



# U.S. Law Firm Diversity+Survey Report 2023

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# 1. Survey Introduction

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***“In these challenging times, principles guide us not only to navigate the complexities but to thrive together as a stronger, more resilient society.”***

– Jean Lee, President & CEO of MCCA

2023 has undoubtedly been a challenging year for DEI initiatives in both education and the U.S. workforce. The June 29th Supreme Court decision on affirmative action was followed by an onslaught of lawsuits and bills aimed to undermine DEI progress over the past 20 years. At least 65 bills that limit DEI in higher education were introduced, 8 of which became law.<sup>1</sup> Given that some major law firms have already experienced legal pushback against their diversity programs, law firms nationwide will likely continue to face similar challenges in the coming years. As a result, many are left wondering about the value of tracking and working towards a more diverse and equitable Attorney population.

Despite these challenges, we must remind ourselves of the importance that diversity and equity hold in the legal industry. As the U.S. population grows more diverse, the range of clients that law firms serve will similarly expand, creating an increased demand for diverse Attorneys. A more diverse Attorney population brings a wider array of experiences and expertise, enabling law firms to better understand and more effectively represent a diverse range of clients. In the past decade, law schools have increased the representation of nonwhite, women, and LGBTQ+ students to better reflect the diversity of the U.S. population. Law firms too have the potential to make further progress in diversity and harness the advantages that come with a more diverse Attorney population.

In light of the significance of DEI in the legal industry, it remains a priority to measure and provide accurate data on diversity within law firms. Starting in 2004, the Minority Corporate Counsel Association (MCCA) has released annually the MCCA Law Firm Diversity Survey, which compiles data on the demographics of Underrepresented Groups at all levels within law firms, serving to benchmark their progress and identify collective shortcomings. The results contained in this report may hopefully re-energize those who have been dedicated to improving DEI programs for years while also locating where more attention and resources should be directed. This data-driven illustration remains a crucial step towards progressing DEI nationwide among law firms.

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<sup>1</sup> <https://www.aclu.org/news/free-speech/anti-dei-efforts-are-the-latest-attack-on-racial-equity-and-free-speech>



## Survey Introduction (cont.)

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The 2023 Report's findings emphasize the importance of continued DEI efforts, as they demonstrate successes in entry-level and mid-level lower-tier roles alongside persistent disparities at senior levels. This underscores the effective impact of DEI recruitment while emphasizing the need for long-term progress in sustainable DEI strategies that focus on Attorney retention and promotions. Ultimately, the industry's commitment lies in closing this gap to ensure that capable Attorneys authentically represent the increasingly diverse fabric of our nation. It's a collective endeavor that demands continued, focused efforts to shape a legal profession reflective of the diversity of the U.S. population that it serves.



## 2. Executive Summary

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The 2023 U.S. Law Firm Diversity Survey Report presents findings largely consistent with the previous year's report, as law firms have continued to experience underrepresentation in the diverse composition of their Attorneys. A majority of law firms are investing resources to recruit and promote diverse Attorneys in the effort to become more diverse in the future due to a high level of inclusion of Underrepresented Groups in the early career positions.

Each year, the level of diversity in the law firms surveyed has increased, but despite these positive trends, U.S. law firms remain less diverse than the population of law students. The 2023 Survey explored demographic characteristics of law firm Attorneys employed between January 1, 2022, and December 31, 2022<sup>2</sup>. The Survey revealed that nearly eight in ten Attorneys (77.1%) are White/Caucasian (refer to Table 1), though White/Caucasian law students represent closer to six in ten (61.6%) law students per the ABA's *Profile of The Legal Profession Report*<sup>3</sup>. Asian Attorneys represent the second largest share (8.6%), followed by Hispanic/Latinx (5.0%), and African American/Black (4.4%). Both Hispanic/Latinx and African American/Black Attorneys are greatly underrepresented compared to proportions of U.S. law students.

Similar to the 2022 Report, MCCA found that diversity varies by position, as Underrepresented Groups have continued to experience higher representation at the Associate level than at the Partner level. This pattern can also be seen throughout this Report, as early career positions are significantly more diverse than later career cohorts. The 2L Summer Associates are highly diverse, with similar proportions of Underrepresented Groups compared to the U.S. population. Diverse representation is lower as seniority increases – Associate and Of Counsel levels are more diverse than Partners (30.4%, 15.7%, and 12.4% from Underrepresented Racial & Ethnic Groups, respectively). However, we continue to see an increase in Racial & Ethnic Group diversity over time, with a greater share of Attorneys in law firms from Underrepresented Groups since 2010.

Similar to the trends across Racial & Ethnic Groups, women are also underrepresented in U.S. law firms, especially in senior positions. Although more than half of U.S. law students are women (55.3%), they represent only four in ten (39.8%) Attorneys. Women constitute the majority (55.2%) of 2L Summer Associates and half of Associates (50.4%), but are highly underrepresented at the Partner levels (27.7%). Firmwide, the share of women Attorneys in this Survey has been

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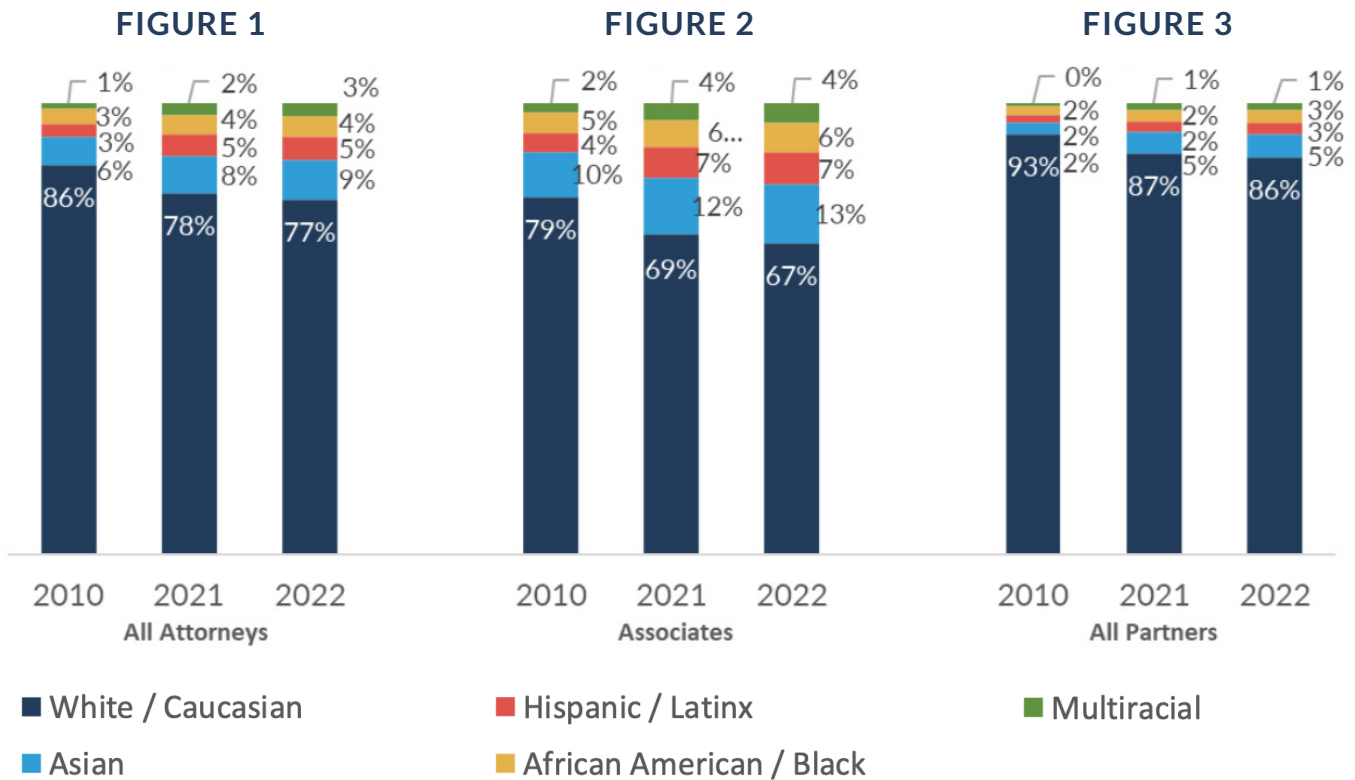
<sup>2</sup> In subsequent sections, MCCA will refer to the results of this report as '2022' because this is the period covered by the most recent Survey.

<sup>3</sup> American Bar Association. (2022). ABA profile of the legal profession 2022 - Legal education. Retrieved from <https://www.abalegalprofile.com/legal-education.php>; <https://www.americanbar.org/content/dam/aba/administrative/news/2022/07/profile-report-2022.pdf>



# Executive Summary (cont.)

gradually increasing since 2010 (when they made up 33.5% of Attorneys) and increased about a percentage point since 2021. Over time, at law firms with equitable strategies around Promotions, Recruitment, and Attrition, Underrepresented Racial & Ethnic Groups have the potential to catch up with the U.S. Law School graduates, and women have the potential to outnumber their men counterparts due to their strong representation among 2L Summer Associates.



In addition to measuring Racial & Ethnic Group and Gender diversity, the Survey measures diversity in the representation of LGBTQ+ and Individuals with Disabilities. As of the end of 2022, 4.5% of all Attorneys among law firms surveyed openly identify as LGBTQ+. Again, LGBTQ+ Attorney representation is lower in Of Counsel and Partner positions (3.1% and 2.5%, respectively). However, LGBTQ+ representation among 2L Summer Associates is higher (9.6%) and indicates a positive trend that will result in increased LGBTQ+ identification as younger generations enter the profession.

The proportion of Attorneys who identified as Individuals with Disabilities remains relatively low in 2022 (1.8%; see Table 2), but this proportion represents an increase of 0.4% compared to year-end 2021, indicating positive progress. The percentage of Military Veterans remains low (1.9%), similar to 2021 (2.0%).



# Executive Summary (cont.)

**TABLE 1. LAW FIRM DEMOGRAPHICS (2010, 2021, AND 2022)**

| Demographic                                 | Year | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|---|------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| White/Caucasian                             | 2022 | 57.9%                | 67.3%      | 82.0%      | 84.1%               | 87.1%           | 86.1%        | 77.1%         |
|   | 2021 | 58.9%                | 69.0%      | 83.0%      | 85.2%               | 87.9%           | 87.1%        | 78.4%         |
|   | 2010 | 74.5%                | 79.0%      | 90.2%      | 91.2%               | 93.7%           | 93.1%        | 86.3%         |
| Asian                                       | 2022 | 14.6%                | 12.7%      | 6.3%       | 5.1%                | 4.6%            | 4.9%         | 8.6%          |
|   | 2021 | 15.7%                | 12.2%      | 6.0%       | 4.8%                | 4.5%            | 4.6%         | 8.2%          |
|   | 2010 | 11.8%                | 10.2%      | 3.7%       | 3.0%                | 2.2%            | 2.4%         | 6.1%          |
| Hispanic/Latinx                             | 2022 | 8.5%                 | 7.1%       | 3.8%       | 3.8%                | 2.9%            | 3.2%         | 5.0%          |
|   | 2021 | 8.0%                 | 6.6%       | 3.6%       | 3.6%                | 2.9%            | 3.1%         | 4.7%          |
|   | 2010 | 4.5%                 | 4.2%       | 2.5%       | 2.3%                | 1.9%            | 2.0%         | 3.1%          |
| African American/Black                      | 2022 | 9.8%                 | 6.4%       | 3.5%       | 3.1%                | 2.4%            | 2.6%         | 4.4%          |
|   | 2021 | 10.4%                | 5.8%       | 3.2%       | 2.9%                | 2.2%            | 2.4%         | 4.0%          |
|   | 2010 | 6.5%                 | 4.5%       | 2.8%       | 2.8%                | 1.6%            | 1.9%         | 3.2%          |
| Multiracial                                 | 2022 | 5.1%                 | 4.0%       | 1.9%       | 1.8%                | 1.3%            | 1.4%         | 2.6%          |
|   | 2021 | 4.7%                 | 3.6%       | 1.8%       | 1.6%                | 1.2%            | 1.3%         | 2.4%          |
|   | 2010 | 2.3%                 | 1.8%       | 0.6%       | 0.5%                | 0.4%            | 0.4%         | 1.1%          |
| All Underrepresented Racial & Ethnic Groups | 2022 | 38.3%                | 30.4%      | 15.7%      | 14.0%               | 11.4%           | 12.4%        | 20.9%         |
|   | 2021 | 39.1%                | 28.4%      | 14.8%      | 13.2%               | 11.0%           | 11.6%        | 19.6%         |
|   | 2010 | 25.5%                | 21.0%      | 9.8%       | 8.8%                | 6.3%            | 6.9%         | 13.7%         |
| All Women                                   | 2022 | 55.2%                | 50.4%      | 42.3%      | 33.3%               | 25.1%           | 27.7%        | 39.8%         |
|   | 2021 | 55.4%                | 48.9%      | 41.2%      | 33.0%               | 24.2%           | 26.7%        | 38.7%         |
|   | 2010 | 47.9%                | 45.8%      | 37.3%      | 26.8%               | 17.0%           | 19.4%        | 33.5%         |
| Women of Color                              | 2022 | 24.0%                | 17.6%      | 8.7%       | 6.3%                | 4.3%            | 5.0%         | 11.1%         |
|   | 2021 | 24.1%                | 16.5%      | 8.1%       | 6.0%                | 4.0%            | 4.6%         | 10.4%         |
|   | 2010 | 14.1%                | 11.6%      | 5.0%       | 3.3%                | 1.8%            | 2.2%         | 6.8%          |



## Executive Summary (cont.)

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Law firms are taking action to increase diversity, and we are hopeful that sustained efforts will result in positive trends over time. Nearly all law firms have a DEI committee and strategies in place to increase diversity. In 2022, the average law firm in the Survey dedicated significant time and money towards DEI strategies, investing nearly 6,000 hours and a budget of about \$275,000. Law firms are committed to numerous initiatives that can have a positive impact on DEI. The most common initiatives include communicating the importance of DEI, developing relationships with affinity bar associations, supporting internal affinity networks, and providing firmwide education on DEI annually.

Law firms also employ a variety of tools and methods to recruit Attorneys with diverse backgrounds. More than nine in ten law firms seek referrals from other Attorneys and use events at diversity legal organizations or partner programs to establish relationships with potential hires (Table 5). Many law firms also participate in diversity career fairs or online job services.

That being said, it is not enough to attract and hire diverse Attorneys. Law firms are also committed to reducing Attrition. The most common activities include professional skill development, accommodating remote work, involving diverse Attorneys in key accounts, and strengthening mentoring programs. These initiatives will ensure diverse Attorneys are recognized and fulfilled.

To support current DEI initiatives, it's important to ensure diversity within the law firm committees responsible for overseeing DEI strategy, hiring, and evaluation decisions. It is no surprise that Diversity Committees are much more diverse than Attorneys in the survey overall and most closely mirror the U.S. population. However, other committees within law firms lack this diversity. As of December 31, 2022, Hiring Committees closely reflect the diversity of the law firms' Attorney population. The Partner Review and Associate Review Committees remain the least diverse and more closely reflect the population of Attorneys in senior positions. Increasing diversity in these committees presents an opportunity for law firms to drive DEI success at a structural level.

U.S. law firms must continue to promote and enhance DEI initiatives in order to accelerate progress towards more representative and inclusive workplaces. By prioritizing DEI education, recruiting, hiring, and retention, firms will continue to become more representative, benefiting a new generation of Attorneys and the societies in which they practice.





### 3. Participating Law Firms

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- A** Adams and Reese LLP  
Akerman LLP  
Akin Gump LLP  
Allen & Overy  
Allen Matkins  
Alston & Bird  
ArentFox Schiff LLP  
Arnold & Porter  
Atheria Law  
Axinn, Veltrop & Harkrider LLP
- B** Babst Calland Clements & Zomnir  
Baird Holm LLP  
Baker McKenzie  
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC  
BakerHostetler  
Ballard Spahr LLP  
Barclay Damon LLP  
Barnes and Thornburg LLP  
Barry McTiernan and Moore LLC  
Bartko Zankel Bunzel Miller  
Bass Berry & Sims  
Beveridge & Diamond, P.C.  
Blank Rome LLP  
Boies Schiller Flexner LLP  
Bookoff McAndrews, PLLC  
Bradley Arant Boult Cummings LLP  
Brown & James  
Brownstein Hyatt Farber Schreck, LLP  
Bryan Cave Leighton Paisner  
Buchanan Ingersoll & Rooney PC  
Bunsow De Mory LLP  
Burns White  
Burr & Forman LLP
- Bush Seyferth PLLC  
Butler Snow LLP
- C** Cadwalader, Wickersham & Taft LLP  
Caplin & Drysdale  
Carlton Fields  
Carrington, Coleman, Sloman & Blumenthal, LLP  
Chapman and Cutler LLP  
Cleary Gottlieb Steen & Hamilton LLP  
Constangy, Brooks, Smith & Prophete, LLP  
Cooley LLP  
Covington & Burling LLP  
Cozen O'Connor  
Cravath, Swaine & Moore LLP  
Croke Fairchild Duarte & Beres LLC  
Crowell & Moring LLP
- D** Davis Wright Tremaine LLP  
Debevoise & Plimpton LLP  
Dechert LLP  
Dentons US LLP  
Dickinson Wright PLLC  
Dinsmore & Shohl LLP  
DLA Piper  
Dority & Manning, P.A.  
Dorsey & Whitney LLP  
Duane Morris LLP  
Dykema Gossett PLLC
- E** Epstein Becker & Green, P.C.  
Eversheds Sutherland (US) LLP



# Participating Law Firms (cont.)

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- F** Faegre Drinker Biddle & Reath  
Farella Braun + Martel LLP  
Fenwick & West LLP  
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP  
Fish & Richardson, P.C.  
Fisher Phillips  
FisherBroyles LLP  
Fletcher Yoder P.C.  
Foley & Lardner LLP  
Foley Hoag LLP  
Fox Rothschild LLP  
Fredrikson & Byron, P.A.  
Freshfields Bruckhaus Deringer  
Fried, Frank, Harris, Shriver & Jacobson LLP  
Frost Brown Todd
- G** Gentry Locke  
Gibbons P.C.  
Gibson Dunn and Crutcher  
Goldberg Segalla  
Goodwin Law LLP  
Gordon & Rees  
Granderson Des Rochers LLP  
Greenberg Glusker LLP  
Greenberg Traurig, LLP  
Groom Law Group, Chartered  
Guerra King P.A.
- H** Hanson Bridgett LLP  
Harrity & Harrity  
Hausfeld LLP  
Haynes Boone, LLP  
Haynsworth Sinkler Boyd, P.A.
- Hill Ward Henderson  
Hinshaw & Culbertson LLP  
Hogan Lovells  
Holland & Hart LLP  
Holland & Knight LLP  
Honigman LLP  
Hunton Andrews Kurth LLP  
Husch Blackwell
- I** Ice Miller LLP  
Ivins, Phillips & Barker
- J** Jackson Lewis P.C.  
Jackson Walker LLP  
Jenner & Block LLP  
Jones Walker LLP
- K** K&L Gates LLP  
Kaplan Hecker & Fink LLP  
Kasowitz Benson Torres LLP  
Katten Muchin Rosenman LLP  
Kaufman Dolowich  
Keating Muething & Klekamp  
Keller and Heckman LLP  
Kennaday Leavitt PC  
Kim & Stewart LLP  
Kirkland & Ellis LLP  
Knobbe Martens  
Kutak Rock LLP
- L** Lane Powell PC  
Latham & Watkins LLP  
Lathrop GPM, LLP  
Lazaro Law Group, LLC  
Lightfoot Franklin & White



# Participating Law Firms (cont.)

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- Linklaters LLP
- Littler
- Locke Lord LLP
- Loeb & Loeb
- Lowenstein Sandler LLP
- M** Mahamedi IP Law LLP
- Manatt, Phelps & Phillips, LLP
- Maslon LLP
- Massey & Gail LLP
- Mayer Brown LLP
- McCarter & English, LLP
- McDermott Will & Emery
- McGuireWoods LLP
- McKool Smith
- Meyers Nave
- MG+M The Law Firm
- Milbank LLP
- Miles Stockbridge P.C.
- Mintz
- Mitchell Silberberg & Knupp
- Mitchell, Williams, Selig, Gates & Woodyard P.L.L.C
- Moore & Van Allen, PLLC
- Morgan, Lewis & Bockius LLP
- Morrison Cohen LLP
- Morrison Foerster
- Munger, Tolles & Olson LLP
- N** Neal, Gerber & Eisenberg LLP
- Nelson Mullins Riley & Scarborough LLP
- Nexsen Pruet
- Norton Rose Fulbright
- Nossaman LLP
- O** Ogletree Deakins
- O'Melveny & Myers
- Orrick, Herrington & Sutcliffe LLP
- P** Parker Poe Adams & Bernstein LLP
- Patterson & Sheridan LLP
- Paul, Weiss, Rifkind, Wharton & Garrison LLP
- Pearne & Gordon LLP
- Perkins Coie LLP
- Pillsbury Winthrop Shaw Pittman LLP
- Polsinelli
- Procopio, Cory, Hargreaves & Savitch LLP
- Proskauer Rose LLP
- Q** Quarles & Brady LLP
- R** Reed Smith LLP
- Reminger Co. LPA
- Ricci Tyrrell Johnson and Grey
- Richards, Layton & Finger, P.A.
- Riley Safer Holmes & Cancila LLP
- Robinson & Cole LLP
- Robinson Bradshaw
- Roig Lawyers
- Ropes & Gray LLP
- S** Saul Ewing LLP
- Schnader Harrison Segal & Lewis LLP
- Schulte Roth & Zabel LLP
- Schwegman Lundberg & Woessner, P.A.
- Seyfarth Shaw
- Shearman & Sterling LLP
- Sheppard Mullin Richter & Hampton LLP



# Participating Law Firms (cont.)

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- Shook, Hardy and Bacon LLP
- Simpson Thacher
- Skadden Arps Meagher Slate & Flom
- Squire Patton Boggs
- Steptoe & Johnson LLP
- Stinson LLP
- Sullivan & Cromwell LLP
- Swift, Currie, McGhee & Hiers, LLP
  
- T** Taft Stettinius & Hollister LLP
- The Law Offices of William C. Parler, Jr., LLC
- The Webb Law Firm
- Thomas Horstemeyer, LLP
- Thompson Coburn LLP
- Thompson, Coe, Cousins & Irons, LLP
  
- V** Vedder Price PC
- Venable LLP
- Vorys, Sater, Seymour and Pease LLP
  
- W** Wachtell, Lipton, Rosen & Katz
- Weaver IP LLC (formerly Fiala & Weaver PLLC)
- Weil, Gotshal & Manges LLP
- White & Case LLP
- Wiggin and Dana LLP
- Williams and Connolly LLP
- Willkie Farr & Gallagher LLP
- WilmerHale
- Wilson Elser Moskowitz Edelman & Dicker
- Wilson Turner Kosmo LLP
- Winston & Strawn LLP
- Womble Bond Dickinson (US) LLP
- Wong Fleming
  
- Y** Young Conaway Stargatt & Taylor, LLP
  
- Z** Zelle LLP



## 4. Survey Methodology

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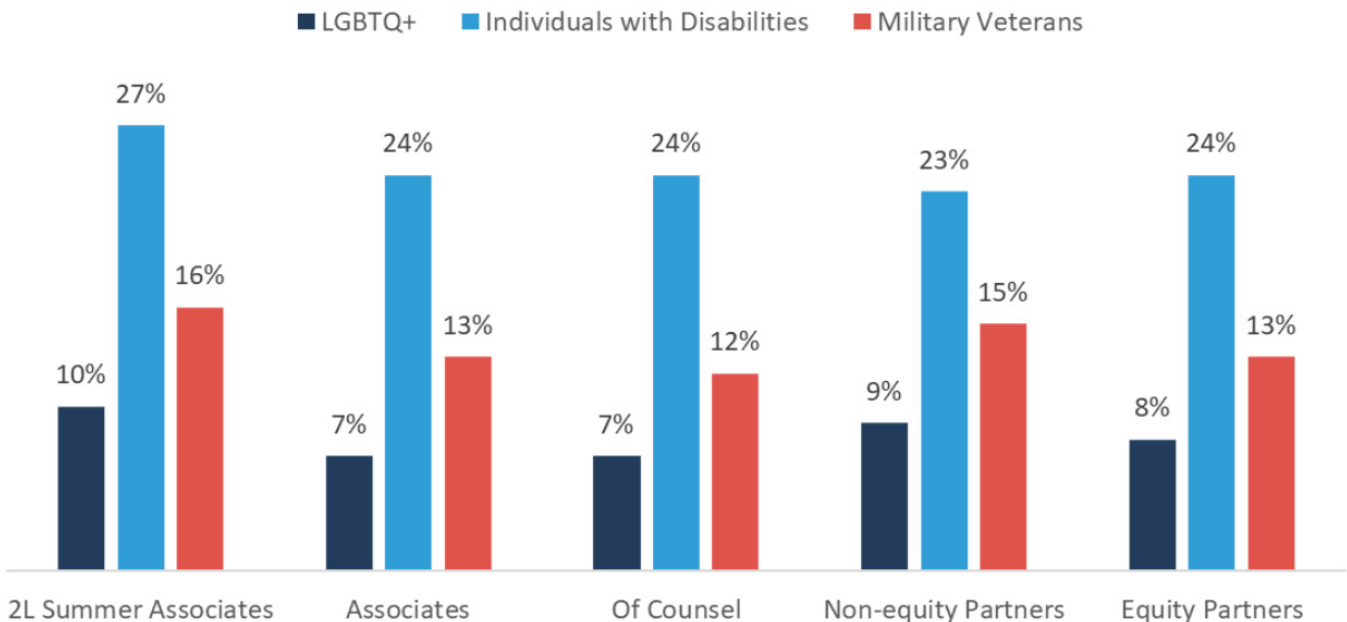
The data herein reflects responses to the 2023 U.S. Law Firm Diversity Survey and includes both categorical and numerical information detailing the participating law firms' DEI strategies, initiatives, and overall demographic composition. Responses to the 2023 Survey reflect U.S. law firms for the Survey Year of January 1, 2022, to December 31, 2022.

