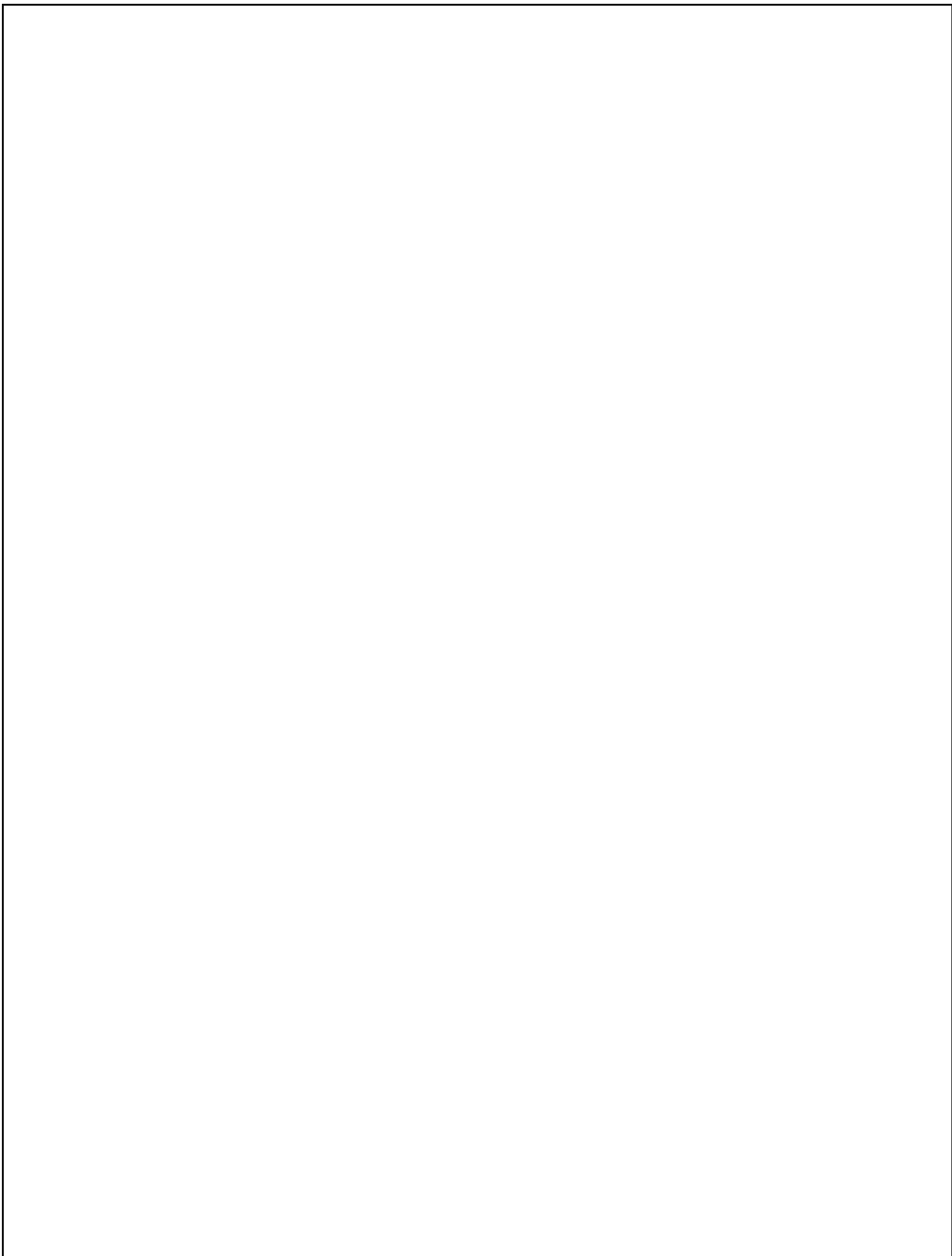




## 2018 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

**Vault/MCCA Law Firm Diversity Survey  
2018 Report**



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## The Vault/MCCA Law Firm Diversity Survey

November 2018

For more than a decade, Vault and the Minority Corporate Counsel Association (MCCA) have worked with law firms across the country to collect information about their diversity and inclusion initiatives, including detailed demographic breakdowns of law firm populations by race/ethnicity, gender, sexual orientation and disability status, as well as qualitative information outlining law firm initiatives and goals with respect to diversity and inclusion, and how management is held accountable for achieving those goals.

First introduced in 2004 to support the Chief Legal Officers' Call to Action to advance diversity in the legal profession, the annual Vault/MCCA Law Firm Diversity Survey has become an essential tool for measuring diversity progress in law firms. More than 220 law firms nationwide participate in the survey each year, representing more than 90 percent of the AmLaw 100 and a majority of the NLJ 250.

In 2009, Vault and MCCA launched the Law Firm Diversity Database (<http://mcca.vault.com>), an online resource to make the information provided by law firms more widely available to the legal community. All individual responses to the most recent Vault/MCCA Survey are available in the Diversity Database. The database also maintains an archive of demographic data collected since 2008, presenting a uniquely detailed and comprehensive portrait of diversity progress in the legal profession. Access to the Law Firm Diversity Database is provided at no charge to encourage accountability and meaningful partnerships between clients and firms. We applaud the firms who participate in our survey annually and the clients who use our database to reward opportunities to those firms who are making meaningful efforts to improve.

This report, compiled by Vault, highlights industry-wide findings from the most recent Vault/MCCA Survey conducted in the spring of 2018. It is based on information reported by 232 law firms, the majority of whom have taken part in the survey every year since 2008. Demographic statistics were reported as of December 31, 2017.

We thank all the law firms who have taken the time to complete the survey, the corporate legal departments who have been the driving force behind this initiative, and the database sponsors without whose generous financial support this project would not be possible.

Sincerely,

Vera Djordjevich  
Managing Director, Research & Consulting  
Vault Inc.

Jean Lee  
President & Chief Executive Officer  
Minority Corporate Counsel Association

## 2018 Vault/MCCA Survey Results

The latest Vault/MCCA survey results reflect a continuation of many of the trends observed over the last several years:

- Law firms are bringing in more people of color but are less successful at retaining them.<sup>1</sup>
- Despite some clear advances for minority lawyers as a whole, progress is uneven among the different racial/ethnic groups.
- Women are making greater inroads into partnership and leadership roles, but minority women enjoy fewer of these successes than their white colleagues.
- Even with the gains recorded over the last decade, especially among new associates, demographic changes have been slow to trickle upward, as law firm partners remain overwhelmingly white and male.

**Table 1. Overall Law Firm Demographics\***

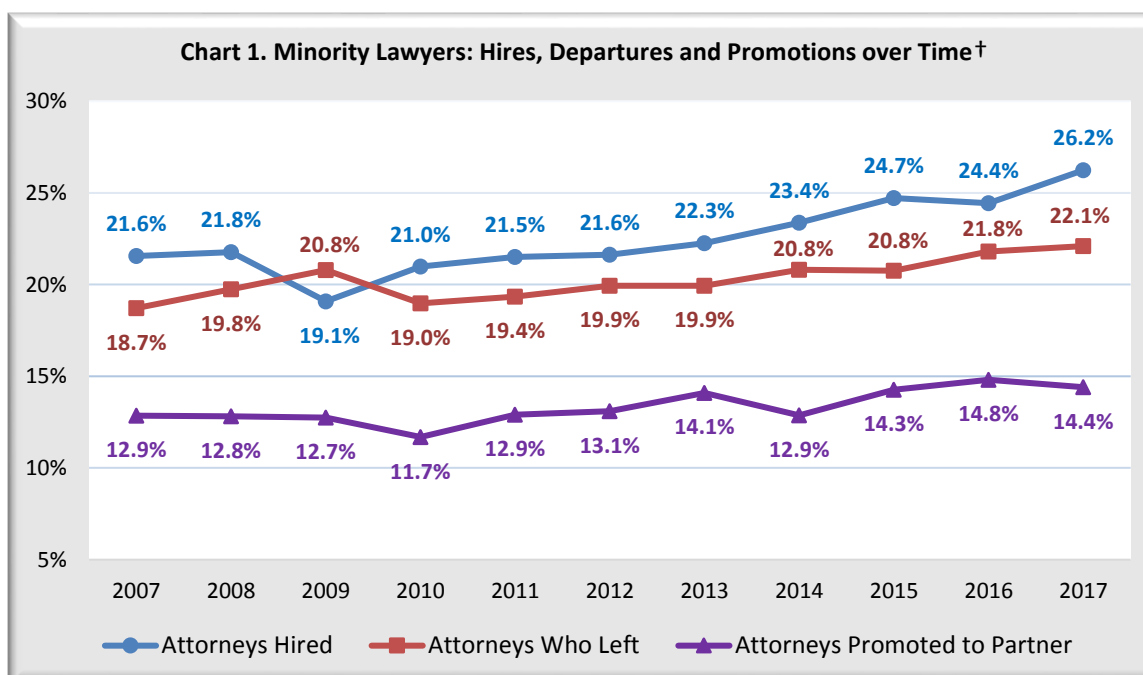
Demographic	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Lawyers
White/Caucasian	67.46%	74.54%	86.69%	87.33%	90.90%	89.94%	82.64%
Asian American	13.57%	11.85%	5.25%	3.82%	3.56%	3.63%	7.51%
Hispanic/Latinx	6.78%	5.15%	3.22%	3.48%	2.54%	2.80%	3.90%
African-American/Black	7.86%	4.53%	2.85%	2.65%	1.87%	2.08%	3.27%
Multiracial	3.64%	3.14%	1.41%	1.03%	0.67%	0.77%	1.91%
Alaska Native/American Indian	0.29%	0.19%	0.20%	0.18%	0.12%	0.13%	0.17%
Native Hawaiian/Pacific Islander	0.03%	0.09%	0.03%	0.13%	0.07%	0.08%	0.08%
Openly LGBTQ	5.16%	3.73%	2.20%	2.01%	1.92%	1.95%	2.77%
Individuals with Disabilities	0.26%	0.43%	0.64%	0.39%	0.39%	0.39%	0.44%
<b>All Racial Minorities</b>	<b>32.18%</b>	<b>24.95%</b>	<b>12.97%</b>	<b>11.29%</b>	<b>8.82%</b>	<b>9.48%</b>	<b>16.84%</b>
<b>All Women</b>	<b>49.88%</b>	<b>46.22%</b>	<b>40.23%</b>	<b>30.36%</b>	<b>20.64%</b>	<b>23.26%</b>	<b>35.70%</b>
<b>Women of Color</b>	<b>18.48%</b>	<b>13.96%</b>	<b>7.03%</b>	<b>4.88%</b>	<b>2.81%</b>	<b>3.37%</b>	<b>8.57%</b>

\*Unless otherwise indicated, all data in charts and tables reflect the most recent 2018 survey results.

