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2024 DIVERSITY, EQUITY AND INCLUSION INDEX

NON-DISCRIMINATION POLICY:

1. Does your organization explicitly include “sexual orientation” and “gender identity and expression” as protected classes in its nondiscrimination policy?

GENDER-INCLUSIVE WORKPLACE GUIDELINES:

2. Does your organization have in place gender-inclusive workplace policies, including, for example, pronoun usage, transition guidelines, privacy considerations, and restroom accessibility?

2a. Does your organization offer fully-inclusive transition-related health benefits, including hormone therapy, gender counseling, and gender-affirming surgeries?

2b. Does your organization encourage employees to include pronouns in their email signature blocks?

2c. Does your organization provide all-gender restrooms in every office on every floor?

LEAVE BENEFITS:

3. Does your organization offer parental leave benefits on equal terms for all employees, regardless of sexual orientation, gender identity, or marital status?

3a. Nontraditional Family Planning: Does your organization offer medical benefits that cover nontraditional family planning, including artificial insemination, vitro fertilization, cryopreservation, gestational surrogacy, and adoptive benefits?

3b-1. Equitable Access to Nontraditional Family Planning (Fertility Benefits): If your organization has a plan as set out in question 3a, are the terms of the policy coverage limited by a medical determination of infertility or determination of likely future infertility, or can all persons access the benefits without such a medical diagnosis (i.e. are they fertility benefits, rather than infertility benefits)?*

3b-2. Equal Access to Nontraditional Family Planning (Infertility Benefits): If your organization has a plan as set out in question 3a, which is limited by a medical diagnosis of infertility, is the definition of infertility sufficiently broad as to not exclude the needs of LGBTQ+ or single employees?*

LGBTQ+ INCLUSION TRAININGS:

4. Does your organization’s diversity, equity and inclusion programming address LGBTQ+ issues, including a comprehensive transgender and nonbinary workplace training?

4a. Does your organization’s anti-sexual harassment training explicitly cover same-sex harassment and harassment of transgender/nonbinary people?

LGBTQ+ AFFINITY GROUP:

5. Does your organization have an LGBTQ+ affinity group?

5a. Is it open to both attorneys and business professionals?

5b. Number of Affinity Group Members?

5c. Percentage of members identifying as LGBTQ+?

5d. Percentage of members identifying as allies?

SELF-ID - ATTORNEYS:

6. Does your workplace allow LGBTQ+ employees to self-identify in a confidential and voluntary manner?

6a. Total number of lawyers, firm-wide?

6b. Number of equity partners who identify as LGBTQ+?

6c. Number of non-equity partners who identify as LGBTQ+?

6d. Number of counsel who identify as LGBTQ+?

6e. Number of associate attorneys who identify as LGBTQ+?

6f. Number of other attorneys who identify as LGBTQ+?

6g. Total Number of LGBTQ+ attorneys who also identify as people of color?

PRO BONO HOURS:

7. What was the approximate total number of pro bono hours spent by the organization representing individuals regarding LGBTQ+ related issues, or on behalf of an LGBTQ+ organization in the last calendar year?

BILLABLE CREDIT:

8. Does your firm give billable credit for work that is directly related to LGBTQ+ diversity efforts (not including pro bono work)?

SPONSORSHIP PROGRAM:

