

Please provide a response to the following statements.

1. Diversity at Butler Snow is important to you.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Firm leadership is committed to diversity and inclusion and supports efforts to make Butler Snow more diverse and inclusive.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. Diversity and inclusivity are important to Butler Snow's clients.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Butler Snow would benefit from creating a firm-wide training program on diversity and inclusion.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If possible, please provide examples or ideas that could be incorporated into a firm-wide diversity and inclusivity training program.

250 Character Limit

250

5. Butler Snow puts too much emphasis on diversity and inclusion.

Strongly Agree	Agree	Somewhat Agree	Disagree	Strongly Disagree
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Butler Snow puts too little emphasis on diversity and inclusion.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

7. Butler Snow is committed to hiring diverse attorneys.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

8. Butler Snow is committed to retaining diverse attorneys.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

9. Butler Snow needs additional initiatives in place to retain diverse attorneys.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

If possible, please provide examples or ideas on possible initiatives focused on retaining diverse talent.

250 Character Limit.

250

10. At Butler Snow, the quality of work given to attorneys of color is comparable to the quality of work given to other attorneys.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree I Don't Know

11. At Butler Snow, attorneys of color receive similar opportunities for work and success as other attorneys.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree I Don't Know

12. At Butler Snow, women attorneys receive similar opportunities for work and success as other attorneys.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree I Don't Know

13. At Butler Snow, LGBTQ+ attorneys receive similar opportunities for work and success as other attorneys.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree I Don't Know

14. At Butler Snow, there is a perception that attorneys of color work as hard as other attorneys.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

15. At Butler Snow, attorneys of color are perceived as equals among their colleagues.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

16. At Butler Snow, women attorneys are perceived as equals among their colleagues.

Strongly Agree Agree Somewhat Agree Disagree Strongly Disagree

17. At Butler Snow, LGTBQ+ attorneys are perceived as equals among their colleagues.

Strongly Agree

Agree

Somewhat Agree

Disagree

Strongly Disagree

18. Diversity and inclusivity are intrinsically linked to the financial success of firms the size of Butler Snow i.e., the more diverse and inclusive firms are, the more financially successful they will ultimately be.

Strongly Agree

Agree

Somewhat Agree

Disagree

Strongly Disagree

19. Butler Snow is a great place to work for diverse attorneys.

Strongly Agree

Agree

Somewhat Agree

Disagree

Strongly Disagree

Please elaborate on why you agreed or disagreed with the previous question.

250 Character Limit.

250

Demographic Information

Are you a lawyer of color?

Yes No Prefer Not to Answer

Gender?

Male Female Prefer Not to Answer

Do you identify as LGBTQ+?

Yes No Prefer Not to Answer