



# U.S. Law Firm Diversity Survey Report 2022

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# Introduction

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Since 1997, the Minority Corporate Counsel Association (MCCA) has studied and measured the legal industry's efforts to improve diversity, equity, and inclusion in corporate legal departments and at law firms. Over the last 25 years, we have slowly but surely led a shift in the industry's long-term vision—making diversity not just an abstract priority, but one that now features prominently on boardroom agendas.

Our success is rooted in our data-driven approach. We believe that only with data can organizations understand these problems, measure progress, and hold themselves accountable. By investing in transparency and accountability, we can diversify the talent pipeline readying to become the next generation of corporate lawyers. And in doing so, we can uplift diverse lawyers and leaders in every sector—whose rich experiences and expertise will enhance equity and inclusion for firms and their clients, corporations and their employees, in counsel's offices and c-suites across America.

The MCCA Law Firm Diversity Survey, first released in 2004, has been a powerful tool in bringing issues of diversity, equity, and inclusion to the forefront of the legal profession. Each year, participating firms provide data on diversity in hiring, retention, and promotion, and we compile this data into a report that helps law firms benchmark their progress.

In 2022, 214 law firms responded to our 19th annual survey. We thank them for their participation and their commitment to living up to our shared ideals.

We hope the 2022 Law Firm Diversity Survey Report gives you—law firms, corporations, nonprofit leaders, prospective lawyers—the information you need to make our vision for a more equitable profession a reality.





# Executive Summary

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While there has been a trend towards increased diversity among attorneys in the law firms surveyed, this community is less diverse than the U.S. In the most recent survey, covering characteristics of law firm attorneys in 2021, eight in ten attorneys (78.9%) are White/Caucasian, while the incidence is closer to six in ten (59.5%) among the U.S. adult population aged 25 to 65 years (per the Census Bureau Current Population Survey<sup>1</sup>). After White/Caucasians, the most represented racial/ethnic groups consist of those with an Asian background (8.8%), Hispanic/Latinx (5.0%), and African American/Black (4.5%), the latter two with lower representation than the U.S. population. Diversity varies across positions in the firm, with Associates consisting of greater proportions of underrepresented groups than Partners. This is a theme throughout this report—early career positions are significantly more diverse than later career cohorts. In particular, 2L Summer Associates are highly diverse and mirror the U.S. population, while the Associate and Of Counsel are more diverse than Partners. A final note on racial/ethnic diversity is that the population of law firm attorneys in this survey has been shifting towards greater diversity in the long run (since 2010) and since the previous survey year.

Another facet of diversity is the representation of women. The proportion of women in the profession, as measured in this survey, has similar trends to racial/ethnic diversity. Women are in a minority (39.8%) among all attorneys when they should be half to reflect the balance in the U.S. population. Also similar, the share of women tracks closely with the seniority of the position—they constitute the majority (55.6%) of 2L Summer Associates, half of Associates (49.3%) but barely a quarter (26.8%) of Partners. The share of women attorneys in law firms in this survey has been steadily growing since 2010 (when they made up 34.2% of attorneys), and increased a percentage point in just the past year. While underrepresented racial/ethnic groups are on course to catch up with the general population in the U.S., women are on track to become the majority gender because of their high representation among 2L Summer Associates.

<sup>1</sup> *Current Population Survey, U.S. Bureau of the Census, August 2022 Monthly Supplement.*





