



ChIPs

Inclusion Blueprint Survey Analysis

This analysis examines data collected from the ChIPs Inclusion Blueprint Survey, conducted in August 2018, in partnership with Diversity Lab. The survey asked a variety of questions in each of the following sections. The 35 law firm respondents include AmLaw 50 to AmLaw 200 firms, ranging in size from 50 to 2,000 total lawyers across multiple offices in the U.S.

Section 1a: Gender Diversity in Firm Leadership, including:

- Firms' current leadership gender diversity
- Changes in firms' leadership gender diversity over the last year

Section 1b: Inclusion Practices at the Leadership Level

Section 2: Intellectual Property Group Inclusion Practices

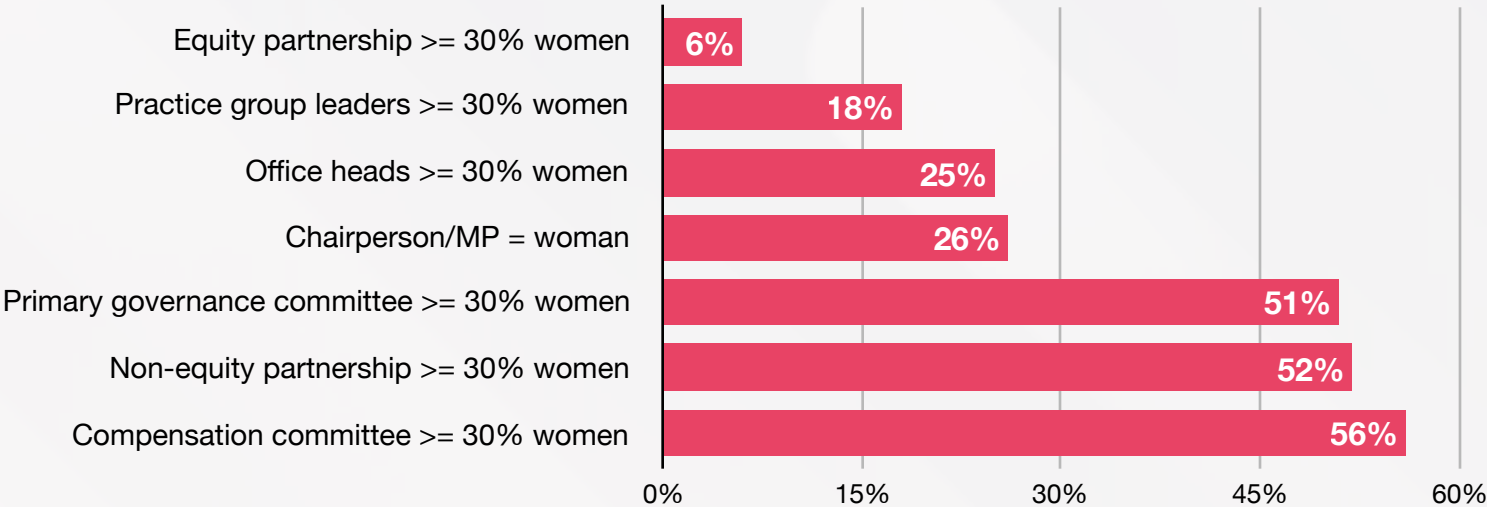
The following analysis was conducted by Diversity Lab's data scientists. Please contact Caren Ulrich Stacy, Diversity Lab CEO, at caren@diversitylab.com with questions.

Section 1a: Gender Diversity in Firm Leadership

How diverse is firm leadership currently?

The bars below correspond to the percentage of responding firms who do (vs. who do not) meet each standard shown. For example, 6% of firms have at least 30% women equity partnership, 18% of firms have at least 30% women practice group leaders, and so on.

