

Fox Rothschild LLP

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Atlanta, GA; Atlantic City, NJ; Bucks County, PA; Charlotte, NC; Chester County, PA; Chicago, IL; Dallas, TX; Denver, CO; Greensboro, NC; Greenville, SC; Las Vegas, NV; Los Angeles, CA; Miami, FL; Minneapolis, MN; Montgomery County, PA; Morristown, NJ; New York, NY; Philadelphia, PA; Pittsburgh, PA; Princeton, NJ; Raleigh, NC; San Francisco, CA; Seattle, WA; Tysons, VA; Washington, D.C.; West Palm Beach, FL; Wilmington, DE

DIVERSITY LEADERSHIP

Head(s) of Firm: Mark L. Morris: Firmwide Managing Partner, Mark L. Silow: Chair of the Firm, Phillip E. Griffin: Chair Emeritus, Abraham C. Reich: Chair Emeritus, Thomas D. Paradise: General Counsel

Diversity team leader(s): Prince Thomas: Co-Chair, Diversity Committee; Daniel Wu: Co-Chair, Diversity Committee

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	975	948
U.S. offices only	975	948

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	105	105
African-American/Black	5	11
Hispanic/Latinx	5	5
Alaska Native/American Indian	1	0
Asian	4	9
Native Hawaiian/Pacific Islander	0	0
Multiracial	7	3
Openly LGBTQ	8	4
Individuals with Disabilities	1	1
Total	127	133

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	9	12
African-American/Black	1	4
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	0	1
Individuals with Disabilities	1	0
Total	15	19

Our numbers include non-partnership track associates.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	262	69
African-American/Black	2	0
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	7	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	4	1
Openly LGBTQ	1	0
Individuals with Disabilities	2	0
Total	278	72

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	155	79
African-American/Black	0	2
Hispanic/Latinx	2	3
Alaska Native/American Indian	0	1
Asian	6	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	3
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	164	90

OF COUNSEL (2019)

	Men	Women
White/Caucasian	59	18
African-American/Black	1	1
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	1
Multiracial	0	2
Openly LGBTQ	1	0
Individuals with Disabilities	4	1
Total	60	24

NEW HIRES (2019)

	Men	Women
White/Caucasian	65	44
African-American/Black	2	3
Hispanic/Latinx	2	3
Alaska Native/American Indian	0	0
Asian	6	3
Native Hawaiian/Pacific Islander	0	1
Multiracial	2	3
Openly LGBTQ	4	0
Individuals with Disabilities	3	1
Total	77	57

Strategic Plan and Diversity Leadership

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

The Firm's leadership communicates the importance of diversity through e-mails, during meetings, and through their actions. We have a Diversity Committee as well as a Diversity Statement which outlines our commitment. In addition, we have a page on our website devoted to diversity, along with special recruitment materials that state our commitment to diversity. Reports to the Executive Committee, the governing body of the Firm, are expected on a regular basis. Fox also publishes an internal diversity newsletter to highlight the work and accomplishments of diverse attorneys across the Firm.

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

Prince Thomas, Co-Chair, Diversity Committee; Daniel Wu, Co-Chair Diversity Committee; Jean Durling, 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?

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: 23

Total hours spent on diversity: [No response]

Comments: N/A

Does the committee and/or diversity leader establish and set goals or objectives consistent with management's priorities?

Yes

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?

Both formal and informal

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 Co-Chairs of the Diversity Committee as well as the Chief Talent Officer are responsible for reporting on a regular basis to the Executive Committee the efforts of the Diversity Committee as well as the results of the efforts

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	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	X		Focus on strengthening firm's mentoring program
X			Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X	X		Support law firm's internal affinity networks
X			Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X			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): Through its Diversity Committee and the External Events Subcommittee, diverse attorneys may request and receive funding for diversity initiatives and community outreach projects that are special to them and that enhance their stature in affinity bar associations and community organizations.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Institute a formal part-time policy that addresses partnership prospects
X			Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	X		Increase the number of women in leadership positions
X	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	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		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.

