

## DEI Framework FAQs



### About The Framework / Law Firm Eligibility

#### Q What is the Bloomberg Law Diversity Equity and Inclusion Framework?

**A** The Bloomberg Law Diversity Equity and Inclusion (DEI) Framework (the “Framework”) is a listing of law firms that meet or exceed an established threshold of diversity measured across areas such as recruitment and retention, leadership and talent pipelines, and business strategy—as determined by a panel of experts from industry, academia, and the legal industry. There are numerous studies that demonstrate the positive impact of diversity on business outcomes, and many corporations are now requiring outside counsel to demonstrate their commitment to diversity before winning business. 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 (the “Collection Instrument”) and corporations to quickly access a DEI Framework Listing (the “Listing”) of firms that meet or exceed an established threshold of diversity, equity, and inclusion.

#### Q How was Bloomberg Law’s DEI Framework Data Collection Instrument developed?

**A** The Bloomberg Law team worked closely with our partners from Bloomberg’s [Gender-Equality Index](#) team, as well as diversity leads at major law firms to design a comprehensive data collection instrument. Going forward, the Collection Instrument will be reviewed and updated annually to ensure alignment with global trends, methodologies, and best practices.

### DEI Framework Listing Inclusion

#### Q What are the eligibility criteria for inclusion in the Listing?

**A** At this time, only U.S. based law firms are eligible for Listing inclusion and participation in the Framework.

#### Q Is there a DEI Framework for in-house legal departments?

**A** Not yet. However, this is an important and evolving area, so we may expand the DEI Framework to include in-house legal department at some point.

#### Q Are law firms ranked?

**A** No. The Listing is a catalog of all law firms that meet or exceed an established threshold of diversity, equity, and inclusion.

#### Q Will I be able to see all the data that the Collection Instrument asks for/collects before I begin?

**A** Yes. Once you receive your personal invitation (see “Submitting Your Data” section below for more details), the first page of the data upload site will provide a link to download a PDF of all questions, or request a copy by emailing us at [DEI\\_Framework@bloombergindustry.com](mailto:DEI_Framework@bloombergindustry.com).

#### Q Do I have to answer every question?

**A** We encourage you to answer and provide data for as many questions as possible to give the fullest picture of the diversity, equity, and inclusion efforts at your firm. However, each firm has the discretion to decide the number of questions within the Collection Instrument it chooses to answer and data it chooses to disclose.

#### Q What happens after I submit data?

**A** Once data is submitted, a Bloomberg Law data analyst will review your submission to validate and confirm the submission, including reviewing any links provided. If we have any clarifying questions for you, we will reach out to you with notes on your submission to review. Final data will be scored for Listing inclusion and you will also receive your score for internal benchmarking purposes.

#### Q How is scoring determined?

**A** We use a proprietary scoring model to determine each firm’s Framework score, and those firms with a score at or above an established threshold will be included in the Listing. The scoring model is developed and validated by a panel of experts from industry, academia, and the legal industry.

#### Q Will my firm’s data be available online?

**A** No, any individual firm responses submitted will not be identified, included, or published on our website or in the Listing itself. However, the firms included in the Listing will be publicly available on [our website](#). Aggregate high-level findings—including overall reported industry demographics and percentage of firms with various policies—will also be available on this website once all data is analyzed in Q4 2021. Firms who make the Listing may also have an identifier attached to their firm profile within the Bloomberg Law platform and on the Bloomberg Terminal.

#### Q What happens if my firm does not make the listing, can we appeal?

**A** No. There is no appeals process; however, if you believe there is an element of diversity, equity, and inclusion that the Framework is missing please let us know as we intend to update the Collection Instrument annually.

# DEI Framework FAQs

## Submitting Your Data

### Q Where do I go to submit data via the Collection Instrument?

**A** You may request a personal invitation to upload [your firm's data here](#). This can also be accessed via the [Framework site](#). If you would like additional information before requesting your invitation, please email [DEI\\_Framework@bloombergindustry.com](mailto:DEI_Framework@bloombergindustry.com)

### Q Is the site Bloomberg Law uses for the Collection Instrument secure?

**A** Bloomberg Law takes extensive measures to protect and secure your personal information and company data. Data is collected through Qualtrics Labs, Inc. ("Qualtrics"). For more information about Qualtrics's security practices, see [here](#). For information on their handling of personal information please see their Privacy Statement [here](#).

All data files are then downloaded and stored securely on servers owned by Bloomberg Industry Group and its corporate affiliates. Access to the data will be limited to the Bloomberg Law Data Analysis and Surveys and support teams. For more information on how Bloomberg Industry Group handles personal information please see our [Privacy Policy](#). Only verified and invited users may access the data Collection Instrument.

### Q What is Bloomberg Law's policy for data collected as part of the Framework?

**A** **Legal Disclaimer:** The Bloomberg Law Diversity, Equity, and Inclusion Listing utilizes a data Collection Instrument to collect information (Data) from law firms. The Data may include information related to the workforce, policies, and interactions with customers or third parties. Data collected in the data Collection Instrument for the DEI Framework will be aggregated and high-level findings, which may include *inter alia* overall reported industry demographics and percentage of firms with various policies, will be published to Bloomberg Law and the Bloomberg Terminal service. Subscribers may access the Listing through multiple channels such as Bloomberg Law and the Bloomberg Terminal service.

The Listing and associated findings are based solely on the Data provided by participating U.S. firms and are subject to their accuracy. Nothing in the Framework, Listing or associated findings should be construed as an opinion of any law firm by Bloomberg Law or its affiliates, nor are they intended to be a recommendation or endorsement of any firm(s).

### Q How are users verified on the portal?

**A** Users (i.e. those individuals wanting to participate in the Framework) are reviewed by a Bloomberg Law analyst to ensure they are an appropriate data contributor from a qualifying U.S. law firm.

### Q What if I have questions on the Framework?

**A** The Bloomberg Law team is here to support you throughout the entire reporting process. You may contact the team at [DEI\\_Framework@bloombergindustry.com](mailto:DEI_Framework@bloombergindustry.com) or Molly Huie (Team Lead, Data Analysis & Surveys) directly at [mhuie@bloombergindustry.com](mailto:mhuie@bloombergindustry.com) if you have questions or feedback. We are also happy to schedule a call to discuss your questions.

### Q Is there any cost associated with submitting data or inclusion in the Listing?

**A** No. Submitting data and inclusion in the Listing is free to all U.S. law firms.

### Q What if I submit data and don't make the Listing?

**A** Names of firms that do not meet or exceed the established threshold of diversity, equity, and inclusion specified by the Framework will not be disclosed. Scoring breakdowns will be available to the firms who submit their data.

### Q What is the timeframe for data submission?

**A** Bloomberg Law's DEI Framework will be accepting data April 1 - Aug 31, 2021.

### Q What time period should the data submitted reflect?

**A** Data collected should reflect FY20. The full Listing will be available Q4 2021. As this is the first year of this Framework, we anticipate the data submission timeline and subsequent release of the Listing will be earlier in 2022.

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Questions about the DEI Framework? Contact us at [DEI\\_Framework@bloombergindustry.com](mailto:DEI_Framework@bloombergindustry.com)