

# Beveridge & Diamond, P.C.

## 2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Washington, DC (main office); Austin, TX; Baltimore, MD; Boston, MA; New York, NY; San Francisco, CA; Seattle, WA.

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Benjamin Wilson, Chair/President; Kathy Szmuszkovicz, Managing Principal

**Diversity team leader(s):** Nessa Coppinger, Diversity & Inclusion Principal

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2019
Worldwide	122	120
U.S. offices only	122	120

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

#### ASSOCIATES (2019)

	Men	Women
White/Caucasian	15	24
African-American/Black	2	1
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	2	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>20</b>	<b>26</b>

#### SUMMER ASSOCIATES (2019)

	Men	Women
White/Caucasian	1	1
African-American/Black	1	2
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
<b>Total</b>	<b>3</b>	<b>4</b>

#### EQUITY PARTNERS (2019)

	Men	Women
White/Caucasian	41	18
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	2
Individuals with Disabilities	0	0
<b>Total</b>	<b>42</b>	<b>20</b>

#### NON-EQUITY PARTNERS (2019)

	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
<b>Total</b>	<b>0</b>	<b>0</b>

#### OF COUNSEL (2019)

	Men	Women
White/Caucasian	7	2
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	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>8</b>	<b>4</b>

#### NEW HIRES (2019)

	Men	Women
White/Caucasian	3	7
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	1	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>9</b>

### Strategic Plan and Diversity Leadership

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

The Firm communicates the importance of diversity and inclusion (D&I) through active participation in numerous internal and external efforts, including the Mansfield 2.0+ and 3.0 Initiatives. Inside the Firm, these communication efforts include: diversity and inclusion components of management committee and principal meetings; working with consultants on research projects that involve numerous employees (or all employees); inclusiveness and implicit bias training; a monthly newsletter; a diversity event calendar; and emails that announce informal lunch discussions, speakers and other events. Our monthly internal newsletter, B&D Connections, features a "Diversity & Inclusion Corner" with news and recaps of D&I events, D&I Book Club information, and interviews with Firm staff and attorneys from various offices.

In 2018, all Management Committee and Diversity & Inclusion Committee members were required to read *That's What She Said: What Men Need to Know (And Women Need to Tell Them) About Working Together*, by Joanne Lipman. This was followed by a series of group discussions across the Firm.

Past efforts (before 2018) included a Firm collaboration with Kathleen Nalty on a diversity assessment case for her book *Going All-In on Diversity & Inclusion: The Law Firm Leader's Playbook*. All Firm employees took an assessment that formed the basis for Ms. Nalty to follow up with training and conversations in every Firm office to study the Firm's progress and plot next steps. We have also worked with Dr. Arin Reeves and Ellen Ostrow, and mentoring expert Ritu Bhasin.

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

Nessa Coppinger, Diversity & Inclusion Principal

#### 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: 5

Total hours spent on diversity: 577

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

Yes

#### If yes or partially, please explain.

The D&I Committee Chair schedules monthly meetings with committee members at the beginning of the year and creates programming for the year that is consistent with Management's priorities and Mansfield certification. We set goals and assign tasks and responsibilities to committee members based on the year's programming.

#### 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. In particular, our participation in the Mansfield 2.0+ and 3.0 initiatives, as well as our sustained membership and participation in initiatives of the Minority Corporate Counsel Association, Leadership Council on Legal Diversity, Diversity & Flexibility Alliance (among others), form the core of our program. See also our response to question 8.1/ Firm Narrative where we describe more fully the many formal efforts and initiatives we have undertaken to increase our diversity.

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

Formal annual review and as needed/regularly throughout the year.

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

The Diversity & Inclusion team formally reports on its efforts and accomplishments to management and Firm principals annually. We conduct an all-employee diversity survey every other year, sharing the results Firmwide. The Diversity & Inclusion Principal and other members of the D&I Committee make other presentations and status reports as warranted.

#### 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	X		Undertake communication from firm management that diversity is a top priority of the firm
X			Formalize diversity plan and committee with action steps and accountability to management
X			Conduct firmwide mandatory diversity training for all attorneys and staff annually
	X		Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/ etc.
X	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	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		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

#### 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	X		Provide accommodations specific to mothers (e.g., lactation rooms)
X	X		Implement policies to address gender pay equity



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X			Other (please specify): We have a Women's Initiative subcommittee of the D&I Committee that meets regularly to focus on women's issues and implement programs and other initiatives.
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### 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		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



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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.**

We sponsor the Just the Beginning Foundation's Summer Legal Institute in Washington and Baltimore, during which Firm lawyers present a legal issue for diverse high school students to research and propose a remedy. The Institute is designed to ensure that young, diverse students succeed, not only in a legal career should they choose that, but also in life.

