

Chapman and Cutler LLP

2019 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Chicago, Illinois; San Francisco, California; Charlotte, North Carolina; New York, New York; Salt Lake City, Utah; Washington, DC

DIVERSITY LEADERSHIP

Head(s) of Firm: Tim Mohan Managing Partner

Diversity team leader(s): Juliet Huang Co-Diversity Partner; Walt Draney Co-Diversity Partner

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2018
Worldwide	232	239
U.S. offices only	232	239

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2018)

	Men	Women
White/Caucasian	26	25
African-American/Black	3	0
Hispanic/Latinx	1	3
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	4	1
Individuals with Disabilities	0	0
Total	30	32

SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	2	3
African-American/Black	1	1
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
Total	3	5

EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	69	17
African-American/Black	1	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	1	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	3	0
Individuals with Disabilities	2	1
Total	72	21

NON-EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	29	12
African-American/Black	1	2
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	0
Individuals with Disabilities	0	0
Total	34	16

OF COUNSEL (2018)

	Men	Women
White/Caucasian	18	7
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	2	0
Asian	0	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	1
Total	21	11

NEW HIRES (2018)

	Men	Women
White/Caucasian	8	6
African-American/Black	2	0
Hispanic/Latinx	0	1
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	0	0
Total	11	8

Strategic Plan and Diversity Leadership

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

Emails, website, meetings, memos, professional development, newsletters, and adjusting policies within the Firm to demonstrate the Firm's values

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

Stacey Kielbasa, Director of Talent Development, Diversity and Pro Bono

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?

Yes

If yes, how many attorneys are on the committee, and in 2018, 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: 10

Total hours spent on diversity: 175

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 diversity committee is split into three subcommittees that execute managements goals and priorities. The three committees are the diversity scholarship committee, the public finance roadshow committee and the sponsorship committee. The scholarship committee creates the criteria for Chapman's diversity scholarship and determines the winner. The public finance roadshow committee presents to diverse law students regarding a career in public finance. Finally, the sponsorship committee executes the Firm's sponsorship program, which connects diverse associates to senior leadership. The diversity committee also generates and executes other diversity programs as needed.

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

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?

The Director of Talent Development, Diversity and Pro Bono reports to the Chief Operating Partner weekly and presents a formal presentation annually to internal affairs. The Chief Operating Partner also presents diversity demographic information to the Partners annually.

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.
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			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
	X		Increase the number of minority attorneys at the partnership level
	X		Increase the number of minority attorneys in leadership positions
X			Focus on strengthening firm's mentoring program for minority attorneys
	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			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
	X		Increase the number of LGBTQ attorneys at the partnership level
	X		Increase the number of LGBTQ attorneys in leadership positions
X			Focus on strengthening firm's mentoring program for LGBTQ attorneys
		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.

-Chapman has partnered with Chicago-area law schools to present to the students about a career in legal finance. The panel consists of women and ethnic minorities. Diverse students are encouraged to attend the presentation.

-Chapman sponsors Chicago Scholars, a seven-year college readiness, mentorship and career preparation program for first-generation high school and undergrad students from under-resourced communities in the Chicagoland area.

-Chapman also hires students from Cristo Rey and Christ the King High Schools and provides them with professional experience and tuition.

-Chapman created a Diversity Pipeline Summer internship for diverse college students.

-Chapman attorneys and staff also serve as mentors for Spark, an early career preparation program for middle schoolers as well as WITS, a reading mentorship program for elementary aged students in Chicago.



Recruitment - New Associates

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

Ivy League law schools: No

Other private law schools: Yes; Chicago-Kent College of Law; DePaul University College of Law; Howard University School of Law; Indiana University Maurer School of Law; Loyola University Chicago School of Law; Notre Dame Law School; University of Chicago Law School; Northwestern University Pritzker School of Law; Washington University School of Law

Public state law schools: Yes; University of Illinois College of Law; University of Iowa College of Law; University of Michigan Law School

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

Diversity job fairs: Yes; Cook County Bar Association Minority Job Fair; Lavender Law 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)

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

Chapman offers a \$10,000 scholarship to diverse law students after their 1L year.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	2	3
African-American/Black	1	1
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
Total	3	5

OFFERS MADE* (2018)

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

	Men	Women
White/Caucasian	2	3
African-American/Black	1	1
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
Total	3	5

OFFERS ACCEPTED* (2018)

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

	Men	Women
White/Caucasian	1	3
African-American/Black	1	1
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
Total	2	5

NEITHER ACCEPTED NOR DECLINED (2018)

* 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
Total	0	0

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2018)

	Men	Women
White/Caucasian	0	3
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	1	3

LATERAL OF COUNSEL HIRES (2018)

	Men	Women
White/Caucasian	3	0
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
Total	3	1

LATERAL PARTNER HIRES* (2018)

* Both equity and non-equity

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

NEW PARTNERS PROMOTED* (2018)

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

	Men	Women
White/Caucasian	2	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	0
Individuals with Disabilities	0	0
Total	2	2

NEW EQUITY PARTNERS* (2018)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	2	2
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	1	1
Total	2	3

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:

N/A



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2018

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
Total	0	0

2ND-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	1
Individuals with Disabilities	0	0
Total	0	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	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

5TH-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

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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	0
Individuals with Disabilities	0	0
Total	0	2

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2018

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	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	1	0

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	0	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	1
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
Total	0	3

OF COUNSEL

	Men	Women
White/Caucasian	3	1
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	4	1

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	2	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	2	1

EQUITY PARTNERS

	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

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

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?

