

2021 Bloomberg Law Diversity, Equity, and Inclusion Framework

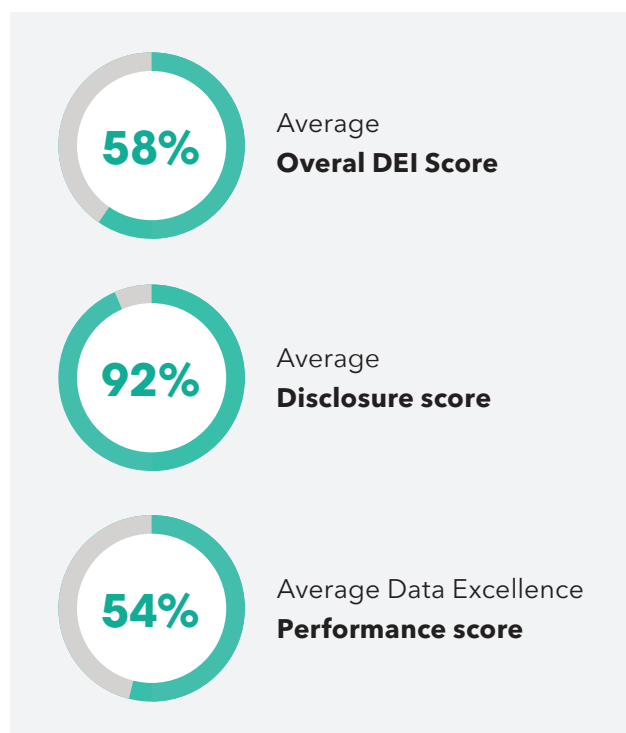


The Bloomberg Law Diversity, Equity, and Inclusion (DEI) Framework is a listing of law firms that meet or exceed an established threshold of diversity, equity, and inclusion in their firm. Standardized

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.

Overall Scores

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, weighted and combined into an overall performance score.



The 2021 Framework is made up of 28 law firms from across the United States, ranging in size from under 10 to over 2,000 attorneys. 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 meeting or exceed an established threshold of diversity, equity, and inclusion.

The Bloomberg Law DEI Framework is open to U.S. based law firms. Firms had five months to gather and submit their data using the Data Collection Instrument via secure online survey.

DEI Pillar Scores

The DEI Scores measure distinguished performance against standards in each of the six pillar areas. Each is measured from 0-100%, with 100% being a perfect score. Firms only earn points for exceeding overall industry averages (according to ABA and NALP industry reports)*, so anything over 0% represents exceeding averages in at least one metric and 100% represents exceeding averages on every metric.

*Where available

Methodology

The scoring for the six pillar areas represents **90% of the total DEI Score** (the remaining 10% is based on Disclosure). 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.

The pillar scores are weighted to determine 90% of the full DEI score as follows:

25% = Recruitment & Retention

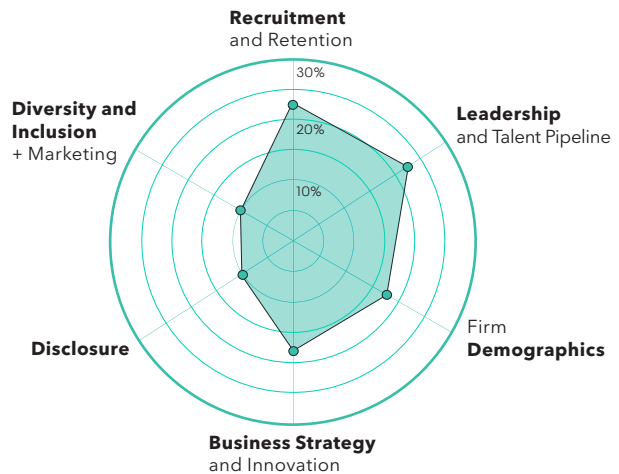
25% = Leadership & Talent Pipeline

20% = Business Strategy & Innovation

20% = Firm Demographics

10% = Diversity & Inclusion + Marketing

How each pillar is weighted to determine DEI Score



Industry Demographics

The firms participating in the inaugural year tend to meet or exceed industry averages for many diversity metrics.