# Executive Summary

## RACIAL/ETHNIC GROUPS IN LAW FIRMS, 2010-2021

FIGURE 1

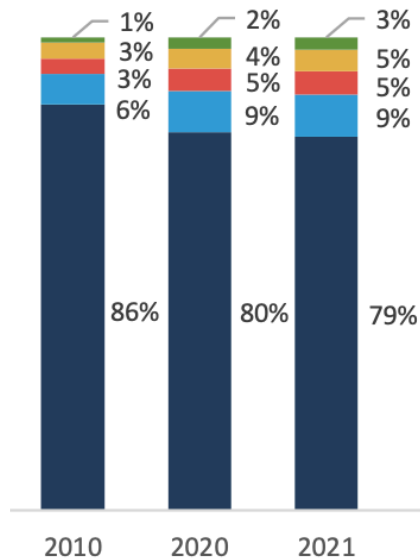


FIGURE 2

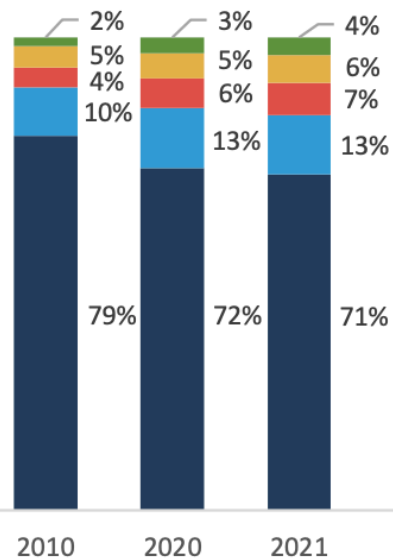
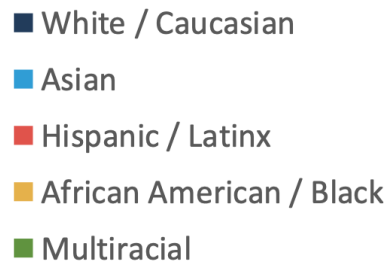
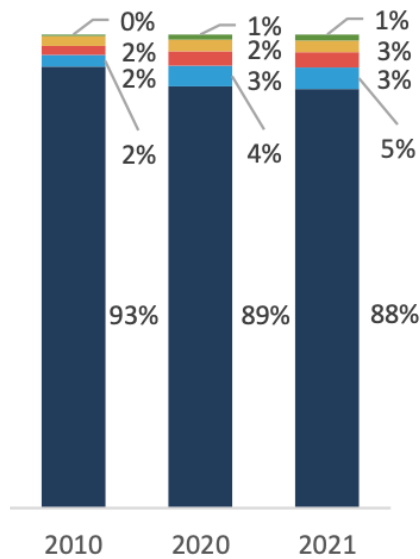


FIGURE 3



All Partners



# Executive Summary

**TABLE 1. LAW FIRM DEMOGRAPHICS (2010, 2020, & 2021)**

Demographic	Year	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
White/Caucasian	2021	60.1%	70.8%	84.8%	86.6%	88.9%	88.3%	78.9%
	2020	63.9%	72.2%	85.8%	87.5%	89.6%	88.9%	79.8%
	2010	71.8%	79.0%	90.2%	91.2%	93.7%	93.1%	85.6%
Asian	2021	16.1%	12.5%	6.1%	4.9%	4.5%	4.6%	8.8%
	2020	14.4%	12.6%	5.8%	4.4%	4.3%	4.3%	8.6%
	2010	12.4%	10.2%	3.7%	3.0%	2.2%	2.4%	6.4%
Hispanic/Latinx	2021	8.1%	6.7%	3.7%	3.7%	2.9%	3.1%	5.0%
	2020	7.5%	6.2%	3.5%	3.6%	2.8%	3.1%	4.7%
	2010	5.3%	4.2%	2.5%	2.3%	1.9%	2.0%	3.2%
African American/Black	2021	10.6%	5.9%	3.3%	3.0%	2.3%	2.5%	4.5%
	2020	9.0%	5.3%	2.9%	2.8%	2.2%	2.4%	4.2%
	2010	7.7%	4.5%	2.8%	2.8%	1.6%	1.9%	3.4%
Multiracial	2021	4.8%	3.7%	1.9%	1.6%	1.2%	1.3%	2.6%
	2020	4.9%	3.4%	1.7%	1.4%	1.0%	1.1%	2.4%
	2010	2.4%	1.8%	0.6%	0.5%	0.4%	0.4%	1.1%
All Underrepresented Racial/Ethnic Groups	2021	39.9%	29.2%	15.2%	13.4%	11.1%	11.7%	21.1%
	2020	36.1%	27.8%	14.2%	12.5%	10.4%	11.1%	20.2%
	2010	28.2%	21.0%	9.8%	8.8%	6.3%	6.9%	14.4%
All Women	2021	55.6%	49.3%	41.4%	33.2%	24.3%	26.8%	39.8%
	2020	53.6%	48.3%	40.8%	31.8%	23.5%	26.0%	38.8%
	2010	48.1%	45.8%	37.3%	26.8%	17.0%	19.4%	34.2%
Women of Color	2021	24.6%	16.9%	8.3%	6.1%	4.1%	4.6%	11.4%
	2020	21.6%	16.0%	7.6%	5.5%	3.7%	4.2%	10.8%
	2010	15.9%	11.6%	5.0%	3.3%	1.8%	2.2%	7.2%