9. Does your firm have a formalized sponsorship program focused on LGBTQ+ attorney retention and promotion?

SPONSORING ORGANIZATION NAME	1. Non-Discrimination Policy	2. Gender-Inclusive Workplace Guidelines	2a. Fully-inclusive transition-related health benefits	2b. Pronouns in their email signature blocks?	2c. All-gender restrooms	3. Leave Benefits	3a. Nontraditional Family Planning	3b-1. Equitable Access to Nontraditional Family Planning	3b-2. Equal Access to Nontraditional Family Planning	4. LGBTQ+ Inclusion Trainings	4a. Anti-sexual harassment training	5. LGBTQ+ Affinity Group	5a. Open to both attorneys and business professionals	5b. Number of Affinity Group Members	5c. Percentage of members identifying as LGBTQ+	5d. Percentage of members identifying as allies	6. Self-ID - attorneys	6a. Total number of lawyers, firm-wide?	6b. Number of equity partners who identify as LGBTQ+?	6c. Number of non-equity partners who identify as LGBTQ+?	6d. Number of counsel who identify as LGBTQ+?	6e. Number of associate attorneys who identify as LGBTQ+?	6f. Number of other attorneys who identify as LGBTQ+?	6g. Total Number of LGBTQ+ attorneys who also identify as people of color?	7. Pro Bono Hours:	8. Billable Credit	9. Sponsorship Program	
Acacia Center for Justice	Yes	Yes	Yes	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	0	0	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Akerman LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	42	88	12	yes	748	4	8	3	13	0	8	995	No	Yes		
Akin Gump Strauss Hauer & Feld LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	64	53	47	Yes	937	8	0	3	43	0	13	4400	Yes	no		
A&O Shearman	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	n/a	82	n/a	n/a	Yes	320	13	0	1	23	1	15	597	Yes	No		
Allen Matkins Leck Gamble Mallory & Natsis	Yes	Yes	No	Yes	No	Yes	No	Yes	Yes	Yes	Yes	No	10	90	10	Yes	240	1	0	1	8	0	0	0	No	Yes		
Alston & Bird LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	35	100	0	Yes	935	3	8	2	18	2	5	318	Yes	Yes		
Altria Client Services LLC	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	500	10	90	Yes	60	n/a	n/a	n/a	n/a	n/a	n/a	200	Yes	Yes		
Amazon	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	1458	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	No	
ArentFox Schiff LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	61	74	26	Yes	617	5	9	1	27	2	12	48	Yes	No		
Axinn, Veltrop & Harkrider LLP	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	23	22	78	Yes	100	0	1	0	5	0	3	4	Yes	No		
Baker & Hostetler LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	76	54	46	Yes	1051	13	1	4	25	4	12	365	Yes	Yes		
Baker Botts LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	80	70	30	Yes	538	7	0	2	23	0	7	5100	Yes	Yes		
Baker McKenzie LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	Yes	70	93	7	Yes	626	4	3	0	17	0	12	0	Yes	Yes		
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	62	37	62	Yes	702	2	3	4	9	1	3	600	No	Yes		
Ballard Spahr LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	83	57	43	Yes	595	10	0	5	20	1	9	2267	No	Yes		
Barnes & Thornburg	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	n/a	90	51	49	Yes	725	3	7	3	12	4	5	177	n/a	Yes		

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Bass, Berry & Sims PLC	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	167	10	90	Yes	362	2	2	1	7	1	4	400	Yes	Yes	
Benesch Friedlander Coplan & Aronoff LLP	Yes	No	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	40	48	52	Yes	405	0	3	0	21	0	9	n/a	Yes	No	
Blank Rome LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	48	77	9	Yes	720	5	2	4	15	0	3	500	No	Yes	
Boies Schiller & Flexner LLP	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	No	15	87	13	Yes	190	0	5	0	8	0	6	0	n/a	No	
Bowman and Brooke LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	n/a	0	0	0	Yes	169	0	0	0	1	0	0	0	No	No	
Bracewell LLP	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No	No	No	n/a	0	0	0	Yes	343	1	1	1	9	0	1	82	Yes	No	
Bradley Arant Boult Cummings LLP	Yes	No	Yes	No	No	Yes	Yes	Yes	No	No	Yes	No	8	100	0	Yes	654	0	1	0	7	0	3	150	No	No	
Bricker Graydon	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	No	Yes	Yes	5	0	0	Yes	195	1	1	1	7	0	2	0	No	No	
Bronx County District Attorney's Office	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	300	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	
Brownstein Hyatt Farber Schreck LLP	Yes	No	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	50	75	25	Yes	274	2	4	0	4	0	0	336	Yes	No	
Buchanan Ingersoll & Rooney PC	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	57	30	70	Yes	400	2	0	2	7	0	1	1981	No	No	
Cahill Gordon & Reindel LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	0	0	Yes	320	3	n/a	3	13	0	5	1981	Yes	No	
Chapman and Cutler LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	n/a	13	100	0	Yes	249	2	5	0	6	1	2	209	Yes	Yes	
Children's Law Center of California	Yes	Yes	No	Yes	Yes	Yes	No	Yes	Yes	Yes	No	n/a	n/a	n/a	n/a	Yes	260	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	
Cleary Gottlieb Steen & Hamilton LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	81	53	47	Yes	578	5	0	3	42	4	17	2635	Yes	Yes	
Clifford Chance LLP	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	0	0	0	Yes	388	2	0	3	16	0	8	n/a	Yes	No	

