

ELM Solutions

# Passport® Diversity Module

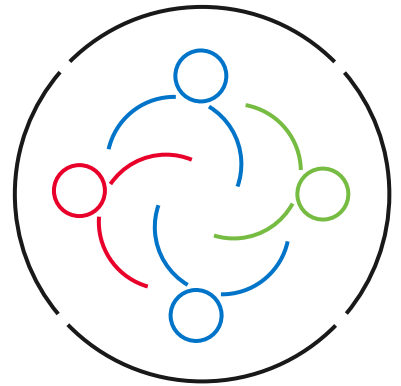
Diversity, equity, and inclusion initiatives are now prevalent in corporate legal departments and claims litigation organizations. Legal industry studies show that diverse firms bring a wealth of perspective, perform at higher levels, and deliver better results to their clients.

Organizations dedicated to a diversity program or looking to create a new diversity initiative need a way to automatically capture diversity data from their firms, report on that data, and understand its correlation to results and legal expenditures.

Wolters Kluwer's ELM Solutions has worked with our corporate and law firm clients and industry diversity experts to develop our Passport Diversity Module. The module supports your diversity initiatives by tracking the diversity data of your legal service providers by firm and timekeeper. The module automates the process of capturing diversity information, provides metrics and dashboards to understand the efficacy of the program, and tracks compliance against program objectives over time. You can track if firms are diverse across their timekeeper roles, if they're assigning diverse teams to your specific matters, and if they are promoting diverse staff from within.

## Key benefits

- Includes 300 customizable fields based on the 2022 ABA diversity standards
- Provides granular timekeeper data to ensure there's a diverse cohort of personnel assigned to your matters
- Stores diversity data at the law firm and individual timekeeper level for a comprehensive view of diversity information
- Allows users to view spend by all diversity categories through reporting. This data empowers panel management and case assignment strategy and decisions



Organizations dedicated to a diversity program or looking to create a new diversity initiative can automatically capture diversity data from their firms.

## Key features

- The Diversity Module tracks data across these broad categories:
  - Firm leadership profile
  - Overall demographics, including details of partners, associates, counsel, and other attorneys
  - Promotions from associates to partners
  - Attrition data
  - Number of attorneys hired
  - Number of attorneys who worked a reduced hours schedule
  - Top 10% highest compensated partners in the firm
  - Diversity initiatives taken
- Tracks both organization and timekeeper diversity data, including:
  - Gender
  - Minority status
  - LGBT (lesbian, gay, bisexual, and transgender) status
  - Veteran status
  - Flex time status
  - NAMWOLF (National Association of Minority and Women Owned Law Firms) status
- Client-customizable data fields allow for additional categories or revisions to current ones to match your internal vocabulary and diversity tracking
- Collects diversity data via the Passport Collaboration Portal from your firms using the Collaboration Module; diversity data can also be manually entered by clients
- Displays law firm and diversity information from one dashboard or from supplementary reports, creating one comprehensive view of firm data
- Includes pre-built reports to build law firm dashboards and view diversity trend data over time
- Up to date with 2022 ABA standards, includes 300 diversity tracking fields



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