The survey measures diversity in different ways than race/ethnicity and gender. This year's survey reveals that 4.3% of all attorneys openly identify as LGBTQ+. They reflect a familiar pattern whereby their incidence is higher among non-partner positions, particularly 2L Summer Associates, and there is a pattern of positive growth which in the future will be fueled by the entry of a younger generation into the profession.



# Executive Summary

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On the other hand, the incidence of identified individuals with a disability is relatively low (1.4%), as is the incidence of Military Veterans (1.9%).

It is noteworthy that firms are actively pursuing steps to increase diversity. In 2021, the average firm in the survey invested over 3,500 hours and a budget of over \$193,000 on Diversity, Equity, and Inclusion (DEI) strategies and initiatives. Firms are taking active steps towards improving on DEI, the most common ones include communicating that DEI is a top priority for the firm, having a formal committee and plan with action steps, supporting internal affinity networks, and developing relationships with affinity bar associations and legal diversity organizations. Firms are also committed to reducing attrition, with a high percentage engaging in activities that include professional skills development, mentoring programs, work/life programs, allowing diverse attorneys to engage with clients and work on lead engagements, and a wide range of other steps that will ensure diverse attorneys are recognized and fulfilled.

A final observation is that DEI success derives not only from specific programs, but from the success of the committees charged with hiring and evaluating attorneys. It is no surprise that Diversity Committees are much more diverse than attorneys in the survey overall and most closely represent the U.S. population. Other committees are not as diverse. For example, U.S. Hiring Committees proportionally reflect the diversity of the attorney population in the survey, while the Partner Review and Associate Review Committees more closely reflect the population of attorneys in senior positions (which is less diverse). Considering the composition of these committees might be an opportunity for firms to drive DEI success through structure, not just through programs and outreach.

As of 2021, a great deal of work remains to be done across U.S. Law Firms to achieve workplaces that are representative of the societies in which they practice. However, we look forward to progress in future years with the widespread deployment of DEI programs, greater openness and inclusion, and an influx of a new generation of attorneys that is more diverse.