Generally, none. An existing partner who decides to work part time will remain a partner at the Firm. A non-partner attorney who decides to work part-time may remain on partnership track if they work a minimum of 60% of their target billable and productive hours.

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

3



Retention and Professional Development

PART-TIME ATTORNEYS (2018)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	0	0	62
Of counsel	2	3	5	32
Non-equity partner	1	1	2	50
Equity partner	0	1	1	93



Management Demographic Profile

FIRMWIDE COMMITTEES 2018

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	5	4
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
Total	6	4

Policy Committee

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	5	6
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
Total	5	7

Employment Committee

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	5	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	5	1

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	7	2
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	0	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
Total	7	5

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

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

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2018)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	6	19	9
Number of such positions held by:			
Minorities	0	1	0
Women	2	2	4
LGBTQ attorneys	0	0	1
Individuals with Disabilities	0	1	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? 6

Minorities heading offices: 0

Women heading offices: Rene J. LeBlanc-Allman, Charlotte (8); Melanie Gnazzo, San Francisco, (13)

LGBTQ attorneys heading offices: 0

Individuals with Disabilities heading offices: 0

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Morrison Warren, Investment Management (42)

Women heading practices: Felice Foundos, Investment Management (42); Nancy Burke, National Public Health and Education Finance (32)

LGBTQ attorneys heading practices: 0

Individuals with Disabilities heading practices: Franklin Top, Bankruptcy and Restructuring (58)

COMMITTEE LEADERS

Minorities heading committees: 0

Women heading committees: Carol Thompson, Partner Review Committee (5); Kelley Bender, Employment Committee (11); Jane Nagle, Public Finance Disclosure Committee (10); Erin Bartholomy, Section 103 Committee (13)

LGBTQ attorneys heading committees: William Libit, Internal Affairs Committee (13)

Individuals with Disabilities heading committees: 0



The Firm Says

At Chapman and Cutler LLP, we pride ourselves in the many diversity and inclusion initiatives offered at the Firm.

Internal Programs

Affinity Groups. Each affinity group meets for lunch quarterly, invites a speaker to present at the Firm, and sponsors an event/program that staff members can attend. Chapman has the following affinity groups:

• Attorneys with Disabilities & Their Allies Affinity Group • Ethnically Diverse Affinity Group • Jewish Attorneys Affinity Group • LGBTQ Affinity Group • Women's Affinity Group • Working Parents Affinity Group

Diversity Task Force. The Diversity Task Force is a team of attorneys who meet once a year to plan out the Firm's diversity activities and to delegate to the sub-committees discussed in more detail below (scholarship, sponsorship, and roadshow committees).

Sponsorship Committee. To foster a future of diverse leadership, Chapman created a sponsorship program. We pair a diverse associate or senior counsel who has been at the Firm for at least 5 years with a senior level partner. The pairs get together once a quarter for lunch, coffee or an event. Our goal is for the senior level partner to provide direction and insight as well as serve as an advocate for the associate or senior counsel.

Roadshow Committee. Diverse Chapman attorneys visit law schools to present an overview of Illinois Public Financing to encourage interest in public finance at firms and in government. Diverse students are encouraged to attend. In the past, Chapman has visited the University of Illinois College of Law, DePaul University College of Law, Loyola University School of Law, and Chicago-Kent College of Law.

Scholarship Committee: Chapman and Cutler LLP Maynard H. Jackson Jr. Diversity Scholarship As part of Chapman's commitment to diversity, we offer the \$10,000 Chapman and Cutler LLP Maynard H. Jackson Jr. Diversity Scholarship. This is open to any first-year law student of a diverse background, including areas of racial or ethnic diversity, gender identity, sexual orientation, disability or other areas of underrepresentation or otherwise important diversity in the legal profession.

Diversity Sponsorships. Chapman sponsors not-for-profit organizations, trade organizations, bar associations, law school groups, law schools and programs whose focus is in accordance with the Firm's Diversity Mission and that advance the goals and objectives of the Firm.

Quarterly Diversity Programming. Chapman hosts various diversity events such as firmwide diversity trainings, heritage month celebrations, speakers and lunches.

Hastings Leadership Academy for Women. Every year, Chapman sends a promising female partner to the three-day Hastings Leadership Academy in San Francisco. This is an executive education course that prepares women partners and in-house counsel to be confident and effective leaders at the highest level in their Firm.

