

Goldberg Segalla

2018 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

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LOCATIONS

New York, NY; Chicago, IL; Los Angeles, CA; Orlando, FL; West Palm Beach, FL; St. Louis, MO; Philadelphia, PA; Miami, FL; Baltimore, MD; Newark, NJ; Garden City, NY; Hartford, CT; Princeton, NJ; Greensboro, NC; Buffalo, NY; Rochester, NY; Syracuse, NY; Albany, NY; White Plains, NY; London, UK

DIVERSITY LEADERSHIP

Head(s) of Firm: Richard J. Cohen, Managing Partner

Diversity team leader(s): Joseph M. Hanna, Partner

NUMBER OF ATTORNEYS

TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2017
Firmwide	352	321
U.S. offices only	352	321

Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

ASSOCIATES (2017)

	Men	Women
White/Caucasian	60	45
African-American/Black	1	6
Hispanic/Latino	1	4
Alaska Native/American Indian	0	0
Asian	3	7
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	1
Openly LGBTQ	n/a	4
Individuals with disabilities	n/a	n/a
Total	65	63

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

SUMMER ASSOCIATES (2017)

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

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

EQUITY PARTNERS (2017)

	Men	Women
White/Caucasian	23	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	1	0
Openly LGBTQ	1	n/a
Individuals with disabilities	n/a	n/a
Total	24	2

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

NON-EQUITY PARTNERS (2017)

	Men	Women
White/Caucasian	111	35
African-American/Black	1	2
Hispanic/Latino	3	2
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	2	3
Individuals with disabilities	n/a	n/a
Total	116	41

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

OF COUNSEL (2017)

	Men	Women
White/Caucasian	7	2
African-American/Black	0	1
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	7	3

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

NEW HIRES (2017)

	Men	Women
White/Caucasian	43	32
African-American/Black	0	2
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	1	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	45	35

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

Strategic Plan and Diversity Leadership

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

Goldberg Segalla's Diversity Task Force - of which our managing partner is an active member - works with other leaders at the firm to communicate that our commitment to diversity contributes substantially to our firm's overall performance. We highlight the accomplishments of our diversity-related initiatives and our diverse attorneys through firmwide emails from firm leaders, communications from practice group leaders to their entire groups via email and at regular meetings, announcements on our website and through social media outlets, and on the home page of our intranet. These communications include progress reports for our initiatives such as our Diversity Clerkship Program (described in more detail below); encouragement to volunteer for and participate in these initiatives, along with other diversity-related events and programs we sponsor; congratulating attorneys for their participation as speakers and leaders in diversity-focused organizations as well as in community-related endeavors; and celebrating successful results for clients as well as receiving accolades in the legal, business, and nonprofit communities. We spread the word, internally and externally, about the positive effects of promoting diversity in everything we do at Goldberg Segalla.

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

Our commitment to diversity is led by our Diversity Task Force, a nine-member team of partners and associates from across the firm's offices that meets regularly to plan and implement diversity initiatives both inside and outside the firm. This includes efforts to recruit and retain people from diverse backgrounds, actively seeking ways to increase diversity in the legal profession as a whole, and utilizing the services of minority- and women-owned businesses. The Task Force helps conceptualize and implement diversity-focused programs as well as give diversity a voice at the highest level of the firm's decision-making. Joseph M. Hanna is the chair of Goldberg Segalla's Diversity Task Force and serves as our firm's leader of these efforts. (See below for more information about Mr. Hanna and his work to promote diversity in our firm and in the greater legal and business communities.) The members of the Task Force share a strong commitment to increasing the firm's diversity, and they use their unique experiences and backgrounds to support and advance that goal. Richard J. Cohen, the firm's managing partner, has been an active member of this team since its inception, and he participates firsthand in the firm's diversity efforts.

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: 9

Total hours spent on diversity: 3700

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?

Goldberg Segalla participates in the formal Diversity Clerkship Program that was conceived in 2011 by Joseph Hanna, chair of our Diversity Task Force, while he served as president of the Minority Bar Association of Western New York (MBAWNY). We developed the program in collaboration with the MBAWNY and the University at Buffalo Law School to provide opportunities for minority UB Law students to gain firsthand experience in the legal system. Joe was inspired to create the program because research shows minorities are less likely to receive coveted judicial clerkships or associate positions in law firms following law school, and they are significantly less likely to advance to high-level jobs such as partner or corporate general counsel. He sought to break those barriers by creating a program that would arm minority law students with measurable levels of hands-on experience, knowledge, business savvy, and networking connections - resources to help make their qualifications undeniable and prepare them for success in the highly competitive legal job market. The program has placed more than 100 students to date in clerkships in area courts as well as in several area law firms, with more judges and law firms asking to participate every day. It provides participants with an in-depth look at the legal process and the interaction between the bench and the bar that they would not otherwise get. After proudly welcoming in 2011 the first interns to join a law firm through this program, we have maintained strong involvement, brought in additional clerks, and look forward to continuing the program this summer and into the future. At our firm, Joe Hanna monitors the work of our law clerks and ensures they obtain valuable experience to help develop important legal research, writing, case management, and client service skills critical to their long-term success.