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Clyde & Co US LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	50	n/a	n/a	Yes	250	n/a	n/a	n/a	n/a	n/a	n/a	n/a	402	Yes	No
Cook County State's Attorney's Office	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	40	95	5	Yes	727	n/a	n/a	30	n/a	n/a	n/a	30	0	No	Yes
Cooley LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	48	77	9	Yes	720	5	2	4	15	0	3	500	No	Yes	
Covington & Burling LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	15	87	13	Yes	190	0	5	0	8	0	6	0	n/a	No	
Cozen O'Connor P.C.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	n/a	0	0	0	Yes	169	0	0	0	1	0	0	0	No	No	
Cravath, Swaine & Moore LLP	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	No	No	n/a	0	0	0	Yes	343	1	1	1	9	0	1	82	Yes	No	
Crowell & Moring LLP	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	No	Yes	No	8	100	0	Yes	654	0	1	0	7	0	3	150	No	No	
Davis Polk & Wardwell LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	5	0	0	Yes	195	1	1	1	7	0	2	0	No	No	
Davis Wright Tremaine LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	No	45	100	0	Yes	656	11	5	2	27	1	14	525	Yes	Yes	
Day Pitney	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	21	43	57	Yes	312	0	3	0	8	0	1	75	Yes	No	
Debevoise & Plimpton LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	53	89	11	Yes	783	7	0	5	56	1	25	8666	No	Yes	
Dechert LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	67	100	n/a	Yes	1000	2	4	4	36	0	9	0	Yes	Yes	
Dentons	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	38	79	21	Yes	748	10	0	0	20	2	12	2000	Yes	Yes	
Dickinson Wright PLLC	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	15	10	33	Yes	500	1	2	1	6	0	1	n/a	Yes	Yes	
Dinsmore & Shohl LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	259	15	85	Yes	709	1	4	0	11	1	5	200	Yes	Yes	
Dorsey & Whitney LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	89	39	61	Yes	600	2	0	0	15	0	5	69	Yes	Yes	

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Duane Morris LLP	Yes	No	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	29	79	21	Yes	952	5	2	4	16	0	6	1173	n/a	No
Epstein Becker & Green, P.C.	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	17	82	18	Yes	343	0	2	0	8	0	4	500	Yes	Yes
Eversheds Sutherland LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	21	100	0	Yes	400	3	1	5	13	0	7	n/a	Yes	No
Faegre Drinker Biddle & Reath LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	49	100	0	Yes	1085	7	0	1	25	0	8	330	Yes	No
Federal Aviation Administration	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes	30	85	15	Yes	100	n/a	n/a	10	n/a	n/a	n/a	n/a	n/a	No
Federal Energy Regulatory Commission	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	1	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Fenwick & West LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	84	n/a	n/a	Yes	196	2	0	4	20	0	9	414	Yes	No
Filevine	Yes	No	No	No	No	Yes	No	No	No	Yes	Yes	n/a	n/a	53	9	91	No	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	135	6	n/a	Yes	293	2	0	2	12	0	7	0	Yes	No
Fish & Richardson P.C.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	62	100	n/a	Yes	356	4	3	0	13	0	7	1199	Yes	No
Fisher Phillips, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	n/a	n/a	0	0	0	Yes	596	5	2	0	7	1	5	300	No	No
Foley & Lardner LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	349	25	75	Yes	1098	9	0	5	24	0	9	500	No	Yes
Fox Rothschild LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes	30	95	5	Yes	973	7	9	1	14	0	7	0	Yes	Yes
Fragomen, Del Rey, Bernsen & Loewy	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	Yes	55	54	46	Yes	783	3	4	1	18	0	9	112	No	No
Fredrikson & Byron, P.A.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	18	100	0	Yes	391	2	0	0	7	0	3	0	Yes	No
Freshfields Bruckhaus Deringer LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	47	50	50	Yes	428	3	0	2	19	0	7	1090	Yes	No

