

Sterne, Kessler, Goldstein & Fox P.L.L.C.

2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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sternekessler.com

LOCATIONS

Washington, D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Michael B. Ray, Manager Director

Diversity team leader(s): Gaby L. Longworth, Director

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	146	148
U.S. offices only	146	148

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2019)

	Men	Women
White/Caucasian	41	9
African-American/Black	2	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	15	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	6	0
Individuals with Disabilities	0	0
Total	61	15

SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	3	4
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	n/a	n/a
Total	4	5

The firm does not have disability data for the 2019 Summer Associates.

EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	22	4
African-American/Black	0	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	26	8

NON-EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	13	4
African-American/Black	0	0
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	1	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	17	5

OF COUNSEL (2019)

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

NEW HIRES (2019)

	Men	Women
White/Caucasian	10	3
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	5	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	1
Openly LGBTQ	3	0
Individuals with Disabilities	0	0
Total	19	5

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 to everyone throughout the year - from the composition of our firm leadership and management team, to training and programs available to all attorneys and staff. We provide mandatory, and voluntary diversity and inclusion training, with internal and external resources, via in-person and online instruction. Our Diversity & Inclusion Committee, comprised of professional staff and attorneys, hosts events; sponsors D&I-focused bar associations and their events; pays for attorneys to attend D&I related conferences; pays for firm memberships to diverse bar associations; and funds special projects and initiatives. D&I-focused events are held several times a year, and the firm celebrates National Diversity Week annually with five days of engagement centered around a central D&I theme. In 2019, the highlight of this event was a presentation by one of the firm's founding Directors, Jorge Goldstein. Internal diversity programs at Sterne Kessler are often hosted by INSPIRED by the Women of SKGF, our women's affinity group which holds roundtables and topical discussions focused on career and personal development. In recent years, INSPIRED hosted a "Young Professionals and Wealth" seminar and a seminar focused on how different personality types develop business. That seminar sparked a series of events focused on how specific directors at the firm have developed business at the firm. INSPIRED by Women of SKGF also hosts social events, including a book and movie club, to promote networking within the firm. In 2019, INSPIRED by women and SKGF launched an annual Caregivers Luncheon, designed to recognize the extraordinary work that caregiver timekeepers do outside of the office.

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

Gaby L. Longworth, Director; Jennifer Overall, Sr. Manager of Professional Development & Training

Does your law firm currently have a diversity committee?

Yes

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

No

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

Total attorneys on committee: 7

Total hours spent on diversity: 250

Comments: No members of our Executive Committee serve on the D&I Committee, but the D&I Committee reports to the executive committee on a regular basis, and the Managing Director attends D&I Committee meetings on an as needed basis. The Diversity & Inclusion Committee meets once a month for an hour to discuss initiatives. Outside of the Committee, there is a lot of preparation for events that the Committee sponsors, for coordination of seminars and events for INSPIRED programs, and on other initiatives. The Sr. Manager of Professional Development & Training also contributes significant time toward managing Committee initiatives and providing staff support to the Committee members.

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?

Formal. We continue to focus on women's issues and minority recruiting. We aim to continue to do this through the partnerships we have with the Diversity & Flexibility Alliance and with the Women's Bar Association. For example, in an effort to continue to build and maintain relationships, we attend events sponsored by both organizations. We also continue to conduct a diversity internship rotation with students from local schools, including Howard University, George Washington University, Georgetown University, University of Maryland, College Park, etc. Finally, we continue to participate in other diversity recruiting initiatives, such as attending diverse job fairs to include Lavender Law, Southeastern Minority Job Fair, Mid-Atlantic Black Law Students Association Job Fair, the Society of Women Engineers, the DC Diversity Consortium, and the Washington Area Legal Recruitment Administration Association Diversity Conference. We also conduct recruiting events at domestic universities to locate technical talent, with an emphasis recruiting women and other diverse hires.

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?

We set goals in the beginning of the year and submit quarterly reports to the firm's Directorship on our progress.

