



## 2021 Diversity & Inclusion Annual Report

Kaufman Dolowich & Voluck (KDV) integrates diversity initiatives in all aspects of our law firm management, and we utilize the Mansfield Rule as a key guide and underpinning of our cultural philosophy.

Diversity and inclusion play a crucial role at KDV from our recruiting efforts and hands on leadership to event planning and community engagement. We are pleased to report and share these achievements with our clients and colleagues. Each year, KDV makes strides towards employing a more diverse workforce and our Firm is a proven leader in cultivating inclusion and promoting development initiatives otherwise unavailable to the underrepresented.

### About Mansfield Rule and Certification

Diversity Lab created the Mansfield Rule to generate new ways to boost diversity, equity, and inclusion in the legal profession through data measurement and behavioral science innovations. The process provides law firms across the country with means to track and measure inclusion practices.

#### Core Tenets of the Mansfield Rule

- Considers the full lawyer employment life cycle including hiring, promotions, leadership appointments and career-advancement opportunities.
- A voluntary process for lawyers and law firms to choose to participate.
- Measures advancement based on a percentage of underrepresented candidates at law firms rather than an individual basis.
- Requires data collection, transparency of processes and criteria for leadership, and accountability to achieve certification.
- Considers multiple roles within management.
- Fosters information sharing between law firms with similar goals and initiatives.
- Encourages tracking of historical data not only immediate needs and encourages public reporting of processes and outcomes.
- Applies credit for both consideration and achievement of leadership.
- Constantly evolving parameters and requirements to ensure progress year after year

# Kaufman Dolowich & Voluck 2021 Diversity Initiatives

## Mansfield 4.0 Certification

In 2021, KDV achieved the highly coveted Mansfield 4.0 Certification, becoming one of only 118 law firms nationwide to receive this recognition.

## Mansfield 5.0 Certification Commitment

KDV is participating in the Mansfield Rule 5.0 certification program which includes new goals for 2022 to further enhance diversity among its leadership. [KDV is one of only 160 firms participating in Mansfield 5.0.](#)

## Promotions & Leadership Gains

At KDV, our appreciation for diversity goes beyond training and events. We believe that a truly diverse work environment must account for a sense of belonging in all team members, from Administrators, Associates to Equity Partners and in every role in between. We achieve this by helping everyone who works with the firm to feel they are welcomed and valued.

Given our commitment to D&I, we have seen improvements in attorney retention, overall employee satisfaction, and increased leadership and business opportunities for historically underrepresented attorneys.

The following illustrates our 2021 diversity data:

- 58% of our Associates are from diverse backgrounds
- 52% of our Of Counsel attorneys are from diverse backgrounds
- 46% of our Attorneys are from diverse backgrounds
- 41% of our Firm Partners (excluding Equity Partners) are from diverse backgrounds
- 22% of our Firm Equity Partners are from diverse backgrounds

## Events, Seminars & Speaking Engagements

Each year, our firm hosts educational events with a shared goal of engaging conversations around equality, respect, tolerance, and justice. Some key events have included:

- KDV hosted a robust seminar with Dr. Richard Harvey, Associate Professor, Industrial-Organizational and Experiment Programs, St. Louis University. Dr. Harvey presented a live webinar to our nationwide team about collective identity and its social group phenomena.
- KDV's firmwide co-managing partner Ivan Dolowich was honored by the Holocaust Memorial & Tolerance Center of Nassau County. The Center uses the history and lessons of the Holocaust to teach about the dangers of antisemitism, bullying, racism, and all manifestations of intolerance. "Their mission is as relevant and important today as it has ever been, as we see antisemitism and racism prevalent throughout the country. I will continue to do whatever I can to support efforts to address these critical issues," said Dolowich.

- Throughout the year, members of KDV's Diversity and Inclusion Committee join Diversity Lab's Mansfield Rule 5.0 Knowledge Sharing Calls to learn as a community to move the needle on diversity and inclusion more effectively.

## Finalized Diversity & Include Committee Structure

The year 2021 also brought formal structure to the firm's diversity and inclusion committee structure, which seeks to set and achieve goals aimed at addressing all policies impacting diversity, from human resources and hiring to marketing and training.

The following subcommittees have been formed Recruiting and Retention

- Business Services
- Professional Development and Welfare

## KDV's 2022 Commitment

In 2022, Equity Partner [Katherine S. Catlos](#) continues to serve as KDV's Chief Diversity & Inclusion Officer. She has obtained commitments from the firm's other leaders to continue to meet regularly for the purpose of identifying and implementing initiatives that promote opportunities for KDV's diverse attorneys and staff throughout 2022. She also serves on the Mansfield Rule 2022 Advisory Board.

In addition to our commitment and efforts to secure Mansfield Rule 5.0 Certification in 2022, the firm continues to provide education, training, and outreach opportunities for our team of more than 200 legal professionals.

The Firm is making strides in training and mentoring minority employment defense lawyers, as well as fostering communication about diversity in the legal industry and within our Firm. In addition to our D & I Committee, KDV attorneys individually participate in meaningful diversity and inclusion works year-round. Examples include sponsored participation in the 2022 National Employment Law Council Academy for advanced skills training and mentoring for minority employment defense lawyers. A Black History Month Open Forum was held and staff across the nation gathered to have an open discussion about diversity today in their lives, in the law industry, and at the Firm. We reviewed history, celebrated the country and the Firm's achievements, and recognized what can be done to further the Firm's diversity goals. KDV's Women's Initiative group presented a session entitled "Gender Bias and Gender Diversity in Law" reviewing current law, real-life ethics, and held open discussions on handling sexist or gender biased remarks in law industry settings, direct confrontation tools, positive male partnerships, and advocacy considerations.

## Resources

- [Kaufman Dolowich & Voluck's Commitment to Diversity & Inclusion](#)
- [About Our Women's Initiative](#)
- [Our Community Commitment](#)
- [KDV Law Mansfield Certification Fact Sheet](#)
- [Mansfield Rule Tenets + Differences with Rooney Rule](#)