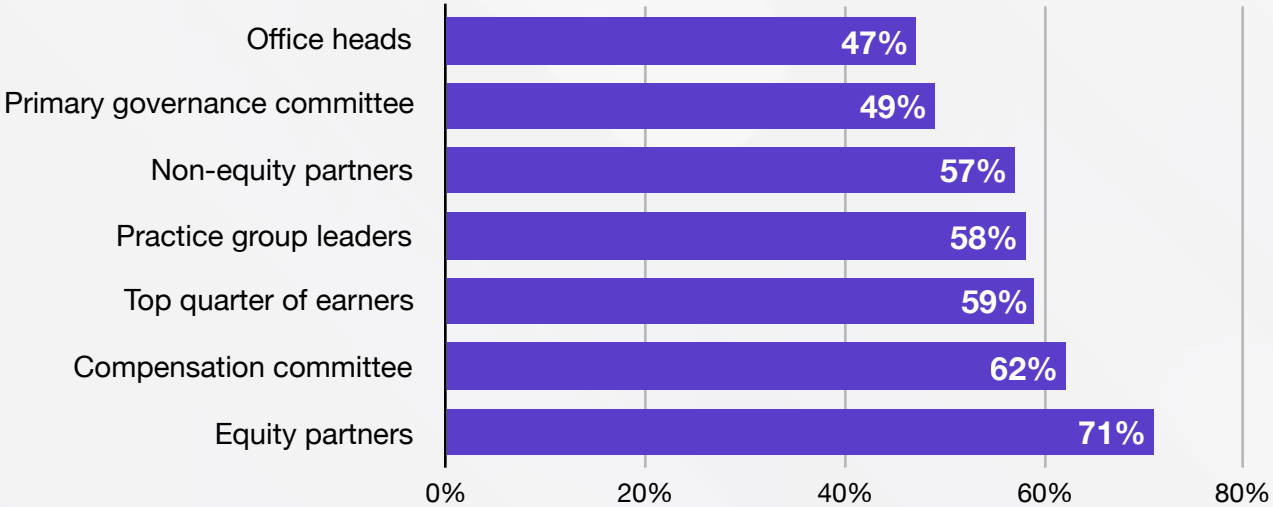
Fig 1. Current Firmwide Representation of Women in Leadership



Has gender representation increased in firm leadership over the past year (365 days)?

The bars below correspond to the percentage of responding firms who do (vs. who do not) meet each standard shown. For example, 47% of firms have increased the representation of women office heads in the last year, 49% of firms have increased the representation of women on their governance committees in the last year, and so on.

Fig. 2. Leadership Roles in Which Firmwide Representation of Women Has Increased Over The Past Year



Section 1b: Inclusion Practices at Leadership Level

What inclusion practices are currently in place at the firm leadership level?

The bars below correspond to the percentage of responding firms who do (vs. who do not) meet each standard shown. For example, 31% of firms report that their practice group leaders' compensation is impacted by D&I efforts, 51% track and analyze non-billable activities, and so on.

Fig. 3. Firmwide Inclusion Practices at the Partner & Leadership Levels Currently in Place