# Participating Firms

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- A** Adams and Reese LLP  
Adeli LLP  
Akerman LLP  
Akin Gump Strauss Hauer & Feld LLP  
Allen & Overy LLP  
Allen Matkins Leck Gamble Mallory & Natsis LLP  
Alston & Bird  
ArentFox Schiff  
Arnold & Porter Kaye Scholer  
Atheria  
Axinn Veltrop & Harkrider LLP
- B** Babst Calland Attorneys at Law  
Baird Holm LLP  
Baker Botts LLP  
Baker, Donelson, Bearman,  
Caldwell & Berkowitz, PC  
BakerHostetler  
Baker McKenzie  
Ballard Spahr LLP  
Barclay Damon LLP  
Barnes & Thornburg LLP  
Barry McTiernan & Moore LLC  
Beveridge & Diamond PC  
Blank Rome LLP  
Boies Schiller Flexner LLP  
Bookoff McAndrews, PLLC  
Bowman and Brooke LLP  
Bradley Arant Boult Cummings LLP  
Bressler, Amery & Ross, P.C.  
Brown & James, P.C.  
Brownstein Hyatt Farber Schreck, LLP  
Bryan Cave Leighton Paisner
- Buchanan, Ingersoll & Rooney, PC  
Buckley LLP  
Burns White LLC  
Burr & Forman LLP  
Bush Seyferth PLLC  
Butler Snow LLP
- C** Cadwaladar, Wickersham & Taft LLP  
Caplin & Drysdale, Chartered  
Carlton Fields P.A.  
Chapman and Cutler LLP  
Chartwell Law  
Clark Hill  
Cleary Gottlieb Steen & Hamilton LLP  
Constangy, Brooks, Smith &  
Prophete, LLP  
Cooley LLP  
Covington & Burling LLP  
Cozen O'Connor  
Cravath, Swaine & Moore LLP  
Curley, Hurtgen & Johnsrud LLP
- D** Davis Polk & Wardwell LLP  
Davis Wright Tremaine LLP  
Debevoise & Plimpton LLP  
Dechert LLP  
Dentons US LLP  
Dinsmore & Shohl LLP  
DLA Piper LLP- US  
Dority & Manning, P.A.  
Dorsey & Whitney LLP  
Duane Morris LLP  
Dykema Gossett PLLC



# Participating Firms

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- E** Elarbee, Thompson, Sapp & Wilson LLP  
Epstein, Becker & Green, PC  
Eversheds Sutherland (US) LLP
- F** Faegre Drinker Biddle & Reath LLP  
Fenwick & West LLP  
Fiala & Weaver P.L.L.C.  
Finnegan, Henderson, Farabow,  
Garrett & Dunner, LLP  
Fish & Richardson P.C.  
Fisher & Phillips LLP  
FisherBroyles, LLP  
Fletcher Yoder, P.C.  
Foley & Lardner LLP  
Foley Hoag LLP  
Fox Rothschild LLP  
Fredrikson & Byron, P.A.  
Freshfields Bruckhaus Deringer LLP  
Fried, Frank, Harris, Shriver  
& Jacobson LLP  
Frost Brown Todd LLC
- G** Galloway, Johnson, Tompkins,  
Burr & Smith, APLC  
Gentry Locke Attorneys  
Gibbons P.C.  
Gibson Dunn & Crutcher LLP  
Goldberg Segalla  
Goodwin Procter LLP  
Gordon Rees Scully Mansukhani, LLP  
Goulston & Storrs PC  
Greenberg Traurig  
Groom Law Group
- H** Hanson Bridgett LLP  
Harrity & Harrity, LLP  
Hill Ward Henderson  
Hinshaw & Culbertson LLP  
Hogan Lovells (US) LLP  
Holland & Hart  
Holland & Knight LLP  
Holwell Shuster & Goldberg LLP  
Honigman LLP  
Hunton Andrews Kurth LLP  
Husch Blackwell LLP
- I** Ice Miller LLP
- J** Jackson Lewis P.C.  
Jackson Walker L.L.P.  
Jenner & Block LLP  
Jones Walker LLP
- K** K&L Gates LLP  
Kasowitz Benson Torres LLP  
Katten Muchin Rosenman LLP  
Keller and Heckman LLP  
Kelley Drye & Warren LLP  
Kelly IP  
Kim & Stewart LLP  
Kirkland & Ellis LLP  
Klarquist  
Knobbe Martens  
Kutak Rock LLP
- L** Lane Powell PC  
Latham & Watkins  
Lathrop GPM LLP