The U.S. Law Firm Diversity Survey, first released in 2004, was administered online to contacts between February 16, 2023, and August 10, 2023. In total, 215 law firms responded to our 20th annual Survey. Survey participation was voluntary and based on MCCA marketing and outreach efforts to hundreds of law firms.

### Law Firm Data Tracking Limitations

In compliance with EEOC regulations, U.S. law firms and companies often have records of job applicants' demographic breakdown based on self-identification for Racial & Ethnic Group, Gender, Openly LGBTQ+, Individuals with Disabilities, and Military Veteran status. However, some law firms have a policy of not sharing this information with third parties for confidentiality reasons or do not track the information for Attorneys. See Figure 3a for detail on the percentage of law firms that do not track this type of information.

**FIGURE 3A. PERCENT OF FIRMS THAT DO NOT TRACK UNDERREPRESENTED GROUP BY POSITION**



# Survey Methodology (cont.)

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## Treatment of “Unknown” Data

Some law firms track the information on Racial & Ethnic Groups, Gender, Openly LGBTQ+, Individuals with Disabilities, and Military Veteran status, but do not have the details for some Attorneys. Data in these circumstances are provided as “Unknown” in the survey. Data from “Unknown” Racial & Ethnic Groups or with “Unknown” Gender are included in the level and firmwide totals when calculating proportions so that the proportion of Underrepresented Groups are somewhat understated. This inclusion of “Unknown” Racial & Ethnic Groups and Gender in the totals was a methodological decision to maintain statistical consistency of our proportions calculations and will lead to marginal differences of 1% on average in the presentation of data for the 2023 Report, relative to the 2022 MCCA Law Firm Diversity Report.



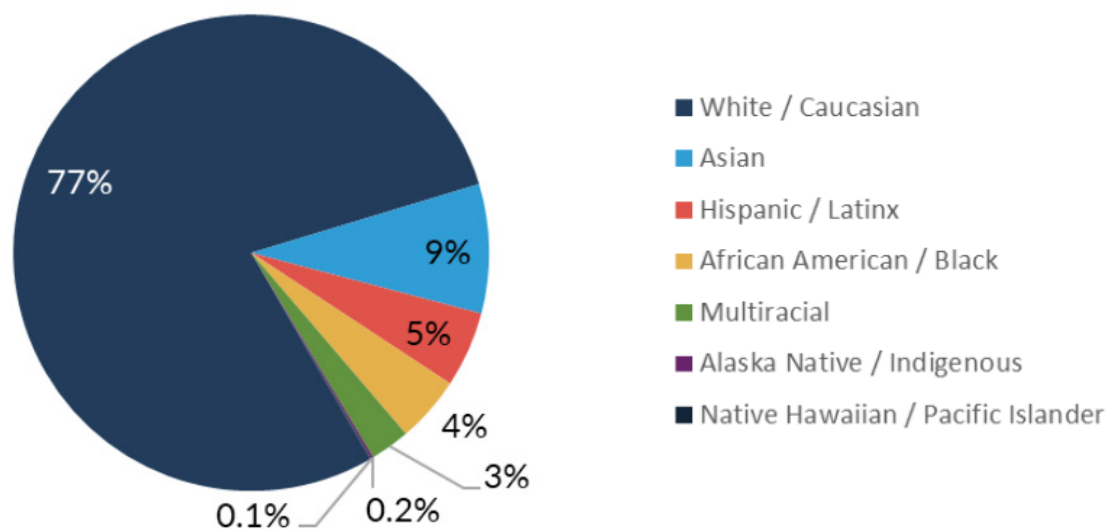
## 5. Law Firm Demographic Composition

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The makeup of Attorneys in U.S. law firms among those surveyed is largely composed of White/Caucasian and men Attorneys, with a small proportion of Attorneys who are openly LGBTQ+, Military Veterans, or are Individuals with Disabilities. As shown in Figure 4, most Attorneys are White/Caucasian (77.1%), which is a higher percentage than that of U.S. law students in 2021 (61.6%). More than one fifth of Attorneys are known to be a race or ethnicity other than White/Caucasian (20.9% compared to 34.3% enrolled in U.S. law schools as of 2021). Asians represent the second largest Racial & Ethnic Group (8.6% of Attorneys compared to 6.7% of law students). Other Racial & Ethnic Groups are underrepresented compared to the law students, including Hispanic/Latinx (5.0% of Attorneys compared to 13.2% of law students) and African American/Black (4.4% compared to 7.7%).<sup>4</sup>

Only 39.8% of Attorneys were women in 2022, compared to 55.3% of 1Ls enrolled in U.S. law schools as of 2021. A small proportion of Attorneys in law firms who track Underrepresented Groups are openly LGBTQ+ (4.5%), are Military Veterans (1.9%), or are Individuals with Disabilities (1.8%).

**FIGURE 4. RACIAL & ETHNIC GROUPS AMONG ALL ATTORNEYS\***



*\*Includes Associates, Of Counsel, Non-Equity, and Equity Partners*

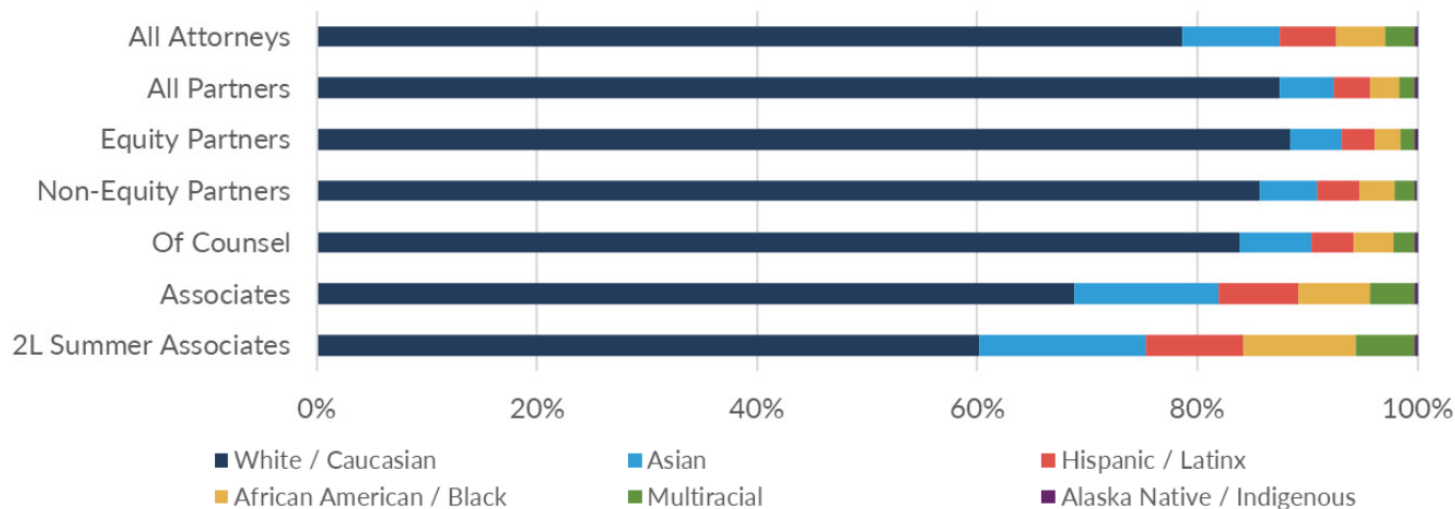
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<sup>4</sup> Id.



# Law Firm Demographic Composition (cont.)

**FIGURE 5. RACIAL/ETHNIC GROUPS BY POSITION**



**TABLE 2. OVERALL LAW FIRM DEMOGRAPHICS**

|   | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|---|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| White/Caucasian                             | 57.9%                | 67.3%      | 82.0%      | 84.1%               | 87.1%           | 86.1%        | 77.1%         |
| Asian                                       | 14.6%                | 12.7%      | 6.3%       | 5.1%                | 4.6%            | 4.9%         | 8.6%          |
| Hispanic/Latinx                             | 8.5%                 | 7.1%       | 3.8%       | 3.8%                | 2.9%            | 3.2%         | 5.0%          |
| African American/Black                      | 9.8%                 | 6.4%       | 3.5%       | 3.1%                | 2.4%            | 2.6%         | 4.4%          |
| Multiracial                                 | 5.1%                 | 4.0%       | 1.9%       | 1.8%                | 1.3%            | 1.4%         | 2.6%          |
| Alaska Native/American Indian               | 0.2%                 | 0.2%       | 0.1%       | 0.1%                | 0.2%            | 0.2%         | 0.2%          |
| Native Hawaiian/Pacific Islander            | 0.1%                 | 0.1%       | 0.1%       | 0.1%                | 0.1%            | 0.1%         | 0.1%          |
| LGBTQ+ Attorneys                            | 9.6%                 | 6.9%       | 3.1%       | 2.4%                | 2.5%            | 2.5%         | 4.5%          |
| Attorneys with Disabilities                 | 2.5%                 | 2.1%       | 2.1%       | 1.9%                | 1.1%            | 1.3%         | 1.8%          |
| Military Veterans                           | 1.6%                 | 1.4%       | 2.8%       | 2.0%                | 2.2%            | 2.1%         | 1.9%          |
| All Underrepresented Racial & Ethnic Groups | 38.3%                | 30.4%      | 15.7%      | 14.0%               | 11.4%           | 12.4%        | 20.9%         |
| Women                                       | 55.2%                | 50.4%      | 42.3%      | 33.3%               | 25.1%           | 27.7%        | 39.8%         |
| Women of Color                              | 24.0%                | 17.6%      | 8.7%       | 6.3%                | 4.3%            | 5.0%         | 11.1%         |

\*Note some totals may not sum due to rounding.





## Law Firm Demographic Composition (cont.)

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Given that diversity has increased over time, Attorneys in senior positions are more likely to have entered the profession at a time when firms were less diverse. To understand progress towards diversity goals, we can look at the composition of Attorneys in earlier phases of their careers, such as 2L Summer Associates and Associates. Attorneys in these positions are more diverse than Attorneys in Of Counsel and Partner positions. About one in ten Partners (12.4%) are from Underrepresented Racial & Ethnic Groups, compared to four in ten (38.3%) 2L Summer Associates and three in ten (30.4%) Associates.

Across Gender, over half of 2L Summer Associates (55.2%) and Associates (50.4%) are women compared to only a quarter of Partners (27.7%). Likewise, while very few Partners (2.5%) openly identify as LGBTQ+, one in ten (9.6%) 2L Summer Associates and one in fourteen (6.9%) Associates is openly LGBTQ+.

If these patterns persist and if Attorneys are promoted and hired laterally in equitable ways, diversity is expected to increase over time in the senior positions. The following section reviews the efforts that law firms are making to attract and retain Attorneys with diverse backgrounds. This discussion is followed by detailed information about the composition and trends of specific groups.

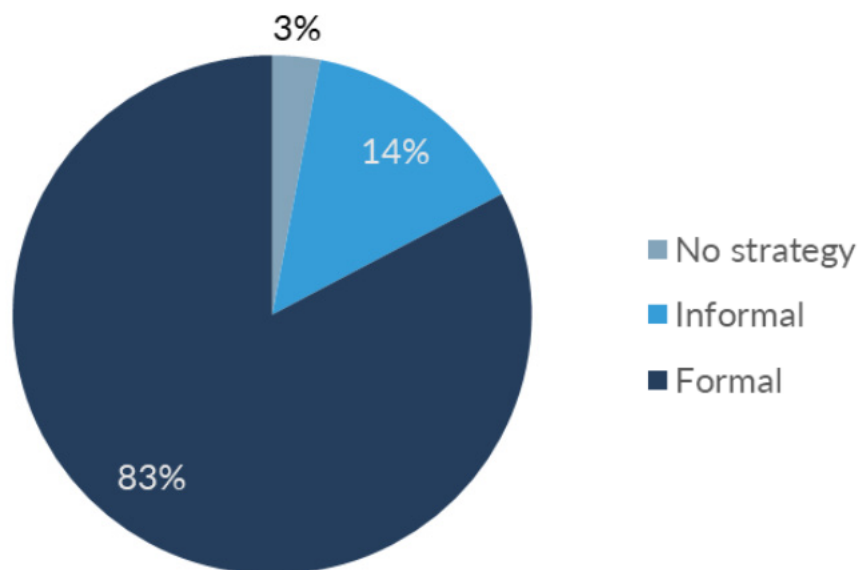


## 6. Activities to Encourage Diversity

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Nearly all law firms have strategies in place to increase diversity, as seen in Figure 6. More than eight in ten law firms have formal strategies and initiatives, which were defined in the questionnaire as “formal and structured committee, clear metrics, timelines, and outlined objectives & goals.” Formal strategies and initiatives are found in 83% of law firms, and 3% of law firms have no strategy or initiatives at all.

FIGURE 6. TYPE OF DEI STRATEGY/INITIATIVES



It is important to devote time and budget to support DEI strategies and initiatives. Law firms that track their investments in DEI and opted to share their information (69%) commit the equivalent of nearly 3 full-time workers per year to DEI initiatives and have an annual budget of \$277,055<sup>5</sup>.

One metric for DEI strategy implementation is the existence of a committee to advise on a DEI action plan and to monitor the law firm’s progress. Nearly all law firms have a DEI committee (see Table 3). Of responding law firms that have a committee, more than nine in ten (92%) have a member at the management/executive level to signal the importance of the initiatives. In 2022, committees consisted of 20.4 Attorneys on average and recorded nearly 1,300 hours working on diversity initiatives on average.

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<sup>5</sup> This figure excludes 27 law firms with >\$1M in annual budget because we considered these to be outliers. With these law firms included, the average expenditure was \$730,684.



# Activities to Encourage Diversity (cont.)

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**TABLE 3. DEI COMMITTEE STRUCTURE**

|   | <b>Total</b> |
|---|--------------|
| Firms that have DEI Committee   | 96%          |
| Committees with at least one Management/Executive Committee member on DEI Committee | 92%          |
| Number of Attorneys on DEI Committee (average)                                      | 20.4         |
| Number of hours spent by DEI Committee in 2022 (average)                            | 1,282        |
| Committee establishes goals/objectives consistent with management's priorities      | 94%          |

Law firms incorporate a variety of initiatives designed to improve DEI. The most common initiative is communication from the management team about the importance of DEI. Law firms surveyed were asked whether they (1) completed an action step, (2) were addressing DEI, or (3) did not consider it a priority. Table 4 reports the percentage of law firms that completed an activity. Much of the activity centers around leveraging and expanding relationships with organizations and clients to advance DEI strategies and provide community support. More than three in four law firms educate Attorneys and staff about DEI on an annual basis.

Many law firms have taken more formal steps to advance DEI initiatives, including developing a formal DEI program overseen by management and hiring a Chief Diversity Officer to implement the program. Roughly half of law firms have been evaluated by an outside source/conducted an internal assessment to create a more inclusive culture and adopted techniques to confront implicit bias within their law firms.



## Activities to Encourage Diversity (cont.)

Law firms have a variety of tools and methods to recruit Attorneys with diverse backgrounds. More than nine in ten rely on referrals from other Attorneys and use events at diversity legal organizations or partner programs to establish relationships with potential hires. At least eight in ten use events and tools intended for recruiting, such as diversity career fairs or online job services, though fewer hire internal professionals with expertise in recruiting diverse Attorneys. Fewer than one-third of surveyed law firms were accredited as MCCA Approved<sup>6</sup>.

**TABLE 4. COMPLETED INITIATIVES FOR LAW FIRMS**

|  | <b>Total</b> |
|--|--------------|
| Undertake communication from firm management that DEI is a top priority of the firm  | 90%          |
| Partner with affinity bar associations and other legal diversity organizations to advance DEI strategies   | 79%          |
| Support law firm's internal affinity networks to provide community within the firm   | 76%          |
| Provide firmwide education on DEI for Attorneys and staff annually   | 76%          |
| Formalize DEI strategic plan and committee with KPIs and accountability to management  | 72%          |
| Hire a Chief Diversity Officer or other full-time professional to implement the firm's DEI program   | 72%          |
| Coordinate or work with clients on DEI issues  | 70%          |
| Institute a formal part-time policy that addresses Equity partnership prospects  | 65%          |
| Conduct organizational culture assessment and/or retain DEI consultant to better create a culture of inclusion and belonging for women and Underrepresented Groups | 55%          |
| Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/etc.  | 47%          |

<sup>6</sup> Please refer to <https://mcca.com/membership/mcca-approved/> for more detail.



# Activities to Encourage Diversity (cont.)

**TABLE 5. OUTREACH ACTIVITIES TO ATTRACT DIVERSE ATTORNEYS**

|  | <b>Total</b> |
|--|--------------|
| Seek referrals from other Attorneys  | 97%          |
| Attend events at diversity legal organizations to develop relationships with diverse and women Attorneys                               | 96%          |
| Partner programs with women, Underrepresented Racial & Ethnic Groups, LGBTQ+, military Veteran, or disability-focused bar associations | 91%          |
| Participate in diversity career fairs  | 83%          |
| Utilize online job services  | 80%          |
| Hire internal recruiting professionals with expertise in recruiting diverse professionals  | 67%          |
| Firm is Mansfield Rule certified   | 61%          |
| <i>Not Mansfield Rule certified, but plans to be</i>   | 21%          |
| Firm is MCCA Approved  | 29%          |
| Used External Recruiting/Search Firms to Identify Diversity Hires (Partners/Associates)  | 77%          |
| <i>Executive Search Firm is owned by Women / Underrepresented Racial &amp; Ethnic Group</i>  | 63%          |



## Activities to Encourage Diversity (cont.)

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Over two-thirds (67%) of law firms responded that they hire an internal professional with expertise in recruiting diverse Attorneys, and three-quarters (77%) rely on an external recruiting/search firm to identify potential diverse hires. The majority of external recruiting/search firms used are, themselves, women-owned or owned by Attorneys from Underrepresented Racial & Ethnic Groups.

In addition to identifying and hiring Attorneys with diverse backgrounds, law firms need strategies for retaining Attorneys from Underrepresented Groups, as high Attrition will result in a less diverse mix of Attorneys in the future. As shown in Table 6, law firms implement a variety of activities to reduce attrition of diverse Attorneys. At least eight in ten law firms incorporate eleven of the fourteen possible methods presented in the survey. The most common activities are professional skill development, the option to work remotely, involvement of diverse Attorneys in key accounts, strengthening mentoring programs, and accommodating flexible work schedules for their Attorneys.

**TABLE 6. ACTIVITIES TO REDUCE ATTRITION RATE OF DIVERSE ATTORNEYS**

|   | <b>Total</b> |
|---|--------------|
| Provide professional skills development program for all Attorneys         | 95%          |
| Remote-work option for part or <u>all of</u> the week for all Attorneys   | 95%          |
| Introduce diverse Attorneys to key clients, including to lead engagements | 94%          |
| Strengthen mentoring programs for all Attorneys                           | 94%          |
| Reassess existing programs to improve work/life balance                   | 93%          |
| Work with diverse Attorneys to develop career advancement plans           | 93%          |



## Activities to Encourage Diversity (cont.)

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**TABLE 6. ACTIVITIES TO REDUCE ATTRITION RATE OF DIVERSE ATTORNEYS (CONT.)**

|   | Total |
|---|-------|
| Provide a Gender-neutral parental leave policy that covers adoptions  | 91%   |
| Increase/review compensation relative to competition  | 90%   |
| Develop and/or support internal employee affinity groups  | 89%   |
| Review work assignments and hours billed to key client matters to make sure diverse Attorneys are not being excluded                                | 87%   |
| Implement procedures to ensure Gender pay Equity  | 81%   |
| Succession plan includes emphasis on diversity and greater inclusion of men and women of Underrepresented Racial & Ethnic Groups in firm leadership | 79%   |
| Internal professional skills development programs specifically targeted towards women and/or Racial and Ethically Underrepresented Attorneys        | 73%   |
| Adopt dispute resolution process that is equitable  | 50%   |
| Firm has part-time/flex-time policies   | 97%   |

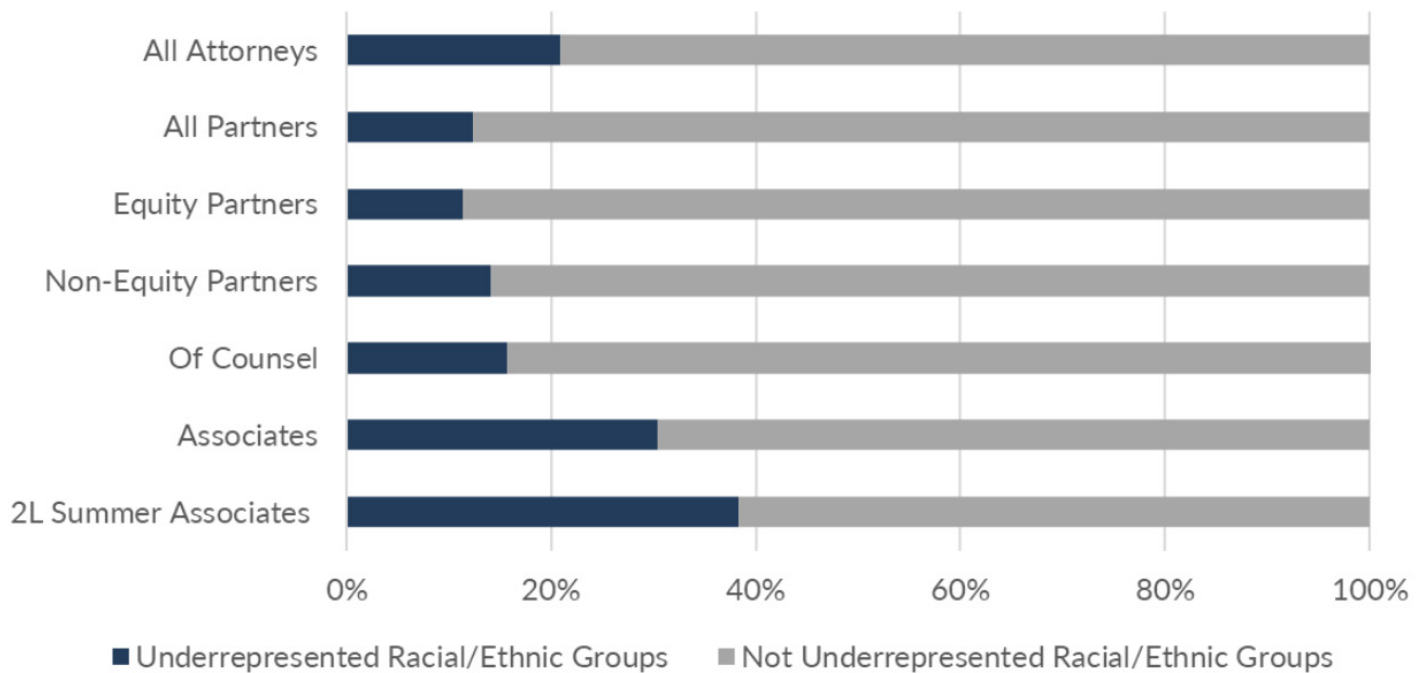


# 7. Underrepresented Racial & Ethnic Groups

## OVERALL DEMOGRAPHICS

More than one fifth of Attorneys overall are from Underrepresented Racial & Ethnic Groups (see Figures 7 and 8 and Table 7). Generally, the universe of Attorneys in law firms is less diverse than U.S. 1L law firm students (32.2% are in Underrepresented Racial & Ethnic Groups). Attorneys in junior positions, including Associates (30.4%) and 2L Summer Associates (38.3%), are much more diverse than Partners (12.4%) and Of Counsel (15.7%) Attorneys. In general, there are slightly more women in Underrepresented Racial & Ethnic Groups (11.1% compared to 9.7% for men), though this is due to the fact that women are more prevalent among non-partner Attorneys. Fewer than 0.1% of Attorneys were non-binary people of color.