Fox has partnered with the KIPP Dubois Collegiate Academy in Philadelphia for the NALP Street Law event, an all-day educational event that offers a window into the legal profession and encourages young diverse students to consider careers in the industry. The Diversity Pipeline program is a joint effort between NALP (National Association for Law Placement) and Street Law, Inc., a nonprofit that creates programming to educate the public about legal issues and introduces students to the law, encouraging them to pursue legal careers. We also participate in a few high school initiatives meant to give high school students work experience at a law firm. We participate in Cristo Rey High School Work Program in Minneapolis and Verbum Dei Corporate Work Study Program in Los Angeles.



Recruitment - New Associates

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

Ivy League law schools: Columbia Law School; Cornell Law School; University of Pennsylvania Law School

Other private law schools: Benjamin Cardozo School of Law; Boston College Law School; Boston University School of Law; Fordham Law School; Georgetown University Law Center; The George Washington Law School; Seton Hall University School of Law; Southern Methodist University; Mitchell Hamline School of Law; University of Southern California-Gould School of Law; Villanova University School of Law; University of Chicago Law School; New York University School of Law; Seattle University School of Law; University of Miami Law School; Duke University School of Law; Vanderbilt Law School; Wake Forest University School of Law; Loyola Law School — Los Angeles; Northwestern Pritzker School of Law, Stanford Law School

Public state law schools: Temple University Beasley School of Law; Rutgers School of Law (Newark and Camden); University of California-Los Angeles Law School; University of CA-Berkeley School of Law; Florida State University, University of Florida, University of Texas; University of Minnesota Law School; University of Iowa College of Law; University of Washington; University of Michigan; University of Virginia School of Law; University of North Carolina School of Law; University of California — Irvine School of Law; UC Hastings College of the Law; University of Pittsburgh School of Law; Penn State Dickinson Law; Penn State Law; UNLV William S. Boyd School of Law

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

Diversity job fairs: New Jersey Law Firm Group Minority Job Fair; Philadelphia Area Diversity Job Fair, Lavender Law

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?

We recruit for our 27 nationwide offices at a variety of law schools and diversity-focused job fairs. We also hire first-year law students for our summer associate program through diversity programs including the Chester County Bar Association's 1L Diversity Summer Program, Philadelphia Diversity Law Group Fellows Program, and the Twin Cities Diversity in Practice Program. In January of this year, we announced the Fox Rothschild 1L Diversity Fellowship Program. The Fellowship—open to candidates across our 27 nationwide offices—will be awarded to law students from historically underrepresented groups in the legal profession based on academic achievement, demonstrated leadership, strong interpersonal skills, entrepreneurial ambition, and a commitment to diversity and inclusion efforts in the legal community. Recipients receive a paid summer associate position in one of our offices, and a monetary award of up to \$15,000. Recipients are also given the opportunity to participate in the LCLD 1L Scholars Program.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	9	12
African-American/Black	1	2
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	1
Individuals with Disabilities	1	0
Total	11	15

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	9	12
African-American/Black	1	2
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	1
Individuals with Disabilities	1	0
Total	11	15

OFFERS ACCEPTED* (2019)

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

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

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	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

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	33	33
African-American/Black	2	3
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	4	0
Individuals with Disabilities	0	1
Total	41	41

LATERAL OF COUNSEL HIRES (2019)

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

Our numbers include non-partnership track associates.

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	Men	Women
White/Caucasian	22	9
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	26	11

NEW PARTNERS PROMOTED* (2019)

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

	Men	Women
White/Caucasian	14	9
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	14	9

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	9	3
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	10	4

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; Carpenter Legal 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	0	0
Total	0	0

2ND-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	0	0
Total	3	1

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	4
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	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	0	7

4TH-YEAR ASSOCIATES

	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	0	0
Total	4	1

5TH-YEAR ASSOCIATES

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

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	2
African-American/Black	0	1
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	4

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	1
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	3	1

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	7	9
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	1
Total	10	14

OF COUNSEL

	Men	Women
White/Caucasian	11	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	11	2

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	11	7
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	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	12	9