# Participating Firms

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- Lazaro Law Group  
Lightfoot Franklin & White  
Linklaters LLP  
Littler Mendelson P.C.  
Locke Lord  
Lowenstein Sandler LLP  
LTL Attorneys LLP
- M** Mahamedi IP Law LLP  
Manatt Phelps & Phillips LLP  
MASLON LLP  
Massey & Gail LLP  
Mayer Brown LLP  
McDermott Will & Emery LLP  
McGuireWoods, LLP  
McKool Smith  
MG+M The Law Firm  
Michael Best & Friedrich LLP  
Milbank  
Miles & Stockbridge  
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.  
Mitchell Silberberg & Knupp LLP  
Moore & Van Allen PLLC  
Morgan, Lewis & Bockius, LLP  
Morrison & Foerster LLP  
Morrison Mahoney LLP  
Munger, Tolles & Olson LLP
- N** Neal, Gerber & Eisenberg LLP  
Nixon Peabody LLP  
Norton Rose Fulbright US LLP  
Nossaman LLP
- O** Ogletree, Deakins, Nash, Smoak & Stewart, P.C.  
Orrick, Herrington & Sutcliffe LLP
- P** Parker Poe  
Patterson + Sheridan LLP  
Paul, Weiss, Rifkind, Wharton & Garrison LLP  
Pearne & Gordon LLP  
Perkins Coie LLP  
Pillsbury Winthrop Shaw Pittman LLP  
Proskauer Rose LLP
- Q** Quarles & Brady LLP
- R** Ray Quinney & Nebeker P.C.  
Reed Smith LLP  
Reilly, McDevitt & Henrich, P.C.  
Reminger Co., LPA  
Ricci Tyrrell Johnson & Grey  
Richards, Layton & Finger, P.A.  
Riley Safer Holmes & Cancila LLP  
Robinson & Cole LLP  
Robinson Bradshaw & Hinson, P.A.  
ROIG Lawyers  
Ropes & Gray LLP
- S** Saul Ewing Arnstein & Lehr LLP  
Schnader Harrison Segal & Lewis LLP  
Schulte Roth & Zabel LLP  
Schwegman Lundberg & Woessner  
Scott Douglass & McConnico LLP  
Seyfarth Shaw LLP





# Participating Firms

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Shearman & Sterling  
Sheppard, Mullin, Richter  
& Hampton LLP  
Shook, Hardy & Bacon LLP  
Sidley Austin LLP  
Skadden, Arps, Slate, Meagher  
& Flom LLP  
Snodgrass Annand PLLC  
Squire Patton Boggs (US) LLP  
Steptoe & Johnson LLP  
Sterne, Kessler, Goldstein  
& Fox, P.L.L.C.  
Stinson LLP  
Stoel Rives LLP  
Sullivan & Cromwell  
Swift, Currie, McGhee & Hiers, LLP

Williams & Connolly LLP  
Willkie Farr & Gallagher LLP  
WilmerHale  
Wilson Elser Moskowitz Edelman  
& Dicker LLP  
Wilson Sonsini Goodrich & Rosati  
Wilson Turner Kosmo LLP  
Winston & Strawn, LLP  
Womble Bond Dickinson (US) LLP

**Y** Young Conaway Stargatt & Taylor, LLP

**Z** Zelle LLP  
ZwillGen PLLC

**T** The Law Offices of William C.  
Parler, Jr., LLC  
The Webb Law Firm  
Thomas Horstemeyer, LLP  
Thompson Coburn LLP  
Thompson, Coe, Cousins & Irons, LLP  
Troutman Pepper

**V** Vedder Price  
Venable LLP  
Vinson & Elkins LLP  
Vorys, Sater, Seymour and Pease LLP

**W** Wachtell, Lipton Rosen & Katz  
Waller Lansden Dortch & Davis, LLP  
White & Case  
Wiggin and Dana LLP

\* *We have a list of Survey Participants  
on our website: [mcca.com](http://mcca.com).*

