

# McGlinchey Stafford

## 2019 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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### LOCATIONS

Albany, NY; Baton Rouge, LA; Birmingham, AL; Cleveland, OH; Dallas, TX; Ft. Lauderdale, FL; Houston, TX; Irvine, CA; Jackson, MS; Jacksonville, FL; Nashville, TN; New Orleans, LA; New York, NY; Washington, DC

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Rodolfo J. Aguilar, Managing Partner

**Diversity team leader(s):** Deirdre McGlinchey, Diversity Committee Chair

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2018
Worldwide	159	167
U.S. offices only	159	167

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2018)

	Men	Women
White/Caucasian	23	23
African-American/Black	0	2
Hispanic/Latinx	3	0
Alaska Native/American Indian	0	0
Asian	6	2
Native Hawaiian/Pacific Islander	0	1
Multiracial	1	2
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>33</b>	<b>30</b>

#### SUMMER ASSOCIATES (2018)

	Men	Women
White/Caucasian	5	2
African-American/Black	1	2
Hispanic/Latinx	0	1
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>6</b>	<b>5</b>

#### EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	43	4
African-American/Black	0	0
Hispanic/Latinx	3	0
Alaska Native/American Indian	1	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>47</b>	<b>4</b>

#### NON-EQUITY PARTNERS (2018)

	Men	Women
White/Caucasian	18	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	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>20</b>	<b>11</b>

#### OF COUNSEL (2018)

	Men	Women
White/Caucasian	12	9
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>12</b>	<b>9</b>

#### NEW HIRES (2018)

	Men	Women
White/Caucasian	9	5
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	0	0
Asian	3	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>14</b>	<b>7</b>

## Strategic Plan and Diversity Leadership

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

The firm communicates the importance of our diversity initiatives through firm-wide email communications, posting information on our external and internal websites, a diversity specific presentation at our annual all-attorney meeting, and promotion of, and participation in, various diversity initiatives and functions throughout the year.

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

Deirdre McGlinchey, Diversity Committee Chair

### 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: 14

Total hours spent on diversity: 400

Comments: Our firm does not specifically record the number of hours each member spends in furtherance of our diversity initiatives. However, diversity initiative-related activities include monthly diversity committee meetings throughout the year, as well as diversity-related functions and meetings outside the firm. For example: the National Bar Association Annual Meeting, the Louis Martinet Society, the Louisiana State Bar Association Diversity conclave, the Women's Initiative Network Annual Meeting Event, the LCLD Fellows Meetings, the LCLD Annual Meeting, and the LCLD Corporate Experience.

### 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. Specifically, our firm has partnered with the Leadership Council on Legal Diversity (LCLD) in developing a formal diversity program, which includes full participation in the LCLD Fellows program and the LCLC 1L Scholars Diversity program.

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

o Other (please specify): Our Managing Partner is a member of the firm's Diversity Committee. Accordingly, the progress of the committee is reviewed on a regular and ongoing basis. Additionally, the Diversity Committee Chair gives quarterly updates on committee activities at Member meetings, and a year-end report at the annual all-attorney meeting.

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

As an active member of the firm's Diversity Committee, our Managing Partner is informed of our diversity initiatives, and in turn, keeps our firm informed of its activities and achievements.

### 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
			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
			Focus on strengthening firm's mentoring program for LGBTQ attorneys
			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
			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
			Focus on strengthening firm's mentoring program for attorneys with disabilities
			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.

[No response]





### Recruitment - New Associates

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

*Ivy League law schools:* Columbia Law School

*Other private law schools:* Tulane University Law School; Loyola University College of Law; Case Western School of Law; University of Miami, South Texas College of Law

*Public state law schools:* Louisiana State University; Cleveland State University; Ohio State University; Texas Tech University School of Law; Texas A&M University School of Law

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

*Diversity job fairs:* None in 2018

#### 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?

[No response]



### Recruitment - New Associates

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

	Men	Women
White/Caucasian	5	2
African-American/Black	0	2
Hispanic/Latinx	0	1
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>5</b>	<b>5</b>

#### OFFERS MADE\* (2018)

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

	Men	Women
White/Caucasian	3	2
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	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>3</b>	<b>3</b>

