

*Since our founding in 1972,  
Fenwick has been committed  
to promoting diversity and  
inclusion both within our  
firm and throughout the legal  
profession.*



**#1**

**Top 100 Law  
Firms for  
Diversity**

*Multicultural  
Law Magazine*

**TOP 5**

**U.S. Law Firms  
for Diversity**

*American Lawyer  
and Law360*

**A+**

**2019 Corporate  
Equality Index**

*Human Rights  
Campaign Foundation*

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# Fenwick & West LLP

## 2019 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Mountain View, CA; San Francisco, CA; Santa Monica, CA; Seattle, WA; New York, NY; Shanghai, China

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Richard Dickson, Firm Chair and member of the Diversity & Inclusion Committee; Rodger Cole, Managing Partner and member of the Diversity & Inclusion Committee

**Diversity team leader(s):** Felix Lee, Litigation Partner and Co-Chair of the Diversity Committee; Gerald Audant, Corporate Partner and Co-Chair of the Diversity Committee; Julieta Stubrin, Director of Attorney Recruiting, Diversity & Inclusion; Joanne Millard, Director of Staff Recruiting, Diversity & Inclusion

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2018
Worldwide	355	365
U.S. offices only	355	363

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

No

#### ASSOCIATES (2018)

	Men	Women
White/Caucasian	76	66
African-American/Black	8	3
Hispanic/Latinx	6	10
Alaska Native/American Indian	0	0
Asian	27	33
Native Hawaiian/Pacific Islander	0	0
Multiracial	3	3
Openly LGBTQ	5	6
Individuals with Disabilities	2	0
<b>Total</b>	<b>120</b>	<b>115</b>

#### SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	7	5
African-American/Black	5	4
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	4	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	2
Individuals with Disabilities	0	1
<b>Total</b>	<b>17</b>	<b>15</b>

#### EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	76	18
African-American/Black	2	0
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	8	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	2	0
Individuals with Disabilities	0	1
<b>Total</b>	<b>87</b>	<b>21</b>

#### NON-EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	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
<b>Total</b>	<b>n/a</b>	<b>n/a</b>

#### OF COUNSEL (2018)

	Men	Women
White/Caucasian	12	2
African-American/Black	0	1
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	2	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>14</b>	<b>6</b>

#### NEW HIRES (2018)

	Men	Women
White/Caucasian	26	16
African-American/Black	4	2
Hispanic/Latinx	0	3
Alaska Native/American Indian	0	0
Asian	10	8
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	4
Openly LGBTQ	0	4
Individuals with Disabilities	0	0
<b>Total</b>	<b>41</b>	<b>29</b>

## Strategic Plan and Diversity Leadership

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

The firm Chair, Managing Partner and members of the Diversity & Inclusion and Hiring Committees communicate with personnel throughout the firm by email, intranet postings, newsletters, partnership meetings and full firm town hall meetings, interviews of associates, focus groups and innumerable other means to engage in a discourse about diversity, its value, benefits and challenges to the firm. The firm includes updates on diversity initiatives and training opportunities in both the Attorney and Staff Professional Development Newsletters. The Diversity & Inclusion Committee has been asked to speak at All Attorney Retreats and hosts a Diversity & Inclusion Retreat every other year.

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

Richard Dickson, Firm Chair; Rodger Cole, Managing Partner; Felix Lee, Co-Chair of the Diversity & Inclusion Committee; Gerald Audant, Co-Chair of the Diversity & Inclusion Committee; Julieta Stubrin, Director of Attorney Talent Acquisition, Diversity & Inclusion; Joanne Millard, Director of Staff Talent Acquisition, Diversity & Inclusion; Joann Thach, Manager of Diversity, Inclusion & Corporate Social Responsibility.

### 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?

N/A

### 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: 32

Total hours spent on diversity: 1000

Comments: The number above reflects the minimum estimated time spent collectively by the committee in furtherance of the firm's diversity initiatives. Between diversity & inclusion committee meetings, programs, events and retreats, we spend several-thousand hours collectively.

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

Yes

### 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?

Firm management is constantly involved in the Diversity & Inclusion Committee initiatives. The Diversity Committee meets monthly and at least twice a year the co-chairs of the Diversity & Inclusion Committee are asked to update the Executive Committee of its progress. Additionally, the partners are asked about diversity efforts as part of their development plan.

### 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



	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.**

We have adopted a classroom in the Bronx to provide school supplies and invite students to participate in events with our firm. For example, we held a Mock Law Day in our NY office to provide exposure to legal terms, court proceedings, etc. We also partner with Fresh Lifelines for Youth, a nonprofit that works to break the cycle of juvenile violence, crime and incarceration. We host interview workshops, resume reviews, and panels for their high school and middle school students. We also partner with Cristo Rey High School and provide internships to low-income high school students so that they are exposed to the legal industry.