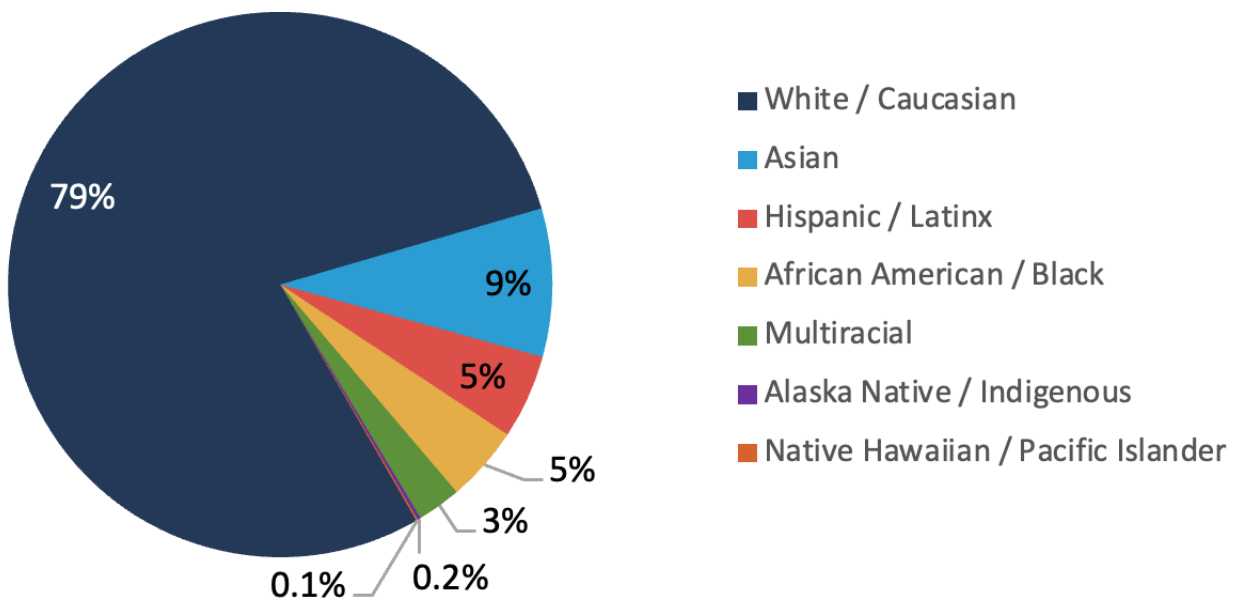


# Law Firm Demographic Composition

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Across all firms surveyed, attorneys in law firms continued to be predominantly White/Caucasian, primarily male, with a fraction who are openly LGBTQ+, having disabilities, or being veterans. As summarized in Figure 4, four in five attorneys (78.9%) are White/Caucasian, which is an overrepresentation (in 2019, the US News & World Report found that only 62% of law students were white). The next largest group consists of those with Asian backgrounds who are represented in greater proportions than the U.S. population (8.8% of attorneys compared to 6.7% of the U.S.). Other racial/ethnic groups tend to be represented in smaller proportions than the U.S., including Hispanic/Latinx (5.0% of attorneys compared to 18.6% of the U.S.) and African American/Black (4.5% of attorneys compared to 12.6% of the U.S.). As shown in Table 2, women attorneys are in the minority (39.8%) and small percentages of attorneys are openly LGBTQ+ (4.3%), have disabilities (1.4%), and are veterans (1.9%).