**FIGURE 7. OVERALL DEMOGRAPHICS UNDERREPRESENTED RACIAL/ETHNIC GROUPS**





# Underrepresented Racial & Ethnic Groups (cont.)

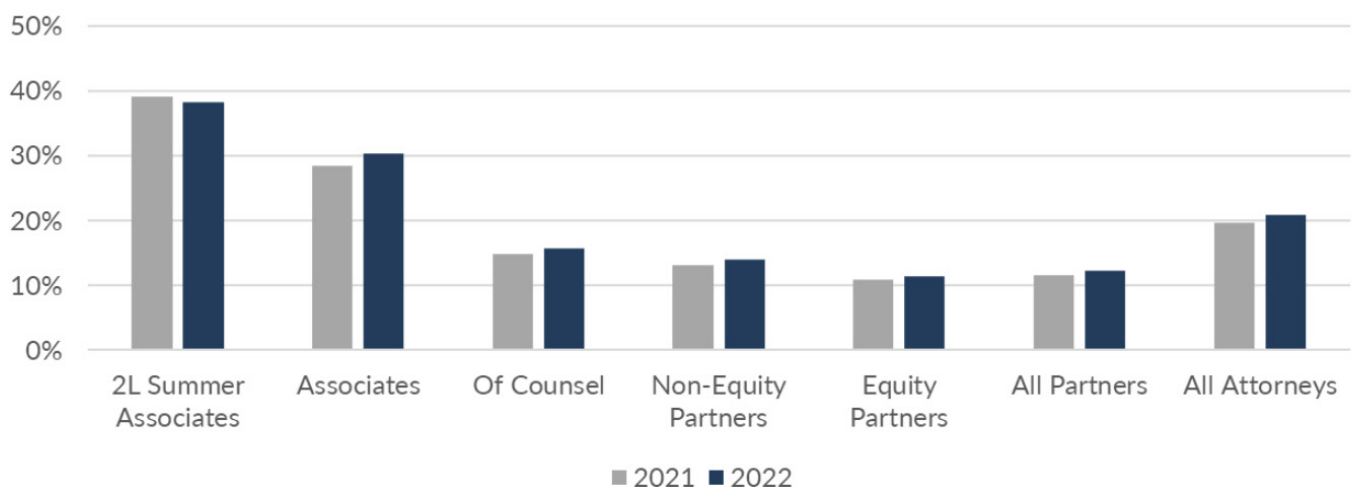
**TABLE 7. PERCENTAGE OF UNDERREPRESENTED RACIAL & ETHNIC GROUP ATTORNEYS**

|   | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|---|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| All Underrepresented Racial & Ethnic Groups | 38.3%                | 30.4%      | 15.7%      | 14.0%               | 11.4%           | 12.4%        | 20.9%         |
| Women of Color                              | 24.0%                | 17.6%      | 8.7%       | 6.3%                | 4.3%            | 5.0%         | 11.1%         |
| Men of Color                                | 14.1%                | 12.7%      | 7.0%       | 7.7%                | 7.1%            | 7.4%         | 9.7%          |
| Non-Binary People of Color                  | 0.1%                 | 0.1%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.0%          |
| 2021  | 39.1%                | 28.4%      | 14.8%      | 13.2%               | 11.0%           | 11.6%        | 19.6%         |

\*Note some totals may not sum due to rounding.

The representation in the 2023 Survey is largely the same as in the 2022 Survey. The question format changed in the 2023 Survey in a manner that can cause insignificant differences in comparison, but even so, the representation across different levels has seen little change.

**FIGURE 8. PRIOR YEAR COMPARISON UNDERREPRESENTED RACIAL/ETHNIC GROUPS**



# Underrepresented Racial & Ethnic Groups (cont.)

## RECRUITMENT AND NEW HIRES

The Recruitment and New Hires of Attorneys from Underrepresented Racial & Ethnic Groups resembles the Demographic makeups of their law firms, as diversity is more prevalent in entry-level and mid-level staff (see Table 8). Four in ten 2L Summer Associates (38.3%) and one-third (34.2%) of Lateral Associate Hires are from Underrepresented Racial & Ethnic Groups, compared to one fifth of Of Counsel and Partner acquisitions. Similarly, women of color are less represented in hiring for Partner positions, comprising fewer than one in ten at the partner level (7.4% and 8.2% respectively) and over two in ten (24%) of all 2L Summer Associates.

Between 2021 and 2022, at the 2L Summer Associate Level, Attorneys known to be from Underrepresented Racial & Ethnic Groups decreased, while Lateral Partner hires increased by over 2%, meaning that there was a year-over-year increase of Attorneys from Underrepresented Racial & Ethnic Groups at the upper levels of hiring.

**TABLE 8. RECRUITMENT PERCENTAGES FOR UNDERREPRESENTED RACIAL & ETHNIC GROUP ATTORNEYS**

|   | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|---|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|   | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| All Underrepresented Racial & Ethnic Groups | 38.3%                    | 37.9%                                      | 31.3%           | 34.2%                   | 21.0%                    | 19.0%                                   | 20.0%                               |
| Women of Color                              | 24.0%                    | 24.2%                                      | 17.8%           | 19.4%                   | 12.2%                    | 7.4%                                    | 8.2%                                |
| Men of Color                                | 14.1%                    | 13.6%                                      | 13.5%           | 14.6%                   | 8.8%                     | 11.5%                                   | 11.8%                               |
| Non-Binary People of Color                  | 0.1%                     | 0.1%                                       | 0.1%            | 0.1%                    | 0.0%                     | 0.0%                                    | 0.0%                                |
| 2021  | 39.1%                    | 39.0%                                      | 30.3%           | 33.0%                   | 20.3%                    | 16.7%                                   | 17.2%                               |

\*Note some totals may not sum due to rounding.



# Underrepresented Racial & Ethnic Groups (cont.)

Compared to Lateral Partner hires, a lower proportion of Attorneys from Underrepresented Racial & Ethnic Groups are promoted internally (Table 9). In 2022, 16.2% of Equity Partners promoted compared to 20.0% hired laterally (Table 8), and 18.2% of Non-Equity Partners promoted compared to 19.0% hired laterally.

**TABLE 9. RECRUITMENT/PROMOTION PERCENTAGES FOR UNDERREPRESENTED RACIAL & ETHNIC GROUP ATTORNEYS**

|   | Partners   |        |                                  |        |
|---|--|--------|----------------------------------|--------|
|   | All new Partners<br>(Lateral Hires or Promoted Internally) |        | New Partners Promoted Internally |        |
|   | Non-Equity   | Equity | Non-Equity                       | Equity |
| All Underrepresented Racial & Ethnic Groups | 18.5%  | 17.7%  | 18.2%                            | 16.2%  |
| Women of Color                              | 8.4%   | 8.1%   | 9.2%                             | 8.0%   |
| Men of Color                                | 10.0%  | 9.6%   | 9.0%                             | 8.2%   |
| Non-Binary People of Color                  | 0.0%   | 0.0%   | 0.0%                             | 0.0%   |
| 2021  | 17.9%  | 17.8%  | 18.8%                            | 18.3%  |

\*Note some totals may not sum due to rounding.



# Underrepresented Racial & Ethnic Groups (cont.)

A majority of law firms actively participate in a variety of recruitment strategies intended to identify and attract students from Underrepresented Racial & Ethnic Groups to the profession, as shown in Table 10. Half of the surveyed law firms fund scholarships for high school or college students with diverse backgrounds.

**TABLE 10. RECRUITMENT STRATEGIES FOR UNDERREPRESENTED RACIAL & ETHNIC GROUP ATTORNEYS**

|   | <b>Total</b> |
|---|--------------|
| Participate in/host mock court programs or career events  | 86%          |
| Mentor high school or college students of Underrepresented Racial & Ethnic Groups                               | 76%          |
| Provide internships or employment to high school or college students of Underrepresented Racial & Ethnic Groups | 70%          |
| Participate in established pipeline programs, such as CLEO, SEO, Legal Outreach, Prep for Prep or Street Law    | 70%          |
| Fund scholarships for high school or college students of Underrepresented Racial & Ethnic Groups                | 52%          |
| Law firm recruits annually from:  |              |
| <i>Law Schools of Historically Black Colleges and Universities (HBCUs)</i>                                      | 78%          |
| <i>Diversity Job Fairs</i>  | 80%          |



# Underrepresented Racial & Ethnic Groups (cont.)

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Approximately eight in ten law firms attend diversity job fairs or recruit Attorneys directly from HBCUs. Law firms also often conduct a variety of outreach efforts to recruit Attorneys from Underrepresented Racial & Ethnic Groups, as shown in Table 11. At least three-quarters of law firms participate on career panels, take part in diversity career fairs, contact the leadership of student organizations for Underrepresented Racial & Ethnic Groups' communities, sponsor law student events for Underrepresented Racial & Ethnic Groups, offer scholarships or internships to students with diverse backgrounds, and advertise with affinity groups at law schools. Two-thirds of law firms hold receptions for law students of Underrepresented Racial & Ethnic Groups.

**TABLE 11. OUTREACH EFFORTS FOR UNDERREPRESENTED RACIAL & ETHNIC GROUP ATTORNEYS**

|  | <b>Total</b> |
|--|--------------|
| Firm's Attorneys participate on career panels at schools   | 87%          |
| Participate in diversity career fairs for law students   | 83%          |
| Outreach to leadership of students of Underrepresented Racial & Ethnic Groups organizations      | 82%          |
| Sponsor law students of Underrepresented Racial & Ethnic Groups association events               | 79%          |
| Offer scholarships or intern/fellowships for students of Underrepresented Racial & Ethnic Groups | 78%          |
| Advertise with affinity groups at law schools  | 75%          |
| Holds a reception for law students of Underrepresented Racial & Ethnic Groups                    | 66%          |



# Underrepresented Racial & Ethnic Groups (cont.)

## ATTRITION

As shown in Table 12, approximately one-third (32.7%) of Associates who attrite are in Underrepresented Groups, compared to one in six in Of Counsel and Partner positions. This is partially related to the larger representation of Attorneys from underrepresented backgrounds at the Associate level.

**TABLE 12. PERCENTAGES OF ATTRITION FOR UNDERREPRESENTED RACIAL & ETHNIC GROUP ATTORNEYS**

|   | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|---|------------|------------|---------------------|-----------------|--------------|
| All Underrepresented Racial & Ethnic Groups | 32.7%      | 17.3%      | 16.6%               | 16.4%           | 16.5%        |
| Women                                       | 19.0%      | 9.9%       | 7.0%                | 6.0%            | 6.6%         |
| Men   | 13.6%      | 7.4%       | 9.6%                | 10.4%           | 10.0%        |
| Non-Binary                                  | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         |
| 2021  | 33.3%      | 16.3%      | 14.4%               | 12.5%           | 13.5%        |

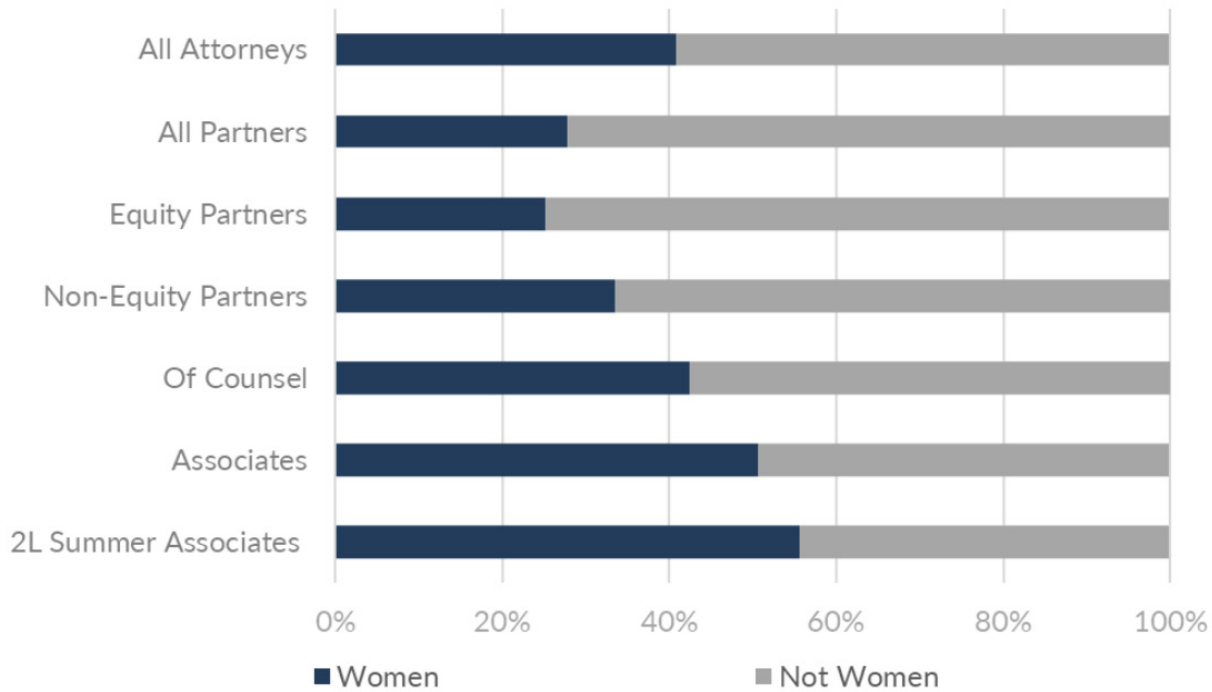
\*Note some totals may not sum due to rounding.



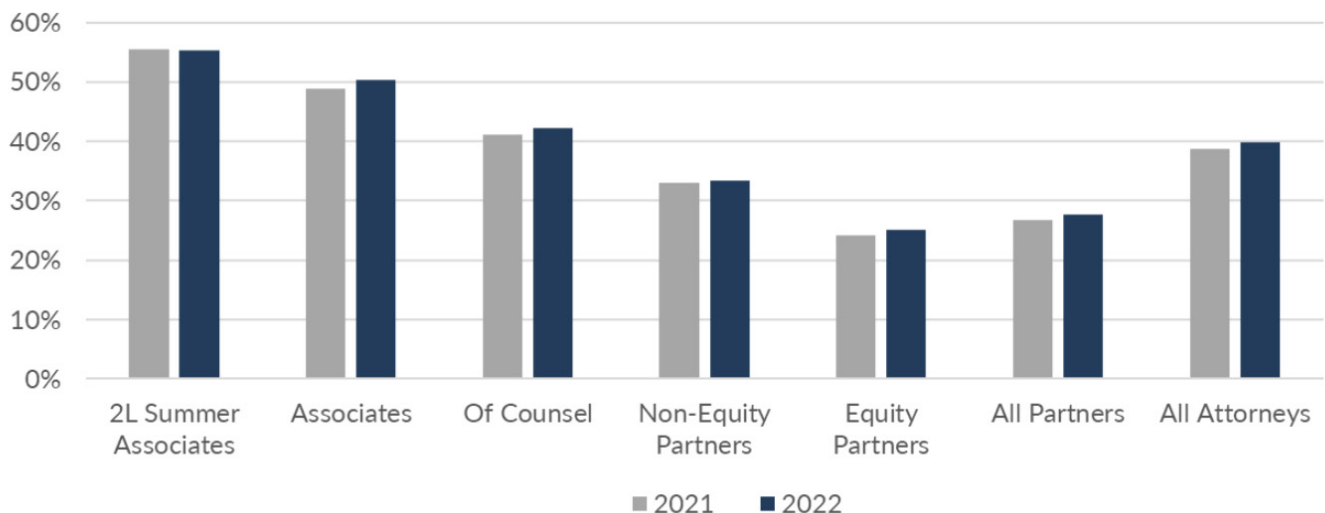
# 8. Representation of Women

Overall, four in ten (39.8%) Attorneys in U.S. law firms are women, which is less than the incidence of 55.3% of all U.S. law students (see Figures 9 and 10 and Table 13). However, the proportion of women in each position varies widely. At least half of Associates and 2L Summer Associates are women versus fewer than three in ten Partners.

**FIGURE 9. OVERALL DEMOGRAPHICS - ALL WOMEN**



**FIGURE 10. PRIOR YEAR COMPARISON - ALL WOMEN**



# Representation of Women (cont.)

**TABLE 13. PERCENTAGE OF WOMEN ATTORNEYS**

|      | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| 2022 | 55.2%                | 50.4%      | 42.3%      | 33.3%               | 25.1%           | 27.7%        | 39.8%         |
| 2021 | 55.4%                | 48.9%      | 41.2%      | 33.0%               | 24.2%           | 26.7%        | 38.7%         |

\*Note some totals may not sum due to rounding.

## RECRUITMENT AND NEW HIRES

Law firms' efforts to recruit women have generated positive results, particularly in senior positions. Similar to 2021, over half of those recruited for 2L Summer Associate positions are women. The proportion of women laterally recruited in all other positions has increased since 2021 (see Tables 14 and 15). The proportion of women recruited in Associate and Of Counsel positions is approaching the proportion of women who are U.S. law students.

Women are more likely to be offered a partnership through internal promotion. The proportion of women who were promoted to Equity Partner increased in 2022, while the proportion of women promoted to Non-Equity Partner declined slightly. One possible explanation for the reduction in Non-Equity promotions may be that women were considered for Equity Partner promotions more often than for Non-Equity Partner promotions.

## ATTRITION

As more women are hired as Attorneys, it follows that more will attrite. Between 2021 and 2022, women constituted a higher share of Attorney departures across all law firm positions. The largest increase in Attrition was for Of Counsel Attorneys, with 44.4% of women departing in 2022 compared to 40.4% in 2021.





# Representation of Women (cont.)

**TABLE 14. RECRUITMENT PERCENTAGES FOR WOMEN ATTORNEYS**

|      | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|      | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| 2022 | 55.2%                    | 55.6%                                      | 48.1%           | 48.8%                   | 48.3%                    | 35.9%                                   | 29.3%                               |
| 2021 | 55.4%                    | 56.2%                                      | 47.0%           | 47.3%                   | 45.6%                    | 30.6%                                   | 28.5%                               |

\*Note some totals may not sum due to rounding.

**TABLE 15. RECRUITMENT/PROMOTION PERCENTAGES FOR WOMEN ATTORNEYS**

|      | Partners  |        |                                  |        |
|------|---|--------|----------------------------------|--------|
|      | All New Partners (Lateral Hires or Promoted Internally) |        | New Partners Promoted Internally |        |
|      | Non-Equity  | Equity | Non-Equity                       | Equity |
| 2022 | 39.1%   | 33.6%  | 41.5%                            | 36.2%  |
| 2021 | 37.8%   | 32.1%  | 43.3%                            | 34.8%  |

\*Note some totals may not sum due to rounding.

**TABLE 16. PERCENTAGE OF ATTRITION FOR WOMEN ATTORNEYS**

|      | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|------|------------|------------|---------------------|-----------------|--------------|
| 2022 | 49.1%      | 44.4%      | 34.7%               | 27.7%           | 31.4%        |
| 2021 | 48.0%      | 40.4%      | 34.1%               | 25.2%           | 29.8%        |

\*Note some totals may not sum due to rounding.

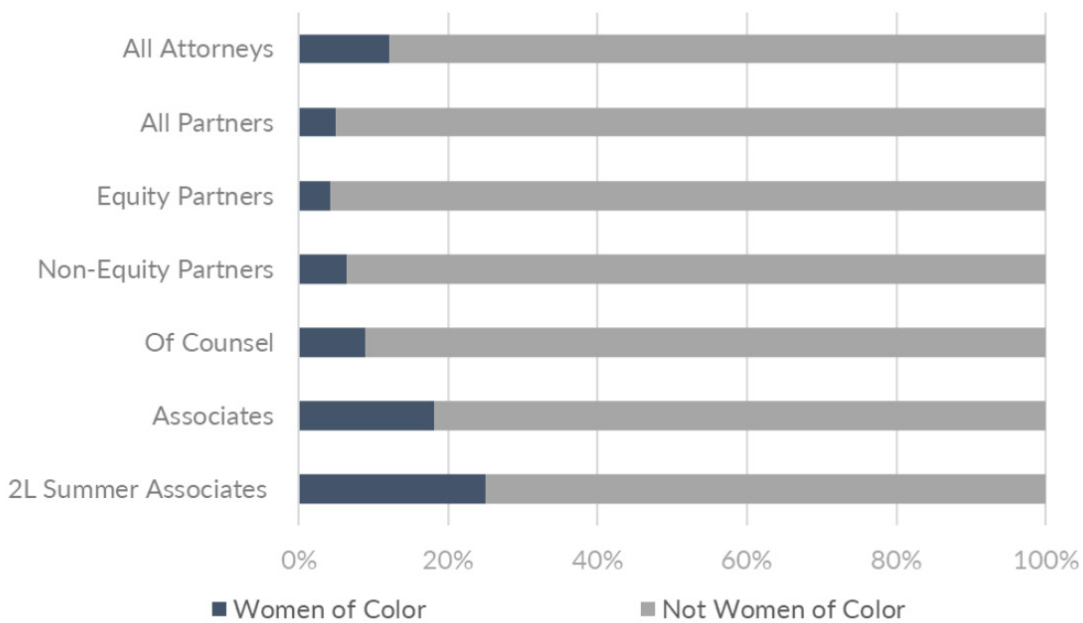


# 9. Representation of Women of Color

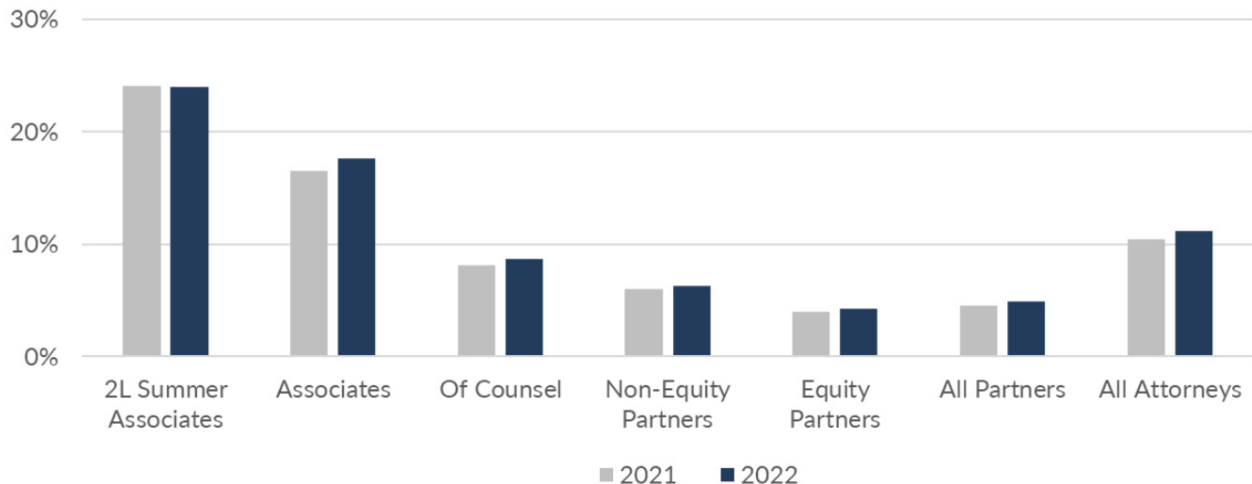
## OVERALL DEMOGRAPHICS

Similar to 2021, roughly one in ten (11.1%) Attorneys in U.S. law firms are women of color (Refer to Figures 11 and 12 and Table 17). Notably, the proportion of 2L Summer Associates who are women of color (24%) is much higher than for all other positions, suggesting that if the pattern continues, there will be more women of color eligible for senior positions in the future.

**FIGURE 11. OVERALL DEMOGRAPHICS – WOMEN OF COLOR**



**FIGURE 12. PRIOR YEAR COMPARISON – WOMEN OF COLOR**



# Representation of Women of Color (cont.)

**TABLE 17. PERCENTAGE OF WOMEN OF COLOR ATTORNEYS**

|      | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| 2022 | 24.0%                | 17.6%      | 8.7%       | 6.3%                | 4.3%            | 5.0%         | 11.1%         |
| 2021 | 24.1%                | 16.5%      | 8.1%       | 6.0%                | 4.0%            | 4.6%         | 10.4%         |

\*Note some totals may not sum due to rounding.

## RECRUITMENT AND NEW HIRES

Recruitment for women of color in all positions increased slightly in 2022. Women of color are more often hired as Associates compared to more senior positions.

Internal partner promotions for women of color do not follow the same pattern as New Hires overall, as the proportion of Equity Partners promoted internally remains flat compared to 2021 and a slightly lower proportion of women of color were promoted internally to Non-Equity Partner in 2022.

**TABLE 18. RECRUITMENT PERCENTAGES FOR WOMEN OF COLOR ATTORNEYS**

|      | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|      | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| 2022 | 24.0%                    | 24.2%                                      | 17.8%           | 19.4%                   | 12.2%                    | 7.4%                                    | 8.2%                                |
| 2021 | 24.1%                    | 24.1%                                      | 17.2%           | 18.0%                   | 11.5%                    | 6.3%                                    | 7.8%                                |

\*Note some totals may not sum due to rounding.