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Fried, Frank, Harris, Shriver & Jacobson LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	77	56	44	Yes	747	4	0	2	48	0	13	2124	Yes	No
Frost Brown Todd	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	20	100	100	Yes	587	2	5	0	12	3	5	167	No	No
GE Aerospace	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	109	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes
Gibson, Dunn & Crutcher LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	183	70	30	Yes	1600	8	4	7	109	0	51	9200	No	No
Goodwin LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	128	100	0	Yes	1901	13	7	4	97	7	48	3594	Yes	No
Greenberg Traurig, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	106	87	13	Yes	2723	35	0	6	55	0	25	679	Yes	Yes
Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	40	35	65	Yes	400	3	n/a	1	8	n/a	2	n/a	Yes	No
Haynes and Boone, LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	n/a	53	46	54	Yes	651	5	2	4	12	0	4	n/a	Yes	No
Hogan Lovells (US) LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	320	29	33	Yes	969	10	6	1	45	2	46	1700	Yes	Yes
Holland & Knight LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	64	92	0	Yes	2162	14	13	5	38	5	49	0	Yes	Yes
Holwell Shuster & Goldberg LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	21	24	76	Yes	78	0	0	0	4	2	2	0	Yes	Yes
Hunton Andrews Kurth LLP	Yes	No	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	46	n/a	n/a	Yes	869	3	0	1	18	0	6	356	Yes	Yes
Husch Blackwell LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	85	100	0	Yes	1052	4	5	5	30	2	6	619	Yes	Yes
Jackson Lewis P.C.	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	No	n/a	54	40	60	Yes	1039	1	3	1	14	2	6	0	Yes	No
Jackson Walker LLP	Yes	No	No	No	No	Yes	Yes	Yes	No	No	Yes	No	n/a	26	38	62	Yes	514	0	6	1	2	0	0	0	No	Yes
JAMS	Yes	Yes	No	Yes	No	Yes	No	Yes	Yes	Yes	Yes	n/a	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	Yes

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Jenner & Block LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	73	n/a	n/a	Yes	534	7	7	5	51	2	21	2926	Yes	No
Jones Day	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	118	n/a	n/a	Yes	2498	14	n/a	1	46	1	9	1935	No	No
K&L Gates LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	55	84	16	Yes	1255	5	7	0	46	2	24	655	Yes	No
Katten Muchin Rosenman LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	30	100	0	Yes	698	1	11	3	22	0	8	300	Yes	Yes
Kentucky Department of Public Advocacy	Yes	No	No	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	13	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
King & Spalding LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	58	n/a	n/a	Yes	1134	13	n/a	2	38	3	210	3575	No	Yes
Knobbe, Martens, Olson & Bear, LLP	Yes	No	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	No	10	77	23	Yes	285	1	0	0	9	1	1	0	Yes	No
Kramer Levin Naftalis & Frankel LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	23	n/a	n/a	Yes	320	4	1	3	3	0	1	634	Yes	No
Kutak Rock LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	25	52	48	Yes	567	9	1	0	5	0	1	0	No	No
Liberty Mutual Insurance	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	6295	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes
Linklaters LLP	Yes	Yes	Yes	Yes	No	No	No	Yes	No	No	Yes	n/a	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	No
Littler Mendelson P.C.	Yes	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes	n/a	n/a	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes
Locke Lord LLP	Yes	No	Yes	No	No	Yes	Yes	No	No	Yes	No	No	28	54	46	Yes	562	5	1	1	10	3	2	20	Yes	No	
Lowenstein Sandler LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	11	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	3421	Yes	Yes
Manatt, Phelps & Phillips, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	31	75	25	Yes	295	3	3	1	7	0	4	780	Yes	No
Marion County Prosecutor's Office	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	23	35	65	Yes	165	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No