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.
			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
			Hire a director of diversity or other full-time professional to implement the firm's diversity program
X			Coordinate or work with clients on diversity issues
X			Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

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

INITIATIVES SPECIFICALLY FOR WOMEN ATTORNEYS

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



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X			Offer same-sex domestic partners the same benefits available to married individuals
X			Increase the number of LGBTQ attorneys at the associate level
			Increase the number of LGBTQ attorneys at the partnership level
			Increase the number of LGBTQ attorneys in leadership positions
			Focus on strengthening firm's mentoring program for LGBTQ attorneys
			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	
			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



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X			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities
			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.

In connection with the annual Society of Women Engineers conference, we invite engineering students to attend a dinner with a representative from the firm to discuss IP law as a career option. This participation provides us with a high profile platform from which we can raise awareness of IP law as a viable career path for women in STEM.



Recruitment - New Associates

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

Ivy League law schools: Harvard University, University of Pennsylvania

Other private law schools: The George Washington University, Georgetown University, American University, Howard University, Catholic University of America, Brigham Young University, Duke University, University of Notre Dame, Stanford University, Vanderbilt University, Wake Forest University

Public state law schools: University of Maryland, George Mason University, University of Baltimore, Berkeley, Temple University, University of Michigan, University of New Hampshire, University of North Carolina, University of Texas, University of Virginia, College of William and Mary

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

Diversity job fairs: Washington Area Legal Recruitment Administrators Associate (WALRAA) Diversity Job Fair, Lavender Law, Southeastern Minority 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 host a 1L diversity internship program each year with local law schools.

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

We occasionally host 1L summer associates in our summer associate program. Additionally, we have a six week intern program for diverse students. This program has been designed to familiarize the interns with Sterne Kessler Goldstein & Fox and our organizational structure. Each student learns from and works alongside intelligent, collaborative, and experienced professionals on a variety of projects. The students are invited to participate in a number of professional development workshops.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	3	4
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	1
Individuals with Disabilities	n/a	n/a
Total	4	5

The firm does not have disability data for the 2019 Summer Associates

OFFERS MADE* (2019)

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

	Men	Women
White/Caucasian	2	4
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	1
Individuals with Disabilities	n/a	n/a
Total	3	5

The firm does not have disability data for the 2019 Summer Associates

OFFERS ACCEPTED* (2019)

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

	Men	Women
White/Caucasian	1	4
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	1
Individuals with Disabilities	n/a	n/a
Total	2	5

The firm does not have disability data for the 2019 Summer Associates

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	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



Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2019)

	Men	Women
White/Caucasian	6	2
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	2	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	13	2

LATERAL OF COUNSEL HIRES (2019)

	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	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	1

LATERAL PARTNER HIRES* (2019)

* Both equity and non-equity

	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

NEW PARTNERS PROMOTED* (2019)

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

	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	0	0
Total	5	1

NEW EQUITY PARTNERS* (2019)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	1	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	2	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:

District Legal Staffing



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

1ST-YEAR ASSOCIATES

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

2ND-YEAR ASSOCIATES

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

3RD-YEAR 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

4TH-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

5TH-YEAR ASSOCIATES

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

6TH-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

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2019

7TH-YEAR ASSOCIATES

	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

8TH-YEAR PLUS ASSOCIATES

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

OF COUNSEL

	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

NON-EQUITY PARTNERS

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

Comments:

Sterne Kessler offers and industry leading flexible hours program to all timekeepers — professionals effectively decide for themselves what billable hour commitment is appropriate for them in light of their professional goals and the realities of their life outside the firm. Compensation is adjusted on a sliding scale, consistent with the billable hour goal that they select.

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 impact on an attorney's ability to make, or remain a director at the firm. An attorney's directorship consideration year may be impacted by current and future annual billable hour selections.

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

The firm considers a "part-time" attorney to be any timekeeper who has an annual billable hour goal less than 1400. Attorneys participating in our Flexible Hours Program have an annual billable hour goal of greater than 1400, but less than 1900. Data provided includes attorneys participating in our Flexible Hours Program.