# Representation of Women of Color (cont.)

**TABLE 19. RECRUITMENT/PROMOTION PERCENTAGES FOR WOMEN OF COLOR ATTORNEYS**

|      | Partners  |        |                                  |        |
|------|---|--------|----------------------------------|--------|
|      | All New Partners<br>(Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|      | Non-Equity  | Equity | Non-Equity                       | Equity |
| 2022 | 8.4%  | 8.1%   | 9.2%                             | 8.0%   |
| 2021 | 8.6%  | 7.8%   | 10.3%                            | 7.9%   |

\*Note some totals may not sum due to rounding.

## ATTRITION

Attrition patterns for women of color largely reflects the Demographics of women of color Attorneys (see Table 17 and Table 20), in that women of color constituted higher proportions of Attrition at the Associate level (19.0%) and lower proportions at the Partner level (6.6%).

However, it must be noted that women of color make up a relatively higher share of Attorney Attrition at every level. For example, women of color constituted 6% of Equity Partner Attrition in 2022, but only 4.3% of Equity Partners across the industry Demographics.

**TABLE 20. PERCENTAGE OF ATTRITION FOR WOMEN OF COLOR ATTORNEYS**

|      | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|------|------------|------------|---------------------|-----------------|--------------|
| 2022 | 19.0%      | 9.9%       | 7.0%                | 6.0%            | 6.6%         |
| 2021 | 18.5%      | 8.9%       | 6.6%                | 4.8%            | 5.8%         |

\*Note some totals may not sum due to rounding.



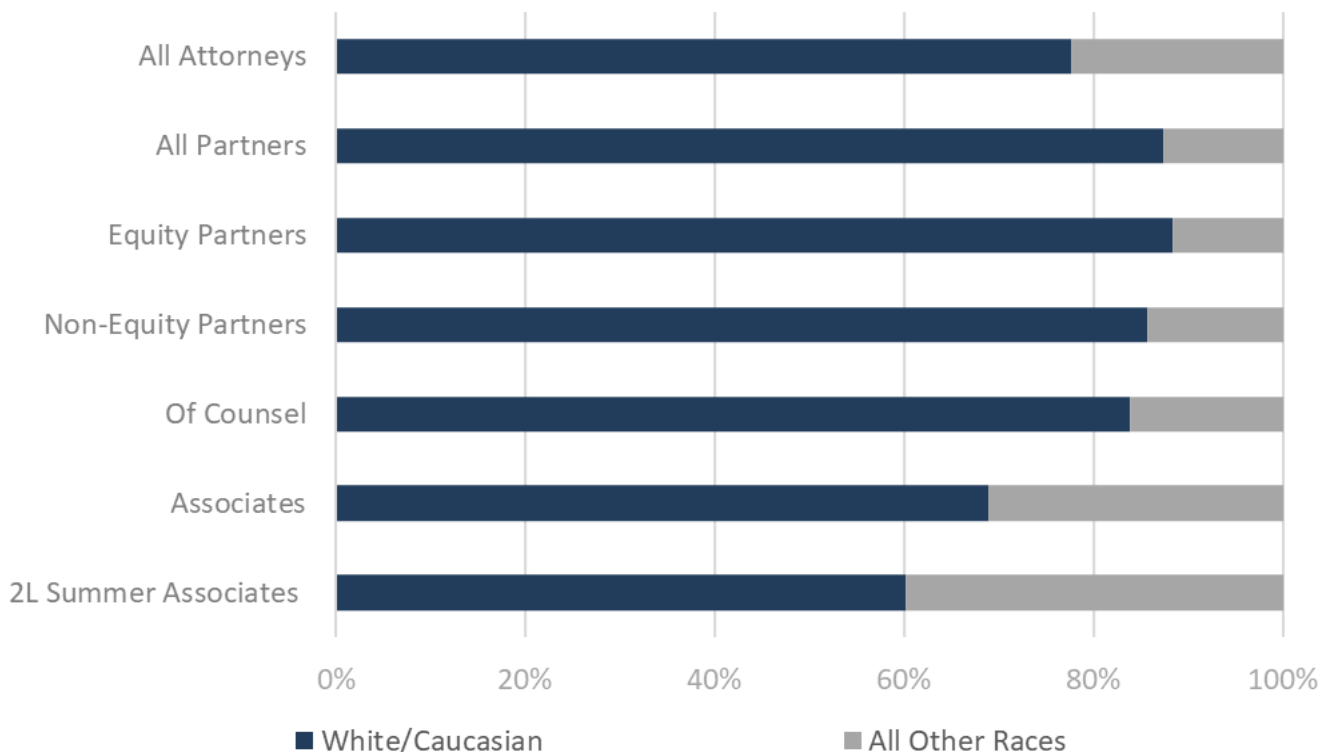
# 10. Individual Racial & Ethnic Groups

## 10.1. REPRESENTATION OF WHITE/CAUCASIAN ATTORNEYS

### OVERALL DEMOGRAPHICS

Similar to 2021, the majority of Attorneys in U.S. law firms are White or Caucasian (77.1%), as shown in Figure 13, Figure 14, and Table 21. White/Caucasian Attorneys are more prevalent in tenured and senior positions. Nearly nine in ten Equity Partners (87.1%), and more than eight in ten Of Counsel Attorneys (82%) are White/Caucasian, compared to less than seven in ten in Associate positions (67.3%). Across Gender, White/Caucasian men significantly outnumber women of the same race (49% men and 28% women across all industry levels), with the largest difference in Partner positions (see Table 21).

FIGURE 13. OVERALL DEMOGRAPHICS - WHITE/CAUCASIAN



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF WHITE/CAUCASIAN ATTORNEYS (CONT.)

FIGURE 14. PRIOR YEAR COMPARISON - WHITE/CAUCASIAN

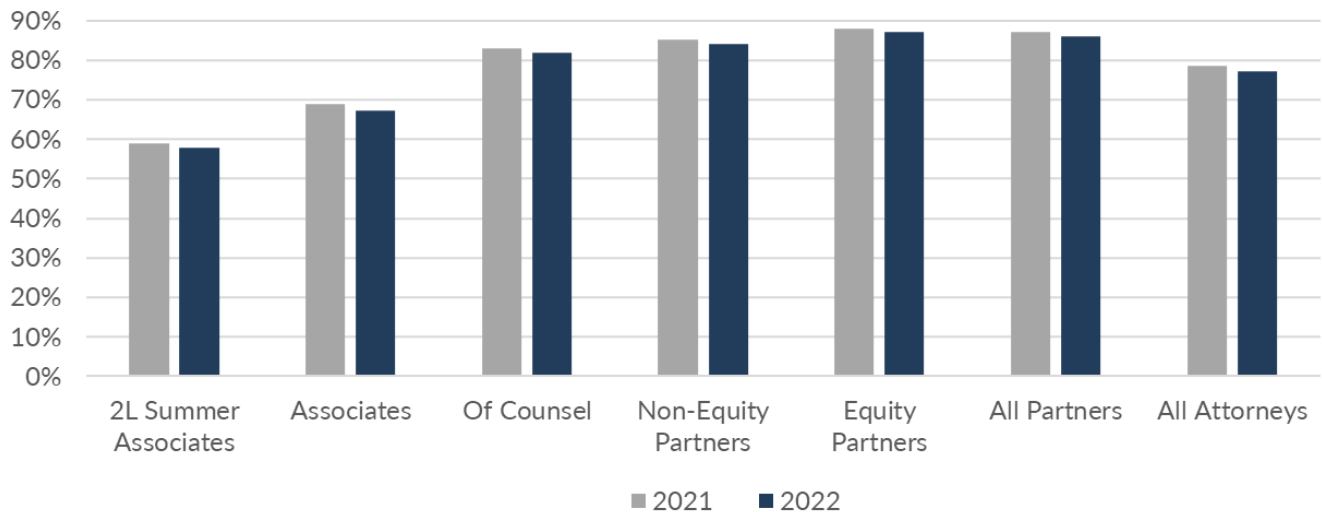


TABLE 21. PERCENTAGE OF WHITE/CAUCASIAN ATTORNEYS

|                 | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|-----------------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| White/Caucasian | 57.9%                | 67.3%      | 82.0%      | 84.1%               | 87.1%           | 86.1%        | 77.1%         |
| Women           | 29.4%                | 31.8%      | 32.8%      | 26.5%               | 20.5%           | 22.4%        | 28.0%         |
| Men             | 28.3%                | 35.3%      | 49.2%      | 57.5%               | 66.6%           | 63.6%        | 49.0%         |
| Non-Binary      | 0.1%                 | 0.1%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.1%          |
| 2021            | 58.9%                | 69.0%      | 83.0%      | 85.2%               | 87.9%           | 87.1%        | 78.4%         |

\*Note some totals may not sum due to rounding.



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF WHITE/CAUCASIAN ATTORNEYS (CONT.)

### RECRUITMENT AND NEW HIRES

Law firms continue to predominantly hire and promote White/Caucasian Attorneys. About two-thirds of total New Hires and eight in ten Partners (lateral hires or promoted internally) were White/Caucasian in 2022 (as seen in Table 22 and Table 23). However, the proportion of White/Caucasian 2L Summer Associates who accepted a job offer is comparable to White/Caucasians U.S. law students (61.6%), suggesting that the overrepresentation of White/Caucasian Attorneys may decrease in the future.

**TABLE 22. RECRUITMENT PERCENTAGES FOR WHITE/CAUCASIAN ATTORNEYS**

|                 | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|-----------------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|                 | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| White/Caucasian | 57.9%                    | 58.3%                                      | 65.1%           | 62.5%                   | 74.2%                    | 75.4%                                   | 73.1%                               |
| Women           | 29.4%                    | 29.7%                                      | 29.0%           | 28.0%                   | 34.2%                    | 26.4%                                   | 19.2%                               |
| Men             | 28.3%                    | 28.5%                                      | 35.9%           | 34.3%                   | 40.0%                    | 48.7%                                   | 53.4%                               |
| Non-Binary      | 0.1%                     | 0.1%                                       | 0.1%            | 0.1%                    | 0.0%                     | 0.0%                                    | 0.1%                                |
| 2021            | 58.9%                    | 59.4%                                      | 65.5%           | 63.4%                   | 73.2%                    | 78.0%                                   | 76.4%                               |

\*Note some totals may not sum due to rounding.

### ATTRITION

The proportion of White/Caucasian Attorneys who left law firms in 2022 reflects the Demographics of Attorneys in the various positions they held (see Tables 21 and 24), in that higher proportions of White/Caucasian Attorneys left senior positions compared to Associate positions.

When comparing Attrition rates, White/Caucasian Attorneys generally make up a relatively smaller proportion of firm departures at each level, relative to their share in the Demographic total. For example, White/Caucasian Attorneys make up 82% of firm departures at the Non-Equity Partner level and 84.1% of the firmwide Non-Equity Partners (Tables 21 and 24).



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF WHITE/CAUCASIAN ATTORNEYS (CONT.)

**TABLE 23. RECRUITMENT/PROMOTION PERCENTAGES FOR WHITE/CAUCASIAN ATTORNEYS**

|                 | Partners   |        |                                  |        |
|-----------------|--|--------|----------------------------------|--------|
|                 | All New Partners<br>(Lateral Hires or Promoted Internally) |        | New Partners Promoted Internally |        |
|                 | Non-Equity   | Equity | Non-Equity                       | Equity |
| White/Caucasian | 78.3%  | 79.0%  | 80.4%                            | 82.7%  |
| Women           | 29.6%  | 24.7%  | 31.9%                            | 28.1%  |
| Men             | 48.5%  | 54.1%  | 48.5%                            | 54.5%  |
| Non-Binary      | 0.0%   | 0.1%   | 0.1%                             | 0.1%   |
| 2021            | 79.1%  | 79.0%  | 80.0%                            | 81.0%  |

\*Note some totals may not sum due to rounding.

**TABLE 24. PERCENTAGE OF ATTRITION FOR WHITE/CAUCASIAN ATTORNEYS**

|                 | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|-----------------|------------|------------|---------------------|-----------------|--------------|
| White/Caucasian | 65.5%      | 80.7%      | 82.0%               | 82.6%           | 82.3%        |
| Women           | 29.4%      | 33.7%      | 27.5%               | 21.5%           | 24.7%        |
| Men             | 36.0%      | 46.8%      | 54.5%               | 61.0%           | 57.5%        |
| Non-Binary      | 0.1%       | 0.0%       | 0.0%                | 0.2%            | 0.1%         |
| 2021            | 64.8%      | 81.2%      | 83.9%               | 84.8%           | 84.3%        |

\*Note some totals may not sum due to rounding.





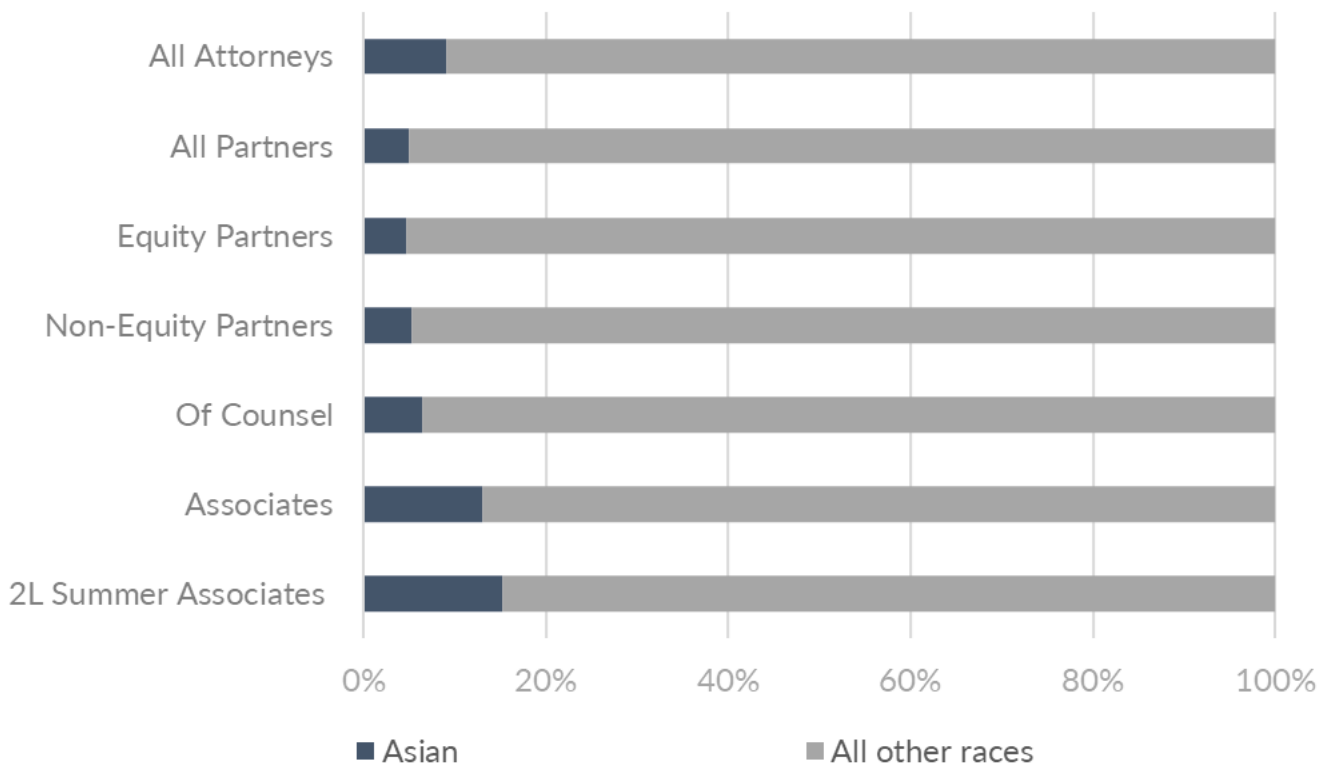
# Individual Racial & Ethnic Groups (cont.)

## 10.2. REPRESENTATION OF ASIAN ATTORNEYS

### OVERALL DEMOGRAPHICS

Just as in 2021, Asian Attorneys make up less than one tenth of all Attorneys (8.6%, see Table 25), which is slightly higher than the 6.7% share of Asian adults among law students enrolled in U.S. law schools in 2021. The share of Asian Attorneys is highest among 2L Summer Associates (14.6%) and declines as seniority increases, with only 4.9% of Partners of Asian background (see Figure 15). Below the partner level, slightly more Asian Attorneys are women than men. The proportion of Asian men and women is equal in Non-Equity Partner positions, but more Equity Partners are Asian men than Asian women (see Table 25). The share of Asian Attorneys in this survey is similar to 2021.

FIGURE 15. OVERALL DEMOGRAPHICS – ASIAN



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF ASIAN ATTORNEYS (CONT.)

FIGURE 16. PRIOR YEAR COMPARISON - ASIAN

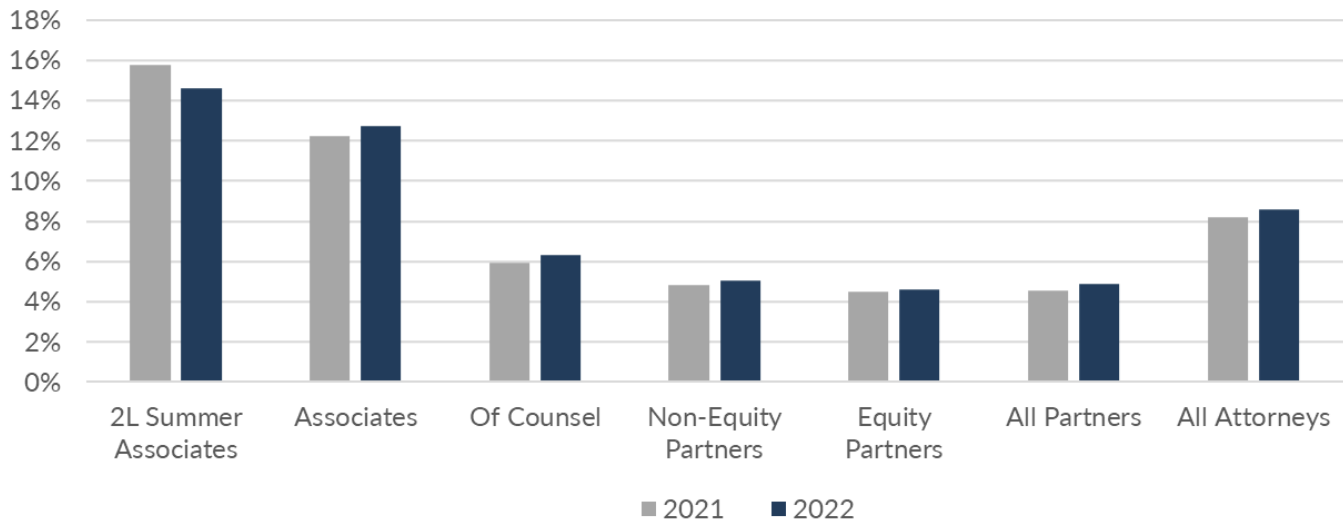


TABLE 25. PERCENTAGE OF ASIAN ATTORNEYS

|            | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|------------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| Asian      | 14.6%                | 12.7%      | 6.3%       | 5.1%                | 4.6%            | 4.9%         | 8.6%          |
| Women      | 9.3%                 | 7.6%       | 3.8%       | 2.5%                | 1.8%            | 2.1%         | 4.8%          |
| Men        | 5.2%                 | 5.1%       | 2.5%       | 2.5%                | 2.8%            | 2.8%         | 3.8%          |
| Non-Binary | 0.0%                 | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.0%          |
| 2021       | 15.7%                | 12.2%      | 6.0%       | 4.8%                | 4.5%            | 4.6%         | 8.2%          |

\*Note some totals may not sum due to rounding.



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF ASIAN ATTORNEYS (CONT.)

### RECRUITMENT AND NEW HIRES

2L Summer Associates are more likely to be of Asian backgrounds than New Hires overall (Table 26 and 27), and most of those hires are women (9.3% out of 14.6%). The share of New Hires who are of Asian backgrounds is lower for more senior positions, reflecting a pattern similar to the population of Attorneys (Table 25). Among Associates, Of Counsel, and Partners, the share of New Hires with Asian backgrounds is higher than the share of Asian Associates across law firms' Demographics, a trend that if continued, could contribute to increased proportions of Asian background Attorneys in the future (Tables 25 and 26).

**TABLE 26. RECRUITMENT PERCENTAGES FOR ASIAN ATTORNEYS**

|            | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|------------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|            | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| Asian      | 14.6%                    | 15.0%                                      | 12.6%           | 13.8%                   | 7.8%                     | 6.4%                                    | 8.2%                                |
| Women      | 9.3%                     | 9.8%                                       | 7.4%            | 8.0%                    | 5.0%                     | 3.0%                                    | 3.0%                                |
| Men        | 5.2%                     | 5.2%                                       | 5.1%            | 5.7%                    | 2.7%                     | 3.2%                                    | 5.2%                                |
| Non-Binary | 0.0%                     | 0.0%                                       | 0.0%            | 0.0%                    | 0.0%                     | 0.0%                                    | 0.0%                                |
| 2021       | 15.7%                    | 15.8%                                      | 12.1%           | 13.1%                   | 7.5%                     | 6.7%                                    | 7.2%                                |

\*Note some totals may not sum due to rounding.

### ATTRITION

In general, the share of departing Asian Attorneys reflects the current population of Attorneys in the survey, in that Asian Attorneys make up a higher proportion at the Associate level than at the Partner level for both Demographics and Attrition (see Tables 25 and 28). Asian Attorneys make up a higher proportion of Attrition than of Demographics at most levels. For example, Asian Attorneys make up 6% of all Partners' Attrition and 4.9% of all Partners' Demographics.



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF ASIAN ATTORNEYS (CONT.)

**TABLE 27. RECRUITMENT/PROMOTION PERCENTAGES FOR ASIAN ATTORNEYS**

|            | Partners  |        |                                  |        |
|------------|---|--------|----------------------------------|--------|
|            | All New Partners<br>(Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|            | Non-Equity  | Equity | Non-Equity                       | Equity |
| Asian      | 6.8%  | 8.0%   | 7.1%                             | 7.8%   |
| Women      | 3.2%  | 3.5%   | 3.2%                             | 3.9%   |
| Men        | 3.6%  | 4.4%   | 3.8%                             | 4.0%   |
| Non-Binary | 0.0%  | 0.0%   | 0.0%                             | 0.0%   |
| 2021       | 7.5%  | 7.3%   | 8.1%                             | 7.3%   |

\*Note some totals may not sum due to rounding.

**TABLE 28. PERCENTAGE OF ATTRITION FOR ASIAN ATTORNEYS**

|            | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|------------|------------|------------|---------------------|-----------------|--------------|
| Asian      | 13.0%      | 7.3%       | 5.7%                | 6.3%            | 6.0%         |
| Women      | 7.7%       | 4.5%       | 2.4%                | 2.0%            | 2.2%         |
| Men        | 5.3%       | 2.7%       | 3.3%                | 4.3%            | 3.8%         |
| Non-Binary | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         |
| 2021       | 13.5%      | 6.0%       | 5.5%                | 5.3%            | 5.4%         |

\*Note some totals may not sum due to rounding.



# Individual Racial & Ethnic Groups (cont.)

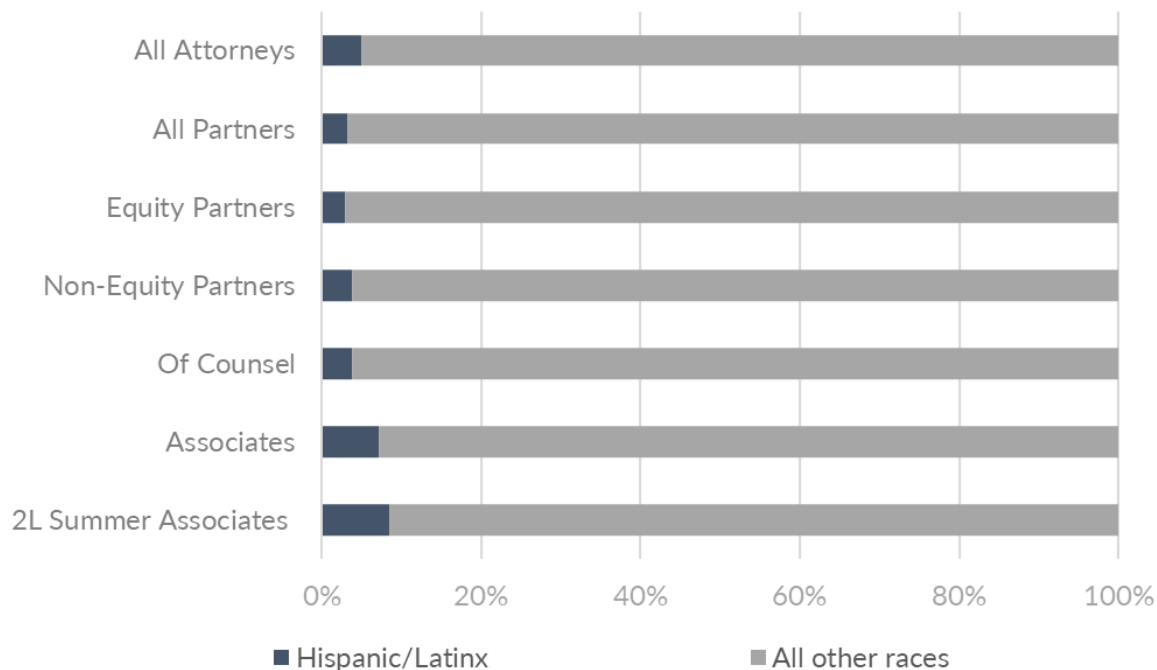
## 10.3. REPRESENTATION OF HISPANIC/LATINX ATTORNEYS

### OVERALL DEMOGRAPHICS

Approximately one out of twenty Attorneys (5%) among the law firms surveyed are from Hispanic/Latinx backgrounds (see Figures 17 and 18, as well as Table 29). By contrast, more than one in ten (13.2%) law students in the U.S. in 2021 claimed to be of Hispanic background, which indicates that this group is greatly underrepresented among Attorneys in law firms.