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McDermott Will & Emery	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	166	75	25	Yes	1106	13	14	6	31	4	16	1062	Yes	No	
McGuireWoods LLP	Yes	No	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	25	100	0	Yes	923	2	4	4	12	0	2	436	No	Yes	
Michael Best & Friedrich LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	58	29	71	Yes	309	3	2	1	5	0	6	45	Yes	No	
Mintz, Levin, Cohn, Ferris, Glosky and Popeo, P.C.	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	232	26	74	Yes	561	6	2	3	15	0	8	n/a	Yes	No	
Morgan, Lewis and Bockius LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	100	73	27	Yes	1688	18	0	4	69	0	30	3859	Yes	No	
Morrison & Foerster LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	100	80	20	Yes	1080	13	3	10	48	1	28	2117	Yes	Yes	
Munger, Tolles & Olson LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	18	100	0	Yes	0	3	0	0	15	0	5	772	No	Yes	
Nelson Mullins Riley & Scarborough LLP	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	80	34	66	Yes	989	5	8	2	24	0	7	100	Yes	Yes	
Netflix	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	816	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	
New York County Manhattan District Attorney's Office	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	41	n/a	n/a	Yes	541	n/a	n/a	n/a	n/a	n/a	n/a	7	n/a	n/a	No
Nixon Peabody LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	0	0	0	Yes	618	2	8	1	12	4	10	1129	Yes	Yes	
Norton Rose Fulbright US LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	56	100	0	Yes	826	9	0	8	19	0	11	551	Yes	No	
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	No	No	41	95	5	Yes	995	7	4	8	28	0	12	0	Yes	No	
O'Melveny & Myers LLP	Yes	Yes	Yes	Yes	No	Yes	No	Yes	No	Yes	No	No	No	90	42	58	Yes	856	5	0	14	35	1	14	870	Yes	Yes	
Orrick, Herrington & Sutcliffe LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	99	65	35	Yes	1288	12	0	8	52	1	26	7500	Yes	Yes	
Paul Hastings LLP	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	n/a	n/a	n/a	Yes	1206	13	0	3	25	1	14	2769	Yes	No	

2024 DIVERSITY, EQUITY AND INCLUSION INDEX

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Perkins Coie LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	132	70	28	Yes	0	19	0	13	32	1	0	2622	Yes	No
Phillips Lytle LLP	Yes	Yes	No	Yes	No	Yes	No		No	No	No	n/a	0	0	0	Yes	142	0	n/a	0	2	n/a	1	44	No	No	
Pillsbury Winthrop Shaw Pittman LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	73	64	35	Yes	703	10	0	4	20	0	10	6700	Yes	Yes
Polsinelli PC	Yes	Yes	Yes	Yes	No	Yes	No		No	No	Yes	No	77	33	67	Yes	1027	3	5	6	26	1	8	55	Yes	No	
Porter Wright Morris & Arthur	Yes	Yes	Yes	Yes	No	Yes	No		Yes	No	Yes	Yes	62	10	90	Yes	160	2	0	0	1	3	01	150	Yes	No	
Proskauer Rose LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Not	40	38	2	Yes	807	6	3	4	29	2	8	1197	No	Yes
Public Justice	Yes	Yes	Yes	Yes	n/a	Yes	n/a	Yes		Yes	Yes	Yes	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes
Quarles & Brady LLP	Yes	Yes	Yes	Yes	No	Yes	No		Yes	Yes	Yes	Yes	Yes	26	81	19	Yes	506	3	2	0	5	1	2	997	No	No
Queens County District Attorney's Office	Yes	Yes	Yes	No	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	50	95	5	Yes	350	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	Yes
Quinn Emanuel Urquhart & Sullivan	Yes	No	Yes	No	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	n/a	n/a	n/a	Yes	1600	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	No
Reed Smith LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	150	47	53	Yes	1600	8	10	9	32	4	15	650	Yes	Yes
Richmond County District Attorney's Office	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	25	5	95	Yes	72	0	0	6	6	6	2	n/a	No	No
Robins Kaplan LLP	Yes	Yes	Yes	Yes	no	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	18	44	56	Yes	184	2	1	1	1	0	2	720	Yes	Yes
Robinson & Cole LLP	Yes	No	Yes	Yes	No	Yes	No		Yes	Yes	No	n/a	0	0	0	Yes	261	1	1	1	6	0	3	n/a	Yes	No	
Ropes & Gray LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	No	Yes	No	204	45	55	Yes	1600	10	n/a	7	86	7	31	6500	Yes	No
Saul Ewing LLP	Yes	Yes	Yes	Yes	No	Yes	No	Yes		Yes	Yes	Yes	Yes	44	39	61	Yes	412	6	0	1	10	0	1	120	Yes	Yes