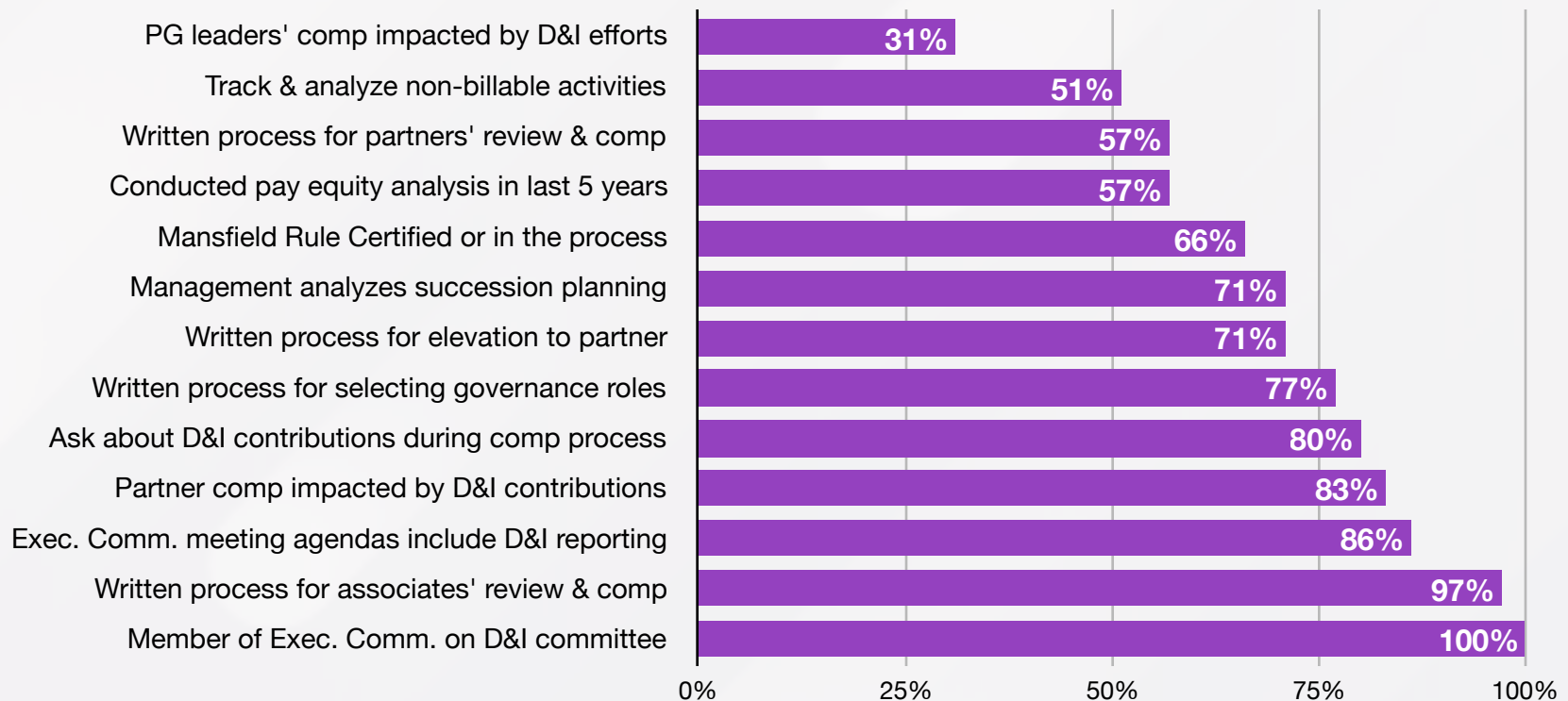
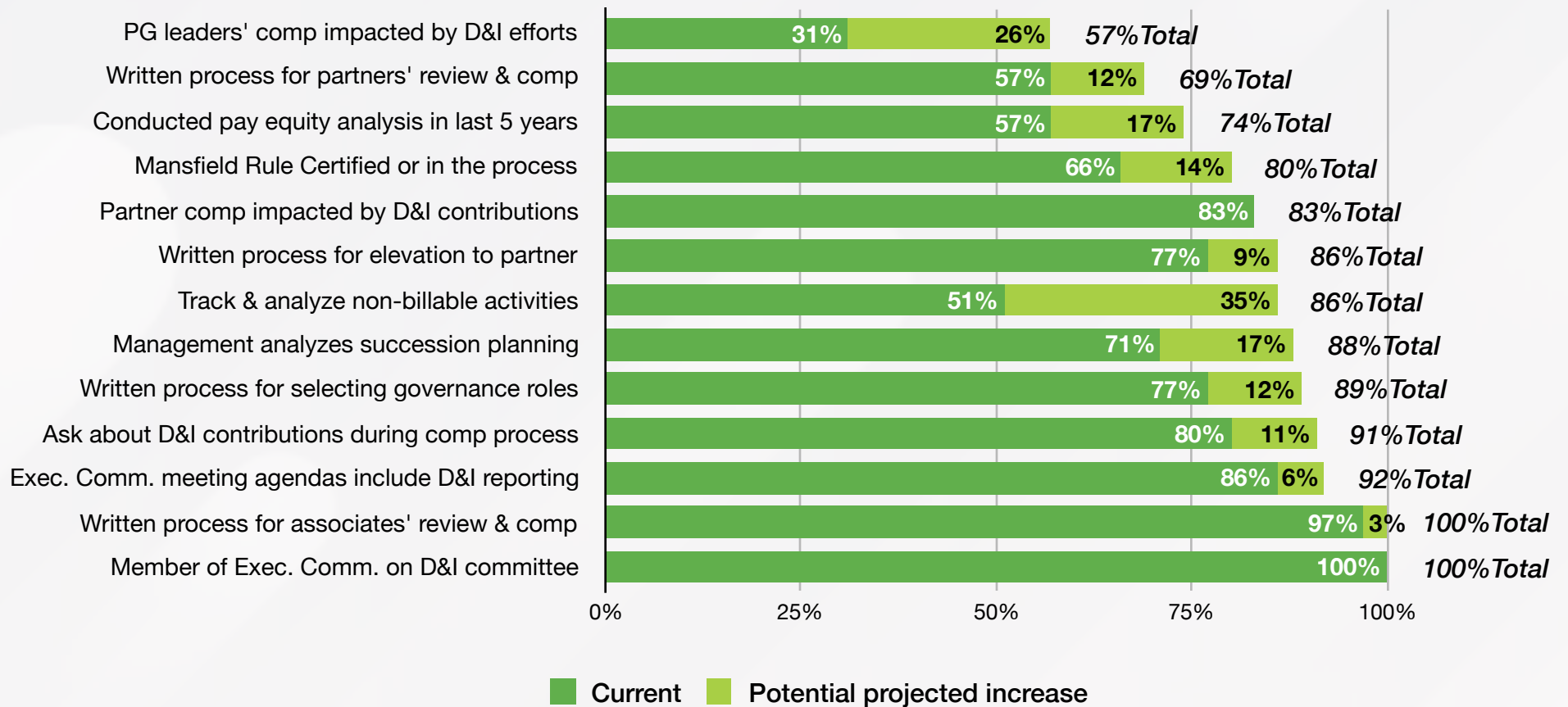