We also host Urban Debate League programs in our San Francisco and New York offices. Urban Debate League helps urban youth graduate from high school with appropriate skills to succeed in college, their careers and to contribute to their communities. We host the debates in our respective offices and Firm lawyers and staff serve as judges.

B&D also has a longstanding partnership with the Washington Lawyers Committee for Civil Rights and Urban Affairs through which we provide a range of mentoring and support activities to the Savoy Elementary School, a Washington DC public school in an underserved neighborhood. For example, we teach a six-week environmental science program to fourth or fifth graders each year which culminates with a field trip to the Anacostia River. For many Savoy Elementary students, this program is their first exposure to environmental science. We also coach the school's GeoPlunge geography team and engage in other outreach efforts. For many of our lawyers, this program is their most meaningful way of engaging with future environmental leaders.



### Recruitment - New Associates

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

*Ivy League law schools:* Harvard Law School; Columbia Law School; Yale Law School

*Other private law schools:* Duke University School of Law; Georgetown Law Center; William & Mary Law School; Stanford Law School; New York University School of Law; George Washington University School of Law; Pace University School of Law; American University of Washington College of Law; Lewis & Clark Law School; School of Law at Wake Forest University

*Public state law schools:* UC Berkeley School of Law; University of Maryland School of Law; University of Michigan Law School; University of Texas @ Austin School of Law; Vermont Law School; University of Oregon School of Law; UCLA School of Law; Tulane University of Law; University of Chicago Law School; University of Colorado Boulder Law School; University of Virginia Law School; UNC School of Law

*Law schools of Historically Black Colleges and Universities (HBCUs):* Howard University School of Law; North Carolina Central University Law School.

*Diversity job fairs:* Northwest Minority Job Fair; Western Region BLSA 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)

Please see our response to Question 8.1/Firm Narrative for more details on these efforts.

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

Yes, we participate in the Leadership Council on Legal Diversity (LCLD) 1L summer scholars program and host a minority 1L student as a summer associate every year. We have been participating in this program since 2012.

In 2013, Beveridge & Diamond created the Thurgood Marshall Opportunity Program to provide opportunities for diverse first-year law students to have internships at the Maryland Attorney General's Office. Working with the Attorney General's Office, we secured the participation of three other law firms in funding a paid internship program. Since its initial class in 2013, 42 students have benefitted from the program.



### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2019)

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

#### 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	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
<b>Total</b>	<b>0</b>	<b>2</b>

#### 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	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
<b>Total</b>	<b>0</b>	<b>2</b>

#### NEITHER ACCEPTED NOR DECLINED (2019)

\* Summer associates who neither accepted nor declined an offer of full-time employment because of postgraduate clerkship/fellowship

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

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2019)

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

#### LATERAL OF COUNSEL HIRES (2019)

	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	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

#### 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
<b>Total</b>	<b>0</b>	<b>0</b>

#### NEW PARTNERS PROMOTED\* (2019)

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

	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	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>2</b>

#### NEW EQUITY PARTNERS\* (2019)

\* Whether hired laterally or promoted from within

	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	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>2</b>

### 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)
- Mansfield 2.0+ certified

#### 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:

No fees paid in the last 12 months



### 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
<b>Total</b>	<b>0</b>	<b>0</b>

##### 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
<b>Total</b>	<b>0</b>	<b>0</b>

##### 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	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

##### 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
<b>Total</b>	<b>0</b>	<b>0</b>

##### 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
<b>Total</b>	<b>0</b>	<b>0</b>

##### 6TH-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
<b>Total</b>	<b>1</b>	<b>0</b>

### 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
<b>Total</b>	<b>0</b>	<b>0</b>

##### 8TH-YEAR PLUS 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
<b>Total</b>	<b>0</b>	<b>0</b>

##### 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
<b>Total</b>	<b>1</b>	<b>0</b>

##### 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
<b>Total</b>	<b>0</b>	<b>0</b>

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	3	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	1
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>4</b>	<b>2</b>

### 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)

We have no formal "dispute resolution" process as our departures have not been contentious. However, we conduct an exit interview whose findings we share with management. In 2018, the Firm established a Talent Retention Task Force to focus on identifying and implementing additional steps the Firm can take to reduce attorney attrition, and specifically the attrition of diverse attorneys. Please see our response to Question 8.1/Firm Narrative for more on these efforts.