<sup>1</sup> For the purposes of this report, the terms “minority” and “person of color” refer to individuals identifying with one or more of the following racial/ethnic groups: African-American/Black, Hispanic/Latinx, Asian American, Alaska Native/American Indian, Native Hawaiian/Pacific Islander and Multiracial.

## MINORITY LAWYERS

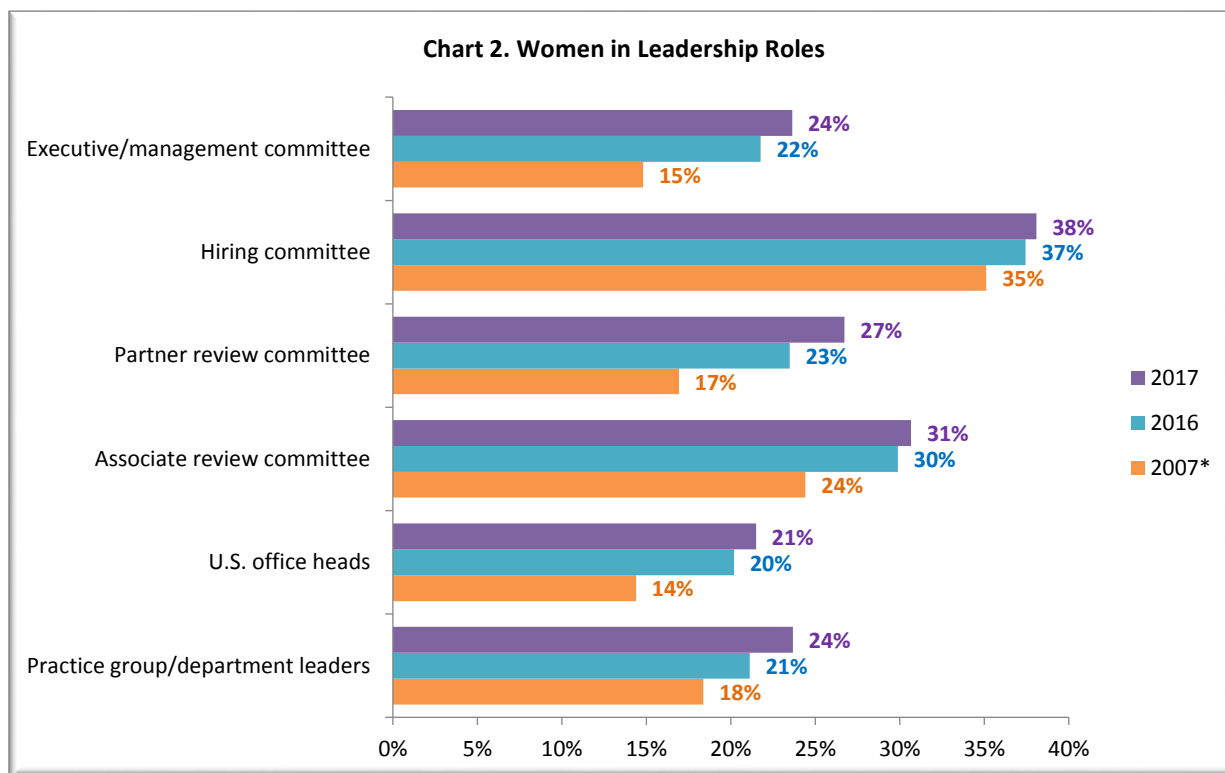
- Nearly 17 percent of law firm attorneys are members of a racial or ethnic minority group. This figure, which is almost a percentage point higher than last year, continues a steady upward trend.
- Minority representation is growing at all levels, from associates to partners to those in positions of leadership. Since 2007, representation of minority lawyers among law firm partners has grown three percentage points, from 6 percent to 9 percent. Attorneys of color now represent 25 percent of associates and 13 percent of counsel. More than 9 percent of attorneys who serve on management or executive committees are minorities. These figures are all higher than those reported in previous years.
- Law firms are recruiting more lawyers and law students of color, and women make up the majority of these new hires. Among new attorneys hired in 2017, 26 percent were people of color. Approximately 32 percent of the 2017 summer class were minorities, which is a percentage point higher than the year before and six points higher than 2007.
- At the same time, however, that law firms are bringing in more people of color, racial minorities still represent a disproportionate—and growing—segment of the lawyers who leave their firms. Minority lawyers represented 17 percent of lawyers employed by firms in 2017 but 22 percent of the attorneys who left their firms. Among associates, that number climbed to 28 percent. These figures are the highest reported in 11 years, including during the peak of the recession, when minorities were hit particularly hard by layoffs.
- Overall, the number of minority attorneys promoted to partner has grown over the last decade, from less than 13 percent in 2007 to more than 14 percent in 2018. Nevertheless, lawyers of color are still much less likely to be partners than white lawyers: 46 percent of white attorneys are partners, compared to 24 percent of minority attorneys.



<sup>†</sup>Represents percentage of minority lawyers among attorneys hired each year (incoming associates as well as laterals), compared to percentage of minority lawyers among attorneys who left their firms that year (associates, counsel and partners) and to percentage of minority lawyers among attorneys promoted to partnership.

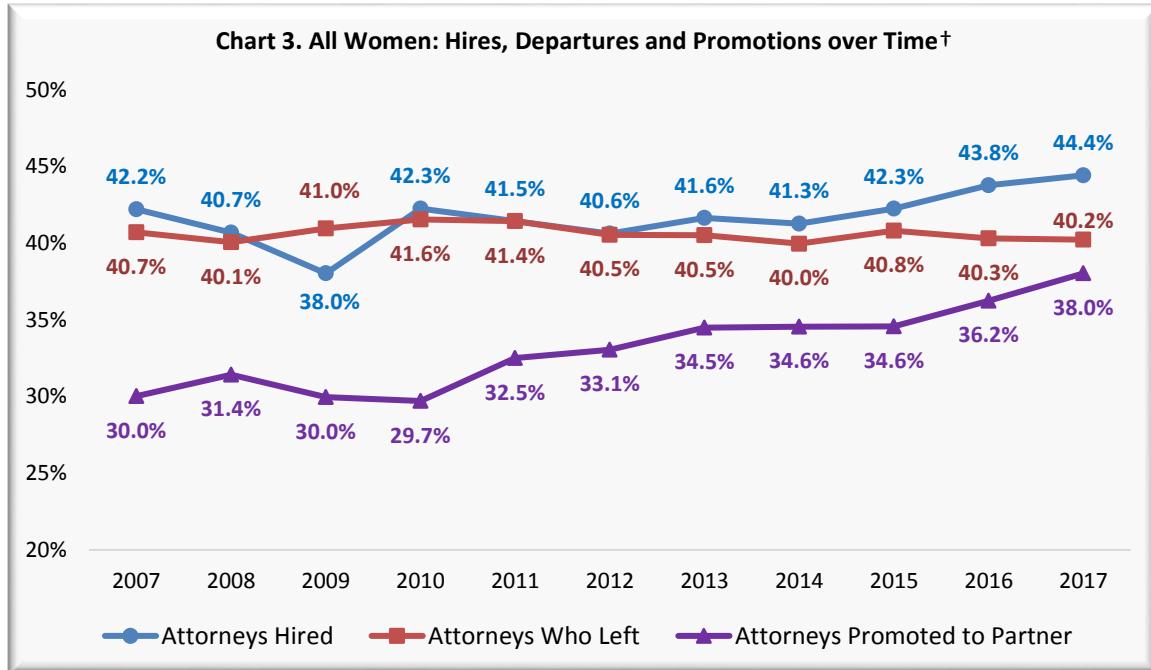
## WOMEN

- While the increases are not dramatic and most firms are far from gender parity, the number of women in law firms has grown over time. According to the latest data, close to 36 percent of law firm attorneys are female, up from 35 percent in 2016.
- Women represented more than 44 percent of all lawyers hired in 2017, also a slight uptick from the previous year. And just about half (49.9%) of the 2L summer associates at surveyed law firms last year were women—the highest number reported to date.
- Women make up more than 46 percent of law firm associates and 23 percent of all partners. Although their representation remains higher at the non-equity level, the number of women equity partners has also grown and, for the first time since Vault and MCCA began collecting this data 14 years ago, now exceeds 20 percent.
- The rising number of female partners can be attributed to increases in both lateral hiring and promotions. In 2017, women represented 38 percent of attorneys promoted to their firms’ partnerships, a gain of nearly two percentage points over 2016 and significantly higher than the 30 percent reported for 2007. Law firms also brought in more female partners as laterals than they have in the past: 28 percent of lateral partners hired in 2017 were women, compared to 24 percent in 2016. And even though women are better represented in the non-equity ranks, many of the new female partners are equity partners. Women represented 29 percent of all new equity partners in 2017, a figure higher than any previous year.
- Women also hold more leadership positions than they did in the past, serving in increasing numbers on law firm executive committees, as heads of office and practice leaders. Almost 24 percent of management committee members are female, as are 24 percent of attorneys leading practice departments and 21 percent of U.S. office heads.

