

# Constangy, Brooks, Smith & Prophete

## 2018 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

230 Peachtree Street NW  
Suite 2400  
Atlanta, GA 30303  
Phone: 404.525.8622  
Fax: 404.525.6955  
[constangy.com](http://constangy.com)

### LOCATIONS

Atlanta, GA (headquarters); Asheville, NC; Austin, TX; Birmingham, AL; Boston, MA; Columbia, SC; Dallas, TX; Denver, CO; Greenville, SC; Jacksonville, FL; Kansas City, MO; Los Angeles, CA; Macon, GA; Memphis, TN; Miami, FL; Minneapolis, MN; Nashville, TN; New York, NY; Orange County, CA; Princeton, NJ; San Francisco, CA; St. Louis, MO; Tampa, FL; Washington DC (northern VA); Winston-Salem, NC

### DIVERSITY LEADERSHIP

**Head(s) of Firm:** Neil H. Wasser, Chair, Executive Committee

**Diversity team leader(s):** Teresa Bult, Administrative Partner

### NUMBER OF ATTORNEYS

#### TOTAL NUMBER OF ATTORNEYS

	Currently	As of December 31, 2017
Firmwide	183	185
U.S. offices only	183	185

### Law Firm Demographic Profile

Does your firm have more than one tier of partnership?

Yes

#### ASSOCIATES (2017)

	Men	Women
White/Caucasian	8	20
African-American/Black	4	2
Hispanic/Latino	3	2
Alaska Native/American Indian	0	0
Asian	0	2
Native Hawaiian/Pacific Islander	0	1
Multiracial	0	4
Openly LGBTQ	1	2
Individuals with disabilities	0	0
<b>Total</b>	<b>15</b>	<b>31</b>

#### SUMMER ASSOCIATES (2017)

	Men	Women
White/Caucasian	1	1
African-American/Black	1	1
Hispanic/Latino	0	n/a
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>2</b>	<b>3</b>

We don't have a formal summer associate program - only a few office take one on an ad-hoc basis.

#### EQUITY PARTNERS (2017)

	Men	Women
White/Caucasian	38	16
African-American/Black	2	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	1	0
Multiracial	0	0
Openly LGBTQ	2	1
Individuals with disabilities	0	1
<b>Total</b>	<b>41</b>	<b>17</b>

#### NON-EQUITY PARTNERS (2017)

	Men	Women
White/Caucasian	18	14
African-American/Black	3	3
Hispanic/Latino	1	2
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	0	1
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>22</b>	<b>20</b>

#### OF COUNSEL (2017)

	Men	Women
White/Caucasian	15	17
African-American/Black	0	3
Hispanic/Latino	2	1
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>17</b>	<b>22</b>

#### NEW HIRES (2017)

	Men	Women
White/Caucasian	5	7
African-American/Black	2	1
Hispanic/Latino	2	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	2
Multiracial	0	1
Openly LGBTQ	1	0
Individuals with disabilities	0	0
<b>Total</b>	<b>9</b>	<b>12</b>

### Strategic Plan and Diversity Leadership

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

We believe in "top down diversity" – not just hiring diverse associates and hoping they rise, but also recruiting talented experienced lawyers who lead client teams and serve as mentors to those coming up. Diversity is recognized as essential to our culture and referenced frequently in internal communications, recruiting and external branding.

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

It's part of our overall culture - we do not have a separate committee, as we don't want to pigeonhole diversity. 43 percent of the attorneys in leadership positions are women and/or minorities. Leadership starts with our executive committee all office, practice and industry group leads incorporate diversity into strategic planning.

**Does your law firm currently have a diversity committee?**

No

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

Not applicable

**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:* [No response]

*Total hours spent on diversity:* [No response]

*Comments:* As stated, we do not have a formal diversity committee, as it's not something that is treated separately from our overall firm leadership. Its embedded into everything we do.

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

Yes

**If partially, please explain.**

Management has stated goals of continuing to increase hiring and improve retention of diverse attorneys, even though we are already one of the most diverse large law firms in the U.S.

**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?**

Informal - diversity is always a consideration when hiring.

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

Quarterly

It is part of all executive committee/management meetings.

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

We are a relatively flat firm, leaders hold each other accountable, as we are proud of our achievements in promoting diversity and want to continue to lead and improve.