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?

Goldberg Segalla tracks diversity through internal surveys conducted on a semi-annual basis by the firm's human resources department. Human resources uses the surveys to formulate diversity statistics for the firm and gives the results to the diversity task force for future retention plans and initiatives.

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 diversity training for all attorneys and staff
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	X		Increase the number of minority attorneys at the associate level
X	X		Increase the number of minority attorneys at the partnership level
X	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

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	X		Increase the number of women at the associate level
X	X		Increase the number of women at the partnership level
X	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



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			Ensure that EEO and non-discrimination policies specifically address gender identity

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.

This summer, Goldberg Segalla will proudly participate in the 2017 Thurgood Marshall Summer Law Internship Program, the New York City Bar Association's flagship pipeline program for high school students. As a participating legal employer, we will host high-achieving inner-city students for the summer and collaborate with the NYC Bar to provide them with additional programming before, during, and after the summer designed to help them prepare for a legal career.

Members of our Diversity Task Force and other Goldberg Segalla attorneys regularly participate in programs that reach out to students from grade school to the college and graduate school levels. In March, Joe Hanna - chair of our Diversity Task Force as well as our Sports and Entertainment and Retail and Hospitality Practice Groups - provided invaluable insight and perspective for tomorrow's diverse legal community when he served as Keynote Speaker at the NYC Bar Office for Diversity and Inclusion's full-day Sports & Entertainment Law Symposium. Other examples include participating in the Explore Law program and the Students of Color Kick-Off event at the University at Buffalo; presenting "What Do Real Lawyers Do?" for UB Law's Asian American and Latin American Law Student Associations; serving as mentors in the inner-city Bennett High School Law Magnet Program; speaking at the "Goldilocks on Trial" outreach program, which encourages Buffalo Public Schools students to embrace their education and teaches them about the legal profession; and presenting "Careers in the Law - How We Got Here and Why" at Buffalo Prep, a school for economically disadvantaged minority students.



Recruitment - New Associates

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

Ivy League schools: Cornell Law School, Columbia Law School

Other private schools: Loyola University Chicago School of Law, New York University School of Law, Northwestern University School of Law, Syracuse University college of Law, University of Chicago Law School, Wake Forest University School of Law, Georgetown University

Public state schools: State University of New York at Buffalo Law School, University of North Carolina School of Law

Historically Black Colleges and Universities (HBCUs): Howard University

Diversity job fairs: Syracuse University College of Law, State University of New York at Buffalo Law School

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?

During his tenure as president of the Minority Bar Association of Western New York (MBAWNY), Diversity Task Force Chair Joseph M. Hanna created a new diversity-focused internship program in collaboration with the MBAWNY and the University at Buffalo Law School (UB) to provide opportunities for minority UB law students to gain firsthand experience in the legal system. So far, the program has placed more than 100 students in clerkships in area courts as well as in several area law firms and in-house positions at some of the country's largest corporations. The benefits to students are twofold: The internship program gives participants an in-depth look at the legal process and interaction between the bench and the bar that they would not get otherwise. Just as important is the chance to develop legal research, writing, case management, and client service skills critical to their long-term success. The program arms minority law students with measurable levels of hands-on experience, knowledge, business savvy, and networking connections - resources to help make their qualifications undeniable and prepare them for success in the highly competitive legal job market.



Recruitment - New Associates

ALL 2L SUMMER ASSOCIATES (2017)

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

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

OFFERS ACCEPTED* (2017)

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

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

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

OFFERS MADE* (2017)

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

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

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

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	0	0
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	0	0

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

Recruitment - Lateral Associates and Partners

LATERAL ASSOCIATE HIRES (2017)

	Men	Women
White/Caucasian	22	22
African-American/Black	0	2
Hispanic/Latino	1	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	23	25

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

LATERAL OF COUNSEL HIRES (2017)

	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

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

LATERAL PARTNER HIRES* (2017)

* Both equity and non-equity

	Men	Women
White/Caucasian	16	8
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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	17	8

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

NEW PARTNERS PROMOTED* (2017)

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

	Men	Women
White/Caucasian	11	3
African-American/Black	0	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	11	5

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

NEW EQUITY PARTNERS* (2017)

* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	4	0
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	4	0

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

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?