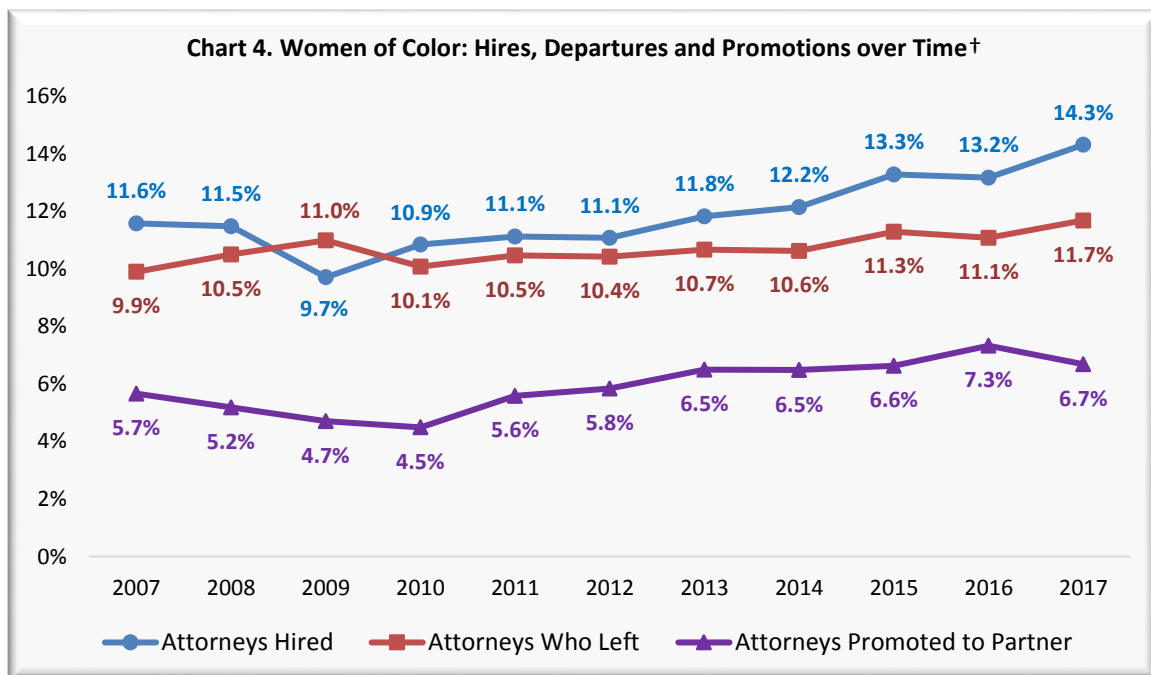


\*2008 for US office heads and practice leaders

- When it comes to retention, the results also show some progress—at least for white women. The overall percentage of women among attorney departures has hovered between 40 and 41 percent for most of the last 11 years. However, since 2010, when more than 31 percent of attorneys who left their firms were white women, that number has slowly declined and, in 2017, dropped below 29 percent. Unfortunately, the number of women of color leaving has increased over that same period. In 2010, 10 percent of lawyers who left their firms were minority women; in 2017, that number was closer to 12 percent.
- Although associate attrition numbers have fluctuated since the recession, the overall trend is similarly downward for white women and upward for women of color. Women represented 46 percent of all associates who left their firms in 2017, and a third of those were women of color. In 2010, more than 34 percent of associates who left their firms were white women; that number dropped to 31 percent in 2017. Meanwhile, minority women represented 13 percent of associate departures in 2010 but more than 15 percent in 2017.



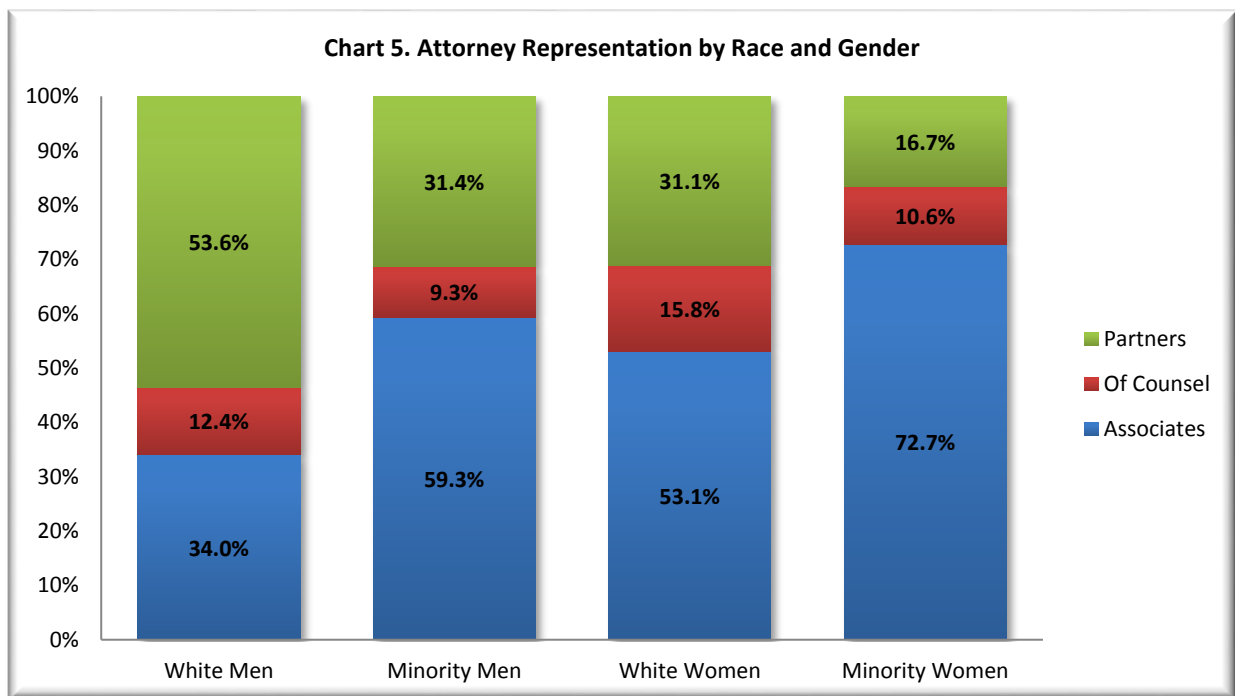
As attrition has slowed among female attorneys, law firms have stepped up the hiring and promotion of women. Progress is less obvious for women of color, however, among whom departures have increased.



†Represents percentage of women among attorneys hired each year (incoming associates as well as laterals), compared to percentage of women among attorneys who left their firms that year (associates, counsel and partners) and to percentage of women among attorneys promoted to partnership.

## WOMEN OF COLOR

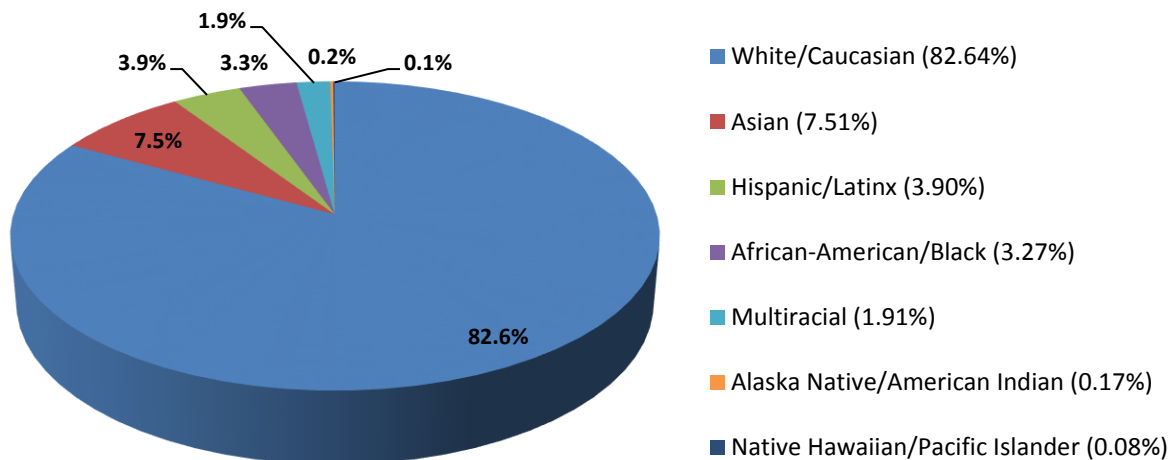
- While the number of minority women in law firms is growing, at least a little, at all attorney levels, women of color remain underrepresented as law firm leaders and overrepresented among the attorneys who leave their firms.
- Roughly one in four women at surveyed law firms is a member of a racial/ethnic minority group. According to the latest results, women of color represent more than 8 percent of all lawyers and 14 percent of associates. Both numbers are higher than any reported in the last 11 years.
- Representation of women of color at the partnership level has also grown, from under 2 percent in 2007 to more than 3 percent in 2017. Minority women represent close to 3 percent of equity partners and 5 percent of non-equity partners.
- Women of color are being hired in greater numbers than minority men and make up a larger share of the associate population. Minority women represent 14 percent of associates, compared to 11 percent for men. More than 14 percent of attorneys hired in 2017 were women of color, up from 13 percent in 2016. And over 18 percent of 2L students who summered at law firms last year were minority women, compared to 14 percent for minority men.
- Yet, in the upper echelons of firm hierarchies, minority women face both a gender gap and a racial divide. Although a majority of the attorneys of color in law firms are female, women of color are far less likely to be partners than either minority men or their white colleagues of either gender. While 54 percent of white men are partners, and 31 percent of both white women and minority men are partners, only 17 percent of minority women are.
- The seeming limits on opportunities within their own firms may be contributing to the increase in attrition among women of color. As the number of white women leaving firms has declined over the last several years, the number of departures among minority women continues to climb. In 2007, 10 percent of lawyers who left their firms were minority women; in 2017, that number was closer to 12 percent. In 2017, more than 15 percent of associates who left firms were women of color, the highest number to date.



## Results by Race/Ethnicity

- The Vault/MCCA Survey collects information for seven different racial/ethnic groups: White/Caucasian, African-American/Black, Hispanic/Latinx, Asian American, Alaska Native/American Indian, Native Hawaiian/Pacific Islander and Multiracial. Although results for all attorneys of color are often combined, the survey data reveals disparate levels of progress among these groups.
- Last year's report highlighted some of the differences in progress among individual minority groups, trends that have largely continued in this year's survey. Although Asian Americans represent the single largest racial minority group, they are the least likely to be partners at their firms. Hispanic and Latinx lawyers are the most likely, and their overall numbers have grown steadily over time, although they remain low compared to their representation among the U.S. population as a whole. Progress for African-American lawyers has been the most elusive, as their hiring remains below pre-recession levels and they continue to leave their firms at a higher rate than other groups.

