committee (14)

Individuals with Disabilities heading committees: [No response]



The Firm Says

Farella is deeply committed to diversity and inclusion for all attorneys and staff. Everyone at the firm is respected and included irrespective of race, gender, gender identity, sexual orientation, religion, national origin or disability. Our diversity and inclusiveness makes us stronger as a firm and enables us to deliver superlative legal advice to our clients.

Farella recognizes that the number of women and diverse partners in law firms needs to improve and is committed to being part of the solution. We have been a leader in working towards greater diversity in our firm and the legal profession for decades. We created our first high school diversity pipeline program 12 years ago, and have given scholarships to diverse law students for over 19 years. We also partner with our clients on diversity initiatives. Throughout our history, we have supported the recruitment, retention and advancement of women and diverse attorneys through innovative initiatives. Our attorneys presently serve on the Board of Directors of the following organizations which the firm also sponsors: Asian American Bar Association of the Greater Bay Area, Centro Legal de la Raza, Charles Houston Bar Association, Filipino American Bar Association San Francisco La Raza Lawyers Association and Vietnamese-American Bar Association of Northern California.

Farella also sponsored events for: ABA Judicial Intern Opportunity Program (JIOP), AIDS Legal Referral Panel, Asian Americans Advancing Justice, Bay Area Lawyers for Individual Freedom (BALIF), California Minority Counsel Program (CMCP), California Rural Legal Assistance, Inc. (CRLA), Equal Rights Advocates, Leadership Council on Legal Diversity (LCLD), National Center for Lesbian Rights (NCLR), Silicon Valley Urban Debate League, The South Asian Bar Association of Northern California and Korean American Bar Association of Northern California.

Attorney Professional Development, Mentorship and Recruitment

The Diversity + Inclusion Committee, together with the entire firm leadership, implements programs to reinforce our culture of welcoming, including, supporting and promoting diverse attorneys.

- Affinity Groups — build community around common interests ("Mothers Making It Work" group, diverse associates' group and peer mentor pairings).
- Women's Leadership Committee — promotes the advancement of women attorneys.
- Partner-Hosted Events — build relationships between firm leadership and diverse associates outside of the workplace.
- Recruiting — participates in diversity job fairs, mock-interview programs, hosts events for diverse law students and provides financial support to minority student organizations and bar associations.
- Firmwide Training — promotes diversity awareness and dialogue within Farella and in the greater legal community through workshops, roundtable discussions and conferences.

One of the most important things that we do to advance the careers of our diverse and women associates is to give them early and advanced responsibility. We do this through assigning associates to lead roles on client matters, leadership positions on firm committees and supporting and placing them in leadership positions in legal, business and civic organizations. Farella's Director of Professional Development, Diversity + Inclusion assigns, monitors and manages associates' specific work assignments. In this way, Farella ensures that opportunities to work on the most high-profile matters are equitably distributed to all associates, that all associates are assigned to work on matters that will develop and complete their skills sets and with a wide variety of partners and ultimately are prepared for partnership.

Benefits Policies

Generous and progressive policies and a culture of inclusion, collegiality and mentoring are what distinguish Farella. We offer family-friendly and equal benefits. Our industry leading parental leave policies are gender-neutral, granting the same amount of leave to primary-care fathers as well as to non-birth mothers. We offer reduced hours and remote work policies, and sabbatical programs for associates and partners. Our benefits policies apply equally to spouses, same-sex and opposite-sex registered domestic partners and dependent children.

The San Francisco Bay Area is a high-cost region in which to live. In an effort to ease the burden and stress of high-interest-rate student debt, Farella rolled out a student loan refinancing program in partnership with First Republic Bank. This allows our associates to shift from paying for the past to focus on saving and investing for their futures.

Building the Pipeline

Farella's 1L Diversity Scholarship Program assists diverse Bay Area law students in pursuing their legal careers. Recipients are selected based on academic accomplishments, commitment to serving the community and financial need. To-date, the firm has awarded \$470,000 in scholarships to 80 first-year law students.

Farella's Diversity Pipeline Internship Program provides high school students from diverse and/or disadvantaged backgrounds with a unique opportunity to learn about the legal profession. Through the hands-on six-week summer internship program, the interns develop practical skills and strategies to assist their pursuit of higher education and develop the confidence to consider, and believe themselves capable of, going to law school and becoming a member of the legal community.

Pro Bono and Community Service

Farella encourages attorneys to maintain active pro bono practices to further hone their advocacy, trial and leadership skills and serve our community. Pro bono matters are treated like other cases in the office and the firm does not limit the number of hours for which lawyers can receive credit for pro bono work. Farella attorneys provide pro bono legal services through organizations such as the Lawyers' Committee for Civil Rights, Centro legal de la Raza and the Bar Association of San Francisco Justice & Diversity Center.

Farella supports a number of organizations dedicated to advancing legal rights for women, minorities and disadvantaged people, along with minority bar associations. We encourage our attorneys to participate in professional and non-profit associations that promote diversity and serve our greater community. As a firm, we annually participate in BASF's Food from the Bar campaign benefiting the San Francisco-Marin Food Banks, Rebuilding Together and Head Start's Holiday Adopt a Classroom programs.

Firm Recognition

- Participating law firm in the Leadership Council on Legal Diversity Fellows and Pathfinder Programs (2019 - 2020)
- Healthy Mothers Workplace Award (2018)
- The Recorder's Women Leaders in Tech Law & Next Generation Leaders (2018)
- Participating law firm in the inaugural Women in Law Hackathon (2016)

- High Achiever Award From Youth Jobs+ for Farella Diversity Pipeline program (2015)
- San Francisco Business Times Corporate Philanthropy - Education Partner of the Year honoring Diversity Pipeline and Scholarship programs (2015)
- Farella Braun + Martel Receives Equal Rights Advocates Pro Bono Champion Award (2015)
- National Law Journal Pro Bono Hot List (2015)
- Law360 100 Best Law Firms for Minorities (2015)
- Law360 100 Best Law Firms for Female Attorneys (2015)
- Working Mother & Flex-Time Lawyers 2015 "50 Best Law Firms for Women" (2007-2015)
- ALA IDEA Award for community-based programs targeting diverse high school students (2014)
- Best Places to Work in the Bay Area (2005—2019)
- Inaugural Dell Legal Diversity Award (2012)
- Women in Law Empowerment Forum Gold Standard Certification (2012)
- State Bar of California's Law Firm Diversity Award (2010)
- California Minority Council Program's Drucilla Stender Ramey Diversity Award for Majority Law Firm (2010)