#### OFFERS ACCEPTED\* (2018)

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

	Men	Women
White/Caucasian	1	2
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	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>1</b>	<b>3</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	6	5
African-American/Black	0	0
Hispanic/Latinx	1	0
Alaska Native/American Indian	3	2
Asian	0	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>11</b>	<b>7</b>

#### LATERAL OF COUNSEL HIRES (2018)

	Men	Women
White/Caucasian	2	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>2</b>	<b>0</b>

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

\* Both equity and non-equity

	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>

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

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

	Men	Women
White/Caucasian	7	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	1	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>7</b>	<b>2</b>

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

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	2	1
African-American/Black	0	0
Hispanic/Latinx	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
<b>Total</b>	<b>3</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?

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:

Alisa Levitt, Levitt & Associates



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

##### 2ND-YEAR ASSOCIATES

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

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

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

##### 5TH-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
<b>Total</b>	<b>1</b>	<b>0</b>

##### 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	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>2</b>	<b>0</b>

### 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	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
<b>Total</b>	<b>2</b>	<b>0</b>

##### 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	0
Openly LGBTQ	0	0
Individuals with Disabilities	0	0
<b>Total</b>	<b>0</b>	<b>2</b>

##### OF COUNSEL

	Men	Women
White/Caucasian	5	4
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>5</b>	<b>4</b>

##### NON-EQUITY PARTNERS

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

##### EQUITY PARTNERS

	Men	Women
White/Caucasian	2	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>2</b>	<b>0</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

Comments:

Our firm has offered reduced-budget arrangements to attorneys who have requested this accommodation.

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 response

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

No response



### 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	63
Of counsel	1	0	1	21
Non-equity partner	0	1	1	31
Equity partner	0	0	0	51





### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2018

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	7	2
African-American/Black	0	0
Hispanic/Latinx	2	0
Alaska Native/American Indian	1	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>10</b>	<b>2</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

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

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	6	2
African-American/Black	0	0
Hispanic/Latinx	2	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>8</b>	<b>2</b>

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	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
<b>Total</b>	<b>2</b>	<b>1</b>

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

	Men	Women
White/Caucasian	2	6
African-American/Black	0	1
Hispanic/Latinx	3	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>7</b>	<b>7</b>

### Management Demographic Profile

#### OTHER LEADERSHIP ROLES

Leadership positions (2018)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	7	5	15
Number of such positions held by:			
Minorities	1	2	1
Women	0	1	4
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? 14

Minorities heading offices: Rodolfo Aguilar, Firm Managing Partner, Baton Rouge, 125 attorneys; Ricardo Aguilar, New Orleans Office Managing Partner, New Orleans, LA, 41 attorneys

Women heading offices: Deirdre McGlinchey, General Litigation, 17 attorneys

LGBTQ attorneys heading offices: No response

Individuals with Disabilities heading offices: No response

#### PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Rodolfo Aguilar, Corporate Matters, 24 attorneys

Women heading practices: Deirdre McGlinchey, General Litigation, 17 attorneys

LGBTQ attorneys heading practices: No response

Individuals with Disabilities heading practices: No response

#### COMMITTEE LEADERS

Minorities heading committees: Rodolfo Aguilar, Policy Committee, 12 attorneys

Women heading committees: Christine Lipsey, Contingent & Special Fee Case Review, 4 attorneys, Deirdre McGlinchey, Diversity, 14 attorneys, Kelly Lipinski, Pro Bono, 10 attorneys, Lauren Campisi, Law Student Recruiting, 6 attorneys, Lauren Campisi, Associate Compensation Review, 3 attorneys

LGBTQ attorneys heading committees: 1 LGBT Employee Resource Group

Individuals with Disabilities heading committees: No response



### The Firm Says

As legal practitioners, we have an obligation with regard to diversity, to reflect the population that our profession serves. Investing in diversity allows us to fulfill our obligation as leaders in our community by educating others on the challenges of diversity, promoting tolerance and inclusion, and providing growth opportunities to the under-served. This focus improves engagement, retention and productivity within the workplace, which in turn allows us to not only better serve our clients, but collaborate with them on new and powerful ways to promote substantive diversity in all aspects of society. We understand that pursuing true diversity is more than checking a box or meeting a number. It is a process, a dialogue, and at times a challenge. Achieving substantive diversity requires more than talk; it requires action and determination from our leadership down.