Retention and Professional Development

PART-TIME ATTORNEYS (2019)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	15	5	20	76
Of counsel	3	6	9	14
Non-equity partner	1	2	3	22
Equity partner	0	0	0	34



Management Demographic Profile

FIRMWIDE COMMITTEES 2019

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	2	0
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	2	1

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

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

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

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

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

We do not have an Associate Review Committee. Associate Reviews are spearheaded by the Professional Development Committee, the Practice Group Leaders, and Practice Group Directors.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

Management Demographic Profile

OTHER LEADERSHIP ROLES

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

Minorities heading offices: [No response]

Women heading offices: [No response]

LGBTQ attorneys heading offices: [No response]

Individuals with Disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: Tracy-Gene Durkin, Mechanical and Design Group (21); Deborah Sterling, Biotechnology and Chemical Group (41)

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Gaby Longsworth, Diversity (6); Jorge Goldstein, Pro Bono (6); Mike Lee, Docketing (4); Paul Ainsworth, Recruiting (5)

Women heading committees: Gaby Longsworth, Diversity and INSPIRED (6); Elham Dehbozorgi, Ethics/Claims (6); Elham Dehbozorgi, Conflicts Clearing (3); Monica Riva Talley, Marketing (5); Marsha Rose Gillentine, Library (2); Michele Cimbala, PTO Practice (4); Michele Cimbala, Emergency Preparedness (2); Michelle Holoubek, Charitable (3).

LGBTQ attorneys heading committees: Paul Ainsworth, Recruiting (5)

Individuals with Disabilities heading committees: [No response]



The Firm Says

Sterne, Kessler, Goldstein & Fox P.L.L.C. cultivates and maintains a dynamic and energetic working environment that is inclusive and welcoming. As a result, Sterne Kessler has earned a positive reputation as a great place to work and has been consistently ranked among the top tier of law firms for having a demonstrated commitment to diversity and inclusion. Our firm aims to provide a workplace that is reflective of our global client base and the diverse cultural mix of the greater Washington, D.C. area where we live and work.

The firm's Diversity Committee is comprised of attorneys and professional staff from different practice groups and every tier within the firm. The mission of our Diversity Committee is to promote our entrepreneurial environment where people are actively encouraged to express their individual ideas and chart their own paths. More specifically, people are encouraged to identify, develop, and utilize their strengths in their work and in making contributions to the entire firm community.

The activities of the firm's Diversity & Inclusion Committee are geared toward enhancing diversity in all aspects of the firm's operations. This includes supporting various initiatives, such as recruiting and mentoring, programs for career development and advancement, and targeted outreach and affinity groups. These initiatives seek to build and strengthen relationships among our people while celebrating their differences.

Among other efforts, we host events and seminars throughout the year. A wide array of topical issues are explored in seminars and events, such as navigating generational differences, understanding unconscious bias, enhancing cultural awareness, and how to start and continue the conversation about diversity and differences. Annually, the firm celebrates National Diversity Day with a firm-wide theme that is explored during the week, culminating in a workshop event with an external guest speaker.

Led by the Diversity & Inclusion Committee, the firm identifies a particular area of focus each year. In 2015, diversity efforts were focused on outreach to women timekeepers. This initiative led the firm to pursue membership with the Diversity and Flexibility Alliance, a national forum dedicated to the promotion and retention of women lawyers and work-life control for all attorneys. In 2016, the firm conducted women's focus groups through the Diversity and Flexibility Alliance in an effort to collect valuable feedback regarding our women timekeepers' firm experience. In recent years, the firm continues to explore innovative ways to continue improving our flexible schedules.

Sterne Kessler conducts outreach to groups that promote the advancement of women and people of color in the legal profession. Following are a few examples:

- In 2016, 2017, 2018, and 2019, the firm sponsored students from local law schools and graduate schools in a Diversity Internship Program in an effort to provide them an opportunity to learn about IP law and to enhance their professional experience by giving them an opportunity to interact in a law firm environment.
- Sterne Kessler participates in and sponsors a number of organizations that promote diversity across our local, legal, and technical communities including: • National Bar Association • Women's Bar Association of DC • Maryland Women in Technology • Women in Bio • American Bar Association's Young Lawyers Division • Whitman-Walker Health • Special Olympics • Capital Area Muslim Bar Association (CAMBA) • South American Bar Association (SABA) • Society of Women Engineers (SWE) • National Asian Pacific Bar Association (NAPBA).