Internal Services

Adoption Assistance Reimbursement Policy. Chapman recognizes that employees choose to build their families in many different ways. That is why the Firm offers a \$2,500 adoption reimbursement to provide financial support to eligible Firm employees who are adopting a child.

Backup Childcare and Eldercare. Chapman makes available to its employees and Partners emergency backup child and elder care. These services are offered as an additional commitment on the part of the Firm to balance work and family life for those who may have such a need.

Breastmilk Shipping. Chapman partners with Milkstork, a breastmilk delivery service for working and traveling mothers.

Employee Assistance Program. Attorneys have access to a wide range of services including assistance locating medical practices, daycare options and pediatricians, connecting with a financial planner to discuss budgeting, saving for the child's college, and helping prepare for parental leave.

Flexible Work Arrangements. Each attorneys orientation includes a meeting with the Firm's Director of Talent Development, Diversity and Pro Bono who explains the various flexible and remote work schedules. Such arrangements include a full-time flexible schedule, an alternative work schedule and a partnership track alternative work schedule for six months following the birth or adoption of a child.

OnRamp Fellowship. Chapman partners with the OnRamp Fellowship, which is a career re-entry program that matches female attorneys after a break in their career to law firms for a yearlong position.

Privacy Rooms. The Firm offers privacy rooms for those who may need to pump breastmilk, observe religious teachings, take a mental health break or other personal reasons.

Recruiting

Cristo Rey Program. The Cristo Rey program is a yearlong program to give four diverse students from Cristo Rey High School and Christ the King Jesuit High School the opportunity to work once a week in one of our staff departments.

Administrative Intern Diversity Pipeline Program. The Administrative Intern Diversity Pipeline Program is a summer-long internship to give diverse undergraduate students the opportunity to work in one of our staff departments.

Cook County Minority Job Fair. Every year, Chapman sponsors the Cook County Minority Job Fair, which connects law firms and various organizations with minority law students in the Chicagoland area.

Law School Diversity Programs. Chapman sponsors a variety of diversity programming on law school campuses including the Black Law Student Association, the Latino Law Student Association, and OUTlaw, an organization that allows students to stand up and get involved with LGBTQ related issues in the community. Specifically, at Northwestern Pritzker School of Law, Chapman sponsors events such as Global Village and the MLK Day Celebration Series.

Chapman also partners with the University of Illinois at Urbana Champaign, the University of Chicago, University of Ohio, Chicago-Kent College of Law, DePaul University, Loyola University Chicago, and our newest partnership, Howard University.

Lavender Law Career Fair. Every year, Chapman sponsors the Lavender Law Career Fair, which connects law firms and various organizations with LGBTQ+ law students.



Personal Technology Hardware Stipend. All Non-Partner attorneys are entitled to a personal technology stipend of \$1,000 every three years to be used for business related technology expenses.

Work/Life Balance Coaching. Chapman offers one-on-one professional development coaching sessions to new income partners through GrowthPlay, a women-owned consulting firm. Chapman also offers one-on-one coaching to expecting parents through Life Meets Work.

Community Engagement

Board Match Initiative. Chapman values involvement in the community through board commitments and recently hosted a two-day board match event. Twenty four nonprofit organizations attended the event to meet Chapman attorneys and directors. A number of attorneys have gone on to join a board or are currently in contact with an organization they met at the board match event.

Chicago Scholars Interview Night. Chicago Scholars is a 7-year program that provides driven first-generation students from under-resourced communities with support before, during, and after college. Chapman hosts an interview night once a year to choose the next class of Chicago Scholars and sponsors the Onsite Admissions Forum where scholars participate in interviews with college admissions offices. A number of attorneys, directors and managers also participate as mentors.

Legal Trek. Chapman sponsors Legal Trek, a summer program developed to provide a hands-on, comprehensive overview of the legal profession to diverse college students.

Spark Lab. Chapman attorneys volunteer with Spark, a national mentorship program for students in underprivileged communities. Yearly, Chapman hosts Spark Lab, which is a workshop where students are able to explore future careers.

Sponsorships. Chapman sponsors many luncheons, galas, and other occasions for community groups - such as the National Immigrant Justice Center, Equality Illinois, Equip for Equality, The Lawyers Assistance Program - that engage in services consistent with the Firms diversity mission.

WITS Reading Program. WITS is a reading mentorship program for elementary aged students in Chicago. A number of Chapman attorneys have volunteered for a yearlong commitment as a weekly reading mentor for students from the Lawndale Elementary Community Academy.

Diversity Training and Events

Chapman offers a number of diversity trainings and events including diversity CLE's, affinity group sponsored staff events, Firmwide mandatory diversity and anti-harassment training, and diversity training for the summer associates, finance law development analyst and interns.

Chapman and Cutler LLP will continue to prioritize diversity as a whole and is dedicated to continuously exploring new resources that will create a healthy working environment and offer paths for success for all of its diverse attorneys.