Figure 4 shows both the firms that answered “yes” in the previous figure as well as those firms who answered “no, but will support and encourage management committee to consider.” For example, of those firms where practice group leaders’ compensation is not already impacted by D&I contributions, 26% MORE will encourage doing so, for a potential projected total of 57% of surveyed firms.

Fig. 4. Firmwide Inclusion Practices at the Partner & Leadership Levels Currently in Place, With Potential Projected Increase



Section 2: Intellectual Property Group Inclusion Practices

What percentage of IP groups currently engage in each inclusion practice?

The bars in Figures 5 through 8 correspond to the percentage of responding firms who do (vs. who do not) engage in each activity. For example, 54% of IP groups track litigation/PTAB first-chair responsibilities to ensure gender parity, 57% of IP groups give origination credit for partners in IP for expanding current work and

Fig. 5. IP Work & Business Development Opportunities Currently Tracked to Ensure Equal Access

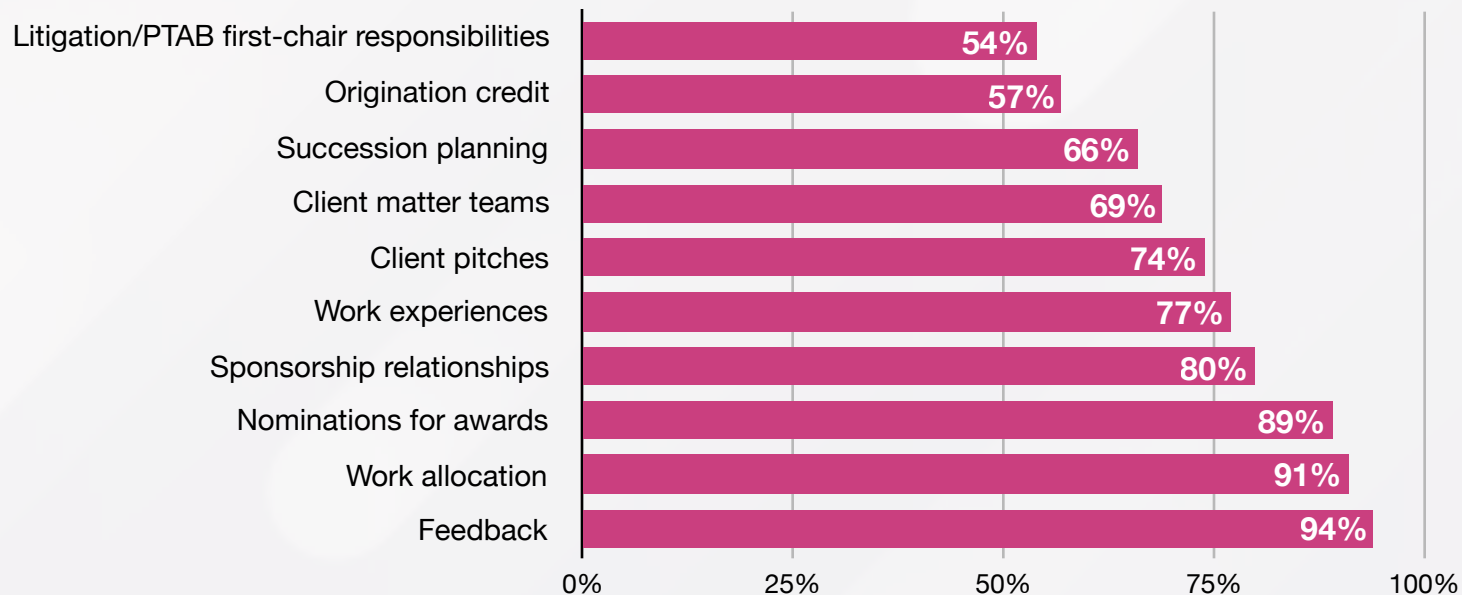


Fig. 6. IP Diversity & Inclusion Metrics Currently Tracked to Ensure Equal Access