EQUITY PARTNERS

	Men	Women
White/Caucasian	14	3
African-American/Black	0	0
Hispanic/Latinx	1	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	16	5

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 is no negative impact

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

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Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	1	4	5	260
Of counsel	18	11	29	84
Non-equity partner	5	10	15	254
Equity partner	0	6	6	350



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	24	9
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	26	9

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	19	11
African-American/Black	0	0
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	1
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
Total	21	13

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	9	11
African-American/Black	0	1
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	9	12

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	28	9
African-American/Black	1	0
Hispanic/Latinx	1	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	0	0
Total	31	9

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	11	3
African-American/Black	3	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	4	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	18	8

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	27	247	14
Number of such positions held by:			
Minorities	2	14	3
Women	9	68	6
LGBTQ attorneys	0	0	0
Individuals with Disabilities	0	0	0

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? 27

Minorities heading offices: Alexander Hernaez, San Francisco (36); Todd Rodriguez, Chester County (47)

Women heading offices: Julie Earp, Atlanta (24); Julie Earp, Charlotte (7); Julie Earp, Greensboro (50); Janet MacLeod, New York (77); Deirdre Moore, Morristown (50); Eileen Oakes Muskett, Atlantic City (27); Sharon Oras Morgan, Wilmington (20); Stephanie Resnick, Philadelphia (107); Emily Yukich, Los Angeles (42)

LGBTQ attorneys heading offices: N/A

Individuals with Disabilities heading offices: N/A

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Diane Wilson, Aviation (27); W. Jerry Liu, China (23); Todd Rodriguez, Health Law (94); Todd Rodriguez, Institutions (2); Todd Rodriguez, Physicians, Dentists, Veterinarians and other Health Professionals (2); David Aronoff, Copyrights (14); Bruce Goto, IP Transactions and Licensing (4); Alexander Hernaez, Employment and Wage and Hour Class Actions (4); Alexander Hernaez, Employment Litigation (63); Alka Bahal, Immigration (7); Alexander Hernaez, Wage and Hour Law (80); Marilou Watson, Life Sciences (36); David Aronoff, Media and Defamation (11); Bruce Goto, Technology (44)

Women heading practices: A. Brodie, EB-5 Immig. Invest. Svcs (9), Immig. (7); A. Bahal, Immig. (7); A. Newman, M&A (129); B. Grahn, IP (103), Trdmks (39); B. Short, Anti-Counter. & Brand Enf. (4); B. Terril, Tech. (44), IP Trans. & Lic. (4); C. Richmond, Empl Class Act. (4), Empl. Couns., Policy Devts & Audits (47), Empl. Training (37), Hospitality (34), Wg. & Hr. Law (80); C. Nase-Poust, Real Estate (169); C. Wadhvani, Immig. (7); C. Barbieri, Empl. Lit. (63), Labor & Empl. (138); C. Youngman, Bankr. Trustee (14); D. Katz, Bankr. Lit. (26); D. Somerville, IP Trans. & Lic. (4); D. Geller, Staff. Law (18); D. Wilson, Aviation (27); D. El Hioum, IP (103), Patents (48); E. Oakes Muskett, Empl. Couns., Policy Devts & Audits (47), Empl. Training (37), Prod. Liab. & Mass Torts (23); E. Vaida Gerhards, Franch. & Distrib. (43); E. Litten, CA Cons. Priv. Act (3), Gov. Rel. (21), Priv. & Data Sec. (58); E. Sigety, Emerg. Comp. (120); H. Boshak, Empl. Lit. (63); H. Fisher, Class Act. (39); H. Bloom, Sect. 1031 Exch. (2); J. Carolan, Lit. (512); J. MacLeod, Patents (48); K. Kemerait, Energy Reg. & Compl. (3); L. Howard, Owner. Trans. for Prof. Serv. Frms (3), Succ. Plan. for Prvt. Held & Fam. Bus. (3), Bus. Succ. Plan. (36), Arch., Eng., & Design Prof. Firms (9); L. McKenna, Title Ins. (17); L. Rhone Enion, T&E Law & Admin. (41); L. Kozak, Trdmks (39); M. Jones, Gaming (18); M. Watson, Life Sci. (36); M. Piccone, App. Practice (77); M. Burke, Bankr. Lit. (26); M. Demarest Murray, Health Law (94); M. Witzany, Affordable Housing (21); N. Halpern, Animal Law (18); N. Yaffe, Empl. Couns., Policy Devts & Audits (47), Empl. Training (37); N. Simidjiyska, Intl Trade (12); O. Kagan, GDPR Comp. & Intl Priv. (1), CA Cons. Priv. Act (3); P. Grinter, Food & Bev. (39); S. Biser, Construction (86), Intl Arb. (11), Israel (34); S. Oras Morgan, Envir. (35); S. Fineman, Class Act. (39); S. Resnick, D&O Liab. & Corp. Gov. (52); S. Foreman Jordan, Empl. Benefits & Comp. (28), Exec. Comp. (15); T. McKeon, Aviation (27)

