

STROOCK

Stroock is pleased to support the Vault/MCCA Law Firm Diversity Database

We believe that a diverse and inclusive workplace is essential to providing the highest quality legal services and maximizing opportunities for personal and professional development.

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Stroock & Stroock & Lavan, LLP

2018 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

Los Angeles, CA; Miami, FL; New York, NY; Washington, D.C.

DIVERSITY LEADERSHIP

Head(s) of Firm: Alan M. Klinger, Co-Managing Partner; Jeffrey R. Keitelman, Co-Managing Partner

Diversity team leader(s): Ross F. Moskowitz, Diversity Committee Co-Chair; Yakiry M. Adal, Director of Diversity, Inclusion & Professional Development

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2017
Firmwide	250	249
U.S. offices only	250	249

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2017)

	Men	Women
White/Caucasian	48	35
African-American/Black	3	5
Hispanic/Latino	4	5
Alaska Native/American Indian	0	0
Asian	7	6
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	3
Openly LGBTQ	3	1
Individuals with disabilities	0	0
Total	65	54

SUMMER ASSOCIATES (2017)

	Men	Women
White/Caucasian	5	5
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	0
Individuals with disabilities	0	0
Total	6	8

EQUITY PARTNERS (2017)

	Men	Women
White/Caucasian	52	11
African-American/Black	0	0
Hispanic/Latino	3	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with disabilities	1	0
Total	56	13

NON-EQUITY PARTNERS (2017)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

Stroock does not distinguish between equity and nonequity partners.

OF COUNSEL (2017)

	Men	Women
White/Caucasian	40	17
African-American/Black	0	0
Hispanic/Latino	2	1
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	42	19

NEW HIRES (2017)

	Men	Women
White/Caucasian	16	3
African-American/Black	0	2
Hispanic/Latino	1	2
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	17	18

Strategic Plan and Diversity Leadership

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

The firm's commitment to diversity and inclusion is communicated to the firm through the annual Partner Summit, Executive Committee meetings, Business Unit meetings, Town Hall meeting and formal training programs. Our intranet, website, email announcements and newsletter keep all employees informed of our inclusion initiatives. In addition, one of the firm's Co-Managing partners, the Hiring Partner and an Executive Committee member serve on the Diversity Committee and report committee business to the partnership.

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

Yakiry M. Adal, Director of Diversity, Inclusion & Professional Development

Does your law firm currently have a diversity committee?

Yes

If yes, does the committee's representation include one or more members of the firm's management/executive committee (or equivalent)?

Yes

If yes, how many attorneys are on the committee, and in 2017, 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: 12

Total hours spent on diversity: [No response]

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

Yes

If partially, please explain.

The firm's diversity and inclusion initiatives are part of the firm's overall strategic plan.

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?

Both formal and informal initiatives are continually underway.

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

Monthly

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

[No response]

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	X		Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide diversity training for all attorneys and staff
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	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		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	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
	X		Other (please specify): The Diversity Committee and the Attorneys of Color affinity group continually review current initiatives and design new ones aimed at improving advancement, mentoring and recruiting diversity attorneys to the firm.



Law Firm Diversity Initiatives

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		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	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		Other (please specify): Support and sponsor internal Stroock Women Affinity Group (SWAG) as well as events and programs from external organizations of special interest to women attorneys.



Law Firm Diversity Initiatives

INITIATIVES SPECIFICALLY FOR OPENLY LGBTQ ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	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	X		Ensure that EEO and non-discrimination policies specifically address gender identity
	X		Other (please specify): Support and sponsor internal SSLGBT affinity group as well as events and programs from external organizations of special interest to LGBTQ attorneys.



Law Firm Diversity Initiatives

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			Ensure that EEO and non-discrimination policies specifically address individuals with disabilities



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 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.

The firm spends significant resources in collaboration with non-profit organizations that directly and indirectly benefit diverse communities. For more than a decade, we've hosted a group of students from local high schools as part of a legal internship program with Legal Outreach, a non-profit organization that uses law as an outreach and educational tool in schools in New York City. Summer associates participate in developing our unique curriculum, administering the program, and guiding the interns preparation for their final written and oral advocacy presentations. We also participate in the ABCNY Thurgood Marshall Program and the Inner City Scholarship Fund's Job Opportunity Program. The Thurgood Marshall Program provides inner city high school students interested in law the opportunity to spend a summer in a law firm or in-house counsel office. The Inner City Scholarship Fund's program offers 150 inner city high school juniors their first glimpse into the business world. The program combines a summer internship with workshops and lectures during the winter to prepare them for their summer jobs. Our Los Angeles attorneys have collaborated with Step Up Women's Network ("SUWN") to host a group of 11th grade girls as part of SUWN's Pathways to Professions career exploration program. The program is designed to provide teenage girls from under-resourced communities exposure to various career paths and professional female role models. The program at Stroock included a mock negotiation of an acting agreement between an actor and a production company. The group was split into two sides and given confidential "bottom lines" – with the goal of getting their client the best terms possible. The program was extremely successful with all the student participants affirming their interest in a career in law.