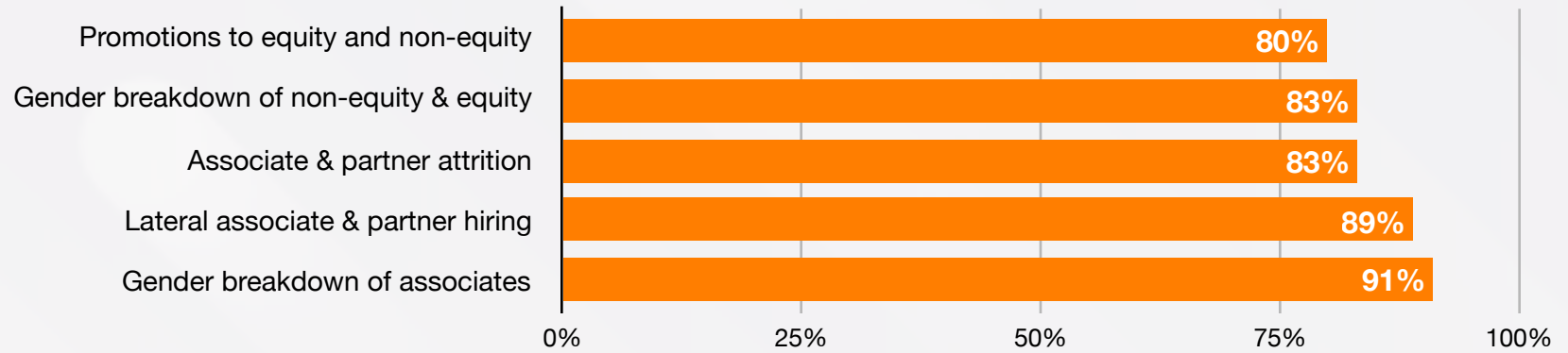


Fig. 7. IP Lawyer Satisfaction/Work-Life Balance Programs Currently Tracked to Ensure Equal Access

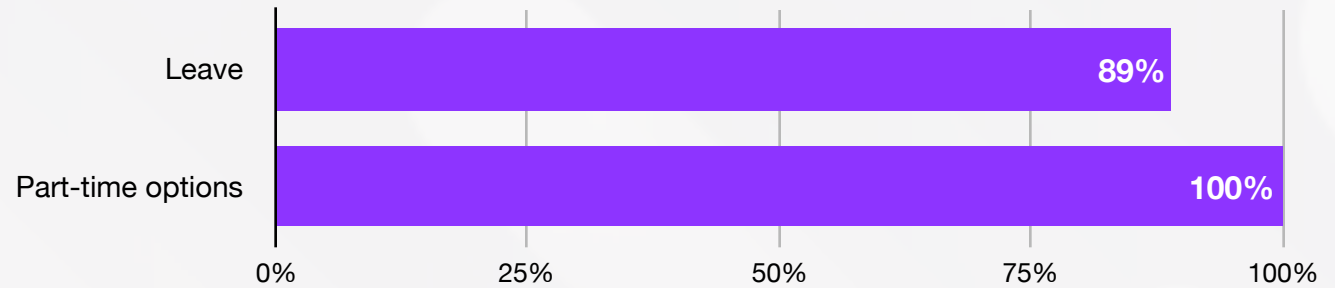
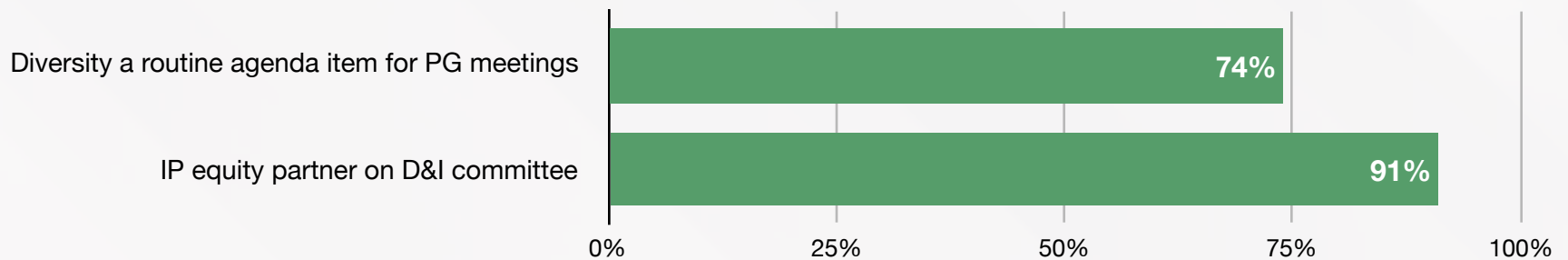