The representation of Hispanic/Latinx Attorneys is highest among 2L Summer Associates (8.5%) and declines as seniority increases, with 7.1% of Associates, 3.8% of Of Counsel, and 3.2% of Partners of Hispanic/Latinx background (see Table 29). The majority of Hispanic/Latinx 2L Summer Associates and Associates are women, while the majority of all Partner positions are men. The share of Attorneys with Hispanic/Latinx backgrounds in this survey is close to what it was in 2021, with the change at all positions under a percentage point.

**FIGURE 17. OVERALL DEMOGRAPHICS - HISPANIC/LATINX**



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF HISPANIC/LATINX ATTORNEYS (CONT.)

FIGURE 18. PRIOR YEAR COMPARISON - HISPANIC/LATINX

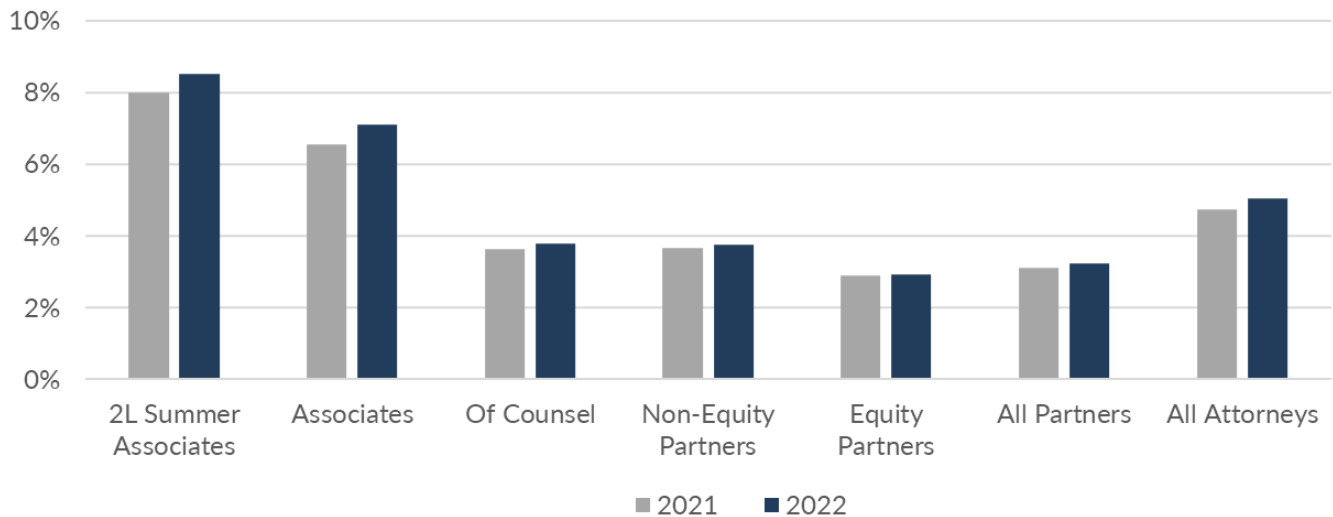


TABLE 29. PERCENTAGE OF HISPANIC/LATINX ATTORNEYS

|                 | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|-----------------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| Hispanic/Latinx | 8.5%                 | 7.1%       | 3.8%       | 3.8%                | 2.9%            | 3.2%         | 5.0%          |
| Women           | 5.2%                 | 3.8%       | 1.9%       | 1.5%                | 0.9%            | 1.1%         | 2.4%          |
| Men             | 3.2%                 | 3.3%       | 1.9%       | 2.3%                | 2.0%            | 2.1%         | 2.6%          |
| Non-Binary      | 0.0%                 | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.0%          |
| 2021            | 8.0%                 | 6.6%       | 3.6%       | 3.6%                | 2.9%            | 3.1%         | 4.7%          |

\*Note some totals may not sum due to rounding.



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF HISPANIC/LATINX ATTORNEYS (CONT.)

### RECRUITMENT AND NEW HIRES

Among New Hires, Hispanic/Latinx Attorney representation was highest at the 2L Summer Associate level. At this level, the majority of Hispanic/Latinx were women (see Tables 30 and 31). Similar to the hiring patterns identified at other Underrepresented Racial & Ethnic Groups, the Hispanic/Latinx New Hires comprise a lower proportion for more senior positions. However, the share of New Hires among Associates, Of Counsel, and Partners that are Hispanic/Latinx tends to be higher than their current representation in the law firms' current Attorney Demographics. Just as for other Underrepresented Groups, this higher share among New Hires may contribute to increased proportions of Hispanic/Latinx Attorneys in the future (Tables 29 and 30).

**TABLE 30. RECRUITMENT PERCENTAGES FOR HISPANIC/LATINX ATTORNEYS**

|                 | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|-----------------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|                 | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| Hispanic/Latinx | 8.5%                     | 8.4%                                       | 7.2%            | 7.9%                    | 4.5%                     | 4.4%                                    | 4.6%                                |
| Women           | 5.2%                     | 5.2%                                       | 3.8%            | 4.2%                    | 2.5%                     | 1.1%                                    | 2.0%                                |
| Men             | 3.2%                     | 3.1%                                       | 3.5%            | 3.7%                    | 2.0%                     | 3.2%                                    | 2.6%                                |
| Non-Binary      | 0.0%                     | 0.1%                                       | 0.0%            | 0.0%                    | 0.0%                     | 0.0%                                    | 0.0%                                |
| 2021            | 8.0%                     | 8.2%                                       | 6.9%            | 7.5%                    | 5.3%                     | 3.7%                                    | 4.3%                                |

\*Note some totals may not sum due to rounding.

### ATTRITION

In 2022, the attrition rate of Hispanic/Latinx Equity Partners nearly doubled year-over-year from 2.4% to 4.5%. However, this increase in Attrition was localized to Equity Partners. Remaining law firm levels' Attrition remained consistent in the share of Hispanic/Latinx Attorneys.



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF HISPANIC/LATINX ATTORNEYS (CONT.)

### ATTRITION (CONT.)

The share of Hispanic/Latinx Attorneys leaving at the Equity Partners level (4.5%) is slightly higher than their representation in the current population of Equity Partners (2.9%) (see Tables 29 and 32). The share of departing Attorneys in other positions closely resemble the share of Hispanic/Latinx Attorneys in the law firms' population.

**TABLE 31. RECRUITMENT/PROMOTION PERCENTAGES FOR HISPANIC/LATINX ATTORNEYS**

|                 | Partners  |        |                                  |        |
|-----------------|---|--------|----------------------------------|--------|
|                 | All New Partners<br>(Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|                 | Non-Equity  | Equity | Non-Equity                       | Equity |
| Hispanic/Latinx | 4.4%  | 3.9%   | 4.5%                             | 3.4%   |
| Women           | 1.8%  | 1.7%   | 2.3%                             | 1.6%   |
| Men             | 2.6%  | 2.1%   | 2.2%                             | 1.9%   |
| Non-Binary      | 0.0%  | 0.0%   | 0.0%                             | 0.0%   |
| 2021            | 4.2%  | 4.1%   | 4.7%                             | 4.0%   |

\*Note some totals may not sum due to rounding.

**TABLE 32. PERCENTAGE OF ATTRITION FOR HISPANIC/LATINX ATTORNEYS**

|                 | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|-----------------|------------|------------|---------------------|-----------------|--------------|
| Hispanic/Latinx | 7.4%       | 3.9%       | 3.9%                | 4.5%            | 4.2%         |
| Women           | 3.9%       | 2.1%       | 1.4%                | 1.4%            | 1.4%         |
| Men             | 3.6%       | 1.7%       | 2.6%                | 3.2%            | 2.8%         |
| Non-Binary      | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         |
| 2021            | 7.4%       | 4.1%       | 3.6%                | 2.4%            | 3.0%         |

\*Note some totals may not sum due to rounding.





# Individual Racial & Ethnic Groups (cont.)

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## 10.4. REPRESENTATION OF AFRICAN AMERICAN/BLACK ATTORNEYS

### OVERALL DEMOGRAPHICS

African American/Black Attorneys, like Hispanic/Latinx Attorneys, are highly underrepresented. Less than one out of twenty Attorneys (4.4%) among the law firms surveyed are African American/Black (see Figures 19 and 20). In contrast, almost twice as many (7.7%) law students in the U.S. in 2021 were African American/Black. The share of African American/Black Attorneys is highest among 2L Summer Associates (9.8%) but is significantly lower in more senior-level positions, where African American/Black Attorneys constitute 6.4% of Associates, 3.5% of Of Counsel and 2.6% of Partners (see Table 33).

The majority of African American/Black 2L Summer Associates, Associates, and Of Counsel are women, while the majority of African American/Black Partners are men.



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF AFRICAN AMERICAN/BLACK ATTORNEYS (CONT.)

FIGURE 19. OVERALL DEMOGRAPHICS - AFRICAN AMERICAN/BLACK

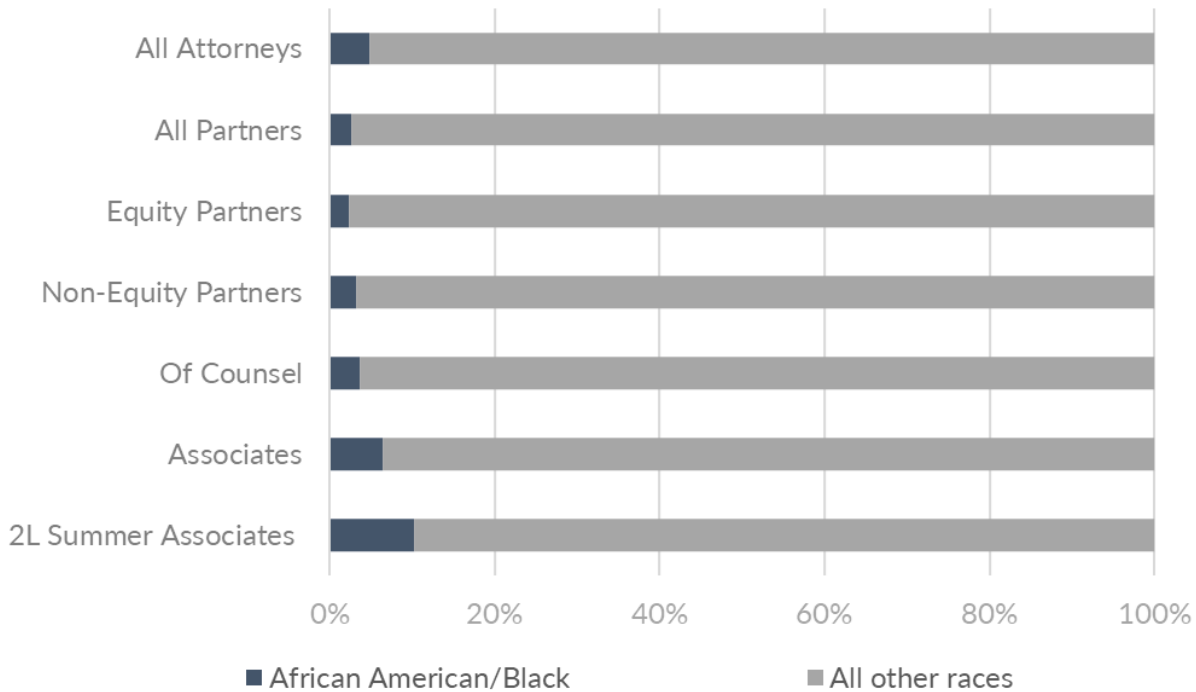
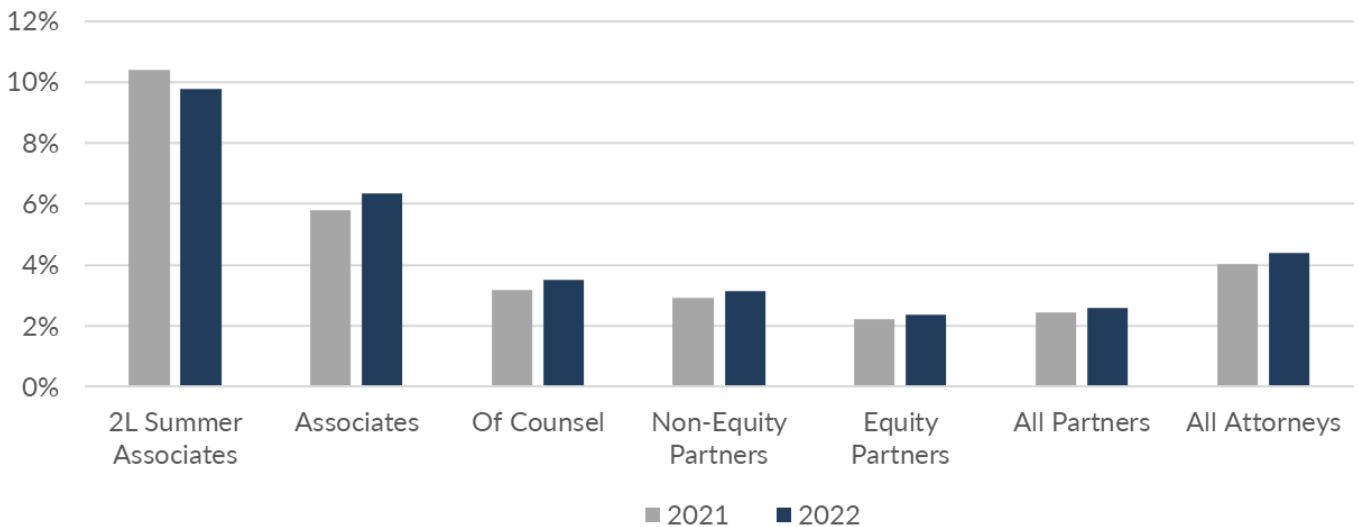


FIGURE 20. PRIOR YEAR COMPARISON - AFRICAN AMERICAN/BLACK



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF AFRICAN AMERICAN/BLACK ATTORNEYS (CONT.)

**TABLE 33. PERCENTAGE OF AFRICAN AMERICAN/BLACK ATTORNEYS**

|                        | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|------------------------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| African American/Black | 9.8%                 | 6.4%       | 3.5%       | 3.1%                | 2.4%            | 2.6%         | 4.4%          |
| Women                  | 6.3%                 | 3.8%       | 1.9%       | 1.4%                | 1.0%            | 1.1%         | 2.4%          |
| Men                    | 3.5%                 | 2.5%       | 1.6%       | 1.8%                | 1.4%            | 1.5%         | 2.0%          |
| Non-Binary             | 0.0%                 | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.0%          |
| 2021                   | 10.4%                | 5.8%       | 3.2%       | 2.9%                | 2.2%            | 2.4%         | 4.0%          |

\*Note some totals may not sum due to rounding.

## RECRUITMENT AND NEW HIRES

Among New Hires, African American/Black Attorneys were most highly represented at the 2L Summer Associate level. Within this Racial & Ethnic Group, there are nearly twice as many women as men (see Tables 34 and 35). The share of African American/Black New Hires is lower for more senior positions, similar to the population of Attorneys. However, the proportion of African American/Black individuals *hired* at the Associate, Of Counsel, and Partner levels exceed their average representation in the law firms' existing Attorney population (Tables 33 and 34). To illustrate, 8.2% of lateral hires of Associates are African American/Black, higher than the 6.4% incidence among all Associates. Once more, this higher share among New Hires may contribute to increasing diversity of the law firm's Attorney population.



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF AFRICAN AMERICAN/BLACK ATTORNEYS (CONT.)

**TABLE 34. RECRUITMENT PERCENTAGES FOR AFRICAN AMERICAN/BLACK ATTORNEYS**

|                        | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|------------------------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|                        | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| African American/Black | 9.8%                     | 9.1%                                       | 7.4%            | 8.2%                    | 5.8%                     | 4.9%                                    | 4.0%                                |
| Women                  | 6.3%                     | 6.0%                                       | 4.3%            | 4.8%                    | 3.0%                     | 1.9%                                    | 2.0%                                |
| Men                    | 3.5%                     | 3.1%                                       | 3.1%            | 3.3%                    | 2.8%                     | 3.0%                                    | 2.0%                                |
| Non-Binary             | 0.0%                     | 0.0%                                       | 0.0%            | 0.0%                    | 0.0%                     | 0.0%                                    | 0.0%                                |
| 2021                   | 10.4%                    | 9.8%                                       | 7.2%            | 8.1%                    | 5.3%                     | 4.5%                                    | 3.4%                                |

\*Note some totals may not sum due to rounding.

**TABLE 35. RECRUITMENT/PROMOTION PERCENTAGES FOR AFRICAN AMERICAN/BLACK ATTORNEYS**

|                        | Partners   |        |                                  |        |
|------------------------|--|--------|----------------------------------|--------|
|                        | All New Partners (Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|                        | Non-Equity   | Equity | Non-Equity                       | Equity |
| African American/Black | 4.3%   | 3.3%   | 3.9%                             | 2.9%   |
| Women                  | 2.2%   | 1.6%   | 2.4%                             | 1.3%   |
| Men                    | 2.1%   | 1.8%   | 1.5%                             | 1.6%   |
| Non-Binary             | 0.0%   | 0.0%   | 0.0%                             | 0.0%   |
| 2021                   | 4.0%   | 4.1%   | 3.6%                             | 4.6%   |

\*Note some totals may not sum due to rounding.



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF AFRICAN AMERICAN/BLACK ATTORNEYS (CONT.)

### ATTRITION

Across law firms' levels, African American/Black Attorney attrition tends to be higher than their respective levels in the current population of Attorneys (see Tables 33 and 36). In particular, African American/Black Attorneys constituted 8.1% of Associate attrition and only 6.4% of Associates in the current Attorney population.

The relatively higher attrition rates could be partially caused by lateral recruitment from other law firms or career change decisions (e.g., outside of law firms).

**TABLE 36. PERCENTAGE OF ATTRITION FOR AFRICAN AMERICAN/BLACK ATTORNEYS**

|                        | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|------------------------|------------|------------|---------------------|-----------------|--------------|
| African American/Black | 8.1%       | 4.1%       | 4.1%                | 3.6%            | 3.8%         |
| Women                  | 5.1%       | 2.1%       | 1.7%                | 1.7%            | 1.7%         |
| Men                    | 3.0%       | 1.9%       | 2.3%                | 1.9%            | 2.1%         |
| Non-Binary             | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         |
| 2021                   | 8.3%       | 3.8%       | 3.2%                | 3.8%            | 3.5%         |

\*Note some totals may not sum due to rounding.



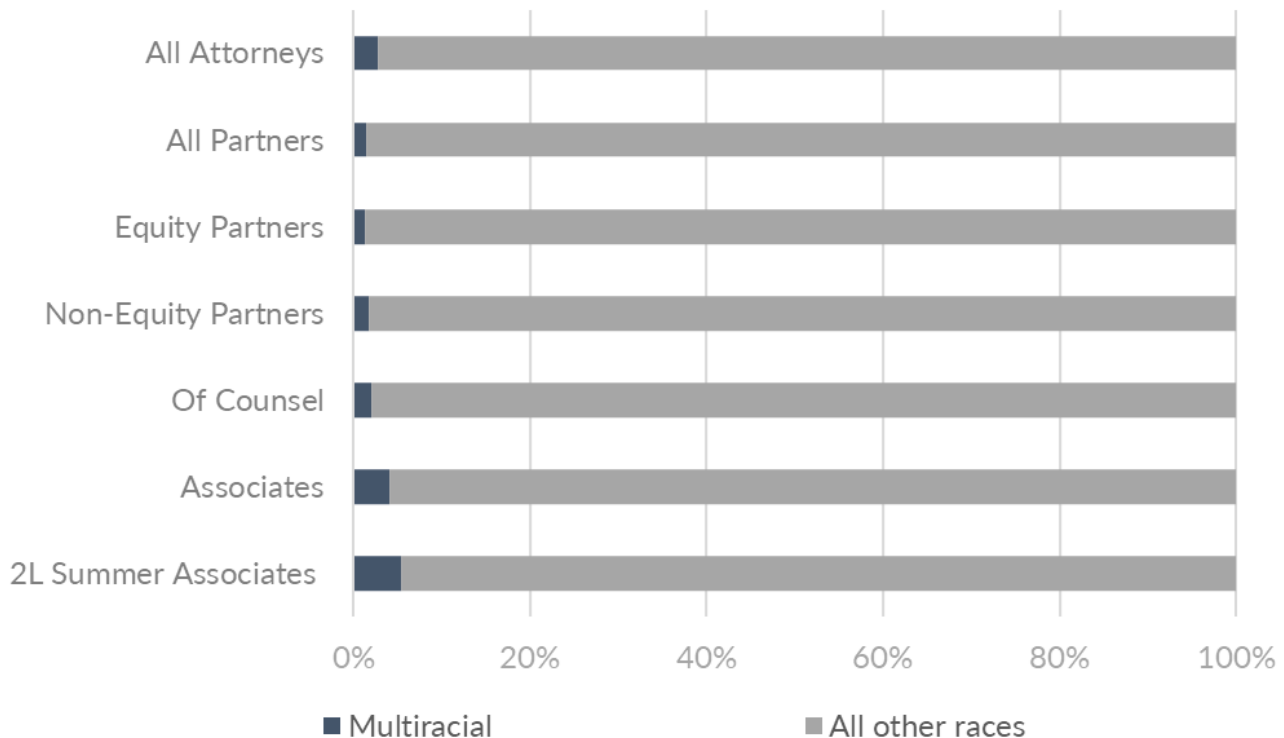
# Individual Racial & Ethnic Groups (cont.)

## 10.5. REPRESENTATION OF MULTIRACIAL ATTORNEYS

### OVERALL DEMOGRAPHICS

Multiracial Attorneys make up a small share (2.6%) of all Attorneys among the law firms surveyed (see Figures 21 and 22). This incidence is slightly lower than the proportion of 1L law students in 2021 (3.9%). The proportion of Attorneys who are Multiracial is highest among 2L Summer Associates (5.1%) and Associates (4.0%), while just 1.4% of Partners are in this demographic (see Table 37). The share of Attorneys with Multiracial backgrounds has remained largely the same between 2021 and 2022. These proportions are consistent across all levels, with year-over-year changes under a percentage point.

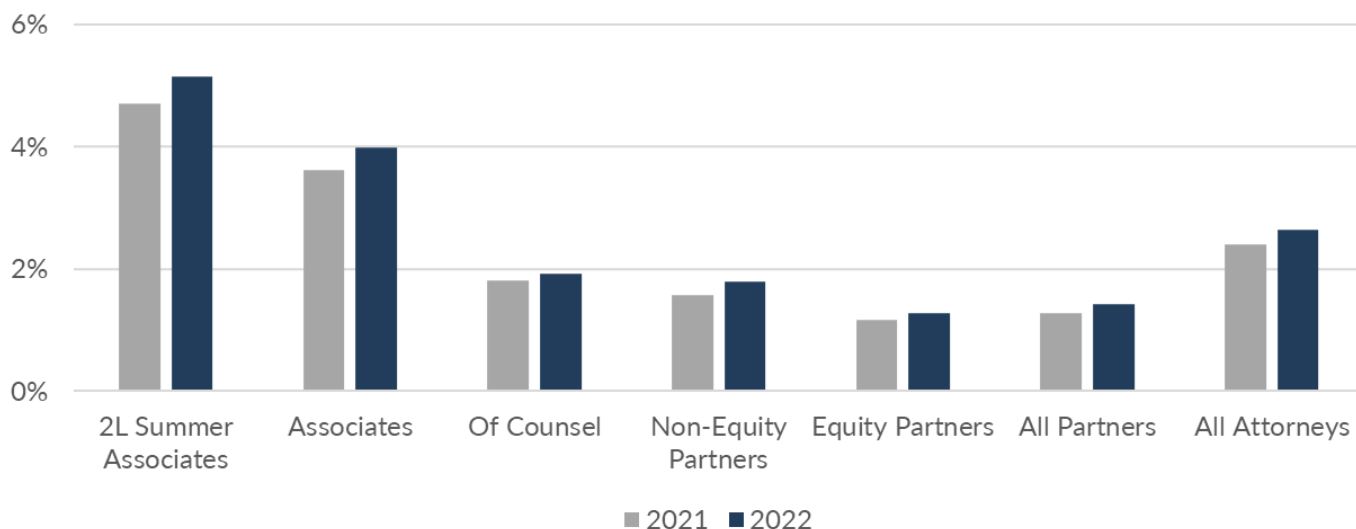
FIGURE 21. OVERALL DEMOGRAPHICS - MULTIRACIAL



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF MULTIRACIAL ATTORNEYS (CONT.)