No

If yes, list all women and/or minority-owned executive search/recruiting firms to which the firm paid a fee for placement services in the past 12 months:

N/A



Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2017

1ST-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
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	0	0

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

2ND-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	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	2	2

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

3RD-YEAR ASSOCIATES

	Men	Women
White/Caucasian	1	0
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	1	0

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

4TH-YEAR ASSOCIATES

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

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

5TH-YEAR ASSOCIATES

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

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

6TH-YEAR ASSOCIATES

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

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

Retention and Professional Development

ATTORNEYS WHO LEFT THE FIRM IN 2017

7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	2	0
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	2	0

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

8TH-YEAR PLUS ASSOCIATES

	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	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	3	1

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

OF COUNSEL

	Men	Women
White/Caucasian	4	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	5	0

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

NON-EQUITY PARTNERS

	Men	Women
White/Caucasian	6	6
African-American/Black	0	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	3	0
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	9	6

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

EQUITY PARTNERS

	Men	Women
White/Caucasian	6	0
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	6	0

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

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?

There is no impact whatsoever. It is a not a relevant criteria to whether they are qualified to be a partner.

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

N/A

Retention and Professional Development

PART-TIME ATTORNEYS (2017)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	0	2	2	128
Of counsel	0	0	0	10
Non-equity partner	1	3	4	157
Equity partner	0	0	0	26



Management Demographic Profile

*FIRMWIDE COMMITTEES 2017***EXECUTIVE/MANAGEMENT COMMITTEE***

* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	5	0
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	0

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

HIRING COMMITTEE*

* Attorneys on Hiring Committee or equivalent

	Men	Women
White/Caucasian	1	0
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	1	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	2	0

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

PARTNER REVIEW COMMITTEE*

* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	27	9
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	1	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	29	9

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

ASSOCIATE REVIEW COMMITTEE*

* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	27	9
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	1	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	29	9

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities. We do not record Native Hawaiian/Pacific Islander information.

ATTORNEYS ON THE DIVERSITY COMMITTEE OR EQUIVALENT

	Men	Women
White/Caucasian	1	0
African-American/Black	1	1
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	1	2
Native Hawaiian/Pacific Islander	0	0
Multiracial	1	0
Openly LGBTQ	n/a	n/a
Individuals with disabilities	n/a	n/a
Total	6	3

Management Demographic Profile

OTHER LEADERSHIP ROLES

Leadership positions (2017)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	17	30	8
Number of such positions held by:			
Minorities	1	2	1
Women	3	11	2
LGBTQ attorneys	n/a	n/a	n/a
Individuals with disabilities	n/a	n/a	n/a

Not all individuals chose to disclose LGBTQ information, so the numbers may not demonstrate exact totals. We do not record information regarding disabilities.

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? 19

Minorities heading offices: Latha Raghavan, Albany (17)

Women heading offices: Latha Raghavan, Albany (17); Susan Smith, Baltimore (11); Ellen Greiper, Garden City (40)

LGBTQ attorneys heading offices: [No response]

Individuals with disabilities heading offices: [No response]

PRACTICE GROUP/DEPARTMENT LEADERS

Minorities heading practices: Chandran Iyer, Intellectual Property (34); Joseph Hanna, Sports and Entertainment (18) and Retail and Hospitality (38)

Women heading practices: Cheryl Possenti, Class Action Litigation (16) and Regulatory Compliance (6); Ellen Greiper, Construction (66); Caroline Berdzik, Employment and Labor (34) and Health Care (30); Kristin Klein Wheaton, Higher Education (5); Anita Hotchkiss, Life Sciences (24); Sarah Delaney, Life Health and Disability (5); Julie Apter, Municipal and Governmental Liability (22); Madeline Baio, Retail and Hospitality (38); Susan Smith, Toxic Tort (52); Debra Doby, Maritime (6);

LGBTQ attorneys heading practices: [No response]

Individuals with disabilities heading practices: [No response]

COMMITTEE LEADERS

Minorities heading committees: Joseph Hanna, Law Clerk Committee (5), Associates Committee (38), Diversity Task Force (9)

Women heading committees: Cheryl Possenti, Professional Guidance Group (3); Caroline Berdzik, Women's Initiative (9)

LGBTQ attorneys heading committees: [No response]

Individuals with disabilities heading committees: [No response]



The Firm Says

In addition to our innovative Diversity Clerkship Program (described in more detail above), which earned the firm the 2012 George B. Vashon Innovator Award from the Minority Corporate Counsel Association in the category of Pipeline Initiatives, Goldberg Segalla has also proudly sponsored Success in the City, an annual diversity networking event that brought together diverse individuals to promote diversity, create mentor-protégé relationships, and facilitate recruiting opportunities in law and business. Past events have drawn nearly 500 political and business leaders, legal professionals, and students. Success in the City has influenced the development of similar programs nationwide and has been replicated in Baltimore, Cleveland, Birmingham, and Dallas.