Sterne Kessler's "Non-Discrimination/EEO/Harassment Policy" is published in our firm policy manual, and all new employees are required to view a harassment and discrimination video upon hire. In addition, we strive to provide harassment and discrimination live training every other year at the firm. We provide periodic mandatory non-discrimination/EEO/harassment training to all employees. Our policies and practices reflect that we believe each individual has the right to work in a professional atmosphere that promotes equal opportunities and prohibits discriminatory conduct, including harassment.

Further, it is the policy of the firm not to tolerate verbal or physical misconduct by any individual which harasses, disrupts, or interferes with another's work performance or which creates an intimidating, offensive or hostile environment. All individuals have the responsibility to avoid any act or actions, implied or explicit, that may suggest prohibited harassment. Each supervisor has a responsibility to maintain the work place free of any form of harassment. Additionally, we encourage all questions, complaints or allegations concerning discrimination or harassment be brought to the immediate attention of the COO, CHRO, and/or the firm's Managing Director. Matters are investigated and dealt with promptly, and retaliatory action against the employee who charges discrimination or harassment is not tolerated. Where appropriate, corrective action(s), up to and including termination, will be taken for any person who, after investigation, has been found to have discriminated against or harassed another person.

Sterne Kessler also offers domestic partner benefits. Since December of 2007, the firm has offered benefits coverage to the domestic partners of its attorneys and staff employees enrolled in the firm's medical, dental, vision and life insurance plans. In addition, the children of the domestic partner are eligible as long as the domestic partner relationship exists.

Further, the firm recognizes that our professionals have responsibilities and interests outside the firm that need to be supported and that they will affect their work schedules. One way of supporting lives outside the office is by offering flexible hours schedules to our timekeepers who would otherwise have an annual billable hour goal of 1900 hours. Flexible hours schedules are reduced hours schedules designed to meet the needs of the individual and the needs of the firm and its clients. Associates participating in our Flexible Hours Program remain eligible for the same benefits as standard hours associates. Working a flexible hours schedule does not change the evaluation process or the factors considered, and flexible hours associates remain eligible for directorship.

Through all of the endeavors, programs, and policies noted above, Sterne Kessler continuously strives to enhance diversity in all aspects of the firm's operations. The firm is proud of receiving market recognition and rankings for its welcoming and diverse culture.

- In 2017, as a part of PepsiCo Inc.'s outside counsel diversity initiatives, Sterne Kessler was recognized for its demonstrated commitment to increasing diversity and inclusion in the legal profession at PepsiCo's annual diversity recognition day. Law firms recognized on this day participated in PepsiCo's diversity survey adapted from the ABA Model Diversity Survey. The survey collects diversity metrics from U.S. law firms that billed PepsiCo in the prior calendar year. PepsiCo used a weighted formula to generate a diversity index score and examined the firms' initiatives related to diversifying the legal profession. PepsiCo recognized law firms that earned diversity index scores above the median in comparison to their peers and demonstrated an exceptional commitment to diversity and inclusion through qualitative efforts.
- From 2017 to 2019, the firm was named by Vault as among the best mid-sized and small law firms in the United States in its inaugural "Top 150 Under 150" list.
- Sterne Kessler was ranked a "Top Workplace" by The Washington Post based upon anonymous surveys of attorneys and staff from 2014-2020, and was named as a "Best Place to Work" by the Washington Business Journal in 2005, 2009, 2012, 2013 and 2014, 2018, 2019 and 2020.
- Three Sterne Kessler directors have been named to the Managing Intellectual Property - IP STARS list and are also ranked among the "Top 250 Women in IP." The lists distinguish the most accomplished female IP practitioners around the world.