FIGURE 22. PRIOR YEAR COMPARISON - MULTIRACIAL



## RECRUITMENT AND NEW HIRES

As shown by Tables 37 and 38, the proportion of Multiracial Attorneys hired in the Lateral Associate (4.1%) and Of Counsel (2.8%) positions are similar to the share of Multiracial Attorneys in the current law firms' populations (4% and 1.9% respectively). However, the share of new hires among Partners that is Multiracial is higher than their current representation and shows an increase compared to 2021.

TABLE 37. PERCENTAGE OF MULTIRACIAL ATTORNEYS

|             | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|-------------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| Multiracial | 5.1%                 | 4.0%       | 1.9%       | 1.8%                | 1.3%            | 1.4%         | 2.6%          |
| Women       | 3.0%                 | 2.3%       | 1.0%       | 0.8%                | 0.4%            | 0.6%         | 1.4%          |
| Men         | 2.1%                 | 1.7%       | 0.9%       | 1.0%                | 0.8%            | 0.9%         | 1.2%          |
| Non-Binary  | 0.0%                 | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.0%          |
| 2021        | 4.7%                 | 3.6%       | 1.8%       | 1.6%                | 1.2%            | 1.3%         | 2.4%          |

\*Note some totals may not sum due to rounding.



# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF MULTIRACIAL ATTORNEYS (CONT.)

**TABLE 38. RECRUITMENT PERCENTAGES FOR MULTIRACIAL ATTORNEYS**

|             | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|-------------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|             | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| Multiracial | 5.1%                     | 5.1%                                       | 3.9%            | 4.1%                    | 2.8%                     | 3.0%                                    | 3.0%                                |
| Women       | 3.0%                     | 3.0%                                       | 2.2%            | 2.4%                    | 1.7%                     | 1.0%                                    | 1.1%                                |
| Men         | 2.1%                     | 2.1%                                       | 1.7%            | 1.8%                    | 1.1%                     | 2.0%                                    | 1.9%                                |
| Non-Binary  | 0.0%                     | 0.0%                                       | 0.0%            | 0.0%                    | 0.0%                     | 0.0%                                    | 0.0%                                |
| 2021        | 4.7%                     | 4.8%                                       | 3.9%            | 3.9%                    | 2.0%                     | 1.4%                                    | 1.9%                                |

\*Note some totals may not sum due to rounding.

**TABLE 39. RECRUITMENT/PROMOTION PERCENTAGES FOR MULTIRACIAL ATTORNEYS**

|             | Partners  |        |                                  |        |
|-------------|---|--------|----------------------------------|--------|
|             | All New Partners<br>(Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|             | Non-Equity  | Equity | Non-Equity                       | Equity |
| Multiracial | 2.8%  | 2.2%   | 2.6%                             | 1.7%   |
| Women       | 1.1%  | 1.0%   | 1.2%                             | 1.0%   |
| Men         | 1.7%  | 1.2%   | 1.4%                             | 0.7%   |
| Non-Binary  | 0.0%  | 0.0%   | 0.0%                             | 0.0%   |
| 2021        | 1.9%  | 1.9%   | 2.3%                             | 1.9%   |

\*Note some totals may not sum due to rounding.





# Individual Racial & Ethnic Groups (cont.)

## REPRESENTATION OF MULTIRACIAL ATTORNEYS (CONT.)

### ATTRITION

The share of departing Attorneys who are Multiracial is proportional to the current law firms' population (see Tables 37 and 40).

**TABLE 40. PERCENTAGE OF ATTRITION FOR MULTIRACIAL ATTORNEYS**

|             | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|-------------|------------|------------|---------------------|-----------------|--------------|
| Multiracial | 3.9%       | 1.9%       | 2.5%                | 1.7%            | 2.1%         |
| Women       | 2.2%       | 1.0%       | 1.2%                | 0.7%            | 1.0%         |
| Men         | 1.6%       | 0.9%       | 1.3%                | 1.0%            | 1.2%         |
| Non-Binary  | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         |
| 2021        | 3.8%       | 2.1%       | 1.8%                | 0.8%            | 1.3%         |

\*Note some totals may not sum due to rounding.



# Individual Racial & Ethnic Groups (cont.)

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## 10.6. REPRESENTATION OF ALASKA NATIVE/INDIGENOUS AND NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS

Alaska Native/Indigenous and Native Hawaiian/Pacific Islander Attorneys account for a very small share of Attorneys in the Survey, 0.2% and 0.1%, respectively. The incidence among U.S. law students in 2021 is also small (0.5% and 0.2% respectively, including those who also identify as Hispanic/Latinx). Detailed tables for these groups are included in the appendix because the numbers are too small for reliable analysis.

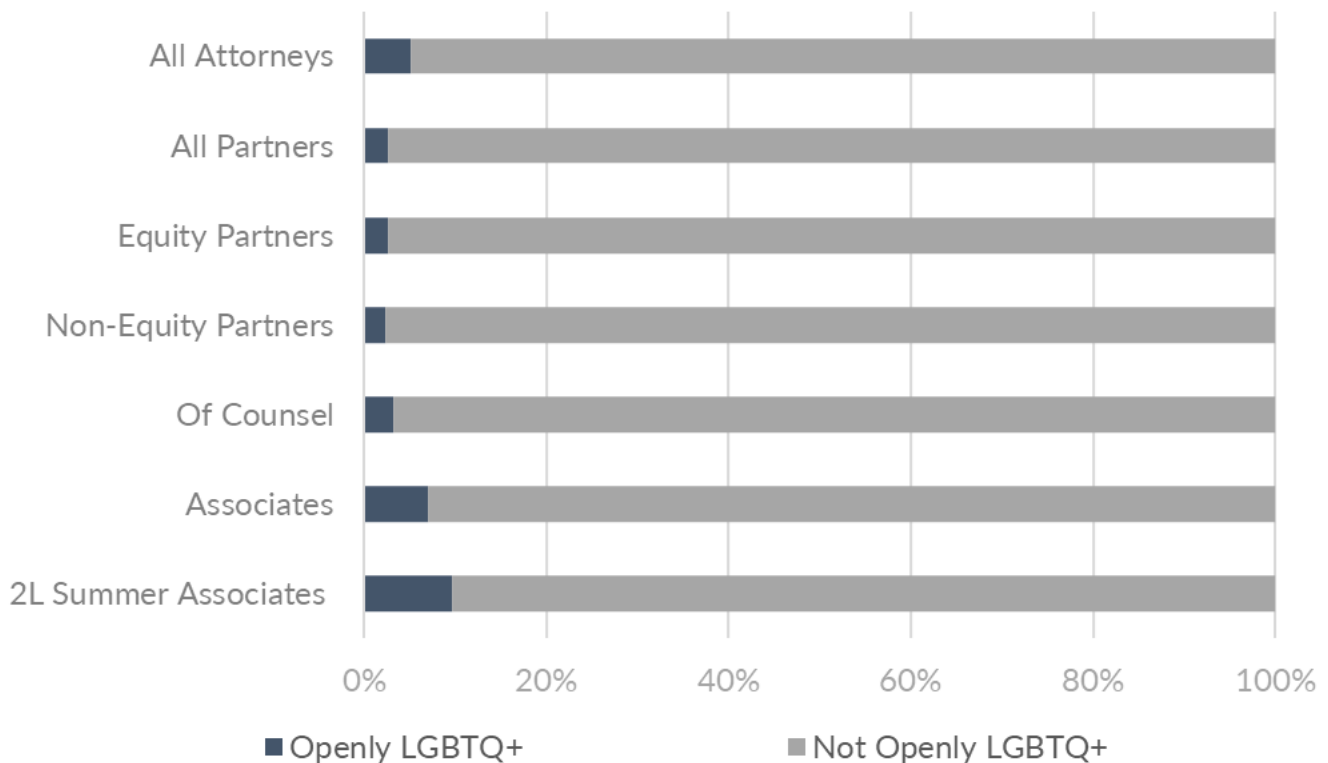


# 11. Openly LGBTQ+ Attorneys

## OVERALL DEMOGRAPHICS

LGBTQ+ Attorneys represent 4.5% of all Attorneys among the law firms surveyed (see Figures 28 and 29). The highest proportion of openly LGBTQ+ individuals is at the 2L Summer Associates (9.6%) and Associates (6.9%) levels, while only a small share of Of Counsel and Partners are openly LGBTQ+ (3.1% and 2.5%, respectively). The Gender representation for LGBTQ+ includes a slightly larger share of men than women, except for the 2L Summer Associate position. In the long term, the community of law firm Attorneys may experience a steady rise in LGBTQ+ identification as younger cohorts enter the profession. The changes are likely driven by increasing acceptance by law firms towards these Attorneys and steady rates of self-identification in the U.S.

FIGURE 23. OVERALL DEMOGRAPHICS - OPENLY LGTBTQ+ ATTORNEYS



# Openly LGBTQ+ Attorneys (cont.)

FIGURE 24. PRIOR YEAR COMPARISON – OPENLY LGBTQ+ ATTORNEYS

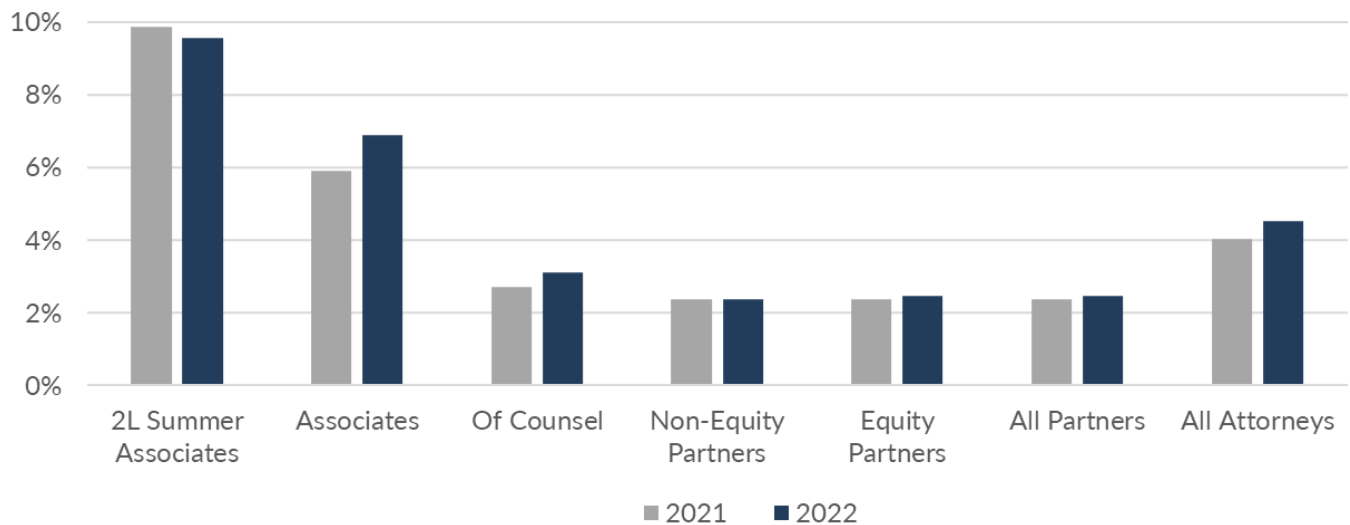


TABLE 41. PERCENTAGE OF OPENLY LGBTQ+ ATTORNEYS

|                         | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|-------------------------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| Openly LGBTQ+ Attorneys | 9.6%                 | 6.9%       | 3.1%       | 2.4%                | 2.5%            | 2.5%         | 4.5%          |
| Women                   | 4.8%                 | 3.1%       | 1.0%       | 0.8%                | 0.8%            | 0.8%         | 1.9%          |
| Men                     | 4.5%                 | 3.7%       | 2.1%       | 1.6%                | 1.6%            | 1.6%         | 2.6%          |
| Non-Binary              | 0.2%                 | 0.1%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.1%          |
| 2021                    | 9.9%                 | 5.9%       | 2.7%       | 2.4%                | 2.4%            | 2.4%         | 4.0%          |

\*Note some totals may not sum due to rounding.

## RECRUITMENT AND NEW HIRES

Among New Hires, LGBTQ+ Attorneys are represented the most highly at the 2L Summer Associate level, as close to one in ten (9.6%) identifying as such (see Tables 42 and 43). The LGBTQ+ representation of New Hires is similar to the representation among the general population of Attorneys (Tables 41 and 42).



# Openly LGBTQ+ Attorneys (cont.)

**TABLE 42. RECRUITMENT PERCENTAGES FOR OPENLY LGBTQ+ ATTORNEYS**

|                         | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|-------------------------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|                         | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| Openly LGBTQ+ Attorneys | 9.6%                     | 9.3%                                       | 6.9%            | 7.1%                    | 4.3%                     | 1.2%                                    | 3.0%                                |
| Women                   | 4.8%                     | 4.7%                                       | 3.2%            | 2.9%                    | 1.6%                     | 0.5%                                    | 0.6%                                |
| Men                     | 4.5%                     | 4.2%                                       | 3.6%            | 3.9%                    | 2.7%                     | 0.7%                                    | 2.3%                                |
| Non-Binary              | 0.2%                     | 0.2%                                       | 0.2%            | 0.2%                    | 0.0%                     | 0.0%                                    | 0.1%                                |
| 2021                    | 9.9%                     | 10.2%                                      | 6.2%            | 5.9%                    | 2.9%                     | 2.2%                                    | 3.8%                                |

\*Note some totals may not sum due to rounding.

**TABLE 43. RECRUITMENT/PROMOTION PERCENTAGES FOR OPENLY LGBTQ+ ATTORNEYS**

|                         | Partners   |        |                                  |        |
|-------------------------|--|--------|----------------------------------|--------|
|                         | All New Partners (Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|                         | Non-Equity   | Equity | Non-Equity                       | Equity |
| Openly LGBTQ+ Attorneys | 2.6%   | 2.9%   | 3.6%                             | 2.8%   |
| Women                   | 0.8%   | 0.8%   | 1.1%                             | 1.0%   |
| Men                     | 1.7%   | 2.0%   | 2.5%                             | 1.7%   |
| Non-Binary              | 0.0%   | 0.1%   | 0.0%                             | 0.1%   |
| 2021                    | 2.0%   | 3.6%   | 1.9%                             | 3.3%   |

\*Note some totals may not sum due to rounding.



# Openly LGBTQ+ Attorneys (cont.)

## ATTRITION

The share of departing LGBTQ+ Attorneys is slightly lower than the share of LGBTQ+ Attorneys in the law firms' population (see Tables 41 and 44). For example, LGBTQ+ Attorneys in 2022 constituted 2.7% of Partner Attrition but 4.5% of all law firm Demographics.

**TABLE 44. PERCENTAGE OF ATTRITION FOR OPENLY LGBTQ+ ATTORNEYS**

|                         | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|-------------------------|------------|------------|---------------------|-----------------|--------------|
| Openly LGBTQ+ Attorneys | 6.5%       | 2.7%       | 2.4%                | 3.0%            | 2.7%         |
| Women                   | 2.6%       | 0.9%       | 0.8%                | 0.7%            | 0.7%         |
| Men                     | 3.8%       | 1.8%       | 1.7%                | 2.1%            | 1.9%         |
| Non-Binary              | 0.1%       | 0.0%       | 0.0%                | 0.2%            | 0.1%         |
| 2021                    | 5.6%       | 2.9%       | 2.6%                | 3.5%            | 3.0%         |

\*Note some totals may not sum due to rounding.



## 12. Individuals with Disabilities

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Individuals with Disabilities comprise 1.8% of all Attorneys among the law firms surveyed, an increase from 1.4% from 2021. The incidence of Individuals with Disabilities ranges from 1.1% of Equity Partners to 2.5% of 2L Summer Associates. This group is important to track, but because of the small percentage in the base for analysis, the detailed figures and tables are included in the appendix.

## 13. Military Veterans

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Military Veterans make up 1.9% of all Attorneys among the law firms surveyed, which is slightly lower than 2021 (2.0%). The proportion of Attorneys who are Military Veterans ranges from 1.4% at the Associate level to 2.8% at the Of Counsel level. Due to the small percentage in the base for analysis, detailed figures, and tables are included in the appendix.



## 14. Diversity in Law Firm Committees

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The composition of committees responsible for hiring and reviewing Attorneys is a key factor in law firms' ability to achieve diversity goals. Diverse committees may contribute to increased sensitivity and insight in recruiting, hiring, and retention, resulting in more diverse law firms in the future. Table 45 provides an overview of the characteristics of the Hiring, Partner Review, Associate Review, and Diversity Committees. Diversity Committees are the most diverse, with characteristics that closely mirror or even exceed diversity in the population of law school students. More than four in ten (42.3%) Diversity Committee members were from Underrepresented Racial & Ethnic Groups, including substantial representation of Attorneys who are Asian (14.3%), African American/Black (13.8%), and Hispanic/Latinx (9.8%). Additionally, slightly over half (50.3%) of those on Diversity Committees are women, and 9.9% are LGBTQ+ (which is twice the average of LGBTQ+ Attorneys in the Survey).

The Hiring Committee is the second most diverse, including over one fifth in Underrepresented Racial & Ethnic Groups (22.0%) and 42.3% women. The representation of women and Attorneys from Underrepresented Racial & Ethnic Groups in Hiring Committees is slightly higher than the composition of all Attorneys in this Survey. To date, Attorneys across law firms remain underrepresented based on Racial & Ethnic Group and Gender, compared to the overall composition of law students. In the future, increasing diversity in Hiring Committees could improve the diversity in the Recruitment and hiring process of new Attorneys to the law firms.

The Partner Review, Associate Review, and Executive/Management Committees reflect the characteristics of Attorneys in senior positions, with more than eight in ten (82.2-84.8%) being white and only one-third being women (32.4%-37.2%).

In the future, diversity in these committees should increase because they relatively hold more influence within the law firm compared to the diversity committee. Additionally, Attorneys in these committees can impact the Promotion outcomes of other Attorneys within their law firm and are generally more empowered to make strategic decisions that can impact their law firm.





# Diversity in Law Firm Committees (cont.)

**TABLE 45. COMPOSITION OF LAW FIRM COMMITTEES**

|   | All Attorneys | Diversity Committee | Hiring Committee | Associate Review Committee | Partner Review Committee | Executive/ Management Committee |
|---|---------------|---------------------|------------------|----------------------------|--------------------------|---------------------------------|
| White/Caucasian   | 77.1%         | 56.3%               | 77.4%            | 82.2%                      | 84.8%                    | 82.8%                           |
| Asian   | 8.6%          | 14.3%               | 7.9%             | 6.4%                       | 5.3%                     | 5.5%                            |
| Hispanic/Latinx   | 5.0%          | 9.8%                | 4.9%             | 3.9%                       | 3.5%                     | 3.8%                            |
| African American/Black                                    | 4.4%          | 13.8%               | 6.2%             | 4.2%                       | 5.1%                     | 6.0%                            |
| Multiracial   | 2.6%          | 4.0%                | 2.9%             | 2.1%                       | 0.7%                     | 1.1%                            |
| Alaska Native/Indigenous Native Hawaiian/Pacific Islander | 0.2%          | 0.4%                | 0.1%             | 0.3%                       | 0.0%                     | 0.2%                            |
| Openly LGBTQ+   | 4.5%          | 9.9%                | 4.0%             | 3.1%                       | 2.2%                     | 2.5%                            |
| Individuals with Disabilities                             | 1.8%          | 1.7%                | 1.1%             | 1.0%                       | 0.7%                     | 1.1%                            |
| Military Veterans   | 1.9%          | 1.7%                | 1.4%             | 1.8%                       | 2.0%                     | 1.7%                            |
| All Underrepresented Racial & Ethnic Groups               | 20.9%         | 42.3%               | 22.0%            | 17.0%                      | 14.9%                    | 16.7%                           |
| All Women   | 39.8%         | 50.3%               | 42.3%            | 37.2%                      | 33.9%                    | 32.4%                           |
| Women of Color  | 11.1%         | 22.0%               | 10.6%            | 8.1%                       | 6.9%                     | 6.7%                            |

\*Note some totals may not sum due to rounding.



# 15. Conclusion

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The 2023 Report serves as a reflection on the strides and lingering gaps in DEI within the legal sphere. The results of our 2023 U.S. Law Firm Diversity Survey indicated a slow continuation of progress, as women and Underrepresented Racial & Ethnic groups continue to be more represented in surveyed law firms, with closer representation evident in diversifying entry and mid-level positions. However, 2022 Survey results were not unilaterally positive. When disaggregating by firm levels, the Report unveils stark disparities at the upper management levels, notably in the spheres of internal promotions and lateral hires for partner roles. Furthermore, across levels, Attorneys from Underrepresented Racial & Ethnic Groups have continued to constitute a relatively higher proportion of Attrition than they did across firm Demographics.

This contrast emphasizes the necessity for sustained DEI strategies that transcend Recruitment, focusing on the retention and upward mobility of diverse talent within law firms. As demographic shifts redefine the societal fabric of the U.S., the legal sector stands challenged to authentically mirror this evolving diversity.

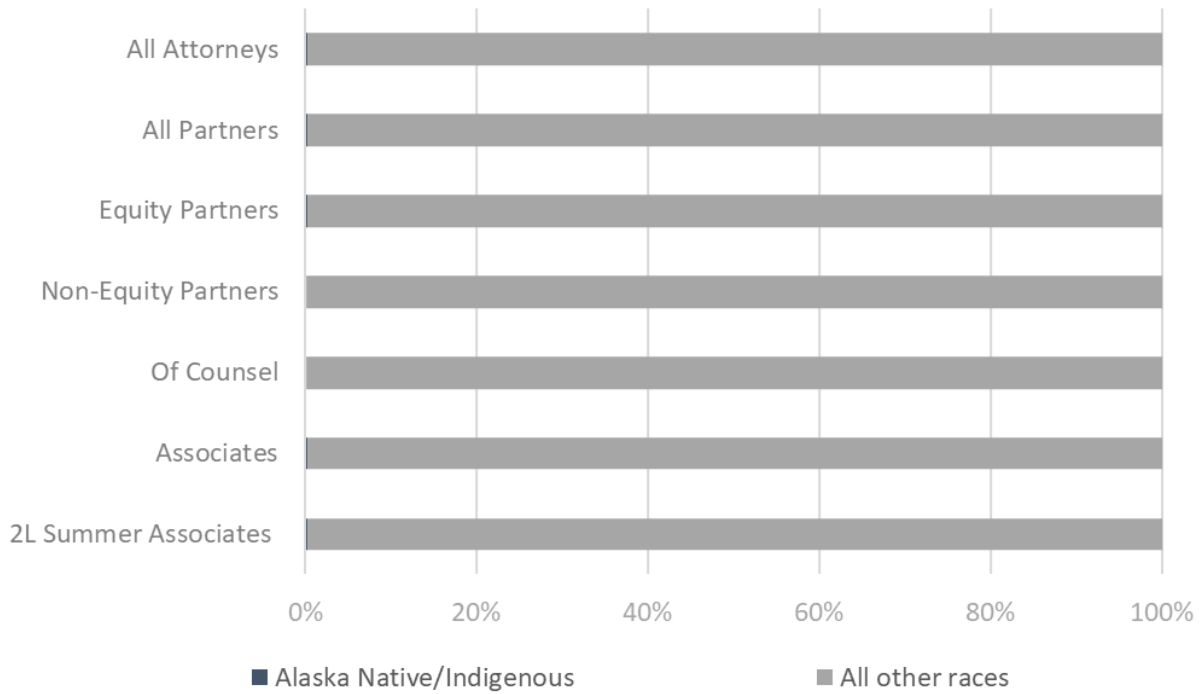
In the face of societal flux and potential economic volatility, the legal industry grapples with the future trajectory of DEI initiatives. The value of these efforts in fostering a more inclusive Attorney population cannot be overstated. Yet, a critical juncture emerges, demanding a renewed commitment to bridging the chasm between representation at lower tiers and the conspicuous absence at senior levels. A long-term, concerted approach is imperative, shaping an inclusive environment conducive to the advancement of diverse legal professionals. It's an ongoing, collective endeavor that mandates sustained, purposeful action, steering the U.S.'s top law firms toward a true reflection of the multifaceted diversity woven into the fabric of the nation it serves.



