

## Bloomberg Law's DEI Framework Overview

The Bloomberg Law Diversity, Equity, and Inclusion (DEI) Framework is a listing of law firms that meet or exceed an established threshold of diversity, equity, and inclusion in their firm. Standardized disclosure of diversity-related data allows firms to attract and retain talent, and also allows companies looking to procure legal services to easily compare law firms from a supplier diversity standpoint.

### Data Collection Instrument

Bloomberg Law's DEI Framework provides a platform for standardizing law firm diversity metrics, allowing firms to provide their data in one comprehensive Data Collection Instrument, and corporations to quickly access a DEI Framework Listing of firms that meet or exceed an established threshold of diversity, equity, and inclusion.

The Bloomberg Law team worked closely with our partners at Bloomberg's [Gender-Equality Index team](#), as well as diversity leads at major firms to design a comprehensive Data Collection Instrument. The Collection Instrument is reviewed and updated annually to ensure alignment with industry trends, methodologies, and best practices.

The Data Collection Instrument includes over 85 metrics, each allocated to one of six pillars:

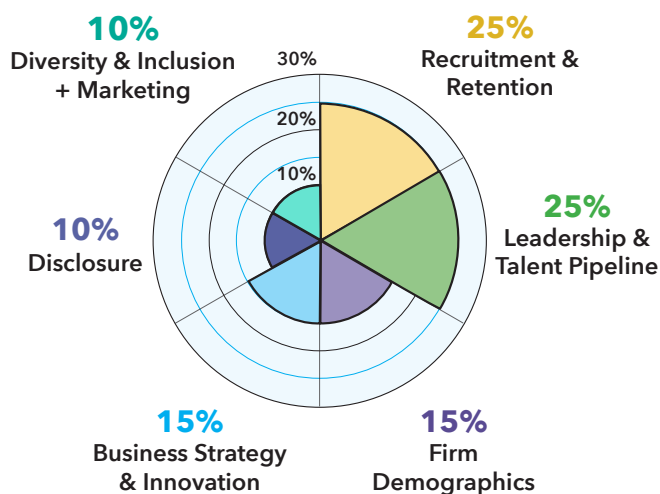
- Firm Demographics
- Leadership and Talent Pipeline
- Recruitment and Retention
- Business Innovation and Strategy
- Marketing
- Diversity & Inclusion in the Community

Firms had three months to gather and submit their data using the Data Collection Instrument via secure online survey.

### Eligibility Criteria

The Bloomberg Law DEI Framework is open to U.S. based law firms.

### HOW PILLARS ARE WEIGHTED to Determine DEI Score



### Scoring Methodology

Firms are assigned a Bloomberg Law DEI Score based on data disclosed for the metrics defined in the DEI Framework. The DEI Score measures both the level of disclosure of diversity-related metrics, as well as distinguished performance against standards in each of the six pillar areas - 1) Firm Demographics, 2) Leadership and Talent Pipeline, 3) Recruitment and Retention, 4) Business Innovation and Strategy, 5) Marketing, and 6) Diversity & Inclusion in the Community. The DEI Score is measured from 0-100%, with 100% being a perfect score.

### Disclosure

The disclosure score is worth 10% of the total DEI Score. It has a maximum of 100% and is calculated by awarding a point for all applicable metrics disclosed and then dividing by the total points available. Total points possible vary by firm, depending on whether follow-ups to various survey questions are applicable, including the types of benefits and leave, requirements for diverse slates of candidates, and marketing practices. If these follow-ups do not apply to a firm, then they do not impact that firm's disclosure score.

## DEI Pillar Scores

The scoring for the six pillar areas represents 90% of the total DEI Score. The pillars of Marketing and Diversity & Inclusion in the Community are combined, as these are smaller survey sections. Each pillar, or combination of pillars, receives its own score. Each pillar score has a maximum of 100%, determined by the total earned points divided by the total possible points. Total points earned is determined by scoring each question in the pillar against proprietary thresholds, informed by current industry averages, which are re-determined annually based on changes across the industry.

The pillar scores are weighted in the following proportions and combined with the 10% disclosure score to determine the full DEI score: Firm Demographics (15%), Leadership and Talent Pipeline (25%), Recruitment and Retention (25%), Business Strategy and Innovation (15%), Marketing combined with Diversity & Inclusion in the Community (10%), Disclosure (10%).

This year, the pillar scores for firm demographics and recruitment and retention utilized a bayesian inference model to help determine thresholds, particularly in areas where publicly available data differed and where standards were based on individual firm-level data.

### Firm Demographics

For each level of seniority with the firm and across race and ethnicity, gender, and additional diversity categories, points are given for firms who exceed the industry standard for diversity according to publicly available industry data by the [American Bar Association](#) and the [National Association for Law Placement, Inc \(NALP\)](#).

### Leadership and Talent Pipeline

Points in this pillar are given for firms who exceed the industry standard for diversity at the top levels of leadership according to publicly available industry data by the [American Bar Association](#) and the [National Association for Law Placement, Inc \(NALP\)](#). Firms earn points on the attorney promotion metrics based on the demographic proportion of attorneys promoted in relation to the demographic proportions in each firm's associate pool. Metrics in this section that are not based on the discreet number of attorneys or staff members in each demographic category are scored with a point earned for endorsing diversity-promoting aspects, for example employing a Chief Diversity Officer or equivalent.

## Recruitment and Retention

Points in this pillar are given for firms who exceed the industry standard for diversity at the incoming class level according to publicly available industry data by the [American Bar Association](#) and the [National Association for Law Placement, Inc \(NALP\)](#). Firms earn points on the attorney attrition and reduced hours metrics based on the demographic proportion of attorneys who left the firm or are working reduced hours in relation to the demographic proportions in the firm overall. Metrics in this section that are not based on the discreet number of attorneys or staff members in each demographic category are scored with a point earned for endorsing diversity-promoting aspects, for example conducting a compensation or pay audit, offering industry average or better amounts of benefits and paid leave, and requiring a diverse slate of candidates for management or leadership roles. Additionally, points are given for endorsement of policies and practices related to origination credit, including mandates that women and other underrepresented groups have equal access to clients, quality work assignments, committee appointments, marketing efforts and firm events, as well as tracking business generation factors that impact base and/or bonus compensation for these groups.

## Business Innovation and Strategy

All metrics in this pillar have one or up to two points available for endorsement of pro-DEI policies, practices, and offerings. This includes work time/place flexibility, employee engagement analysis, anti-harassment training and policies, diversity and inclusion related goals tied to compensation for firm leaders, and availability of affinity groups.

## Marketing and Diversity & Inclusion in the Community

All metrics in this combined pillar have one or up to three points available for endorsement of pro-DEI policies, practices, and offerings. This includes assessing marketing materials for bias, public statements regarding the firm's commitment to diversity and inclusion, support of various diversity-focused organizations, and other diversity-related certifications.

## Performance Improvement Bonus

For firms that submitted data the previous year, if any of their pillar scores improved, they also receive a bonus added to their overall score. This allows us to reward positive improvements and may impact potential inclusion in the DEI Framework List without impacting any of the firm's pillar scores or disclosure score displayed on individual firm scorecards, which can be used by firms for benchmarking.