### Recruitment - New Associates

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

*Ivy League law schools:* Harvard Law School, Cornell Law School, University of Pennsylvania Law School and Columbia Law School

*Other private law schools:* New York University School of Law, University of Chicago Law School, Northwestern University School of Law, Santa Clara University School of Law, Seattle University School of Law and Stanford Law School

*Public state law schools:* University of California, Berkeley School of Law; University of California, Davis School of Law; University of California, Hastings School of Law; University of California, Los Angeles School of Law; University of Washington School of Law

*Law schools of Historically Black Colleges and Universities (HBCUs):* Howard School of Law

*Diversity job fairs:* Bar Association of San Francisco Minority Job Fair and Lavender Law 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?

Our 1L Diversity Scholarship Program targets minority law students and provides scholarship recipients with a summer associate position and a stipend to use towards tuition and school expenses. We also participate in the Santa Clara Bar Association Minority Summer Clerkship Program which places first-year minority law students in summer jobs with legal employers. Additionally, we hold on-campus interview workshops and resume review programs for 1Ls. We go to campuses where we conduct on-campus interviews or panels to describe what it is like to work in a law firm.



### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	6	3
African-American/Black	4	3
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	4	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	2
Individuals with Disabilities	0	1
<b>Total</b>	<b>14</b>	<b>11</b>

#### OFFERS MADE\* (2018)

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

	Men	Women
White/Caucasian	6	3
African-American/Black	4	3
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	3	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	2
Individuals with Disabilities	0	1
<b>Total</b>	<b>13</b>	<b>11</b>

#### OFFERS ACCEPTED\* (2018)

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

	Men	Women
White/Caucasian	5	3
African-American/Black	3	3
Hispanic/Latinx	0	1
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	1
<b>Total</b>	<b>11</b>	<b>10</b>

#### 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
<b>Total</b>	<b>0</b>	<b>0</b>

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2018)

	Men	Women
White/Caucasian	13	13
African-American/Black	2	0
Hispanic/Latinx	0	2
Alaska Native/American Indian	0	0
Asian	5	5
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	1	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>21</b>	<b>20</b>

#### LATERAL OF COUNSEL HIRES (2018)

	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
<b>Total</b>	<b>1</b>	<b>0</b>

#### LATERAL PARTNER HIRES\* (2018)

\* Both equity and non-equity

	Men	Women
White/Caucasian	7	0
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
<b>Total</b>	<b>8</b>	<b>0</b>

#### NEW PARTNERS PROMOTED\* (2018)

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

	Men	Women
White/Caucasian	1	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
<b>Total</b>	<b>2</b>	<b>1</b>

#### NEW EQUITY PARTNERS\* (2018)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	8	1
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>10</b>	<b>1</b>

### 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?

Unknown

#### 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 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	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>2</b>	<b>0</b>

##### 2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	4	0
African-American/Black	0	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	2	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with Disabilities	1	0
<b>Total</b>	<b>6</b>	<b>0</b>

##### 3RD-YEAR ASSOCIATES

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

##### 4TH-YEAR ASSOCIATES

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

##### 5TH-YEAR ASSOCIATES

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

##### 6TH-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
<b>Total</b>	<b>0</b>	<b>1</b>

### Retention and Professional Development

#### ATTORNEYS WHO LEFT THE FIRM IN 2018

##### 7TH-YEAR ASSOCIATES

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

##### 8TH-YEAR PLUS ASSOCIATES

	Men	Women
White/Caucasian	0	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
<b>Total</b>	<b>0</b>	<b>1</b>

##### OF COUNSEL

	Men	Women
White/Caucasian	1	1
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
<b>Total</b>	<b>1</b>	<b>2</b>

##### NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	n/a	n/a
African-American/Black	n/a	n/a
Hispanic/Latinx	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
<b>Total</b>	<b>n/a</b>	<b>n/a</b>

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	8	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
<b>Total</b>	<b>9</b>	<b>1</b>

### 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?

No impact

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

31 partners (as of December 2018) were either part time as of Dec. 2018 or at some point were part time in 2018





### Retention and Professional Development

PART-TIME ATTORNEYS (2018)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	8	16	24	235
Of counsel	4	7	11	20
Non-equity partner	n/a	n/a	n/a	n/a
Equity partner	11	8	19	108

Associate data includes those on temporary reduced schedule as part of our onramp reintegration program (for associates that took parental or medical leave).



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2018

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	8	3
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
<b>Total</b>	<b>9</b>	<b>3</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	9	6
African-American/Black	2	0
Hispanic/Latinx	0	0
Alaska Native/American Indian	0	0
Asian	3	3
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	0	1
Individuals with Disabilities	0	0
<b>Total</b>	<b>14</b>	<b>9</b>

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

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

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	3	2
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
<b>Total</b>	<b>4</b>	<b>2</b>

##### ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	6	7
African-American/Black	4	2
Hispanic/Latinx	1	1
Alaska Native/American Indian	0	0
Asian	6	4
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	2	3
Individuals with Disabilities	1	1
<b>Total</b>	<b>18</b>	<b>14</b>

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2018)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	0	24	4
Number of such positions held by:			
Minorities	0	2	3
Women	0	3	1
LGBTQ attorneys	0	0	0
Individuals with Disabilities	0	0	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? 5