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Schulte Roth & Zabel LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	Yes	49	49	51	Yes	380	4	0	2	16	1	3	2130	Yes	No
Seyfarth Shaw LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	54	59	41	Yes	968	10	8	13	10	1	0	730	No	Yes
Sheppard, Mullin, Richter & Hampton LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	57	77	23	Yes	1003	2	8	3	31	3	10	2210	Yes	Yes
Sherman & Howard LLC	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		No	Yes	Yes	Yes	16	45	55	Yes	143	0	0	1	4	0	0	n/a	Yes	No
Shipman & Goodwin LLP	Yes	Yes	No	Yes	No	Yes	Yes	Yes		Yes	Yes	No	n/a	0	0	0	Yes	143	0	0	0	2	0	0	171	Yes	No
Shook, Hardy & Bacon LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	54	52	48	Yes	532	6	5	5	11	2	4	1677	Yes	Yes
Sidley Austin LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	No	119	99	1	Yes	1708	17	n/a	4	96	3	47	1120	Yes	Yes
Simpson Thacher & Bartlett LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes	Yes	No	62	84	16	Yes	1112	4	5	9	51	2	16	535	No	Yes
Skadden, Arps, Slate, Meagher & Flom LLP	Yes	Yes	Yes	Yes	no	Yes	Yes	Yes		Yes	Yes	Yes	Yes	152	54	46	Yes	1203	7	0	4	51	0	20	500	Yes	No
Spencer Fane LLP	Yes	no	Yes	Yes	No	Yes	No			Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	520	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	No
Squire Patton Boggs	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	16	94	6	Yes	608	2	5	1	15	1	7	536	Yes	No
Steptoe & Johnson	Yes	Yes	No	Yes	No	Yes	No			Yes	Yes	Yes	n/a	88	14	0	Yes	378	2	3	1	6	0	6	800	Yes	No
Stradley Ronon Stevens & Young, LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	n/a	20	95	5	Yes	204	2	3	0	6	0	1	75	Yes	Yes
Taft Stettinius & Hollister LLP	Yes	No	Yes	No	No	Yes	No			Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	No
Target Corporation	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	3000	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No	No
Thompson Coburn LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes	Yes

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Thompson Hine LLP	Yes	Yes	Yes	Yes	No	Yes	No		Yes	Yes	No	n/a	n/a	n/a	n/a	Yes	391	2	2	4	9	3	5	n/a	Yes	No	
Thomson Reuters	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	500	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Travelers	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Troutman Pepper Hamilton Sanders LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	258	27	73	Yes	1113	4	3	4	33	2	10	1000	No	No
U.S. Army JAG Corps	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	n/a	n/a	n/a	Yes	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
U.S. Coast Guard JAG Corps	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	n/a	100	n/a	n/a	Yes	400	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
U.S. Department of Defense, Office of General Counsel	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	n/a	n/a	n/a	n/a	Yes	200	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
U.S. Department of State	Yes	Yes	No	Yes	No	Yes	No		No	No	Yes	Yes	n/a	n/a	n/a	Yes	220	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
U.S. Navy JAG Corps	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	n/a	n/a	n/a	No	1000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Yes
U.S. Postal Service	Yes	Yes	Yes	No	No	Yes	Yes	Yes	Yes	No	No	Yes	Yes	n/a	n/a	n/a	No	260	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	No
Venable LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Yes	n/a	26	n/a	n/a	Yes	831	2	4	5	14	1	6	n/a	No	No
Vinson & Elkins LLP	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	102	21	79	Yes	696	4	0	4	13	1	4	165	Yes	No
Vorys, Sater, Seymour and Pease LLP	Yes	No	No	Yes	No	Yes	Yes	Yes	No	No	No	n/a	0	0	0	Yes	357	2	0	0	6	0	2	n/a	No	No	
Wachtell, Lipton, Rosen and Katz	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	11	100	0	Yes	253	2	n/a	0	9	0	1	n/a	n/a	No	
Williams & Connolly LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	Yes	Yes	37	100	0	Yes	375	1	0	1	21	6	7	0	Yes	No	
Willkie Farr & Gallagher LLP	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No	54	65	35	Yes	1293	7	2	0	48	0	28	4859	No	No	

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WilmerHale	Yes	Yes	Yes	Yes	no	Yes	Yes	Yes		Yes	Yes	Yes	No	85	100	0	Yes	1048	7	0	1	51	9	14	7000	Yes	No
Wilson Sonsini Goodrich & Rosati	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	112	47	53	Yes	1034	12	0	3	44	0	20	3500	Yes	No
Winston & Strawn LLP	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes		Yes	Yes	Yes	Yes	84	96	4	Yes	895	14	0	3	31	1	20	3775	Yes	Yes
Womble Bond Dickinson	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	314	9	97	Yes	605	2	5	2	5	0	2	n/a	No	No