LGBTQ attorneys heading practices: N/A

Individuals with Disabilities heading practices: N/A

COMMITTEE LEADERS

Minorities heading committees: Prince Thomas, Diversity Committee (28); Daniel Wu, Diversity Committee (28); Archana Nath, Pro Bono Committee (27)

Women heading committees: Susan Foreman Jordan, 401(k) Plan Investment Committee (7); Carrie Nase-Poust, Income Partner Committee (14); Catherine Barbieri, Partnership Advancement Committee (21); Archana Nath, Pro Bono Committee (27); Lauren McKenna, Women's Initiative Steering Committee (15); Nancy Yaffe, Women's Initiative Steering Committee (15)

LGBTQ attorneys heading committees: N/A

Individuals with Disabilities heading committees: N/A



The Firm Says

Fox Rothschild celebrates diversity in the workplace. Our attorneys and staff value the opportunity to work with people of diverse backgrounds, cultures and viewpoints. A diverse workplace makes us able to better understand our clients and enhances our workplace experience at the firm. As a leader in the legal and business community, we are proud of and committed to ensuring diversity and opportunity throughout all levels of the firm. In the delivery of legal services, we are able to bring all of our experience, culture, education and rich background to the task by encouraging innovative thinking that results from a broad range of perspectives. We are committed to a work place that reflects the increasingly diverse nature of the legal profession and the communities we serve.

Therefore, we are committed to:

1. Promote diversity and inclusiveness in all forms and in all areas of the firm;
2. Develop strategies to enhance the recruitment, retention, and growth of attorneys and professional staff of all diverse backgrounds;
3. Educate others about the fact that diversity or inclusiveness is an "and-both" proposition rather than an "either-or" proposition; diversity includes everyone and does not mean that some are losing if others are gaining; and
4. Educate our colleagues about the fact that diversity is both a moral issue and a platform that enables us to better serve our current clients, provide opportunities for new business and strengthen the richness of our firm.

Fox's Diversity Committee assists in recruiting, retaining, and supporting the development of a diverse population of attorneys, paralegals, administrators, and staff. The Committee is composed of attorneys and other professionals throughout our national network of offices who offer a variety of insights into successfully incorporating diversity throughout the firm. The Committee makes recommendations to the firm's Executive Committee regarding initiatives, issues, and strategies that will assist in increasing diversity of the firm at all levels. Members are active in diversity initiatives throughout the year and meet quarterly to discuss progress. Fox also publishes an internal diversity newsletter to highlight the work and accomplishments of diverse attorneys across the Firm. There are active subcommittees that focus on: (i) recruiting and retention; (ii) training and development, including assisting diverse lawyers to position themselves for partnership; (iii) supplemental mentoring for diverse associates; (iv) partnering with affinity bar organizations and sponsoring events; and (v) coordinating Fox's summer associate diversity program.