**Is your firm minority-owned or women-owned?**

No



## Law Firm Diversity Initiatives

### INITIATIVES FOR ALL DIVERSE ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	X		Undertake communication from firm management that diversity is a top priority of the firm
		X	Formalize diversity plan and committee with action steps and accountability to management
X	X		Conduct firmwide diversity training for all attorneys and staff
X	X		Focus on strengthening firm's mentoring program
		X	Conduct internal diversity needs assessment (e.g., culture and environment surveys) and/or retain diversity consultant to examine how firm culture might be more welcoming of minorities
X			Support law firm's internal affinity networks
		X	Hire a director of diversity or other full-time professional to implement the firm's diversity program
X	X		Coordinate or work with clients on diversity issues
X	X		Develop/expand relationships with minority bar associations and other legal diversity organizations to offer firm's support of these networks



## Law Firm Diversity Initiatives

### INITIATIVES SPECIFICALLY FOR MINORITY ATTORNEYS

Already Completed	Currently Addressing	Not a Current Priority	
X	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	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	X		Focus on strengthening firm's mentoring program for women
X	X		Manage/monitor allocation of work assignments and/or hours billed to ensure women have equal access/inclusion to top client matters
X			Other (please specify): We have a women's business circle where our attorneys and women clients meet periodically to share ideas and best practices.



## 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
			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.**

In addition to our firm-sponsored scholarship program, we support initiatives of minority-focused bar associations, and have several attorneys in leadership roles, including the current president of the Hispanic national bar Association.



## Recruitment - New Associates

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

*Ivy League schools:* Not formally.

*Other private schools:* Not formally.

*Public state schools:* Not formally.

*Historically Black Colleges and Universities (HBCUs):* Not formally.

*Diversity job fairs:* Occasionally if interested attorneys want to participate in their markets.

### 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)

We don't have any type of formal recruitment program. Most of our associates come to us as laterals with 1-3 years experience, or are recruited via advertising in legal trade media and LinkedIn.

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

No formal programs.





### Recruitment - New Associates

#### ALL 2L SUMMER ASSOCIATES (2017)

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

We don't have a formal summer associate program.

#### OFFERS MADE\* (2017)

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

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

We don't have a formal summer associate program.

#### OFFERS ACCEPTED\* (2017)

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

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

We don't have a formal summer associate program.

#### NEITHER ACCEPTED NOR DECLINED (2017)

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

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

We don't have a formal summer associate program.

### Recruitment - Lateral Associates and Partners

#### LATERAL ASSOCIATE HIRES (2017)

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

#### LATERAL OF COUNSEL HIRES (2017)

	Men	Women
White/Caucasian	2	3
African-American/Black	0	0
Hispanic/Latino	1	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>3</b>	<b>4</b>

#### LATERAL PARTNER HIRES\* (2017)

\* Both equity and non-equity

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

#### NEW PARTNERS PROMOTED\* (2017)

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

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

#### NEW EQUITY PARTNERS\* (2017)

\* Whether hired laterally or promoted from within

	Men	Women
White/Caucasian	3	3
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	0	0
Multiracial	0	0
Openly LGBTQ	1	0
Individuals with disabilities	0	0
<b>Total</b>	<b>4</b>	<b>4</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
- 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 2017

##### 1ST-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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>1</b>	<b>0</b>

##### 2ND-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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 3RD-YEAR ASSOCIATES

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

##### 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	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>

##### 5TH-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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 6TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	0
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	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 2017

##### 7TH-YEAR ASSOCIATES

	Men	Women
White/Caucasian	0	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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### 8TH-YEAR PLUS 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	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

##### OF COUNSEL

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

##### NON-EQUITY PARTNERS

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

##### EQUITY PARTNERS

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

All left for in-house positions with current or former clients.

### 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

Comments:

As needed

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?

Evaluated on case-by-case basis that looks at client relationships and value. Most part-time attorneys are of counsel or partner level.

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

We don't track, but estimate 10 or fewer. Most of the equity partners currently working reduced schedules are older attorneys that work on a few key client relationships, but are nearing retirement.



## Retention and Professional Development

PART-TIME ATTORNEYS (2017)	PART-TIME ATTORNEYS			TOTAL NUMBER OF ATTORNEYS (full and part-time)
	Men	Women	Total	
Associates	n/a	n/a	n/a	46
Of counsel	n/a	n/a	n/a	39
Non-equity partner	n/a	n/a	n/a	42
Equity partner	n/a	n/a	n/a	58

Does not include maternity leave.



### Management Demographic Profile

#### FIRMWIDE COMMITTEES 2017

##### EXECUTIVE/MANAGEMENT COMMITTEE\*

\* Attorneys on the Executive/Management Committee or equivalent

	Men	Women
White/Caucasian	6	3
African-American/Black	1	0
Hispanic/Latino	0	0
Alaska Native/American Indian	0	0
Asian	0	0
Native Hawaiian/Pacific Islander	1	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with disabilities	0	0
<b>Total</b>	<b>8</b>	<b>3</b>

##### HIRING COMMITTEE\*

\* Attorneys on Hiring Committee or equivalent

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

Exec committee looks at partner/counsel hires, with a separate committee for associates.