We are proud to have earned recognition from local, regional, and national organizations for implementing initiatives that make a difference. For example, Joe Hanna, chair of our Diversity Task Force, has been recognized for his diversity- and community-related accomplishments with the MCCA's Diversity Trailblazer Award and the Outstanding Young Lawyer Award from the New York State Bar Association, the Community Service Award from the Defense Research Institute, the Community Leader Award from the National Federation for Just Communities of Western New York, the Diversity Excellence Award from the Buffalo Niagara Human Resource Association, and the Value Award for Diversity from Leadership Buffalo.

Goldberg Segalla is proud to be a member of the MCCA Firm Affiliate Network. We also support the diversity efforts of numerous organizations, including:

• American Bar Association • Asian American Bar Association of New York • Columbian Lawyers Association • Defense Research Institute • Federal Bar Association • Gay & Lesbian Alliance Against Defamation • Greater Rochester Association for Women Attorneys • Korean American Association of Greater New York • League of First Nations • Minority Bar Association of Western New York • National Bar Association • National Congress of American Indians • National LGBT Bar Association • Native American Rights Fund • New York State Bar Association • Seneca Free Trade Association • University at Buffalo Law School • Women's Bar Association of the State of New York

Our attorneys serve in diversity leadership roles in several of these organizations. For example, Joe Hanna – who has actively been promoting diversity for 11 years, since he began practicing law – is spreading the message of diversity both regionally and nationally through his involvement. After his 2011 tenure as president of the Minority Bar Association of Western New York, he then served a term as president of the organization's Foundation, where he led its efforts to work with local colleges to develop and award scholarships to deserving students. Joe is a former national chair of the American Bar Association's Minority Trial Lawyer Committee and former editor-in-chief of Minority Trial Lawyer, and he currently serves as co-chair of the Young Lawyers Division's Minorities in the Profession Committee and as a member of the ABA Judicial Internship Opportunity Working Group and Screening Committee. He also holds numerous diversity-focused chair or liaison positions at the 22,000-member Defense Research Institute (DRI), the nation's largest association of defense lawyers.

John F. Stephens, chair of the firm's Cybersecurity and Data Privacy Practice Group, vice chair of the Sports and Entertainment Practice Group, and leader of the firm's west coast operations, has also served in numerous diversity-related leadership roles, including as chair of the American Bar Association's Diversity Committee, a board member of the National LGBT Bar Association, and co-chair and treasurer of the Gay & Lesbian Alliance Against Defamation (GLAAD) National Board of Directors.

In other examples, we have attorneys at all levels working to make a difference as members of the Women's Bar Association of the State of New York and on women's committees at some of the most prominent professional organizations in the legal industry. An attorney from our Rochester office is active in the Greater Rochester Association for Women Attorneys' Guys for GRAWA Committee and has spearheaded several events. Goldberg Segalla also demonstrates leadership specifically focused on the advancement of women. As a complement to our Diversity Task Force, we have launched a formal Women's Initiative – a firm-wide movement designed to spark opportunities, develop mentoring relationships, promote leadership, plan events, and support the advancement of women in legal, management, and administrative contexts.

Our outreach efforts have led to the creation of a comprehensive database of more than 500 minority law organizations throughout the United States. Contact between these organizations takes place in anticipation of bringing CLE and legal programs together. This group includes both local and national organizations, such as:

• National Association of Women Lawyers • National Association of Muslim Lawyers • Hispanic National Bar Association • National Asian Pacific American Bar Association • Black Women Lawyers Association of Los Angeles • South Asian Bar Association of Philadelphia • Vietnamese American Bar Association of North Carolina

In addition to the internal communications and the community outreach model described above, our firm is committed to spreading the message throughout the broad legal and business communities that embracing diversity contributes to greater overall success. Our attorneys have authored articles and delivered presentations on diversity for various legal organizations, including the Defense Research Institute and the American Bar Association, and our efforts and accomplishments in this area have been profiled in publications such as Business First, the Buffalo Law Journal, and the New York State Bar Association's State Bar News.