The Women's Initiative at Fox is dedicated to promoting women attorneys within the firm as well as advancing Fox's women attorneys in the legal community. Women attorneys at Fox hold leadership roles across the firm, including department chairs, practice group leaders, and members of the Executive Committee. In keeping with its mission statement, the Women's Initiative offers a comprehensive program for women attorneys at the firm, providing assistance with marketing, networking, mentoring, work/life balance, and career development. We also have implemented policies designed to serve and address the needs of women attorneys at both the partner and associate level. We not only have a generous maternity leave policy that provides for leave beyond that required by the FMLA, but we also have a formal policy, fully supported by firm management, encouraging alternative and reduced work schedules. In addition, we have promoted women working reduced schedules to partnership. This year, the firm has established a Post Leave of Absence Ramp-Up Program for Attorneys. This allows attorneys to return to work gradually after a Firm-approved pregnancy/parental leave of absence through a reduced billable hours expectation for a limited period with no reduction in annualized salary because of the modified expectation.

The LGBTQ & Allies Initiative is an active part of the firm's Diversity Committee and is dedicated to ensuring that Fox is a welcoming workplace for all, and that the firm, the legal community, law students, and the larger community see Fox as a model of inclusiveness and acceptance. LGBTQ Fox attorneys are out and proud and have the enthusiastic support of their colleagues. Partners and associates represent the firm in community events and we include LGBTQ issues in our continuing legal education programs for lawyers. The firm has proudly sponsored many LGBTQ events and legal symposiums, including numerous Human Rights Campaign events throughout the country, the Lavender Law Career Fair of the National LGBT Bar Association, the LGBTQ Bar Association of Washington, and the New Leaders Council, among many others.

In 2019, Fox joined the Leadership Council on Legal Diversity (LCLD), a growing organization of more than 320 corporate chief legal officers and law firm managing partners who are committed to creating a more diverse and inclusive legal profession. Earlier this year, Fox Partner Dan Wu, Co-Chair of the firm's Diversity Committee, was selected to the 2020 Class of Fellows for the LCLD. The Fellows Program offers participants a yearlong, in-depth program devoted to relationship-building, in-person training, and peer group projects.

Fox Rothschild launched our 1L Diversity Fellowship Program for the Summer of 2020. The program is open to first-year law students from historically underrepresented groups in the legal profession. The Fox Fellowships are awarded on the basis of academic achievement, demonstrated leadership, strong interpersonal skills, entrepreneurial ambition, and a commitment to diversity and inclusion efforts in the legal community. In addition, for summer 2020, we recruited first-year law students through the following diversity programs to also join our summer associate program: Chester County Bar Association's 1L Diversity Summer Program, Philadelphia Diversity Law Group Fellows Program, and the Twin Cities Diversity in Practice Program.

Fox Rothschild is proud to be a member of multiple diversity programs that are committed to increasing the number of attorneys of diverse backgrounds working at law firms in cities throughout the U.S. A number of our attorneys are active in organizations that support minority initiatives both within the legal community and within the larger business community, including:

- Asian American Federation of New York • Asian American Bar Association of New York • Asian American Legal Defense & Educational Fund • Asian Law Caucus • Asian Pacific American Bar Association • Asian Pacific American Women Lawyers Alliance • Asian Pacific American Legal Center • Asian Pacific-American Labor Alliance • Asian Women in Business • Barristers' Association of Philadelphia, Inc. • Black Entertainment and Sports Lawyers Association • California Association of Black Lawyers • California Minority Council Program • Chinese American Chemical Society • Filipino American Atlantic Association, Inc. • Hispanic Bar Association of PA • Hispanic National Bar Association • International Association of Korean Lawyers • Japanese American Association of New York • Korean American Chamber of Commerce • Korean American Bar Association of Washington • Korean American Institute of Princeton • Korean Cultural Institute of Princeton • Korean American Lawyers Association of Greater New York • Korean Community Center of Greater Princeton • Korean Resource Center • Mexican American Bar Association • Minnesota Association of Black Lawyers • Minnesota Hispanic Bar Association • Minority Corporate Counsel Association • National Asian Pacific American Bar Association • National Korean-American Service and Education Consortium • National South Asian Bar Association • Puerto Rican Bar Association of California • South Asian Bar Association • Southern California Chinese Lawyers Association • Taiwan American Lawyers Association • U.S.-India Business Council