Recruitment - New Associates

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

Ivy League schools: 4: Columbia Law School, Cornell Law School, Harvard Law School, University of Pennsylvania Law School

Other private schools: 10: Benjamin N. Cardozo School of Law, Boston College Law School, Boston University School of Law, Duke University School of Law, New York Law School, Fordham University School of Law, Georgetown University Law Center, Loyola Law School Los Angeles, New York University School of Law, University of Southern California Law Center

Public state schools: 1: University of California, Los Angeles School of Law

Historically Black Colleges and Universities (HBCUs): 1: Howard University School of Law

Diversity job fairs: 1: NorthEast Black Law Student Association 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)

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

We participate in the Leadership Council on Legal Diversity's 1L Scholars program as well as NYU Law's AnBryce program.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2017)

	Men	Women
White/Caucasian	5	5
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	0
Individuals with disabilities	0	0
Total	6	7

OFFERS MADE* (2017)

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

	Men	Women
White/Caucasian	5	5
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	2
Openly LGBTQ	0	0
Individuals with disabilities	0	0
Total	6	7

OFFERS ACCEPTED* (2017)

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

	Men	Women
White/Caucasian	4	5
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	1	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	0	0
Individuals with disabilities	0	0
Total	5	6

NEITHER ACCEPTED NOR DECLINED (2017)

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

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2017)

	Men	Women
White/Caucasian	11	11
African-American/Black	0	2
Hispanic/Latino	0	2
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	11	16

LATERAL OF COUNSEL HIRES (2017)

	Men	Women
White/Caucasian	3	1
African-American/Black	0	0
Hispanic/Latino	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	3	1

LATERAL PARTNER HIRES* (2017)

* Both equity and non-equity

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latino	1	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	3	1

Stroock does not distinguish between equity and nonequity partners.

NEW PARTNERS PROMOTED* (2017)

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

	Men	Women
White/Caucasian	4	1
African-American/Black	0	0
Hispanic/Latino	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	5	1

Stroock does not distinguish between equity and nonequity partners.

NEW EQUITY PARTNERS* (2017)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	6	2
African-American/Black	0	0
Hispanic/Latino	1	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	8	2

Stroock does not distinguish between equity and nonequity partners.

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
- 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:

[No response]



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2017

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

4TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

5TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2017

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

OF COUNSEL

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

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
- 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?

Timing of consideration may be delayed but eligibility will not be affected.

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 (2017)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	3	4	7	119
Of counsel	3	8	11	61
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	0	0	0	69



Management Demographic Profile

FIRMWIDE COMMITTEES 2017

EXECUTIVE/MANAGEMENT COMMITTEE*

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	5	2
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	5	2

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	0	0
African-American/Black	0	0
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	1	0

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latino	n/a	n/a
Alaska Native/American Indian	n/a	n/a
Asian	n/a	n/a
Native Hawaiian/Pacific Islander	n/a	n/a
Multiracial	n/a	n/a
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	n/a	n/a

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	4	1
African-American/Black	1	0
Hispanic/Latino	1	2
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	1	0
Individuals with disabilities	n/a	n/a
Total	6	5

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2017)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	n/a	n/a	n/a
Number of such positions held by:			
Minorities	n/a	n/a	n/a
Women	n/a	n/a	n/a
LGBTQ attorneys	n/a	n/a	n/a
Individuals with disabilities	n/a	n/a	n/a

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? 4

Minorities heading offices: [No response]

Women heading offices: 1

LGBTQ attorneys heading offices: [No response]

Individuals with disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: [No response]

Women heading practices: [No response]

LGBTQ attorneys heading practices: [No response]

Individuals with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: [No response]

Women heading committees: [No response]

LGBTQ attorneys heading committees: [No response]

Individuals with disabilities heading committees: [No response]



The Firm Says

We believe that a diverse and inclusive workplace is essential to providing the highest quality legal services and maximizing opportunities for personal and professional development. We focus both on the career goals of our lawyers, through our Mentor Program and ongoing in-house training programs, and the broader community, through our pro bono efforts and the work of our Affinity Groups. Our commitment can be seen in our participation in internship programs that introduce inner-city youth to the legal profession, and our participation in community-based programs like the ABCNY Thurgood Marshall Program and Legal Outreach.