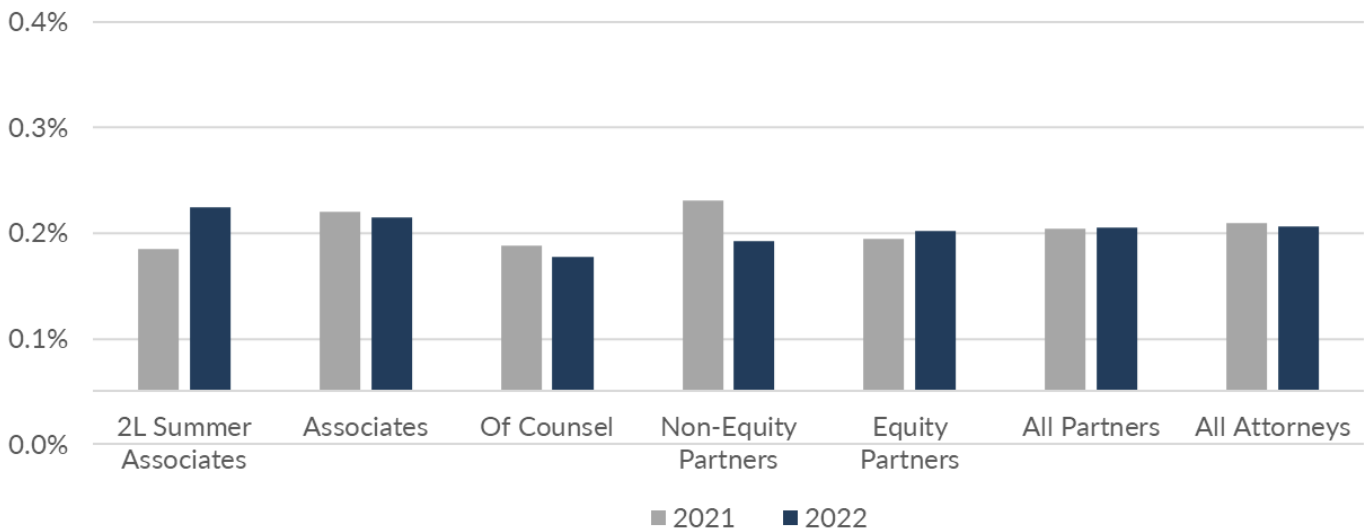
# 16. Appendices

## 16.1. REPRESENTATION OF ALASKA NATIVE/INDIGENOUS ATTORNEYS

### OVERALL DEMOGRAPHICS - ALASKA NATIVE/INDIGENOUS



### PRIOR YEAR COMPARISON - ALASKA NATIVE/INDIGENOUS



# Appendices (cont.)

## REPRESENTATION OF ALASKA NATIVE/INDIGENOUS ATTORNEYS (CONT.)

### PERCENTAGE OF ALASKA NATIVE/INDIGENOUS ATTORNEYS

|                           | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|---------------------------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| Alaskan Native/Indigenous | 0.2%                 | 0.2%       | 0.1%       | 0.1%                | 0.2%            | 0.2%         | 0.2%          |
| Women                     | 0.1%                 | 0.1%       | 0.0%       | 0.1%                | 0.1%            | 0.1%         | 0.1%          |
| Men                       | 0.0%                 | 0.1%       | 0.1%       | 0.1%                | 0.1%            | 0.1%         | 0.1%          |
| Non-Binary                | 0.0%                 | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.0%          |
| 2021                      | 0.1%                 | 0.2%       | 0.1%       | 0.2%                | 0.1%            | 0.2%         | 0.2%          |

\*Note some totals may not sum due to rounding.

### RECRUITMENT PERCENTAGES FOR ALASKA NATIVE/INDIGENOUS ATTORNEYS

|                           | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|---------------------------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|                           | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| Alaskan Native/Indigenous | 0.2%                     | 0.2%                                       | 0.1%            | 0.2%                    | 0.0%                     | 0.2%                                    | 0.0%                                |
| Women                     | 0.1%                     | 0.1%                                       | 0.1%            | 0.1%                    | 0.0%                     | 0.2%                                    | 0.0%                                |
| Men                       | 0.0%                     | 0.0%                                       | 0.1%            | 0.1%                    | 0.0%                     | 0.0%                                    | 0.0%                                |
| Non-Binary                | 0.0%                     | 0.0%                                       | 0.0%            | 0.0%                    | 0.0%                     | 0.0%                                    | 0.0%                                |
| 2021                      | 0.1%                     | 0.1%                                       | 0.1%            | 0.3%                    | 0.1%                     | 0.3%                                    | 0.3%                                |

\*Note some totals may not sum due to rounding.



# Appendices (cont.)

## REPRESENTATION OF ALASKA NATIVE/INDIGENOUS ATTORNEYS (CONT.)

### RECRUITMENT/PROMOTION PERCENTAGES FOR ALASKA NATIVE/INDIGENOUS ATTORNEYS

|                               | Partners  |        |                                  |        |
|-------------------------------|---|--------|----------------------------------|--------|
|                               | All New Partners<br>(Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|                               | Non-Equity  | Equity | Non-Equity                       | Equity |
| Alaskan Native/<br>Indigenous | 0.1%  | 0.1%   | 0.1%                             | 0.2%   |
| Women                         | 0.1%  | 0.1%   | 0.0%                             | 0.1%   |
| Men                           | 0.0%  | 0.0%   | 0.1%                             | 0.1%   |
| Non-Binary                    | 0.0%  | 0.0%   | 0.0%                             | 0.0%   |
| 2021                          | 0.2%  | 0.4%   | 0.2%                             | 0.4%   |

\*Note some totals may not sum due to rounding.

### PERCENTAGE OF ATTRITION FOR ALASKA NATIVE/INDIGENOUS ATTORNEYS

|                              | Associates | Of Counsel | Non-Equity<br>Partners | Equity<br>Partners | All Partners |
|------------------------------|------------|------------|------------------------|--------------------|--------------|
| Alaskan<br>Native/Indigenous | 0.1%       | 0.1%       | 0.4%                   | 0.3%               | 0.3%         |
| Women                        | 0.1%       | 0.1%       | 0.3%                   | 0.3%               | 0.3%         |
| Men                          | 0.1%       | 0.1%       | 0.1%                   | 0.0%               | 0.0%         |
| Non-Binary                   | 0.0%       | 0.0%       | 0.0%                   | 0.0%               | 0.0%         |
| 2021                         | 0.2%       | 0.2%       | 0.1%                   | 0.1%               | 0.1%         |

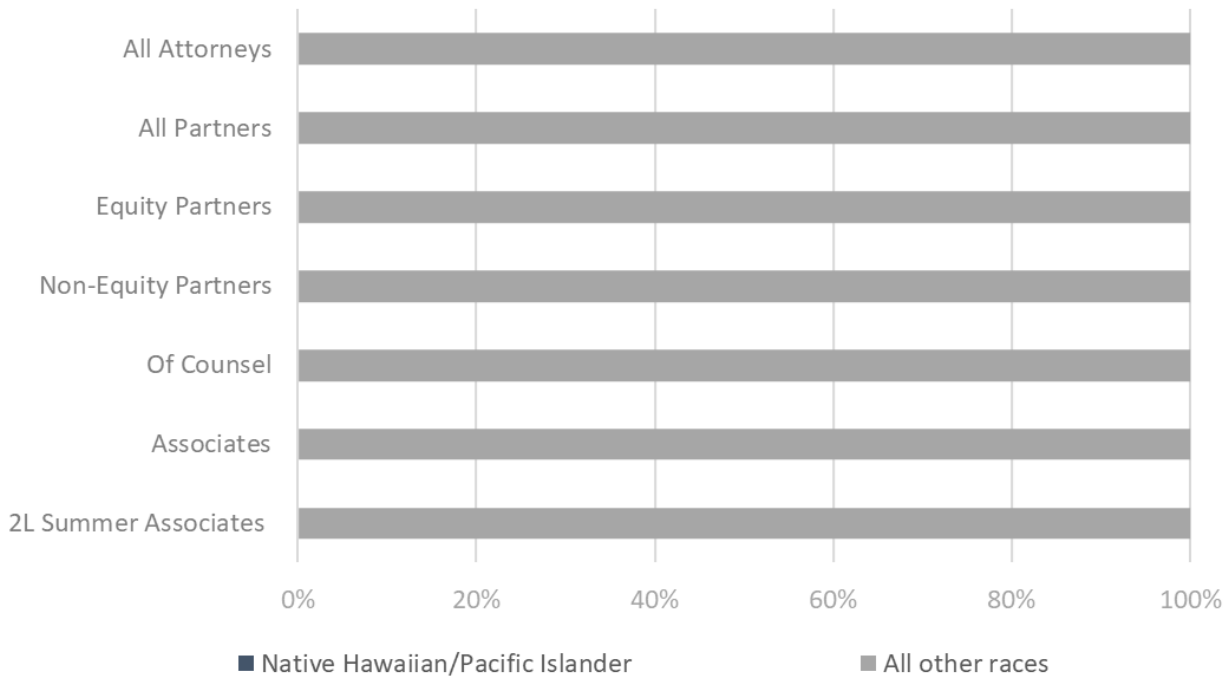
\*Note some totals may not sum due to rounding.



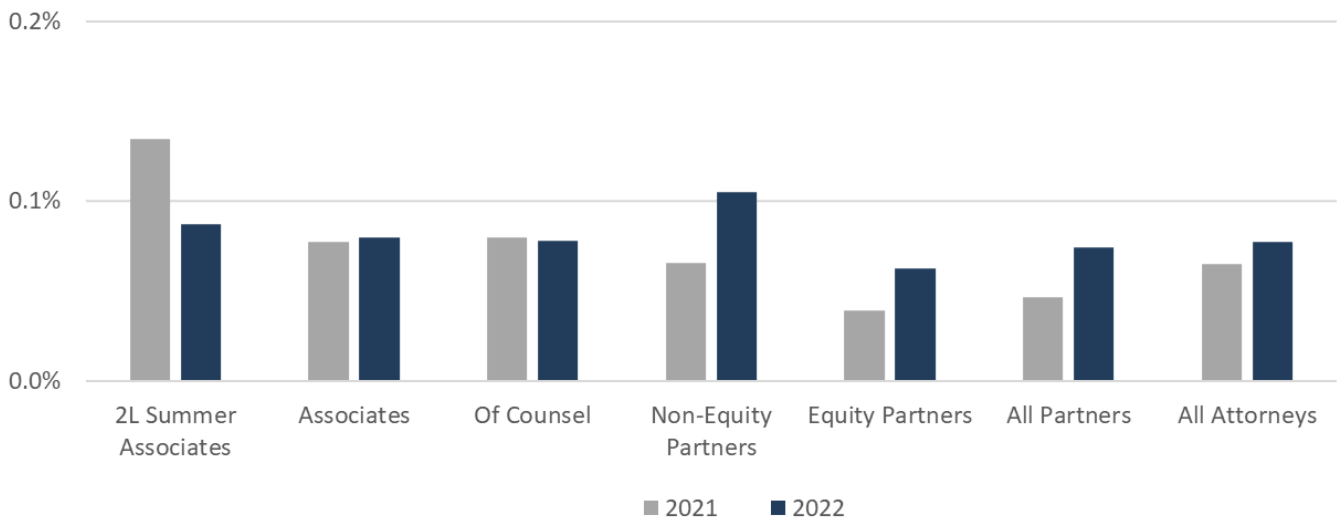
# Appendices (cont.)

## 16.2. REPRESENTATION OF NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS

### OVERALL DEMOGRAPHICS - NATIVE HAWAIIAN/PACIFIC ISLANDER



### PRIOR YEAR COMPARISON - NATIVE HAWAIIAN/PACIFIC ISLANDER



# Appendices (cont.)

## REPRESENTATION OF NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS (CONT.)

### PERCENTAGE OF NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS

|                                      | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|--------------------------------------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| Native Hawaiian/<br>Pacific Islander | 0.1%                 | 0.1%       | 0.1%       | 0.1%                | 0.1%            | 0.1%         | 0.1%          |
| Women                                | 0.1%                 | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.0%          |
| Men                                  | 0.0%                 | 0.0%       | 0.0%       | 0.1%                | 0.0%            | 0.0%         | 0.0%          |
| Non-Binary                           | 0.0%                 | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.0%          |
| 2021                                 | 0.1%                 | 0.1%       | 0.1%       | 0.1%                | 0.0%            | 0.0%         | 0.1%          |

\*Note some totals may not sum due to rounding.

### RECRUITMENT PERCENTAGES FOR NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS

|                                      | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|--------------------------------------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|                                      | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| Native Hawaiian/<br>Pacific Islander | 0.1%                     | 0.1%                                       | 0.1%            | 0.0%                    | 0.0%                     | 0.3%                                    | 0.2%                                |
| Women                                | 0.1%                     | 0.1%                                       | 0.0%            | 0.0%                    | 0.0%                     | 0.2%                                    | 0.1%                                |
| Men                                  | 0.0%                     | 0.0%                                       | 0.0%            | 0.0%                    | 0.0%                     | 0.1%                                    | 0.1%                                |
| Non-Binary                           | 0.0%                     | 0.0%                                       | 0.0%            | 0.0%                    | 0.0%                     | 0.0%                                    | 0.0%                                |
| 2021                                 | 0.1%                     | 0.2%                                       | 0.1%            | 0.1%                    | 0.1%                     | 0.1%                                    | 0.1%                                |

\*Note some totals may not sum due to rounding.



# Appendices (cont.)

## REPRESENTATION OF NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS (CONT.)

### RECRUITMENT/PROMOTION PERCENTAGES FOR NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS

|                                      | Partners  |        |                                  |        |
|--------------------------------------|---|--------|----------------------------------|--------|
|                                      | All New Partners<br>(Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|                                      | Non-Equity  | Equity | Non-Equity                       | Equity |
| Native Hawaiian/<br>Pacific Islander | 0.1%  | 0.1%   | 0.1%                             | 0.1%   |
| Women                                | 0.1%  | 0.1%   | 0.1%                             | 0.1%   |
| Men                                  | 0.0%  | 0.0%   | 0.0%                             | 0.0%   |
| Non-Binary                           | 0.0%  | 0.0%   | 0.0%                             | 0.0%   |
| 2021                                 | 0.0%  | 0.1%   | 0.0%                             | 0.1%   |

\*Note some totals may not sum due to rounding.

### PERCENTAGE OF ATTRITION FOR NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS

|                                      | Associates | Of Counsel | Non-Equity<br>Partners | Equity<br>Partners | All Partners |
|--------------------------------------|------------|------------|------------------------|--------------------|--------------|
| Native Hawaiian/<br>Pacific Islander | 0.1%       | 0.1%       | 0.0%                   | 0.1%               | 0.0%         |
| Women                                | 0.1%       | 0.0%       | 0.0%                   | 0.0%               | 0.0%         |
| Men                                  | 0.1%       | 0.1%       | 0.0%                   | 0.1%               | 0.0%         |
| Non-Binary                           | 0.0%       | 0.0%       | 0.0%                   | 0.0%               | 0.0%         |
| 2021                                 | 0.1%       | 0.1%       | 0.2%                   | 0.1%               | 0.1%         |

\*Note some totals may not sum due to rounding.

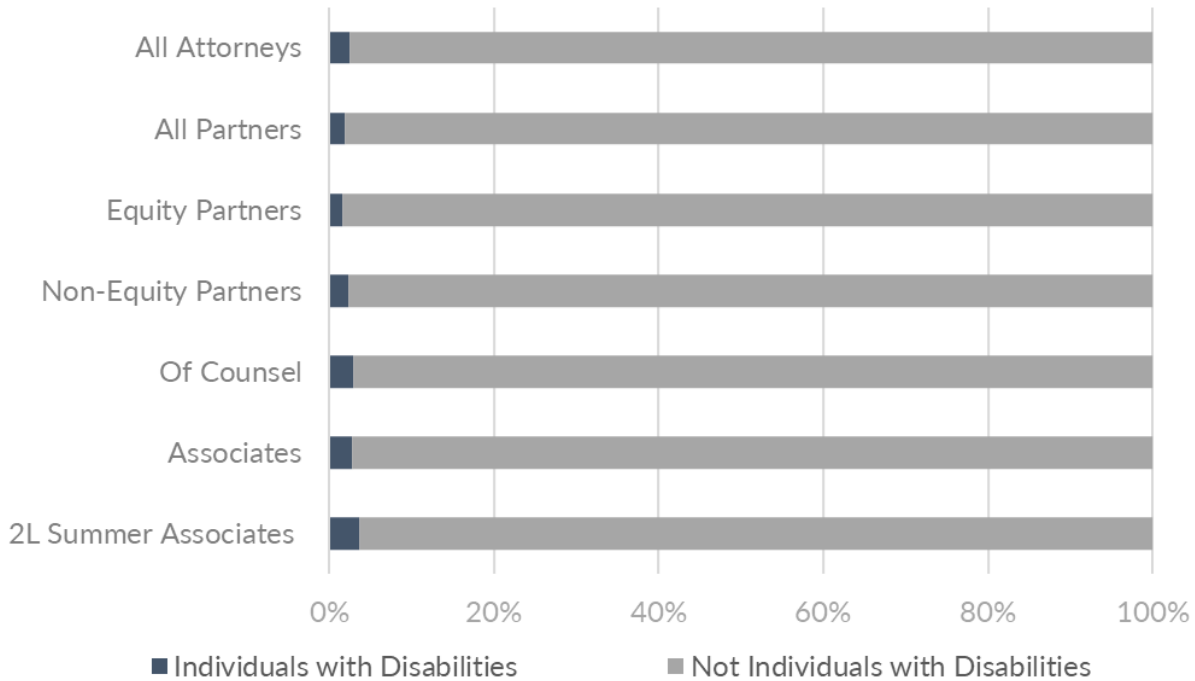




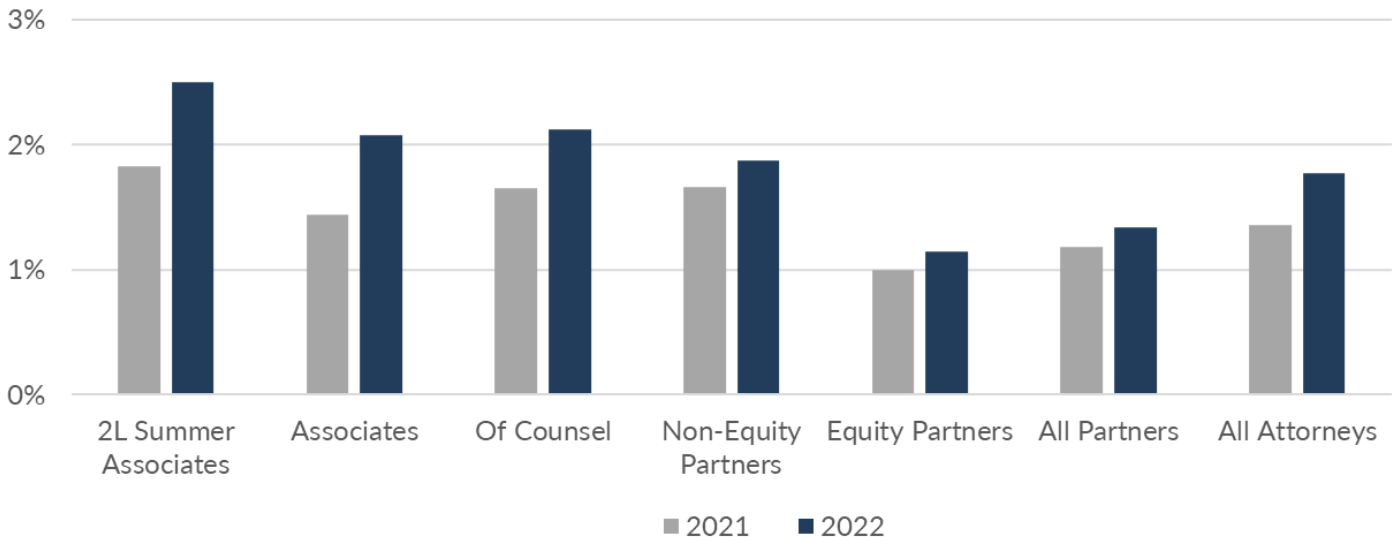
# Appendices (cont.)

## 16.3. INDIVIDUAL WITH DISABILITIES

### OVERALL DEMOGRAPHICS - INDIVIDUALS WITH DISABILITIES



### PRIOR YEAR COMPARISON - INDIVIDUALS WITH DISABILITIES



# Appendices (cont.)

## INDIVIDUAL WITH DISABILITIES (CONT.)

### PERCENTAGE OF INDIVIDUALS WITH DISABILITIES ATTORNEYS

|                                  | 2L<br>Summer<br>Associates | Associates | Of<br>Counsel | Non-<br>Equity<br>Partners | Equity<br>Partners | All<br>Partners | All<br>Attorneys |
|----------------------------------|----------------------------|------------|---------------|----------------------------|--------------------|-----------------|------------------|
| Individuals with<br>Disabilities | 2.5%                       | 2.1%       | 2.1%          | 1.9%                       | 1.1%               | 1.3%            | 1.8%             |
| Women                            | 1.6%                       | 1.2%       | 1.0%          | 0.7%                       | 0.3%               | 0.5%            | 0.9%             |
| Men                              | 0.9%                       | 0.8%       | 1.1%          | 1.2%                       | 0.8%               | 0.9%            | 0.9%             |
| Non-Binary                       | 0.0%                       | 0.0%       | 0.0%          | 0.0%                       | 0.0%               | 0.0%            | 0.0%             |
| 2021                             | 1.8%                       | 1.4%       | 1.6%          | 1.7%                       | 1.0%               | 1.2%            | 1.4%             |

\*Note some totals may not sum due to rounding.

### RECRUITMENT PERCENTAGES FOR INDIVIDUALS WITH DISABILITIES ATTORNEYS

|                                  | 2L Summer Associates           |   | Hiring                |                               |                                |   |   |
|----------------------------------|--------------------------------|---|-----------------------|-------------------------------|--------------------------------|---|---|
|                                  | All 2L<br>Summer<br>Associates | 2L Summer<br>Associates who<br>accepted an<br>offer | Total<br>New<br>Hires | Lateral<br>Associate<br>hires | Lateral Of<br>Counsel<br>hires | Lateral<br>Partner<br>hires (Non-<br>Equity only) | Lateral<br>Partner<br>hires<br>(Equity<br>only) |
| Individuals with<br>Disabilities | 2.5%                           | 2.4%  | 2.9%                  | 3.0%                          | 2.6%                           | 1.7%  | 1.5%  |
| Women                            | 1.6%                           | 1.5%  | 1.6%                  | 1.7%                          | 1.1%                           | 0.9%  | 0.5%  |
| Men                              | 0.9%                           | 0.8%  | 1.3%                  | 1.2%                          | 1.5%                           | 0.8%  | 1.1%  |
| Non-Binary                       | 0.0%                           | 0.0%  | 0.0%                  | 0.0%                          | 0.0%                           | 0.0%  | 0.0%  |
| 2021                             | 1.8%                           | 1.7%  | 1.6%                  | 1.7%                          | 1.5%                           | 1.7%  | 0.9%  |

\*Note some totals may not sum due to rounding.



# Appendices (cont.)

## INDIVIDUAL WITH DISABILITIES (CONT.)

### RECRUITMENT/PROMOTION PERCENTAGES FOR INDIVIDUALS WITH DISABILITIES ATTORNEYS

|                               | Partners  |        |                                  |        |
|-------------------------------|---|--------|----------------------------------|--------|
|                               | All New Partners<br>(Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|                               | Non-Equity  | Equity | Non-Equity                       | Equity |
| Individuals with Disabilities | 1.5%  | 1.4%   | 1.4%                             | 1.3%   |
| Women                         | 0.6%  | 0.4%   | 0.4%                             | 0.4%   |
| Men                           | 0.9%  | 1.0%   | 0.9%                             | 0.9%   |
| Non-Binary                    | 0.0%  | 0.0%   | 0.0%                             | 0.0%   |
| 2021                          | 1.3%  | 0.8%   | 0.9%                             | 0.7%   |

\*Note some totals may not sum due to rounding.

### PERCENTAGE OF ATTRITION FOR INDIVIDUALS WITH DISABILITIES ATTORNEYS

|                               | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|-------------------------------|------------|------------|---------------------|-----------------|--------------|
| Individuals with Disabilities | 1.7%       | 2.2%       | 1.4%                | 1.5%            | 1.4%         |
| Women                         | 0.8%       | 1.4%       | 0.5%                | 0.2%            | 0.3%         |
| Men                           | 0.9%       | 0.8%       | 0.9%                | 1.3%            | 1.1%         |
| Non-Binary                    | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         |
| 2021                          | 1.3%       | 1.5%       | 1.4%                | 2.1%            | 1.7%         |

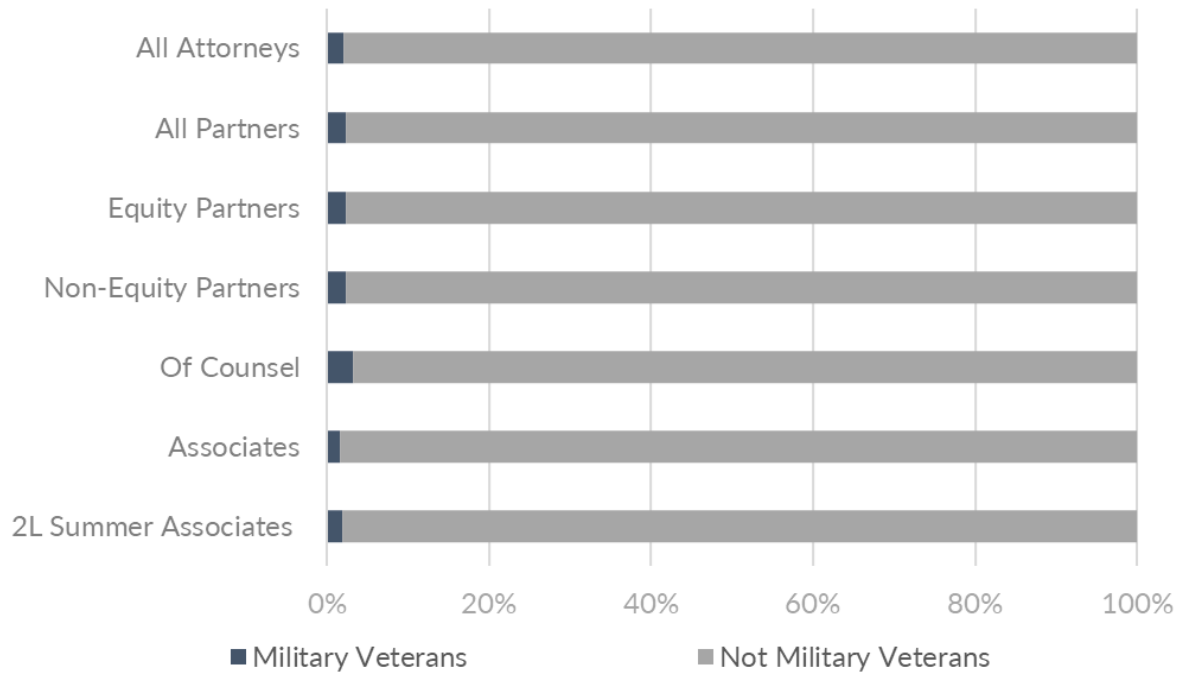
\*Note some totals may not sum due to rounding.