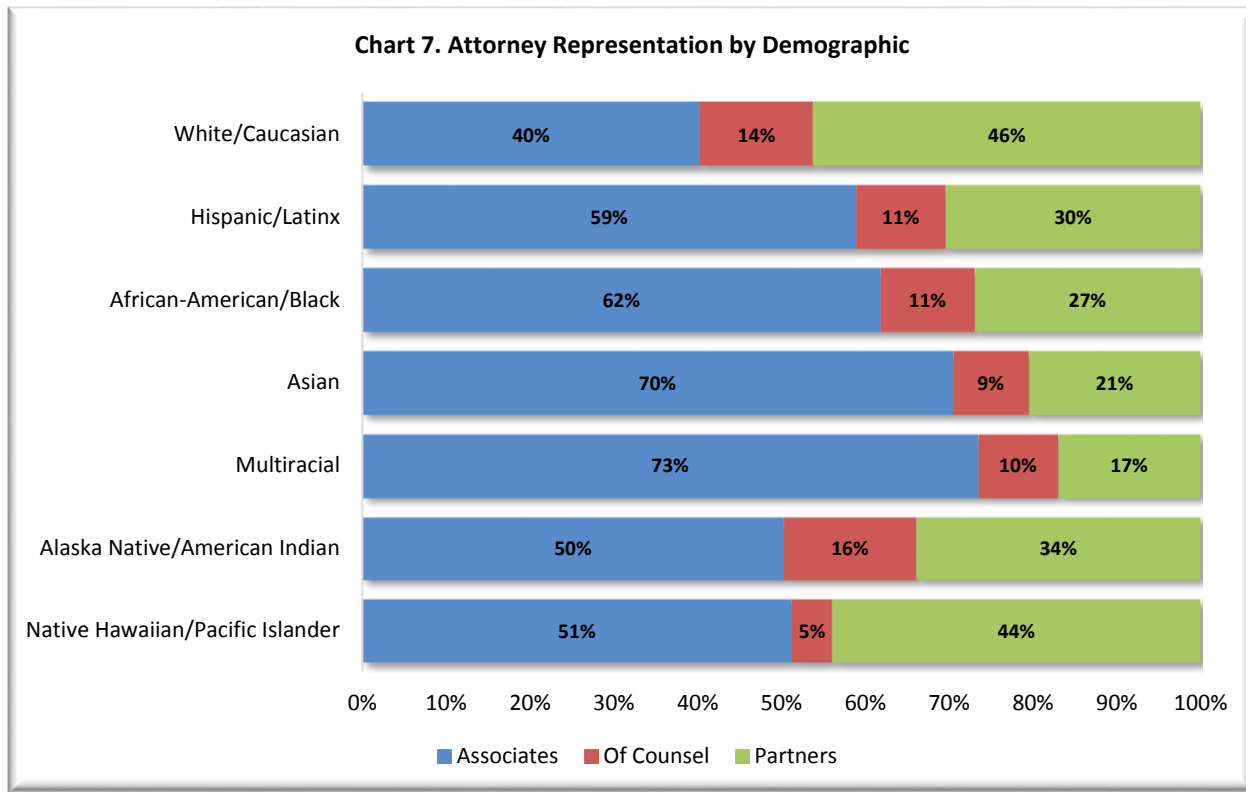
Chart 6. Law Firm Attorney Demographics





## ASIAN AMERICAN

- Although law firms hired fewer Asians into their 2L summer classes last year than they had in 2016, the number of Asian American attorneys has increased in nearly every other category. More than 7 percent of law firm attorneys are of Asian background, and Asians represent almost 12 percent of law firm associates.
- The number of Asian partners has also slowly increased over the last decade, from just over 2 percent in 2007 to more 3 percent in 2017. Yet their numbers remain disproportionately low, even compared to other minority groups. Asians represent almost 45 percent of all attorneys of color but just 38 percent of all minority partners. Twenty-one percent of Asian lawyers are partners, compared to 27 percent of African-American attorneys and 30 percent of Hispanic/Latinx lawyers.
- The data shows similar underrepresentation in law firm management. Asian attorneys represent under 3 percent of executive committee members—less than either black or Hispanic/Latinx attorneys, even though the number of Asian lawyers at these firms is more than that of African-American and Hispanic/Latinx lawyers combined.
- That said, the number of Asians promoted or hired into law firm partnerships has steadily grown at a greater rate than other minority groups. At almost 7 percent, the percentage of Asians among promotions in 2017 is nearly 2 percentage points higher than it was back in 2007. Asians also represent 6 percent of partners hired laterally in 2017.
- More than 11 percent of all new lawyers hired in 2017, including starting associates as well as laterals, were of Asian descent—the highest figure to date. Summer associate numbers have shown more variation over the years. Asians represented more than 13 percent of 2L summer associates in 2017, which is somewhat lower than the prior two years.
- While overall attrition among Asian lawyers dropped slightly in 2017, there was a slight increase in departures at the associate level. Asian Americans represented under 10 percent of all attorneys who left their firms in 2017 and almost 13 percent of associate departures.



## HISPANIC/LATINX

- After Asian Americans, Hispanic and Latinx attorneys represent the largest minority group in law firms. Although the overall percentage of Hispanic/Latinx attorneys remains relatively small, at just under 4 percent, their numbers have slowly but steadily risen over the last decade. According to the latest survey results, Hispanic and Latinx attorneys represent 5 percent of law firm associates and almost 3 percent of partners.
- Law firms have been hiring more Hispanic and Latinx law students into their summer programs over the last decade. In 2007, 4 percent of 2Ls at law firms were Hispanic/Latinx; by 2017, that number approached 7 percent. Lateral hiring has also increased, and in 2017 more than 5 percent of all new lawyers hired were Hispanic or Latinx.
- Promotion figures have varied over the years, and in 2017 Hispanic/Latinx attorneys represented 3.5% of the lawyers promoted to partner, lower than the previous two years, when it was closer to 4 percent. Nevertheless, Hispanic and Latinx attorneys are still more likely to be partners than either African-Americans or Asian Americans. More than 30 percent of Hispanic/Latinx lawyers are partners, compared to 27 percent of African-Americans and 21 percent of Asians.
- Attrition is another area where figures have fluctuated over the years. But the latest survey results show an uptick in the number of Latinx lawyers leaving their firms. Hispanic/Latinx attorneys have generally represented about 4 percent of attorney departures, but in 2017 that number approached 5 percent. Among associates, the figure, which had hovered between 4 and 5 percent, climbed to 6 percent.

**Table 2. Demographics: US Population Compared to JD Enrollment, Summer Associates and Attorneys**

Demographic	US Population <sup>2</sup>	JD 1L Enrollment <sup>3</sup>	2L Summer Associates <sup>4</sup>	Law Firm Attorneys <sup>5</sup>
Female	50.8%	52.3%	49.9%	35.7%
White/Caucasian	60.7%	60.3%	67.5%	82.6%
Asian	5.8%	6.0%	13.6%	7.6%
Hispanic/Latinx	18.1%	13.3%	6.8%	3.9%
African-American/Black	13.4%	8.6%	7.9%	3.3%
Multiracial (Two or More Races)	2.7%	3.5%	3.6%	1.9%
Alaska Native/American Indian	1.3%	0.6%	0.3%	0.2%
Native Hawaiian/Pacific Islander	0.2%	0.2%	0.03%	0.1%

<sup>2</sup> Source: US Census 2017

<sup>3</sup> Source: ABA Annual Questionnaire reports, 2017 reporting Fall 2017 JD 1L enrollment (posted 04/02/2018)

<sup>4</sup> 2L law students in law firm summer programs in 2017, according to 2018 Vault/MCCA Survey

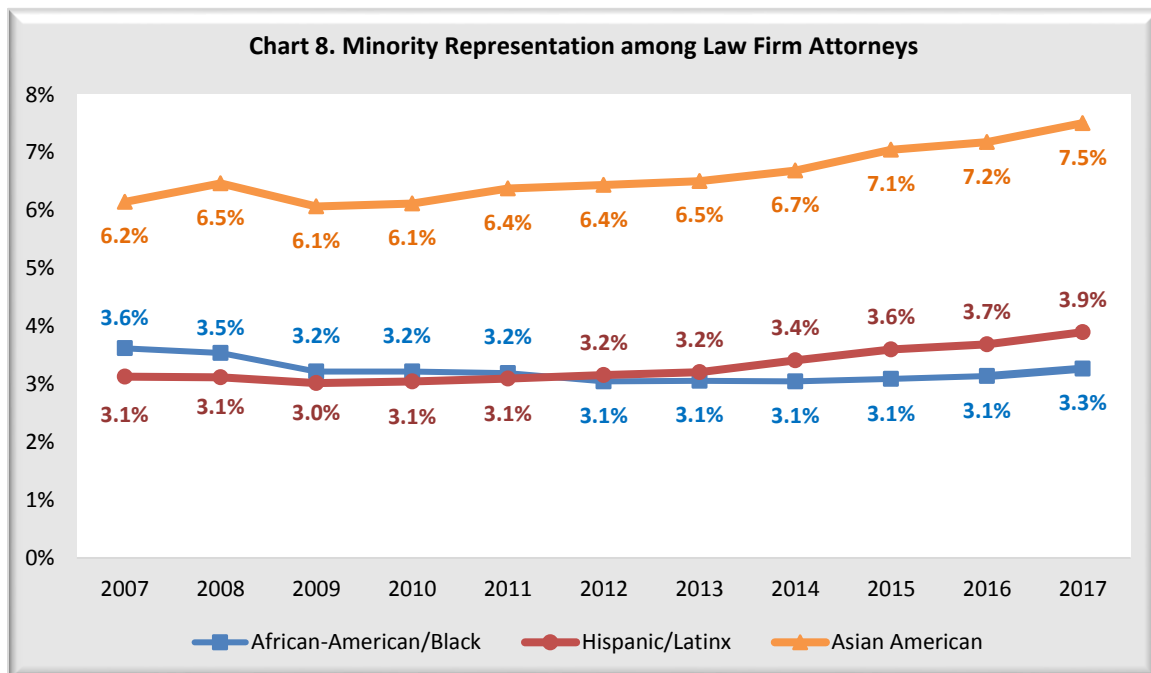
<sup>5</sup> All associates, of counsel and partners as of 2017, according to 2018 Vault/MCCA Survey