Inclusion is a core value that is embodied both in our ongoing efforts to become more diverse as a firm and in our commitment to serving the legal needs of a diverse community. Our internal efforts are manifest in our Diversity Committee and Affinity Groups and our external efforts are manifest in our award-winning Public Service Project (PSP). We believe these efforts benefit our lawyers, our community and our clients. The PSP provides a broad array of legal assistance, concentrating on underserved and under-resourced communities in New York City, and also is a national leader in disaster recovery. Our lawyers, at all levels and in all practice groups, work side-by-side to bring practical solutions to individuals and communities often denied access to justice and equal opportunity.

We remain one of the few firms to be led by a full-time pro bono partner – our Public Service Project Director – who sits on our Diversity Committee and also acts as a resource to our Affinity Groups. We look for complementary ways to advance diversity and opportunity, both inside and outside the firm.

Our Diversity Committee was formed to demonstrate the firm's commitment to inclusion and undertake initiatives towards that goal; its work is thought by the firm's management to be a priority. The Committee represents a cross section of the firm's offices, practice areas, a broad span of experience in legal practice, as well as race, gender and alternative working arrangements.

Stroock is a strong supporter of the minority student groups at the law schools from which we recruit. We also support many of these organizations on the national level. Our Affinity Groups regularly invite student groups to our in-house programs, and we have, on numerous occasions, offered our resources in support of programs a particular student group may be organizing at law school or in the wider community. In addition, the firm has participated in New York University School of Law's AnBryce Scholarship Program since its inception. Stroock's Diversity Committee has propelled two major initiatives: the restructuring of the firm's formal mentoring program for new associates, and the establishment of the Attorney Affinity Groups Initiative.

Mentoring: The Mentor Program at Stroock promotes our "culture of mentorship", to which the firm has committed significant time and resources. The program evolved with the objective of helping associates reach their full potential and promoting the advancement of lawyers in the firm. The goals of the program include maximizing the pool of successful lawyers and future firm leaders, improving training and advancement opportunities, increasing diversity at all levels within the Firm, improving communication within the Firm, fostering a supportive and cohesive culture, and assisting entering lawyers in formulating and pursuing their ultimate career goals. Especially aimed at first and second-year associates, each first-year associate is paired with a partner and mid-level associate mentor.

Attorney Affinity Groups Initiative: Stroock Affinity Groups are formed around traditional social or cultural issues, business interests as well as personal interests. The objectives of the groups are to enhance personal growth and business skills of member attorneys, provide the Firm with guidance about the issues that concern their affiliated communities, enhance cultural awareness, establish mentoring relationships and provide business networking opportunities. A group may be formed at the initiative of any Stroock attorney with the review and approval of the Diversity Committee. All groups are open to all Stroock attorneys in all offices.

Please visit our website (www.stroock.com) for a full description of each of our Affinity Groups: Attorneys of Color Affinity Group Community Outreach Affinity Group Health and Wellness Affinity Group Stroock Women's Affinity Group SSLGBT Affinity Group Working Parents Affinity Group.

In 2014, Thomas E. Heflter was honored by the New York City Bar Association with a Diversity & Inclusion Champion Award. Tom, who was with Stroock for nearly 40 years, was a Co-Managing Partner and established and chaired the Diversity Committee. The New York City Bar Association presented the award at the 30th Anniversary Diversity and Inclusion Celebration Dinner. The award recognizes the critical role individual attorneys have played in initiating and sustaining change within their organizations and the overall New York legal community. The award recipients embody the New York City Bar's Statement of Diversity Principles, which defines diversity as an inclusive concept, encompassing race, color, ethnicity, gender, sexual orientation, gender identity and expression, religion, nationality, age, disability and marital and parental status. To honor and remember Tom after his untimely passing in 2007, a scholarship was created in his name at NYU Law School.

In 2015, Stroock joined The Leadership Council on Legal Diversity (LCLD) which is an organization of more than 250 corporate chief legal officers and law firm managing partners-the leadership of the profession-who have dedicated themselves to creating a truly diverse U.S. legal profession. Their action programs are designed to attract, inspire, and nurture the talent in society and within our organizations, thereby helping a new and more diverse generation of attorneys ascend to positions of leadership. By producing tangible results in the lives of talented individuals, they work to promote inclusiveness in our institutions, our circles of influence, and our society, with the ultimate goal of building a more open and diverse legal profession.

We believe that an inclusive workplace and a commitment to the broader community are essential to providing the highest quality legal services and maximizing opportunities for personal and professional development. We consider it an ethical obligation to rise to the occasion.