Minorities heading offices: N/A

Women heading offices: N/A

LGBTQ attorneys heading offices: N/A

Individuals with Disabilities heading offices: N/A

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Rajiv Patel, Intellectual Property

Women heading practices: Jennifer Stanley, Copyright Practice Group; Cynthia Hess, Co-Chair of Start-ups and Venture Capital Practice Group; Connie Ellerbach, Trademark Practice Group

LGBTQ attorneys heading practices: [No response]

Individuals with Disabilities heading practices: [No response]

#### COMMITTEE LEADERS

Minorities heading committees: Felix Lee, Co-Chair of Diversity & Inclusion Committee (32); Gerald Audant, Co-Chair of Diversity & Inclusion Committee (32); Dawn Belt, Chair of Hiring Committee (22)

Women heading committees: Dawn Belt, Chair of Hiring Committee (22)

LGBTQ attorneys heading committees: [No response]

Individuals with Disabilities heading committees: [No response]



### The Firm Says

Fenwick & West LLP recognizes the importance of promoting an environment rich in cultural diversity. We recognize the strength of having a wide range of viewpoints and life experiences. We are dedicated to recruiting and hiring people representative of the multitude of backgrounds and perspectives available in the workforce. We recognize that by capitalizing on the unique skills that each individual has to offer we will be most successful in maximizing their value and our value as a firm as a whole. We also recognize that attracting and retaining a diverse workforce is essential to our long-term success in meeting client needs and accessing the best talent.

In order to ensure commitment to creating a diverse work environment, our Diversity & Inclusion Committee is dedicated to developing strategies to increase diversity and foster inclusion within the firm. The Diversity & Inclusion Committee works closely with the attorney recruiting department to increase outreach at law schools targeted particularly to diverse student communities. In addition, numerous members of our firm have been actively involved in various groups and activities that work to promote diversity in the profession and in the community, including the AIDS Legal Referral Program (ALRP), Asian American Bar Association, Bay Area Lawyers for Individual Freedom (BALIF) and the Section of the Litigation Committee for the Minority Trial Lawyer. We sponsor various events including SF La Raza Noche de Gala, Santa Clara La Raza Lawyer's Annual Dinner, National Center for Lesbian Rights Annual Celebration, Equality California, South Asian Bar Association of Northern California's Annual Gala, and more. The firm has implemented diversity training, mentoring, assignment tracking, and recruiting initiatives in its effort to strengthen diversity within the firm. We host a series of trainings throughout the year that highlight the different communities at Fenwick, such as Black History month, Asian Pacific American Heritage Month, Hispanic Heritage Month, Disability Awareness Month, and Pride Month. This is in addition to our community lunches, a series of luncheons reserved for current events or movements, such as the #MeToo movement, the hate crimes that occurred in Charlottesville, etc.

The firm was also recognized as one of the top law firms for diversity by both The American Lawyer and Law360 in their latest rankings. Law360 named Fenwick the number two law firm for minority attorneys and a top three law firm for minority equity partners among similar size firms. The American Lawyer ranked Fenwick as one of the top five most diverse law firms on its 2019 Diversity Scorecard, the fourth consecutive year the firm has been recognized in the top five. The publication also noted the firm as having the highest percentage of Asian-American lawyers. Fenwick's strong commitment to diversity and an open workplace culture has been consistently recognized. The firm recently received a perfect score on The Human Rights Campaign Foundation's Corporate Equality Index for its policies and practices in support of the LGBTQ+ community for the tenth consecutive year. Fenwick was also named one of the 60 best law firms for women by Working Mother.

Additionally, the firm created a Diversity Scholarship for 1Ls and 2Ls who identify with historically underrepresented groups in the legal profession to promote diversity and provide financial support to law students. We also have a Diversity and Public Interest Summer Associate Fellowship. The fellowship is presented to summer associates who will work for seven weeks at Fenwick & West, then will work for a public interest organization that focuses on serving the legal needs of a diverse population. The fellowship will be extended to second-year law students who demonstrate superior commitment to community service, exceptional leadership and outstanding academic performance.

Every year, Fenwick hosts spotlight trainings for our attorneys and staff. On odd numbered years, we host a Diversity & Inclusion Week where various guest speakers present on current diversity challenges in the workforce to all Fenwick employees and attorneys. On even number years, we invite our clients to our Diversity Summit to engage with our attorneys on best practices and current trends related to diversity and inclusion. In addition, the firm implemented a three-hour diversity training requirement where all attorneys are expected to attend at least three hours of diversity training per year.

The Mansfield Rule Certification measures whether law firms have affirmatively considered at least 30 percent women and attorneys of color for leadership and governance roles, equity partner promotions, and senior lateral positions. Fenwick was an inaugural participant in 2017 and has achieved Mansfield Certification from Diversity Lab in 2018.

The firm will continue to encourage and support its employees' participation in organizations focused on diversity. We will continue to develop and maintain an environment that will provide opportunities for the growth and recognition of minorities. Fenwick & West's core values seek to hire and promote people of every race, religion, national origin, gender, age, disability, marital status, parental status and sexual orientation to strengthen our workforce and status in the profession.