## AFRICAN-AMERICAN/BLACK

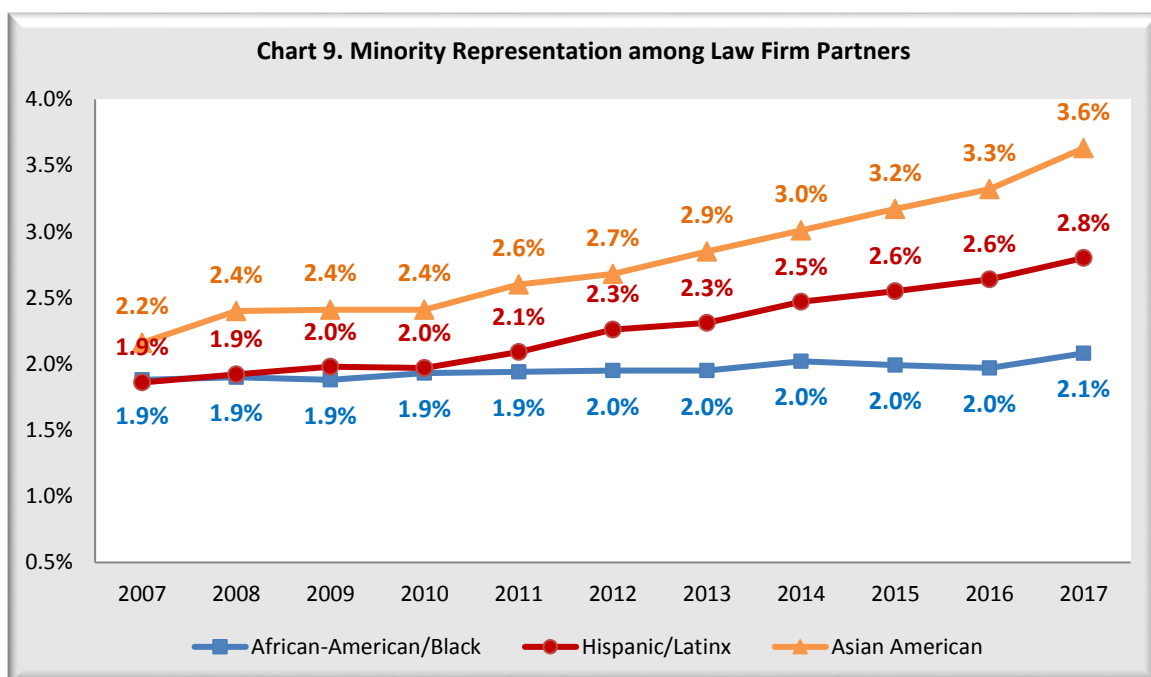
- Alone among the three largest minority groups, the numbers of African-American/Black attorneys hired and promoted remain lower than they were prior to the recession. Black lawyers have represented about 3 percent of law firm attorneys for nearly a decade. At 3.3%, the latest figure is somewhat higher than the previous year (3.1%) but still lower than it was back in 2008 (3.5%). Although the latest results show a slightly higher percentage of African-American/Black associates than the previous year, the figure is still only 4.5%, lower than it was back in 2007, when more than 5 percent of associates were African-American.
- As the legal profession has collectively made greater diversity a goal, data reported by law firms show higher percentages of historically underrepresented groups among new partner classes than within the current partnership. For example, women represent 23% of current partners but 38% of those promoted in 2017, and Asian Americans, who represent 3.6% of current partners, made up 6.7% of the 2017 partner class.
- But those signs of progress are less evident in the results for African-American/Black lawyers. Last year’s report noted that, at 2.3%, the representation of black lawyers among attorneys promoted to partner was the lowest to date. That figure, which remains unchanged in the latest results, also varies little from current partnership demographics. Just under 2.1% of law firm partners are black, a number that has barely moved in the last 10 years.
- Retention also remains an issue among African-American/Black attorneys. Overall, the percentage who leave their firms has been declining over the last decade, although African-Americans represented a slightly higher number of associates who left their firms in 2017 than the previous year (5.7% compared to 5.6%). But even with slowing attrition rates, departures among black lawyers—especially women—continue to outpace those of other minority groups as well as white lawyers.
- One positive sign in the latest survey results is that the 2017 class of summer associates included the highest percentage of black law students to date. Almost 8 percent of 2Ls at surveyed law firms last year were black. And among new attorneys hired, that number climbed over 5 percent for the first time since 2008.

**Table 3. Attorney Departures among Largest Racial/Ethnic Groups in 2017  
As Percentage of their Overall Law Firm Population**

	African-American/ Black	Asian American	Hispanic/Latinx	White/Caucasian
<b>All Attorneys</b>	14.1%	12.8%	12.7%	9.4%
<b>Men</b>	13.4%	12.1%	12.2%	8.8%
<b>Women</b>	14.7%	13.4%	13.2%	10.5%



As the population of Asian and Hispanic/Latinx lawyers has gradually increased over time, the number of African-American/Blacks in law firms has fallen. Representation of Hispanic/Latinx and Asian American attorneys among partners has also grown, while the number of black partners has remained more static.



## MULTIRACIAL, ALASKA NATIVE/AMERICAN INDIAN AND NATIVE HAWAIIAN/PACIFIC ISLANDER

- In addition to African-American/Black, Hispanic/Latinx and Asian American, other racial minority groups for which the Vault/MCCA survey collects data include multiracial lawyers (individuals who identify as two or more races), Alaska Native/American Indian attorneys and Native Hawaiian/Pacific Islanders. Although most of the law firms surveyed now report demographic data for all seven groups, not all have separately tracked numbers for multiracial attorneys and Native Hawaiian/Pacific Islanders, classifications that the EEOC introduced to its reporting requirements in 2007.
- Because of these reporting anomalies and because the data for these three groups are relatively small, it is difficult to assess changes over time.
- Of the three groups, individuals who identify with more than one race represent the largest. Of the more than 100,000 attorneys at surveyed law firms, fewer than 2,000 identify as multiracial. But their numbers have been increasing over time. Multiracial lawyers now represent just under 2 percent of all lawyers, 3 percent of associates and less than 1 percent of partners.
- Relative to their overall numbers, multiracial attorneys are even less likely to be partners than Asians or other minority groups, but their representation has been growing. In 2016, 15 percent of lawyers identifying with more than one race were partners at their firms; in 2017, that number reached 17 percent.
- Alaska Natives and American Indians make up less than 0.2% of attorneys at surveyed law firms (171 out of 103,331 lawyers), including 0.2% of associates and 0.13% of partners.
- Native Hawaiians and Pacific Islanders are the smallest racial group for which survey data is collected, representing just 0.08% of lawyers—82 attorneys—across surveyed firms. More than 40 percent of those attorneys (36) are partners.

## LGBTQ ATTORNEYS

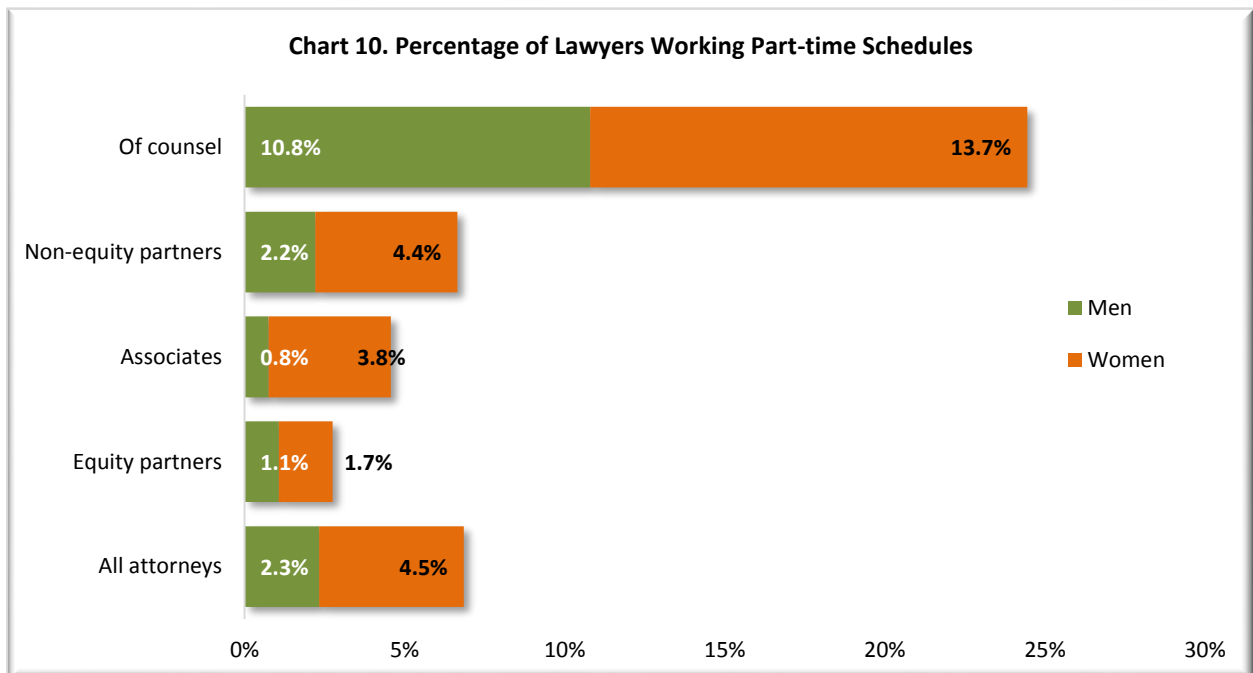
- The numbers reported for openly lesbian, gay, bisexual, transgender and queer attorneys at law firms continue to grow. Increased reporting of LGBTQ figures may have had an impact on the percentages reported, so not every numerical increase necessarily translates to an actual increase in the LGBTQ population. The vast majority of law firms surveyed in 2018—94 percent—reported data for LGBTQ attorneys.
- According to the latest survey results, openly LGBTQ lawyers represent almost 3 percent (2.8%) of law firm attorneys, the highest figure reported to date. The number of associates rose from 3.3% in 2016 to 3.7% in 2017, and almost 2 percent (1.95%) of partners now identify as LGBTQ.
- Law firm data also indicate that more openly LGBTQ lawyers are being hired and advancing to partnership. Among the 2L summer associate class, more than 5 percent were openly LGBTQ, and 2.7% of partners promoted in 2017 are LGBTQ.

## INDIVIDUALS WITH DISABILITIES

- While the Vault/MCCA Survey solicits information on individuals with disabilities, underreporting makes it difficult to draw reliable conclusions about their representation in law firms. Thirty percent of law firms surveyed do not track or report disability information. The numbers that were reported, while still quite small—well below 1 percent—are trending upward.
- According to the latest survey results, individuals with disabilities represent 0.44% of law firm attorneys, not much more than the 0.42% reported last year, but notably higher than the 0.15% reported 11 years ago when Vault and MCCA first began collecting this data.
- Of the 453 attorneys with disabilities recorded in this year's survey, 171—nearly 38 percent—are partners, 43 percent are associates and 19 percent are of counsel.

## PART-TIME ATTORNEYS

- According to this year's survey, almost 7 percent (6.8%) of law firm attorneys work a part-time schedule. That figure is a little higher than last year (6.5%). Roughly two-thirds (66.0%) of those lawyers are women. Forty-seven percent of attorneys with part-time schedules are of counsel, 30 percent are associates and the rest are divided among equity and non-equity partners.
- Nearly one in four attorneys in the position of counsel works part time. Part-time schedules are less common among associates and least reported among partners. This year's results show that less than 3 percent of equity partners work part time.