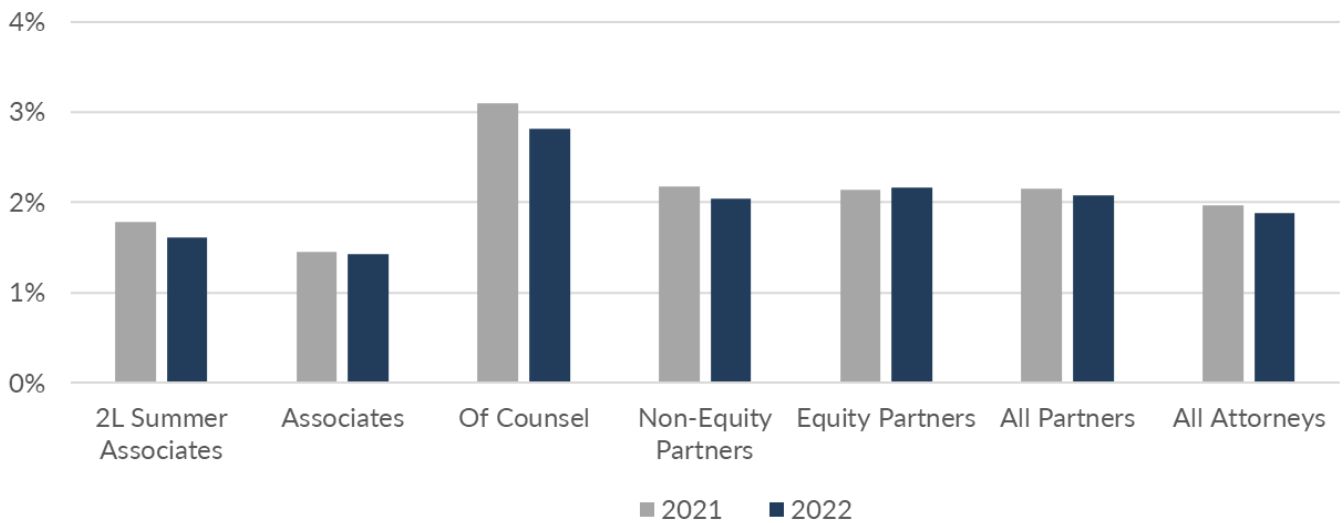
# Appendices (cont.)

## 16.4. MILITARY VETERANS

### OVERALL DEMOGRAPHICS - MILITARY VETERANS



### PRIOR YEAR COMPARISON - MILITARY VETERANS



# Appendices (cont.)

## MILITARY VETERANS (CONT.)

### PERCENTAGE OF MILITARY VETERANS ATTORNEYS

|                   | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
|-------------------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| Military Veterans | 1.6%                 | 1.4%       | 2.8%       | 2.0%                | 2.2%            | 2.1%         | 1.9%          |
| Women             | 0.2%                 | 0.2%       | 0.2%       | 0.1%                | 0.1%            | 0.1%         | 0.2%          |
| Men               | 1.4%                 | 1.2%       | 2.6%       | 1.9%                | 2.0%            | 2.0%         | 1.7%          |
| Non-Binary        | 0.0%                 | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         | 0.0%          |
| 2021              | 1.8%                 | 1.5%       | 3.1%       | 2.2%                | 2.1%            | 2.2%         | 2.0%          |

\*Note some totals may not sum due to rounding.

### RECRUITMENT PERCENTAGES FOR MILITARY VETERANS ATTORNEYS

|                   | 2L Summer Associates     |  | Hiring          |                         |                          |   |                                     |
|-------------------|--------------------------|--|-----------------|-------------------------|--------------------------|---|-------------------------------------|
|                   | All 2L Summer Associates | 2L Summer Associates who accepted an offer | Total New Hires | Lateral Associate hires | Lateral Of Counsel hires | Lateral Partner hires (Non-Equity only) | Lateral Partner hires (Equity only) |
| Military Veterans | 1.6%                     | 1.5%                                       | 1.7%            | 1.8%                    | 1.4%                     | 2.1%                                    | 1.3%                                |
| Women             | 0.2%                     | 0.2%                                       | 0.2%            | 0.3%                    | 0.3%                     | 0.1%                                    | 0.0%                                |
| Men               | 1.4%                     | 1.2%                                       | 1.4%            | 1.5%                    | 1.1%                     | 2.0%                                    | 1.3%                                |
| Non-Binary        | 0.0%                     | 0.0%                                       | 0.0%            | 0.0%                    | 0.0%                     | 0.0%                                    | 0.0%                                |
| 2021              | 1.8%                     | 1.5%                                       | 1.6%            | 1.6%                    | 1.5%                     | 1.6%                                    | 1.8%                                |

\*Note some totals may not sum due to rounding.



# Appendices (cont.)

## MILITARY VETERANS (CONT.)

### RECRUITMENT/PROMOTION PERCENTAGES FOR MILITARY VETERANS ATTORNEYS

|                   | Partners  |        |                                  |        |
|-------------------|---|--------|----------------------------------|--------|
|                   | All New Partners<br>(Lateral Hires and Promoted Internally) |        | New Partners Promoted Internally |        |
|                   | Non-Equity  | Equity | Non-Equity                       | Equity |
| Military Veterans | 1.4%  | 1.4%   | 0.9%                             | 1.5%   |
| Women             | 0.0%  | 0.0%   | 0.0%                             | 0.0%   |
| Men               | 1.4%  | 1.4%   | 0.9%                             | 1.5%   |
| Non-Binary        | 0.0%  | 0.0%   | 0.0%                             | 0.0%   |
| 2021              | 1.3%  | 1.7%   | 1.1%                             | 1.6%   |

\*Note some totals may not sum due to rounding.

### PERCENTAGE OF ATTRITION FOR MILITARY VETERANS ATTORNEYS

|                   | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners |
|-------------------|------------|------------|---------------------|-----------------|--------------|
| Military Veterans | 1.6%       | 1.8%       | 2.5%                | 1.5%            | 2.0%         |
| Women             | 0.2%       | 0.2%       | 0.1%                | 0.1%            | 0.1%         |
| Men               | 1.4%       | 1.7%       | 2.4%                | 1.5%            | 2.0%         |
| Non-Binary        | 0.0%       | 0.0%       | 0.0%                | 0.0%            | 0.0%         |
| 2021              | 1.5%       | 2.0%       | 1.9%                | 3.1%            | 2.5%         |

\*Note some totals may not sum due to rounding.



# Appendices (cont.)

## 16.5. CHANGES IN LAW FIRM DEMOGRAPHICS

| LAW FIRM DEMOGRAPHICS (2018-2022) |      |                      |            |            |                     |                 |              |               |
|-----------------------------------|------|----------------------|------------|------------|---------------------|-----------------|--------------|---------------|
| Demographic                       | Year | 2L Summer Associates | Associates | Of Counsel | Non-Equity Partners | Equity Partners | All Partners | All Attorneys |
| White/Caucasian                   | 2022 | 57.9%                | 67.3%      | 82.0%      | 84.1%               | 87.1%           | 86.1%        | 77.1%         |
|                                   | 2021 | 58.9%                | 69.0%      | 83.0%      | 85.2%               | 87.9%           | 87.1%        | 78.4%         |
|                                   | 2020 | 63.9%                | 72.2%      | 85.8%      | 87.5%               | 89.6%           | 88.9%        | 81.2%         |
|                                   | 2019 | 66.6%                | 73.0%      | 85.8%      | 88.3%               | 90.2%           | 89.6%        | 81.7%         |
|                                   | 2018 | 67.0%                | 74.0%      | 86.5%      | 88.4%               | 90.7%           | 90.1%        | 82.4%         |
| Asian                             | 2022 | 14.6%                | 12.7%      | 6.3%       | 5.1%                | 4.6%            | 4.9%         | 8.6%          |
|                                   | 2021 | 15.7%                | 12.2%      | 6.0%       | 4.8%                | 4.5%            | 4.6%         | 8.2%          |
|                                   | 2020 | 14.4%                | 12.6%      | 5.8%       | 4.4%                | 4.3%            | 4.3%         | 8.1%          |
|                                   | 2019 | 13.6%                | 12.2%      | 5.4%       | 4.1%                | 4.0%            | 4.0%         | 7.9%          |
|                                   | 2018 | 13.3%                | 12.1%      | 5.3%       | 4.2%                | 3.8%            | 3.9%         | 7.8%          |
| Hispanic/Latinx                   | 2022 | 8.5%                 | 7.1%       | 3.8%       | 3.8%                | 2.9%            | 3.2%         | 5.0%          |
|                                   | 2021 | 8.0%                 | 6.6%       | 3.6%       | 3.6%                | 2.9%            | 3.1%         | 4.7%          |
|                                   | 2020 | 7.5%                 | 6.2%       | 3.5%       | 3.6%                | 2.8%            | 3.1%         | 4.5%          |
|                                   | 2019 | 7.7%                 | 6.1%       | 3.4%       | 3.3%                | 2.7%            | 2.9%         | 4.4%          |
|                                   | 2018 | 7.6%                 | 5.5%       | 3.4%       | 3.4%                | 2.6%            | 2.8%         | 4.1%          |
| African American/Black            | 2022 | 9.8%                 | 6.4%       | 3.5%       | 3.1%                | 2.4%            | 2.6%         | 4.4%          |
|                                   | 2021 | 10.4%                | 5.8%       | 3.2%       | 2.9%                | 2.2%            | 2.4%         | 4.0%          |
|                                   | 2020 | 9.0%                 | 5.3%       | 2.9%       | 2.8%                | 2.2%            | 2.4%         | 3.7%          |
|                                   | 2019 | 7.7%                 | 5.2%       | 3.5%       | 2.7%                | 2.0%            | 2.2%         | 3.7%          |
|                                   | 2018 | 7.8%                 | 4.9%       | 3.1%       | 2.5%                | 2.0%            | 2.1%         | 3.5%          |
| Multiracial                       | 2022 | 5.1%                 | 4.0%       | 1.9%       | 1.8%                | 1.3%            | 1.4%         | 2.6%          |
|                                   | 2021 | 4.7%                 | 3.6%       | 1.8%       | 1.6%                | 1.2%            | 1.3%         | 2.4%          |
|                                   | 2020 | 4.9%                 | 3.4%       | 1.7%       | 1.4%                | 1.0%            | 1.1%         | 2.2%          |
|                                   | 2019 | 3.8%                 | 3.3%       | 1.7%       | 1.4%                | 0.9%            | 1.0%         | 2.1%          |
|                                   | 2018 | 3.8%                 | 3.3%       | 1.5%       | 1.2%                | 0.8%            | 0.9%         | 2.0%          |



# Appendices (cont.)

## CHANGES IN LAW FIRM DEMOGRAPHICS (CONT.)

### LAW FIRM DEMOGRAPHICS (2018-2022) (CONT.)

| Demographic                            | Year | 2L<br>Summer<br>Associates | Associates | Of<br>Counsel | Non-<br>Equity<br>Partners | Equity<br>Partners | All<br>Partners | All<br>Attorneys |
|--|------|----------------------------|------------|---------------|----------------------------|--------------------|-----------------|------------------|
| Alaska<br>Native/Indigenous            | 2022 | 0.2%                       | 0.2%       | 0.1%          | 0.1%                       | 0.2%               | 0.2%            | 0.2%             |
|  | 2021 | 0.1%                       | 0.2%       | 0.1%          | 0.2%                       | 0.1%               | 0.2%            | 0.2%             |
|  | 2020 | 0.3%                       | 0.2%       | 0.2%          | 0.2%                       | 0.2%               | 0.2%            | 0.2%             |
|  | 2019 | 0.3%                       | 0.2%       | 0.2%          | 0.2%                       | 0.1%               | 0.2%            | 0.2%             |
|  | 2018 | 0.3%                       | 0.2%       | 0.2%          | 0.2%                       | 0.1%               | 0.2%            | 0.2%             |
| Native<br>Hawaiian/Pacific<br>Islander | 2022 | 0.1%                       | 0.1%       | 0.1%          | 0.1%                       | 0.1%               | 0.1%            | 0.1%             |
|  | 2021 | 0.1%                       | 0.1%       | 0.1%          | 0.1%                       | 0.0%               | 0.0%            | 0.1%             |
|  | 2020 | 0.1%                       | 0.1%       | 0.1%          | 0.1%                       | 0.1%               | 0.1%            | 0.1%             |
|  | 2019 | 0.4%                       | 0.1%       | 0.1%          | 0.1%                       | 0.0%               | 0.0%            | 0.1%             |
| Openly LGBTQ+                          | 2022 | 9.6%                       | 6.9%       | 3.1%          | 2.4%                       | 2.5%               | 2.5%            | 4.5%             |
|  | 2021 | 9.9%                       | 5.9%       | 2.7%          | 2.4%                       | 2.4%               | 2.4%            | 4.0%             |
|  | 2020 | 8.0%                       | 5.2%       | 2.6%          | 2.2%                       | 2.3%               | 2.3%            | 3.6%             |
|  | 2019 | 7.0%                       | 4.5%       | 2.1%          | 2.1%                       | 2.0%               | 2.1%            | 3.2%             |
|  | 2018 | 5.7%                       | 4.0%       | 2.2%          | 2.0%                       | 1.9%               | 1.9%            | 2.9%             |
| Individuals with<br>Disabilities       | 2022 | 2.5%                       | 2.1%       | 2.1%          | 1.9%                       | 1.1%               | 1.3%            | 1.8%             |
|  | 2021 | 1.8%                       | 1.4%       | 1.6%          | 1.7%                       | 1.0%               | 1.2%            | 1.4%             |
|  | 2020 | 0.7%                       | 0.9%       | 1.2%          | 1.4%                       | 0.8%               | 1.0%            | 1.0%             |
|  | 2019 | 0.3%                       | 0.7%       | 0.8%          | 0.8%                       | 0.5%               | 0.6%            | 0.7%             |
|  | 2018 | 0.4%                       | 0.5%       | 0.6%          | 0.6%                       | 0.4%               | 0.5%            | 0.5%             |
| Military Veterans                      | 2022 | 1.6%                       | 1.4%       | 2.8%          | 2.0%                       | 2.2%               | 2.1%            | 1.9%             |
|  | 2021 | 1.8%                       | 1.5%       | 3.1%          | 2.2%                       | 2.1%               | 2.2%            | 2.0%             |
|  | 2020 | 1.4%                       | 1.1%       | 2.9%          | 2.3%                       | 1.9%               | 2.0%            | 1.7%             |
|  | 2019 | N/A                        | N/A        | N/A           | N/A                        | N/A                | N/A             | N/A              |
|  | 2018 | N/A                        | N/A        | N/A           | N/A                        | N/A                | N/A             | N/A              |





# Appendices (cont.)

## CHANGES IN LAW FIRM DEMOGRAPHICS (CONT.)

### LAW FIRM DEMOGRAPHICS (2018-2022) (CONT.)

| Demographic  | Year | 2L<br>Summer<br>Associates | Associates | Of<br>Counsel | Non-<br>Equity<br>Partners | Equity<br>Partners | All<br>Partners | All<br>Attorneys |
|--|------|----------------------------|------------|---------------|----------------------------|--------------------|-----------------|------------------|
| All<br>Underrepresented<br>Racial & Ethnic<br>Groups | 2022 | 38.3%                      | 30.4%      | 15.7%         | 14.0%                      | 11.4%              | 12.4%           | 20.9%            |
|  | 2021 | 39.1%                      | 28.4%      | 14.8%         | 13.2%                      | 11.0%              | 11.6%           | 19.6%            |
|  | 2020 | 36.1%                      | 27.8%      | 14.2%         | 12.5%                      | 10.4%              | 11.1%           | 18.8%            |
|  | 2019 | 33.4%                      | 27.0%      | 14.2%         | 11.7%                      | 9.8%               | 10.4%           | 18.3%            |
|  | 2018 | 33.0%                      | 26.0%      | 13.5%         | 11.6%                      | 9.3%               | 9.9%            | 17.6%            |
| All Women  | 2022 | 55.2%                      | 50.4%      | 42.3%         | 33.3%                      | 25.1%              | 27.7%           | 39.8%            |
|  | 2021 | 55.4%                      | 48.9%      | 41.2%         | 33.0%                      | 24.2%              | 26.7%           | 38.7%            |
|  | 2020 | 53.6%                      | 48.3%      | 40.8%         | 31.8%                      | 23.5%              | 26.0%           | 37.7%            |
|  | 2019 | 52.6%                      | 47.7%      | 40.6%         | 30.9%                      | 22.4%              | 24.8%           | 37.2%            |
|  | 2018 | 51.9%                      | 46.9%      | 40.2%         | 30.3%                      | 21.8%              | 24.1%           | 36.5%            |
| Women of Color                                       | 2022 | 24.0%                      | 17.6%      | 8.7%          | 6.3%                       | 4.3%               | 5.0%            | 11.1%            |
|  | 2021 | 24.1%                      | 16.5%      | 8.1%          | 6.0%                       | 4.0%               | 4.6%            | 10.4%            |
|  | 2020 | 21.6%                      | 16.0%      | 7.6%          | 5.5%                       | 3.7%               | 4.2%            | 9.8%             |
|  | 2019 | 20.0%                      | 15.4%      | 7.4%          | 5.4%                       | 3.3%               | 3.9%            | 9.5%             |
|  | 2018 | 19.5%                      | 14.7%      | 7.1%          | 5.1%                       | 3.1%               | 3.6%            | 9.1%             |



# Key Terms

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## CATEGORIES

- a. **Attrition:** Attrition refers to the total percentage of Associates (1st Year through 8th Year+), Associates, Of Counsel, Non-Equity Partners (if applicable), and Equity Partners, who have not been retained. It is categorized by Gender, Racial & Ethnic Group, sexual orientation, and disability as self-reported by the law firm. The Attrition percentages shown represent the distribution of the workforce leaving per Gender and per Racial & Ethnic Group.
- b. **Demographics:** Demographics details the total percentage of employees at the Firm categorized by Gender, Racial & Ethnic Group, sexual orientation, and disability and by Summer Associates, Associates, Of Counsel, Non-Equity Partners (if applicable), and Equity Partners as self-reported by the law firm.
- c. **Promotion:** Promotion refers to the total percentage of new partners promoted (from Associate or Of Counsel rank) and new Equity Partners promoted (lateral hires or promoted within), as categorized by Gender, Racial & Ethnic Group, sexual orientation, and disability self-reported by the law firm. It also includes committee membership and leadership representation.
- d. **Recruitment:** Recruitment refers to the total percentage of Summer Associates, Associates, Of Counsel, Non-Equity Partners (if applicable), and Equity Partners, who have been recruited or laterally recruited. It is categorized by Gender, Racial & Ethnic Group, sexual orientation, and disability self-reported by the law firm.



# Key Terms (cont.)

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## LEVELS

The Levels we generally disaggregate for Demographics, Recruitment, and Attrition are defined below. We recognize that not all law firms employ all of these levels of Attorneys listed below and that not all law firms use the same terminology for similar positions. Note that all these levels will alternatively be referred to as Attorneys.

- a. **Attorney:** Also called Attorney-at-law, Attorneys are defined as persons authorized to practice law. In this survey, the term “lawyer” is deemed to be interchangeable with the term “Attorney”.
- b. **Associates:** A non-partner Attorney 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 Associates are not included in Associates.
- c. **Equity Partners:** An Attorney, generally referred to as a Partner, Member, or Shareholder, who has the right to share in the profits of the Firm.
- d. **Equity / Non-Equity Partners Promoted:** Attorneys promoted to Equity or Non-Equity Partner level from Non-Equity Partner, Associate or Of Counsel rank within the firm.
- e. **New Hire:** An Attorney who has joined the Firm sometime during the year; this includes all first-year Associates, laterals, and Partners (both Equity and Non-Equity). It does not include Summer Associates.
- f. **Non-Equity Partners:** An Attorney who has been promoted from Associate to a tier of partnership in which the Attorney does not share in the profits or capital of the firm; this position is often an intermediate step toward Equity partner. Also known as fixed-dollar, salary, income, or non-share partners.
- g. **Of Counsel:** An Attorney, who may be known as counsel, of counsel, special counsel, staff Attorney or senior Attorney, who is neither an Associate nor a partner; the Attorney does not currently share in the firm’s profits but may be on a track that enables consideration for partnership. They are a permanent (including part-time) 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 in an advisory capacity.
- h. **Summer Associates:** 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 an Attorney or Attorneys.

# Key Terms (cont.)

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## ADDITIONAL DEFINITIONS

- a. **Underrepresented Groups:** Includes Underrepresented Racial & Ethnic Groups, Women, Openly or Self-Identified LGBTQ+ Attorneys, Individuals with Disabilities, and Military Veterans.
- b. **Data Not Available/Data Not Submitted:**
  - i. *Data Not Available* indicates that comparative data with legal departments of Similar Size and with the Overall industry benchmark were not shared because the corporate legal department did not submit data and/or the data was not applicable to the corporate legal department for that Category, Element, or Component.
  - ii. *Data Not Submitted* indicates that the corporate legal department did not self-submit any data for this Category, Element, or Component.
- c. **Diversity:** Underrepresented Racial & Ethnic Groups, Women, Openly or Self-Identified LGBTQ+ Attorneys, Individuals with Disabilities, and Military Veterans.
- d. **Equity:** The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.
- e. **Equal Employment Opportunity Commission (EEOC):** The U.S. federal agency established to enforce laws protecting employees from workplace discrimination in alignment with the Civil Rights Act of 1964. Specifically, EEOC presides over the protection of employees from discrimination based on their “race, color, national origin, religion, sex (including sexual orientation, Gender identity, and pregnancy), age (e.g., 40 and older), and disability”.
- f. **Gender:** Men, women, and non-binary.
- g. **Impact Activities:** Activities and practices implemented by law firms with the purpose of improving DEI outcomes and culture at the law firms (e.g., sponsorship programs for Attorneys from Underrepresented Racial & Ethnic Groups)
- h. **Inclusion:** The outcome of those activities and initiatives that foster a sense of belonging of every employee, irrespective of Gender, Racial & Ethnic Group, sexual orientation, or disabilities. Inclusion authentically brings traditionally excluded individuals and/or groups into processes, activities, and decision-making in a way that shares power and ensures equal access to opportunities and resources.
- i. **Individuals with Disabilities:** Anyone who has self-identified as having a disability as defined under the Americans with Disabilities Act of 1990 (ADA). Conditions that may result in disability include mental, sensory, or physical impairment or condition.



# Key Terms (cont.)

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## ADDITIONAL DEFINITIONS (CONT.)

- j. **LGBTQ+ / Openly LGBTQ+:** Anyone who identifies as lesbian, gay, bisexual, transgender, queer, and/or Gender fluid. These terms are used to describe a person's sexual orientation and/or Gender identity.
- k. **Racial & Ethnic Groups:** Includes White/Caucasian and Underrepresented Racial & Ethnic Groups.
- l. **The Report:** The MCCA Law Firm Diversity Survey Report.
- m. **The Survey:** The MCCA Law Firm Diversity Survey.
- n. **Underrepresented Racial & Ethnic Groups:** Those whose race is other than White/Caucasian and include the following categories designated by the EEOC: African American/Black (not Hispanic or Latinx); Alaska Native/Indigenous; Asian; Hispanic/Latinx; Multiracial (those who identify with two or more of the above races); and Native Hawaiian/Other Pacific Islander. Note that individuals having origins in the Middle East or North Africa are defined as White/Caucasian under EEOC designations. Please note that no Attorney was counted in more than one Underrepresented Racial & Ethnic group category.



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