For 2019, we have ambitious plans. We engaged two consultants, one of which has conducted a diversity audit and cultural-assessment so we may better understand how we are doing with our current diversity efforts and help us identify areas in which we can do better and areas where we have not yet invested. Those consultants will also provide focused training to our leadership group on how to effectively and honestly communicate with each other and their teams in addressing and in implementing new diversity initiatives going forward. Our goal with this consultant is to use this data and skill set to develop a robust diversity strategy and plan for implementation this current year.

At the same time, we retained another consultant to work with some of our most productive owners and talented diverse attorneys on forming high performance client and industry teams. These teams are designed to substantively integrate diverse attorneys directly into development and relationship roles with existing and new clients. By providing diverse attorneys with meaningful client interaction opportunities and leadership roles, we strive to make more of our talented diverse attorneys into leaders and owners of the Firm.

Additionally, McGlinchey Stafford continues to implement a number of existing enhancements that include: (i) focus on promotion of diverse attorneys to non-equity and equity Membership (including targeted mentoring to support this objective); (ii) strategic focus on lateral recruitment of diverse non-equity and equity Members; and (iii) expansion of our 1L Diversity Scholar Program to additional offices. We have also expanded our recruiting methods to attract a more diverse group of lateral hire candidates, including the use of social media, additional attorney search agencies, and enhancement of the firm's attorney referral program.

Within the firm, we continue to focus on attracting, mentoring, and promoting diverse attorneys through programs for law students and attorneys, including our own Diversity 1L Scholars Program, Diversity Committee, Hispanic Employee Resource Group, Asian Business Development Group, African-American Employee Resource Group, and our LGBTQ Employee Resource Group. In addition, we also provide informal training and mentoring through our Women's Initiative Network "WIN", which hosts events and programs directed to our firm's women attorneys throughout the year.

Attorneys at our Firm also remain committed and active participants in the following organizations:

• Leadership Counsel on Legal Diversity • The Minority Corporate Counsel Association • National Bar Association • The Louis A. Martinet Legal Society • National Asian Pacific American Bar Association • Network of Indian Professionals • The Diversity Center of Northeast Ohio • Hispanic Bar Association of Palm County • The Louisiana State Bar Association Diversity Conclave • The Women's Professional Council of New Orleans

We are also active participants in the Leadership Counsel on Legal Diversity ("LCLD"). McGlinchey Stafford has been a member of LCLD since its formation in 2009, which is now an organization of more than 265 corporate chief legal officers and law firm managing partners who have dedicated themselves to creating a truly diverse U.S. legal profession. In 2008, we launched a diversity fellowship program for first-year law students. That program is now part of the 1L Scholars Program of the Leadership Council on Legal Diversity (LCLD).

Our Firm was also actively involved in the formulation and implementation of the LCLD Fellows Program and as such, we have sponsored an attorney for the program since its inception in 2011. All of our graduates from the Fellows Program are currently members in the firm. In addition, LCLD featured McGlinchey Stafford as a 2018 Law Firm Top Performer at their 9th Annual Meeting, a designation reserved for the most active LCLD Member Corporations and Law Firms.

McGlinchey remains committed to LCLD and this year we anticipate becoming actively involved in LCLD's Pathfinder program, which is designed to identify and promote diverse, high-potential, early career attorneys at LCLD Member organizations. We believe that this program will allow us to partner with fellow LCLD members in further developing a "deep bench" of legal resources committed to diversity.

Finally, the opportunities and resources we offer towards diversity are in addition to our various training and mentoring programs provided to attorneys, including periodic professional development training as well as Member Development Partners (MDPs) for our Membership-track Associates. The MDP program pairs Membership-track Associates with firm Members to help Associates meet the firm's Membership criteria, develop Associates' legal expertise, and promote retention of Associates. McGlinchey Stafford also encourages and fosters mentoring relationships within practice groups and offices. We also provide literature and other diversity-focused resources to all of our employees on our intranet.