## Appendices



## Methodology

- Findings are based on law firm responses to the annual Vault/Law Firm Diversity Survey. Survey results for the years 2007 through 2017 are available online in the Law Firm Diversity Database (<http://mcca.vault.com>). Data for years prior to 2007 is available in an earlier version of the database, at <http://mcca.vault.com/LawDiversity/>.
- All data reported is based on calendar year. The most recent survey, soliciting data as of December 31, 2017, was distributed in the spring of 2018 and published in August 2018.
- More than 220 law firms participate in the survey each year, representing more than 90 percent of the AmLaw 100 and Vault Law 100, and a majority of the NLJ 250. The most recent survey includes data for 232 law firms.
- The Vault/MCCA Survey is administered by Vault.com. The results are compiled and the annual report is written and produced under the direction of Vault's managing director of research and consulting, Vera Djordjevich.
- The survey collects demographic data for permanent attorney staff in the United States and uses the following definitions:
  - **Associate:** A non-partner lawyer who has no ownership rights or responsibilities but who has an opportunity to become an owner; associates are employees of the firm and are considered on partnership track, even if they ultimately leave the firm or are not chosen for partnership.
  - **Summer associate:** A law student, usually between second and third year (called a 2L, in that case), who serves as a law associate for the summer and is supervised by a lawyer or lawyers.
  - **Equity partner:** An attorney, generally referred to as a partner, member or shareholder, who has the right to share in the profits of the firm.\*
  - **Non-equity partner:** A law firm employee who has been promoted from associate to a tier of partnership in which the lawyer does not share in the profits or capital of the firm; this position is often an intermediate step toward full equity partner. (Law firms with more than one tier of partnership were asked to provide equity and non-equity partner data separately, although a small number of firms refused to publicly disclose equity/non-equity breakdowns.)\*
  - **Of counsel:** A lawyer, who may be known as of counsel, counsel, special counsel, staff attorney or senior attorney, who is neither an associate nor a partner; the lawyer does not currently share in the firm's profits but might be on a track that enables consideration for partnership. He or she is a permanent employee of the firm and not a temporary or contract attorney. This category may also include an attorney who has retired from a partnership position but remains an employee, sometimes on a part-time basis.
  - **New hire:** An attorney who has joined the firm sometime during the year indicated on the table (e.g., in 2012); this includes all first-year associates, laterals and partners (both equity and non-equity). It does not include summer associates.
  - **Minorities:** Those whose race is other than White/Caucasian, including the following categories designated by the Equal Employment Opportunity Commission: African-American/Black (not Hispanic or Latinx); Hispanic/Latinx; Alaska Native/American Indian; Asian; Native Hawaiian/Other Pacific Islander; and Multiracial (those who identify with two or more of the above races).
- Where the findings refer to all law firm attorneys, the figures include only those permanent attorney staff defined above: i.e., associates, equity partners, non-equity partners and of counsel.

*\* The majority of law firms surveyed have more than one tier of partnership, although not all disclosed the number of equity vs non-equity partners, instead combining the figures into a single category.*

## Tables

**Table A1. Changes in Law Firm Demographics: 2017 vs 2016 vs 2007**

percentage drop / percentage increase

Demographic	Year	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Lawyers
White / Caucasian	2017	67.46%	74.54%	86.69%	87.33%	90.90%	89.94%	82.64%
	2016	68.38%	75.60%	86.94%	89.37%	91.29%	90.79%	83.58%
	2007	73.43%	78.96%	89.43%	91.17%	93.65%	93.06%	85.72%
Asian American	2017	13.57%	11.85%	5.25%	3.82%	3.56%	3.63%	7.51%
	2016	14.79%	11.51%	5.21%	3.65%	3.20%	3.32%	7.18%
	2007	12.88%	9.96%	3.43%	3.00%	1.90%	2.16%	6.15%
Hispanic / Latinx	2017	6.78%	5.15%	3.22%	3.48%	2.54%	2.80%	3.90%
	2016	5.92%	4.85%	3.25%	3.24%	2.42%	2.64%	3.69%
	2007	4.08%	4.33%	2.35%	2.21%	1.75%	1.86%	3.13%
African-American / Black	2017	7.86%	4.53%	2.85%	2.65%	1.87%	2.08%	3.27%
	2016	6.57%	4.41%	2.72%	2.44%	1.80%	1.97%	3.14%
	2007	7.27%	5.11%	3.32%	2.78%	1.60%	1.88%	3.62%
Multiracial	2017	3.64%	3.14%	1.41%	1.03%	0.67%	0.77%	1.91%
	2016	3.48%	2.90%	1.27%	0.85%	0.50%	0.59%	1.70%
	2007	1.23%	1.05%	0.36%	0.21%	0.20%	0.20%	0.64%
Alaska Native / American Indian	2017	0.29%	0.19%	0.20%	0.18%	0.12%	0.13%	0.17%
	2016	0.21%	0.20%	0.19%	0.20%	0.13%	0.14%	0.18%
	2007	0.37%	0.22%	0.11%	0.16%	0.15%	0.15%	0.18%
Native Hawaiian / Pacific Islander	2017	0.03%	0.09%	0.03%	0.13%	0.07%	0.08%	0.08%
	2016	0.08%	0.08%	0.05%	0.08%	0.03%	0.04%	0.06%
	2007	0.12%	0.12%	0.08%	0.09%	0.03%	0.04%	0.08%
Openly LGBTQ	2017	5.16%	3.73%	2.20%	2.01%	1.92%	1.95%	2.77%
	2016	4.64%	3.28%	2.28%	1.67%	1.81%	1.77%	2.50%
	2007	2.01%	1.98%	1.25%	1.17%	1.16%	1.16%	1.58%
Individuals with Disabilities	2017	0.26%	0.43%	0.64%	0.39%	0.39%	0.39%	0.44%
	2016	0.20%	0.39%	0.60%	0.42%	0.40%	0.40%	0.42%
	2007	0.05%	0.13%	0.24%	0.16%	0.17%	0.16%	0.15%
All Racial Minorities	2017	32.18%	24.95%	12.97%	11.29%	8.82%	9.48%	16.84%
	2016	31.06%	23.95%	12.67%	10.46%	8.07%	8.70%	15.95%
	2007	25.95%	20.78%	9.66%	8.45%	5.62%	6.30%	13.81%
All Women	2017	49.88%	46.22%	40.23%	30.36%	20.64%	23.26%	35.70%
	2016	48.99%	45.80%	39.83%	30.15%	19.81%	22.52%	35.03%
	2007	46.53%	44.66%	35.63%	26.17%	16.05%	18.46%	33.10%
Women of Color	2017	18.48%	13.96%	7.03%	4.88%	2.81%	3.37%	8.57%
	2016	17.30%	13.36%	6.78%	4.59%	2.48%	3.03%	8.08%
	2007	14.63%	11.65%	4.78%	3.11%	1.52%	1.90%	7.01%

**Table A2. Minority Lawyers among Surveyed Firms**

<b>MINORITY LAWYERS</b>			
<b>As of 12/31/2017</b>	<b>All</b>	<b>Men</b>	<b>Women</b>
<b>Overall Law Firm Demographics</b>			
All Attorneys (associates, partners, of counsel)	16.84%	8.27%	8.57%
Associates	24.95%	10.99%	13.96%
All Partners (both equity and non-equity)	9.48%	6.12%	3.37%
Equity Partners	8.82%	6.01%	2.81%
Non-equity Partners	11.29%	6.41%	4.88%
Of Counsel	12.97%	5.94%	7.03%
<b>Recruitment &amp; Promotion</b>			
2L Summer Associates	32.18%	13.70%	18.48%
All Attorneys Hired (laterals and starting associates)	26.24%	11.92%	14.32%
Lateral Associates	27.65%	12.08%	15.57%
Lateral Partners	15.87%	9.86%	6.01%
Lateral Of Counsel	18.96%	8.79%	10.17%
Partners Promoted	14.41%	7.72%	6.69%
All New Equity Partners (both promoted and lateral)	14.72%	9.12%	5.60%
<b>Attrition (attorneys who left their firms)</b>			
All Attorneys (associates, partners, of counsel)	22.10%	10.41%	11.69%
Associates (all levels)	28.32%	12.66%	15.66%
Junior Associates (1st- and 2nd-years)	32.29%	15.46%	16.83%
Midlevel Associates (3rd-, 4th- and 5th-years)	29.30%	12.38%	16.92%
Senior Associates (6rd-, 7th-, 8th-years and above)	25.73%	11.82%	13.90%
Equity Partners	9.88%	6.67%	3.21%
Non-equity Partners	12.95%	7.98%	4.97%
Of Counsel	14.96%	6.78%	8.19%
<b>Membership on Management-Level Committees</b>			
Executive/Management Committee	9.54%	6.52%	3.02%
Partner Review Committee	9.20%	6.30%	2.91%
Associate Review Committee	11.23%	6.64%	4.59%
Hiring Committee	17.48%	8.96%	8.53%
Diversity Committee	40.40%	21.06%	19.33%
<b>Other Leadership Roles*</b>			
U.S. Office Heads	9.30%		
Practice Leaders	8.67%		