83% of companies have a Chief Diversity Officer (or equivalent)

48% of firms say that Practice Group Leaders have clear diversity and inclusion goals included as part of their annual performance review

64% of firms mandate and monitor that minority and women attorneys have equal access to client, quality work assignments, committee appointments, marketing efforts, and firm events

88% of firms have a public statement regarding their commitment to diversity and inclusion

53% of firms tie a component of partner compensation to diversity efforts

32% conducted a pay audit in 2020

58% of firms require diversity within a pool of candidates for management and leadership roles (and of those, an average of 23% percent of slated candidates must be diverse)

33% of firms shared a specific, time-bound action plan to increase the representation of diverse groups in leadership positions



Female

Just under half of all associates are women, and they account for roughly **one out of every four** partners.

47.6%
Associates

27.7%
Partners



Asian

Twelve percent of law firm associates are Asian, as are **one out of every twenty partners**.

12.0%
Associates

5.0%
Partners



Black

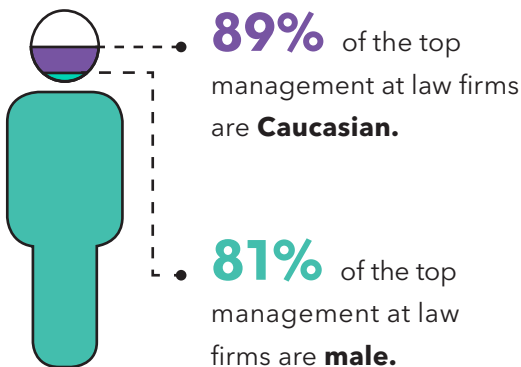
Just over 5 percent of law associates are Black, and **only one out of every fifty** are partners.

5.3%
Associates

2.4%
Partners

Firm Management

Most firms are publicly stating their commitment to diversity and inclusion, but fewer have a specific plan to increase diversity within their leadership or tie components of compensation to diversity efforts.



Policies and Benefits

Benefits and policies can be useful ways of both attracting and retaining diverse talent. Nearly all firms offer standard medical, dental vision, and paid primary parental leave. Other types of leave, flexibility and benefits are less common.

13.5

Average number of weeks of **fully paid parental leave** offered

82%

Employees who took **parental leave in 2020** returned to work

72%

Law firms that offer **secondary parental leave**

74%

Firms that offer **flextime** (adjustable work days/hours)

94%

Firms that offer **remote work and telecommuting options**

85%

Firms that offer employees **alternative billing targets**

Learn more

To see the full list of 2021 DEI Framework Member Firms and scoring methodology visit pro.bloomberglaw.com/DEI

Next steps

Get ready for the 2022 DEI Framework: visit pro.bloomberglaw.com/DEI and click "Stay Notified" to be notified when data collection opens

Have questions?

Contact Bloomberg Law's DEI Framework Team at:
DEI_Framework@bloombergindustry.com or 703.341.3793

2021 Member Firms



Akin Gump Strauss Hauer
& Feld LLP

Baker, Donelson, Bearman,
Caldwell & Berkowitz, PC

Cadwalader, Wickersham,
& Taft LLP

CDF Labor Law LLP

Chamberlain, Hrdlicka, White,
Williams & Aughtry, PC

Chiesa Shahinian &
Giantomasi PC

Covington & Burling LLP

Crowell & Moring LLP

Davis Wright Tremaine LLP

Epstein Becker Green

Fish & Richardson P.C.

Fox Rothschild LLP

Friedman Kaplan Seiler
& Adelman LLP

Frost Brown Todd LLC

Hunton Andrews Kurth LLP

Kirkland & Ellis LLP

Kutak Rock LLP

Lane Powell PC

Lowenstein Sandler LLP

McCarter & English, LLP

McDermott Will & Emery LLP

Morgan, Lewis & Bockius LLP

Munger, Tolles & Olson LLP

Ogletree, Deakins, Nash,
Smoak & Stewart PC

Potomac Law Group, PLLC

Reed Smith LLP

Thompson Coburn LLP

Vinson & Elkins LLP