Fig. 8. D&I Efforts Currently Tracked to Ensure Equal Access



Figures 9 through 12 show both the firms that answered “yes” in the previous figures as well as those firms who answered “no, but will support and encourage management committee to consider.” For example, of those firms where origination credit is not tracked, 20% MORE will encourage doing so, for a potential projected total of 77% of surveyed firms.

Fig. 9. IP Work & Business Development Opportunities Currently Tracked to Ensure Equal Access, With Potential Projected Increase

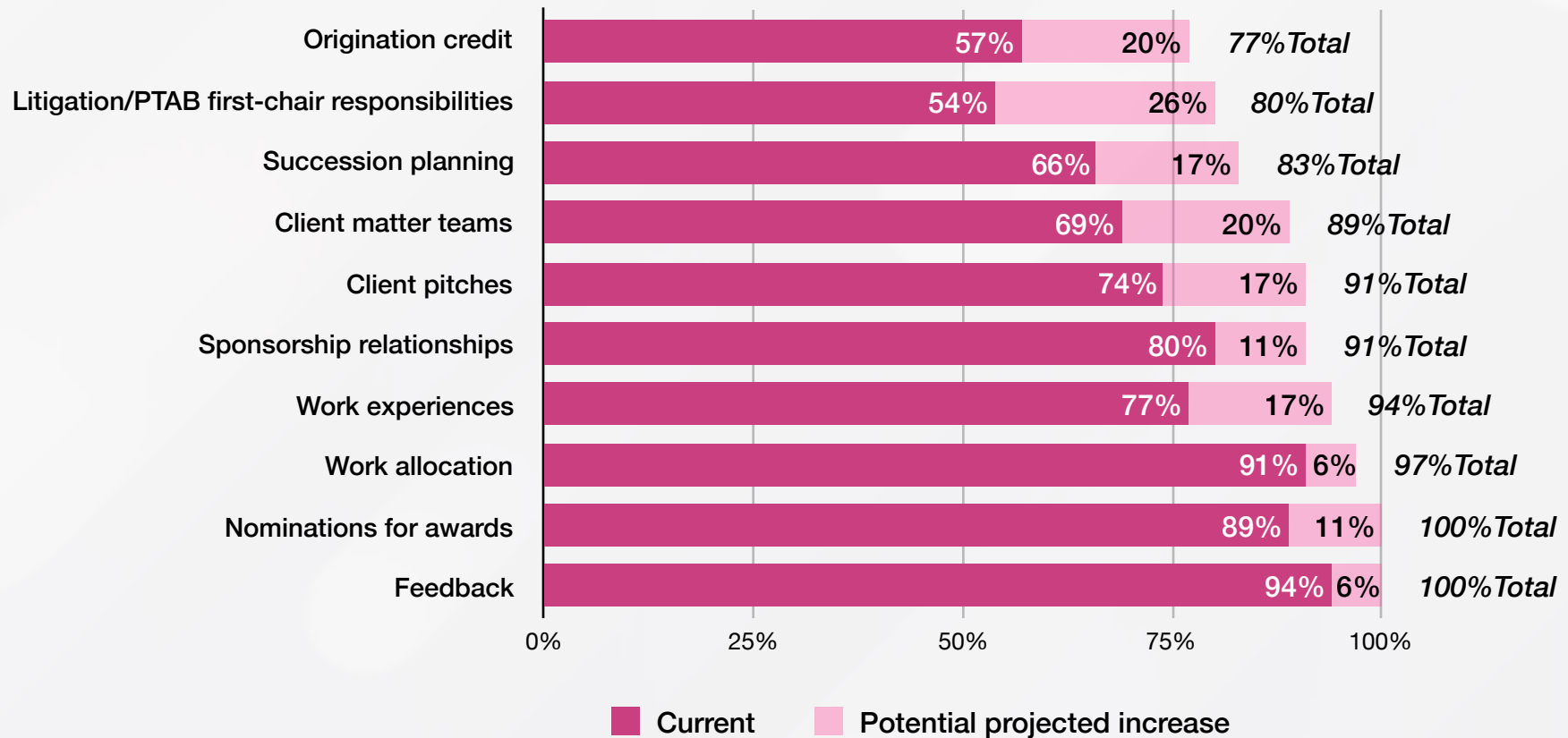


Fig. 10. IP Diversity & Inclusion Metrics Currently Tracked to Ensure Equal Access, With Potential Projected Increase

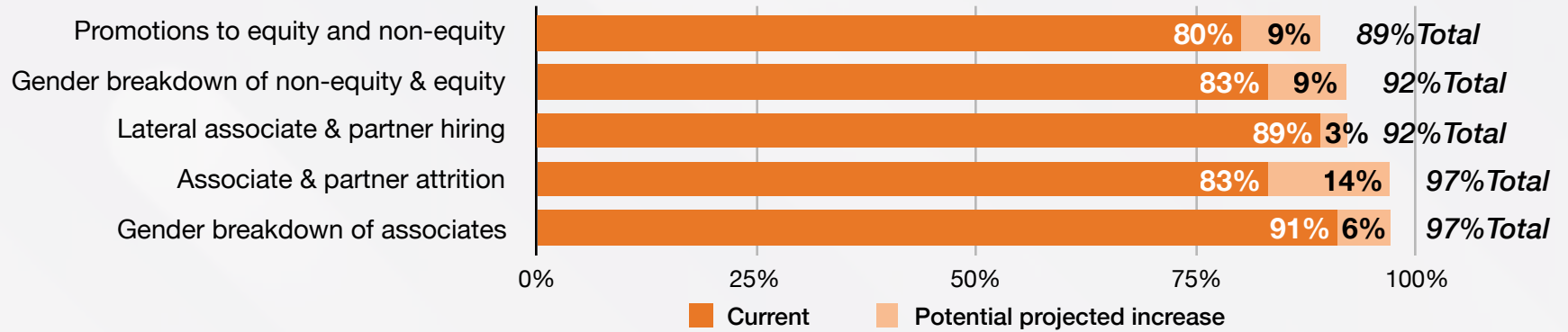


Fig. 11. IP Lawyer Satisfaction/Work-Life Balance Programs Currently Tracked to Ensure Equal Access, With Potential Projected Increase

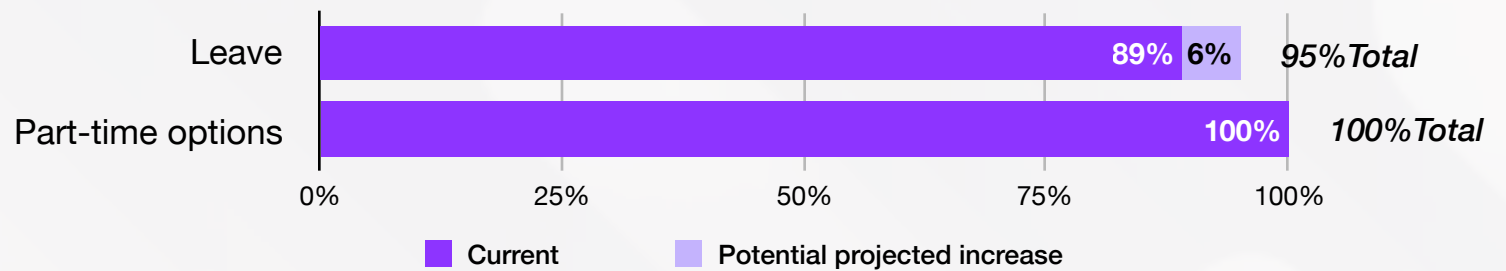


Fig. 12. D&I Efforts Currently Tracked to Ensure Equal Access, With Potential Projected Increase