*\*Gender-specific data is unavailable*

**Table A3. Women among Surveyed Firms**

<b>ALL FEMALE LAWYERS</b>			
<b>As of 12/31/2017</b>	<b>All Women</b>	<b>White Women</b>	<b>Women of Color</b>
<b>Overall Law Firm Demographics</b>			
All Attorneys (associates, partners, of counsel)	35.70%	27.13%	8.57%
Associates	46.22%	32.25%	13.96%
All Partners (both equity and non-equity)	23.26%	19.89%	3.37%
Equity Partners	20.64%	17.84%	2.81%
Non-equity Partners	30.36%	25.48%	4.88%
Of Counsel	40.23%	33.20%	7.03%
<b>Recruitment &amp; Promotion</b>			
2L Summer Associates	49.88%	31.40%	18.48%
All Attorneys Hired (laterals and starting associates)	44.43%	30.11%	14.32%
Lateral Associates	46.13%	30.56%	15.57%
Lateral Partners	27.84%	21.83%	6.01%
Lateral Of Counsel	44.42%	34.25%	10.17%
Partners Promoted	38.03%	31.34%	6.69%
All New Equity Partners (both promoted and lateral)	29.10%	23.50%	5.60%
<b>Attrition (attorneys who left their firms)</b>			
All Attorneys (associates, partners, of counsel)	40.23%	28.53%	11.69%
Associates (all levels)	46.59%	30.94%	15.66%
Junior Associates (1st- and 2nd-years)	44.72%	27.89%	16.83%
Midlevel Associates (3rd-, 4th- and 5th-years)	47.07%	30.15%	16.92%
Senior Associates (6rd-, 7th-, 8th-years and above)	46.86%	32.95%	13.90%
Equity Partners	21.56%	18.35%	3.21%
Non-equity Partners	30.10%	25.13%	4.97%
Of Counsel	37.61%	29.42%	8.19%
<b>Membership on Management-Level Committees</b>			
Executive/Management Committee	23.63%	20.61%	3.02%
Partner Review Committee	26.73%	23.83%	2.91%
Associate Review Committee	30.66%	26.08%	4.59%
Hiring Committee	38.08%	29.55%	8.53%
Diversity Committee	48.04%	28.71%	19.33%
<b>Other Leadership Roles*</b>			
U.S. Office Heads	21.49%		
Practice Leaders	23.67%		

*\*Race-specific data is unavailable*

**Table A4. African-American/Black, Asian American and Hispanic/Latinx Lawyers  
Among Surveyed Firms**

	African-American/Black			Asian American			Hispanic/Latinx		
As of 12/31/2017	All	Men	Women	All	Men	Women	All	Men	Women
<b>Law Firm Demographics</b>									
All Attorneys	3.27%	1.54%	1.73%	7.51%	3.54%	3.97%	3.90%	2.15%	1.76%
Associates	4.53%	1.90%	2.63%	11.85%	5.11%	6.74%	5.15%	2.48%	2.67%
All Partners	2.08%	1.29%	0.79%	3.63%	2.26%	1.37%	2.80%	1.94%	0.85%
Equity Partners	1.87%	1.20%	0.67%	3.56%	2.29%	1.27%	2.54%	1.90%	0.64%
Non-equity Partners	2.65%	1.53%	1.12%	3.82%	2.18%	1.64%	3.48%	2.06%	1.42%
Of Counsel	2.85%	1.15%	1.69%	5.25%	2.32%	2.93%	3.22%	1.65%	1.57%
<b>Recruitment &amp; Promotion</b>									
2L Summer Associates	7.86%	2.85%	5.01%	13.57%	5.68%	7.89%	6.78%	3.37%	3.42%
All Attorneys Hired	5.39%	2.27%	3.12%	11.59%	5.27%	6.32%	5.66%	2.75%	2.91%
Lateral Associates	5.59%	2.18%	3.41%	12.34%	5.32%	7.03%	6.36%	3.07%	3.29%
Lateral Partners	3.46%	1.95%	1.50%	5.91%	3.71%	2.20%	4.41%	2.90%	1.50%
Lateral Of Counsel	5.84%	2.23%	3.61%	7.02%	3.35%	3.67%	3.41%	1.97%	1.44%
Partners Promoted	2.26%	1.03%	1.24%	6.74%	3.55%	3.19%	3.50%	2.16%	1.34%
All New Equity Partners	2.70%	1.50%	1.21%	6.23%	3.62%	2.61%	3.76%	2.70%	1.06%
<b>Attrition (attorneys who left their firms)</b>									
All Attorneys	4.63%	2.08%	2.55%	9.61%	4.29%	5.32%	4.96%	2.63%	2.33%
All Associates	5.73%	2.47%	3.25%	12.86%	5.50%	7.36%	5.99%	2.90%	3.09%
Junior Associates	6.95%	3.33%	3.62%	15.17%	7.14%	8.02%	6.75%	3.33%	3.42%
Midlevel Associates	5.63%	2.52%	3.10%	13.81%	5.67%	8.15%	5.86%	2.56%	3.30%
Senior Associates	5.34%	2.08%	3.26%	10.96%	4.67%	6.28%	5.81%	3.06%	2.75%
Equity Partners	2.14%	1.32%	0.82%	3.62%	2.22%	1.40%	3.37%	2.55%	0.82%
Non-equity Partners	3.26%	2.06%	1.20%	4.29%	2.74%	1.54%	3.95%	2.40%	1.54%
Of Counsel	3.44%	1.24%	2.20%	5.99%	2.54%	3.44%	3.16%	1.92%	1.24%
<b>Membership on Management-Level Committees</b>									
Executive/Management Committee	3.06%	2.13%	0.93%	2.70%	1.69%	1.01%	3.14%	2.25%	0.89%
Partner Review Committee	2.66%	2.13%	0.53%	2.71%	1.50%	1.21%	3.15%	2.23%	0.92%
Associate Review Committee	2.68%	1.51%	1.17%	4.76%	2.59%	2.17%	2.85%	1.80%	1.05%
Hiring Committee	5.03%	2.50%	2.53%	6.25%	3.27%	2.98%	4.33%	2.48%	1.85%
Diversity Committee	14.25%	7.72%	6.53%	13.80%	6.61%	7.19%	9.63%	5.59%	4.04%

**Table A5. Multiracial, Alaska Native/Native American and Native Hawaiian/Pacific Islander Lawyers  
Among Surveyed Firms**

As of 12/31/2017	Multiracial			Alaska Native/American Indian			Native Hawaiian/ Pacific Islander		
	All	Men	Women	All	Men	Women	All	Men	Women
<b>Law Firm Demographics</b>									
All Attorneys	1.91%	0.92%	0.99%	0.17%	0.08%	0.09%	0.08%	0.04%	0.04%
Associates	3.14%	1.39%	1.75%	0.19%	0.08%	0.11%	0.09%	0.04%	0.05%
All Partners	0.77%	0.49%	0.27%	0.13%	0.08%	0.05%	0.08%	0.05%	0.03%
Equity Partners	0.67%	0.49%	0.18%	0.12%	0.07%	0.05%	0.07%	0.06%	0.01%
Non-equity Partners	1.03%	0.50%	0.53%	0.18%	0.10%	0.08%	0.13%	0.03%	0.09%
Of Counsel	1.41%	0.71%	0.70%	0.20%	0.09%	0.11%	0.03%	0.01%	0.02%
<b>Recruitment &amp; Promotion</b>									
2L Summer Associates	3.64%	1.66%	1.98%	0.29%	0.15%	0.15%	0.03%	0.00%	0.03%
All Attorneys Hired	3.21%	1.47%	1.74%	0.33%	0.15%	0.18%	0.07%	0.02%	0.05%
Lateral Associates	3.10%	1.39%	1.71%	0.20%	0.10%	0.10%	0.07%	0.03%	0.03%
Lateral Partners	1.60%	1.05%	0.55%	0.40%	0.25%	0.15%	0.10%	0.00%	0.10%
Lateral Of Counsel	2.36%	1.12%	1.25%	0.33%	0.13%	0.20%	0.00%	0.00%	0.00%
Partners Promoted	1.54%	0.82%	0.72%	0.21%	0.05%	0.15%	0.15%	0.10%	0.05%
All New Equity Partners	1.64%	1.06%	0.58%	0.29%	0.14%	0.14%	0.10%	0.10%	0.00%
<b>Attrition (attorneys who left their firms)</b>									
All Attorneys	2.42%	1.14%	1.28%	0.39%	0.23%	0.16%	0.09%	0.04%	0.05%
All Associates	3.25%	1.43%	1.82%	0.41%	0.31%	0.10%	0.08%	0.05%	0.03%
Junior Associates	3.03%	1.37%	1.66%	0.39%	0.29%	0.10%	0.00%	0.00%	0.00%
Midlevel Associates	3.61%	1.40%	2.21%	0.31%	0.16%	0.16%	0.08%	0.08%	0.00%
Senior Associates	2.99%	1.49%	1.49%	0.51%	0.47%	0.04%	0.12%	0.04%	0.08%
Equity Partners	0.49%	0.49%	0.00%	0.25%	0.08%	0.16%	0.00%	0.00%	0.00%
Non-equity Partners	0.94%	0.60%	0.34%	0.34%	0.17%	0.17%	0.17%	0.00%	0.17%
Of Counsel	1.81%	0.90%	0.90%	0.45%	0.11%	0.34%	0.11%	0.06%	0.06%
<b>Membership on Management-Level Committees</b>									
Executive/Management Committee	0.48%	0.32%	0.16%	0.12%	0.08%	0.04%	0.04%	0.04%	0.00%
Partner Review Committee	0.53%	0.29%	0.24%	0.10%	0.10%	0.00%	0.05%	0.05%	0.00%
Associate Review Committee	0.80%	0.63%	0.17%	0.11%	0.09%	0.03%	0.03%	0.03%	0.00%
Hiring Committee	1.60%	0.54%	1.06%	0.20%	0.11%	0.09%	0.07%	0.05%	0.02%
Diversity Committee	2.34%	0.97%	1.37%	0.30%	0.10%	0.20%	0.08%	0.08%	0.00%

**Table A6. LGBTQ Lawyers and Attorneys with Disabilities among Surveyed Firms**

	Openly LGBTQ			Individuals with Disabilities		
As of 12/31/2017	All	Men	Women	All	Men	Women
<b>Overall Law Firm Demographics</b>						
All Attorneys	2.77%	1.92%	0.86%	0.44%	0.29%	0.15%
Associates	3.73%	2.56%	1.17%	0.43%	0.26%	0.17%
All Partners	1.95%	1.37%	0.57%	0.39%	0.29%	0.10%
Equity Partners	1.92%	1.38%	0.55%	0.39%	0.31%	0.07%
Non-equity Partners	2.01%	1.36%	0.65%	0.39%	0.21%	0.18%
Of Counsel	2.20%	1.51%	0.70%	0.64%	0.40%	0.23%
<b>Recruitment &amp; Promotion</b>						
2L Summer Associates	5.16%	3.24%	1.92%	0.26%	0.15%	0.11%
All Attorneys Hired	3.50%	2.39%	1.11%	0.28%	0.17%	0.11%
Lateral Associates	3.44%	2.25%	1.19%	0.31%	0.18%	0.13%
Lateral Partners	1.60%	1.20%	0.40%	0.00%	0.00%	0.00%
Lateral Of Counsel	1.71%	1.44%	0.26%	0.39%	0.33%	0.07%
Partners Promoted	2.73%	1.75%	0.98%	0.36%	0.31%	0.05%
All New Equity Partners	2.22%	1.50%	0.72%	0.14%	0.14%	0.00%
<b>Attrition (attorneys who left their firms)</b>						
All Attorneys	2.37%	1.57%	0.80%	0.34%	0.25%	0.09%
All Associates	2.99%	2.05%	0.94%	0.28%	0.18%	0.10%
Junior Associates	4.50%	2.84%	1.66%	0.68%	0.49%	0.20%
Midlevel Associates	3.14%	2.33%	0.81%	0.23%	0.08%	0.16%
Senior Associates	2.24%	1.45%	0.79%	0.16%	0.16%	0.00%
Equity Partners	0.91%	0.41%	0.49%	0.16%	0.16%	0.00%
Non-equity Partners	1.46%	0.86%	0.60%	0.43%	0.34%	0.09%
Of Counsel	1.81%	1.19%	0.62%	0.62%	0.51%	0.11%
<b>Membership on Management-Level Committees</b>						
Executive/Management Committee	1.81%	1.05%	0.76%	0.20%	0.12%	0.08%
Partner Review Committee	1.50%	0.58%	0.92%	0.34%	0.24%	0.10%
Associate Review Committee	2.02%	1.11%	0.91%	0.37%	0.28%	0.09%
Hiring Committee	3.38%	2.23%	1.15%	0.38%	0.16%	0.23%
Diversity Committee	8.87%	5.64%	3.23%	0.61%	0.25%	0.36%
<b>Other Leadership Roles*</b>						
U.S. Office Heads	2.00%			0.50%		
Practice Leaders	1.92%			0.36%		

\*Gender-specific data is unavailable.