##### PARTNER REVIEW COMMITTEE\*

\* Attorneys on the Partner Review Committee or equivalent

	Men	Women
White/Caucasian	15	5
African-American/Black	2	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	1	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with disabilities	0	1
<b>Total</b>	<b>18</b>	<b>7</b>

Exec committee plus office heads

##### ASSOCIATE REVIEW COMMITTEE\*

\* Attorneys on the Associate Review Committee or equivalent

	Men	Women
White/Caucasian	15	5
African-American/Black	2	0
Hispanic/Latino	0	1
Alaska Native/American Indian	0	0
Asian	0	1
Native Hawaiian/Pacific Islander	1	0
Multiracial	0	0
Openly LGBTQ	0	0
Individuals with disabilities	0	1
<b>Total</b>	<b>18</b>	<b>7</b>

Exec committee plus office heads

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

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

We do not have a formal diversity committee, as explained previously.



## Management Demographic Profile

### OTHER LEADERSHIP ROLES

Leadership positions (2017)	U.S. office heads	Practice group/ department leaders	Committee leaders
Total number of positions	20	38	2
Number of such positions held by:			
Minorities	5	5	0
Women	5	15	1
LGBTQ attorneys	1	0	0
Individuals with disabilities	1	1	0

Please provide information regarding all diverse attorneys who currently head offices, practice groups and committees. Enter responses in the following format: Attorney, Office location/Practice group/Committee (No. of attorneys in office/practice group/committee).

#### U.S. OFFICE HEADS

How many offices does your firm have in the United States? 26

*Minorities heading offices:* As of December 2017: Anjanette Cabrera, New York, (5); Piyumi Samaratunga, Minneapolis (2); Rod Holmes, Memphis (3); Jim Goh, Denver (7); Julius Turman, San Francisco (4)

*Women heading offices:* Anjanette Cabrera, New York, (5); Piyumi Samaratunga, Minneapolis (2); Ellen Kearns, Boston, (9); Nancy Leonard, St. Louis (3)

*LGBTQ attorneys heading offices:* Julius Turman, San Francisco (4)

*Individuals with disabilities heading offices:* Nancy Leonard, St. Louis (3)

#### PRACTICE GROUP/DEPARTMENT LEADERS

*Minorities heading practices:* Piyumi Samaratunga, co-chair, immigration practice (6); Don Prophete, chair, whistleblower & retaliation practice (39); Anjie Cabrera, co-chair, retail & hospitality group (23); Jim Goh, co-chair, higher education group (7); Nestor Barrero, co-chair, sports & entertainment group (15)

*Women heading practices:* Penni Bradshaw, co-chair, immigration practice (6); Anjie Cabrera, co-chair, retail & hospitality group (23); Cara Crotty, chair, affirmative action practice (16); Mary Dohner Smith, co-chair, retail & hospitality group (23); Sarah Hamilton, co chair, sports & entertainment group (15); Ellen Kearns, co-chair, wage & hour practice (85); Maureen Knight, co-chair, litigation practice (140); Nancy Leonard, co-chair, e-law practice (19); Angeliqe Lyons, chair, background check/FCRA practice (17); Mallory Ricci, co-chair, cybersecurity practice (6); Piyumi Samaratunga, co-chair, immigration practice (6); Kim Seten, co-chair, transportation group (7); Dana Thrasher, chair, ERISA/Benefits practice (11); Leigh Tyson, co-chair, traditional labor practice (45); Susan Wilson, co-chair, e-law practice (19)

*LGBTQ attorneys heading practices:* [No response]

*Individuals with disabilities heading practices:* Nancy Leonard, co-chair, e-law practice (19)

#### COMMITTEE LEADERS

*Minorities heading committees:* [No response]

*Women heading committees:* Teresa Bult, chair, associate committee

*LGBTQ attorneys heading committees:* [No response]

*Individuals with disabilities heading committees:* [No response]



### The Firm Says

As a firm, Constangy has been at the forefront in advancing roles for women and minorities in the legal profession.

In our earliest years, when women represented fewer than 3% of practicing attorneys, Mildred McClelland was one of the firm's first partners, arguing cases in courts and before federal agencies.

Before joining the firm in the 1960s, partner Jim Smith served on the American Bar Association's inaugural committee advising the early efforts of the Equal Employment Opportunity Commission – helping the lead the way in fostering diversity in the modern workplace.

And in 2015, we made history when Don Prophete joined the firm and we became the first large law firm (NLJ350) in the United States to have an African-American attorney as a "name on the door" partner.

We embrace the goals of the American Bar Association's "Resolution 113" to advance diversity in the legal profession, and proudly participate in efforts to measure and increase our success in recruiting and retaining diverse professionals.

"Top Down" diversity is a cornerstone of our future. We aggressively recruit talented women and attorneys of color, and we ensure that the younger attorneys coming up through the firm receive mentorship and guidance. This is all part of our commitment to attracting high-quality attorneys who truly understand our clients' needs, and reflecting our own firm's mission since day one.