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?

None.

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	0	2	2	46
Of counsel	1	2	3	12
Non-equity partner	0	0	0	0
Equity partner	8	6	14	62



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2019

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	2	2
African-American/Black	1	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
<b>Total</b>	<b>3</b>	<b>3</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	4	2
African-American/Black	1	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>5</b>	<b>3</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	2	2
African-American/Black	1	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
<b>Total</b>	<b>3</b>	<b>3</b>

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	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	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>2</b>

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	3	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	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>1</b>

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2019)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	7	50	20
Number of such positions held by:			
Minorities	0	4	1
Women	0	14	10
LGBTQ attorneys	0	1	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? 7

Minorities heading offices: None.

Women heading offices: Lauren Hopkins, San Francisco (10); Laura LaValle, Austin (7)

LGBTQ attorneys heading offices: None

Individuals with Disabilities heading offices: None

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Jayni Lanham, OSHA (8); Bina Reddy, Toxic Torts & Mass Torts (29); Julius Redd, Transactions and Auditing (10); David McCray, Infrastructure & Real Estate (16); WeiWei Luo, International/Asia-Pacific (11); David McCray, Transportation (8).

Women heading practices: Pam Marks, Environmental PG (153); Maddie Boyer, Air & Climate Change (35); Nicole Weinstein, CERCLA, Brownfields, & Subsurface Contamination (51); Jayni Lanham, OSHA (8); Lauren Hopkins, Products & Sustainability (10); Heidi Knight, Transaction & Auditing (10); Karen Hansen, Water (28); Allyn Stern, Water (28); Megan Brillault, Litigation (133); Bina Reddy, Toxic & Mass Torts (29); Evynn Overton, White Collar Defense & Internal Investigations (11); Maddie Boyer, International PG (11); Maddie Boyer, International/Americas (11); WeiWei Luo International/Asia-Pacific (11); Laura McAfee, Energy & Pipelines (18); Mackenzie Schoonmaker, Industrial Hemp and Cannabis (13); Lauren Hopkins, Information Technology, Telecom & Electronics (10); Nicole Weinstein, Insurance (7); Kathryn Szmuskovicz, Pesticides & Biotechnology (7); Elizabeth Richardson, Retail (4).

LGBTQ attorneys heading practices: Aaron Goldberg, Retail (4).

Individuals with Disabilities heading practices: None.

#### COMMITTEE LEADERS

Minorities heading committees: Ben Wilson, Management (6); Julius Redd, 2021 Retreat Planning Committee (9); Roy Prather, D&I Committee (18); Jayni Lanham, Recruiting Committee (14).

Women heading committees: Kathy Szmuskovicz, Management (6); Laura McAfee, Claims & General Risk Management (5); Beth Richardson, APEX (8); Jeanine Grachuk, Attorney Work Flow and Associate Evaluations Committee(7); Mackenzie Schoonmaker, Attorney Work Flow and Associate Evaluations Committee(7); Kaitlyn Shannon, Associate Committee (7); Hilary Jacobs, Associate Committee (7); Paula Schauwecker, B&D University (32); Nessa Coppinger, D&I Committee (18); Heidi Knight, Women's Initiative (5); Mackenzie Schoonmaker, Women's Initiative (5).

LGBTQ attorneys heading committees: Paula Schauwecker, B&D University (32).

Individuals with Disabilities heading committees: None.



### The Firm Says

Our firm's founders envisioned a law practice that not only accommodates but also values and celebrates differences of personal background, intellectual perspective, and opinion. In the 46 years since our founding, we have attracted and retained a diverse group of talented lawyers and staff who affirm these values on a daily basis. These differences make us a stronger group and provide better results for our clients.

Today, more than half (53%) of our lawyers are women or minorities, and 30% of our principals are women. From 2008 until 2018, at least half of our Associates and Of Counsel promoted to Principal have been women or minority attorneys. In 2019, 60% of our Associates and Of Counsel promoted to Principal were women or minority attorneys. In 2019 83% of the lawyers who joined the firm were women or diverse, and 66% of our entry-level fall Associate class in 2019 were women or minorities. Additionally, four of the six lawyers on the Firm's management committee (the Firm's highest governing body that also determines compensation) are women, minorities, or LGBTQ+.