## Participating Law Firms

### 2018 Vault/MCCA Law Firm Diversity Survey

Adams and Reese LLP	Clifford Chance US LLP
Akerman LLP	Constangy, Brooks, Smith & Prophete, LLP
Akin Gump Strauss Hauer & Feld LLP	Cooley LLP
Allen & Overy LLP	Covington & Burling LLP
Allen Matkins Leck Gamble Mallory & Natsis LLP	Cozen O'Connor
Alston & Bird LLP	Cravath, Swaine & Moore LLP
Archer Norris, PLC	Crowell & Moring LLP
Arent Fox LLP	Davis & Harman LLP
Armstrong Teasdale LLP	Davis Polk & Wardwell LLP
Arnold & Porter Kaye Scholer LLP	Davis Wright Tremaine LLP
Axinn Veltrop & Harkrider LLP	Debevoise & Plimpton LLP
Baird Holm LLP	DeCaro Doran Siciliano Gallagher & DeBlasis LLP
Baker & McKenzie, LLP	Dechert LLP
Baker Botts LLP	Dentons
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC	Dinsmore & Shohl LLP
BakerHostetler	DLA Piper LLP (US)
Ballard Spahr LLP	Dorsey & Whitney LLP
Barack Ferrazzano Kirschbaum & Nagelberg LLP	Drew Eckl & Farnham LLP
Barnes & Thornburg LLP	Drinker Biddle & Reath LLP
Beveridge & Diamond P.C.	Duane Morris LLP
Blank Rome LLP	Dykema Gossett PLLC
Boies Schiller Flexner LLP	Epstein Becker & Green, P.C.
Bookoff McAndrews, PLLC	Eversheds Sutherland (US) LLP
Bowman and Brooke LLP	Faegre Baker Daniels LLP
Bracewell LLP	Farella Braun + Martel LLP
Bressler, Amery & Ross, P.C.	Fenwick & West LLP
Bricker & Eckler LLP	Finnegan Henderson Farabow Garrett & Dunner, LLP
Brinks Gilson & Lione	Fish & Richardson P.C.
Bryan Cave Leighton Paisner LLP	Fisher Phillips
Buchalter	Fletcher Yoder PC
Buchanan Ingersoll & Rooney PC	Foley & Lardner LLP
Burns & Levinson LLP	Foley Hoag LLP
Burns White LLC	Fox Rothschild LLP
Cadwalader, Wickersham & Taft LLP	Fried, Frank, Harris, Shriver & Jacobson LLP
Cahill Gordon & Reindel LLP	Galloway, Johnson, Tompkins, Burr & Smith, APLC
Calfee, Halter & Griswold LLP	Gentry Locke, LLP
Cantrell, Strenski & Mehringer, LLP	Gibbons P.C.
Carlton Fields	Gibson, Dunn & Crutcher LLP
Carothers DiSante & Freudenberger LLP	Goldberg Segalla
Chapman and Cutler LLP	Goodwin Procter LLP
Choate, Hall & Stewart LLP	Gordon Rees Scully Mansukhani, LLP
Cleary Gottlieb Steen & Hamilton LLP	Goulston & Storrs PC



Gray Plant Mooty  
Greenberg Traurig, LLP  
Greensfelder, Hemker & Gale, P.C.  
Groom Law Group, Chartered  
Gust Rosenfeld PLC  
Hall & Evans, LLC  
Hanson Bridgett LLP  
Harrity & Harrity, LLP  
Haynes and Boone LLP  
Hinshaw & Culbertson LLP  
Hogan Lovells US LLP  
Holland & Hart LLP  
Holland & Knight LLP  
Hughes Hubbard & Reed LLP  
Hunton Andrews Kurth LLP  
(formerly Andrews Kurth Kenyon)  
Hunton Andrews Kurth LLP  
(formerly Hunton & Williams LLP)  
Husch Blackwell LLP  
Ice Miller LLP  
Jaburg Wilk  
Jackson Lewis P.C.  
Jackson Walker L.L.P.  
Jenner & Block LLP  
Jones Day  
Jones Walker LLP  
K&L Gates LLP  
Kasowitz Benson Torres LLP  
Katten Muchin Rosenman LLP  
Kaufman Dolowich & Voluck LLP  
Keating Muething & Klekamp PLL  
Kelley Drye & Warren LLP  
Kilpatrick Townsend & Stockton LLP  
King & Spalding  
Kirkland & Ellis LLP  
Knobbe, Martens, Olson & Bear LLP  
Kobre & Kim LLP  
Kramer Levin Naftalis & Frankel LLP  
Kutak Rock LLP  
Lane Powell PC  
Latham & Watkins LLP  
Lathrop Gage LLP  
Lewis Roca Rothgerber Christie LLP  
Linklaters LLP  
Littler Mendelson P.C.  
Locke Lord LLP

Loeb & Loeb LLP  
Lowenstein Sandler LLP  
Manatt, Phelps & Phillips, LLP  
Mayer Brown LLP  
McCarter & English LLP  
McDermott Will & Emery LLP  
McGinnis, Lochridge, & Kilgore L.L.P.  
McGlinchey Stafford  
McGuireWoods LLP  
Michael Best & Friedrich LLP  
Milbank, Tweed, Hadley & McCloy LLP  
Miles & Stockbridge P.C.  
Miller & Martin PLLC  
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.  
Moore & Van Allen PLLC  
Morgan, Lewis & Bockius LLP  
Moritt Hock & Hamroff LLP  
Morrison & Foerster LLP  
Morrison Mahoney LLP  
Munger, Tolles & Olson LLP  
Neal, Gerber & Eisenberg LLP  
Nelson Mullins Riley & Scarborough LLP  
Nilan Johnson Lewis PA  
Nixon Peabody LLP  
Norman, Wood, Kendrick & Turner  
Norton Rose Fulbright  
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
O'Melveny & Myers LLP  
Orgain Bell & Tucker, LLP  
Orrick, Herrington & Sutcliffe LLP  
Parsons, Lee & Juliano, P.C.  
Patterson Thunete IP  
Paul Hastings LLP  
Paul, Weiss, Rifkind, Wharton & Garrison, LLP  
Pepper Hamilton LLP  
Perkins Coie LLP  
Pettit Kohn Ingrassia Lutz & Dolin PC  
Phelps Dunbar LLP  
Phillips Spallas & Angstadt LLP  
Pillsbury Winthrop Shaw Pittman LLP  
Pomerantz LLP  
Potter Anderson & Corroon LLP  
Proskauer Rose LLP  
Quarles & Brady LLP  
Quintairos, Prieto, Wood & Boyer, P.A.

Rathbone Group, LLC  
Reed Smith LLP  
Reinhart Boerner Van Deuren S.C.  
Reminger Co., LPA  
Richards Layton & Finger, PA  
Robins Kaplan LLP  
Robinson Bradshaw & Hinson, P.A.  
Rodey, Dickason, Sloan Akin, & Robb, PA  
Ropes & Gray LLP  
Rumberger Kirk & Caldwell  
Russell & Oliver, PLC  
Ryley Carlock & Applewhite  
Saiber LLC  
Sanchez-Medina, Gonzalez, Quesada, Lage, Gomez & Machado, LLP  
Saul Ewing Arnstein & Lehr LLP  
Schiff Hardin LLP  
Schulte Roth & Zabel LLP  
Seyfarth Shaw LLP  
Shearman & Sterling LLP  
Sheppard Mullin Richter & Hampton LLP  
Shook, Hardy & Bacon L.L.P.  
Sidley Austin LLP  
Simpson Thacher & Bartlett LLP  
Skadden, Arps, Slate, Meagher & Flom LLP  
Smith Haughey Rice & Roegge  
Smith Moore Leatherwood LLP  
Snyder, Clark, Lesch & Chung, LLP  
Squire Patton Boggs LLP  
Steptoe & Johnson LLP

Sterne, Kessler, Goldstein & Fox, P.L.L.C.  
Stinson Leonard Street LLP  
Stoel Rives LLP  
Stroock & Stroock & Lavan LLP  
Sullivan & Cromwell LLP  
Sulloway & Hollis, PLLC  
Taylor, Keller & Oswald, PLLC  
The Cavanagh Law Firm  
Thompson & Knight LLP  
Thompson Coburn LLP  
Thompson Hine LLP  
Thompson, Coe, Cousins & Irons, LLP  
Troutman Sanders LLP  
Vedder Price  
Venable LLP  
Vinson & Elkins LLP  
Vorys, Sater, Seymour and Pease LLP  
Wachtell, Lipton, Rosen & Katz  
Walters Balido & Crain LLP  
Weil, Gotshal & Manges LLP  
White & Case LLP  
Wiley Rein LLP  
Williams Mullen  
Willkie Farr & Gallagher LLP  
WilmerHale  
Wilson Elser Moskowitz Edelman & Dicker LLP  
Wilson Sonsini Goodrich & Rosati  
Wilson Turner Kosmo LLP  
Winston & Strawn LLP  
Womble Bond Dickinson (US) LLP