Our diversity and inclusion (D&I) mission statement reads:

"Beveridge & Diamond supports the success and professional advancement of all people in the Firm. We focus on attracting, developing and retaining diverse talent, and we strive to create equal opportunities for individuals to live up to their potential and feel included as valued members of the Firm. We are committed to our continued leadership in promoting diversity and inclusion in the legal profession, and are dedicated to working with our clients and communities to do so."

In 2019, we achieved Mansfield 2.0+ Certification.

We are honored to have received recognition of our D&I efforts and results, including: MCCA Thomas L. Sager Award (2013); DRI's Law Firm Diversity Award (2015); Outstanding Achievement Award from the Washington Lawyers' Committee for Civil Rights and Urban Affairs (2015); MCCA's George B. Vashon Innovator Award (2018); Vault (4th of 30 midsize firms for diversity), (2019); Law360 Top Law Firm for Female Attorneys (2015, 2016, 2019)

Other highlights of our 2017-19 efforts to recruit, retain, and advance diverse attorneys include:

-Participating in the Leadership Council for Legal Diversity's (LCLD) 1L scholar program, "Pathfinder" program, Fellows program, and law school mentoring program. Every year since 2012, a student from the 1L scholar program has spent their summer with us.

-Hosting a Howard University Environmental & Energy Law career forum targeting diverse students in the Washington, DC area.

-Participating as sponsors, speakers, or attendees at programs organized by the following groups: Minority Corporate Counsel Association (Firm Affiliate Network); Diversity & Flexibility Alliance; LCLD (the firm has had four LCLD fellows in addition to participating in the LCLD law student summer scholar program); Defense Research Institute Diversity for Success Conference; Diversity in Environmental Law Series at the Environmental Law Institute; National Association of Women Judges; NAWL (leading environmental/energy and litigation affinity groups); Corporate Counsel Women of Color; Charting Your Own Course; Council on Legal Education Opportunity; The National Bar Association (organizing the NBA Energy Forums); The Center for Legal Inclusiveness; Hispanic National Bar Association.

-Ben Wilson, Beveridge & Diamond's Chair who is African American, leads the African American Managing Partners Network, a group of over 25 African American attorneys in the U.S. who either currently manage or have managed an Am Law 200 law firm or one of its offices. The network members aim to increase opportunities for African-American lawyers, and to assist corporations and other businesses in their efforts to increase diversity and inclusion within their staffs and the outside counsel they retain. Mr. Wilson also founded and continues to lead the Diverse Partners Network and the Diverse Corporate Counsel Network.

-Participating in recruiting programs arranged by the National Black Law Students Association, The National Bar Association, the National LGBT Bar Association, and the Minority Corporate Counsel Association.

-Sponsoring the Just the Beginning Foundation's Summer Legal Institute in Washington and Baltimore, during which Firm lawyers present a legal issue that diverse high school students research and remedy.

-Participating in the Urban Debate League programs in our San Francisco and New York offices. Urban Debate League helps urban youth graduate from high school with appropriate skills to succeed in college, their careers and to contribute to their communities. We host the debates in our respective offices and Firm lawyers and staff serve as judges.

The Firm's internal efforts to advance D&I awareness include:

-Launched a Women's Initiative within the Firm to help retain and support the careers of women lawyers.

-Hosting inclusion events to promote connectedness and inclusiveness.

-Educating employees about D&I through our ongoing Connections internal newsletter and internal presentations on implicit bias and diversity and inclusion.

-Served as a pilot case for D&I expert Kathleen Nalty's research for her book *Going All-In on Diversity & Inclusion: The Law Firm Leader's Playbook*.

-Developed a mentoring program with the assistance of D&I and law firm leadership and culture expert Ritu Bhasin.

-Celebrating multicultural holiday and culinary traditions.

-Our ongoing priorities include recruiting and retaining diverse attorneys; enhancing our attorney mentoring program; providing tools to our attorneys and staff to identify and interrupt bias; understanding and improving generational diversity; improving diversity of work teams; and measuring our progress in achieving the Firm's D&I goals. We continue to seek feedback from all employees via anonymous surveys and individual and group meetings and conversations.

-In 2018, the Firm formed a Talent Retention Task Force ("TRTF") to evaluate the Firm's practices and policies relating broadly to the topic of talent retention, with a specific focus on associates. The TRTF conducted fact gathering, including interviews and town hall meetings, and issued a report with recommendations to the Management Committee. In response the Management Committee established a permanent TRTF to implement the recommendations in the report. Key issues the TRTF focuses on include parental support, flexible work arrangements, improved transparency, improved talent development programs (training and work assignments), and associate compensation. The Firm has already implemented the TRTF's recommendations in most of these areas.