**FIGURE 4. RACIAL/ETHNIC GROUPS AMONG ALL ATTORNEYS**



# Law Firm Demographic Composition

FIGURE 5. RACIAL/ETHNIC GROUPS BY POSITION

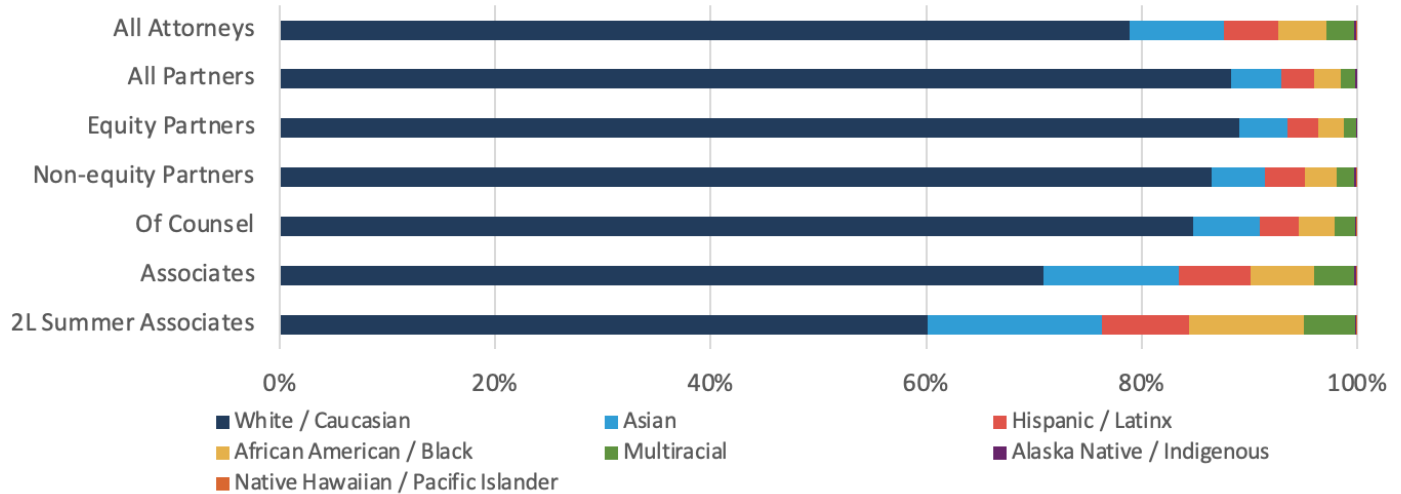


TABLE 2. OVERALL LAW FIRM DEMOGRAPHICS

	2L Summer Associates	Associates	Of Counsel	Non- Equity Partners	Equity Partners	All Partners	All Attorneys
<b>White/Caucasian</b>	60.1%	70.8%	84.8%	86.6%	88.9%	88.3%	78.9%
<b>Asian</b>	16.1%	12.5%	6.1%	4.9%	4.5%	4.6%	8.8%
<b>Hispanic/Latinx</b>	8.1%	6.7%	3.7%	3.7%	2.9%	3.1%	5.0%
<b>African American/Black</b>	10.6%	5.9%	3.3%	3.0%	2.3%	2.5%	4.5%
<b>Multiracial</b>	4.8%	3.7%	1.9%	1.6%	1.2%	1.3%	2.6%
<b>Alaska Native/Indigenous</b>	0.1%	0.2%	0.1%	0.2%	0.1%	0.2%	0.2%
<b>Native Hawaiian/ Pacific Islander</b>	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.1%
<b>Openly LGBTQ+</b>	9.8%	5.9%	2.7%	2.4%	2.4%	2.4%	4.3%
<b>Individuals with Disabilities</b>	1.8%	1.4%	1.6%	1.7%	1.0%	1.2%	1.4%
<b>Military Veterans</b>	1.8%	1.4%	3.1%	2.1%	2.1%	2.1%	1.9%
<b>All Underrepresented Racial/Ethnic Groups</b>	39.9%	29.2%	15.2%	13.4%	11.1%	11.7%	21.1%
<b>All Women</b>	55.6%	49.3%	41.4%	33.2%	24.3%	26.8%	39.8%
<b>Women of Color</b>	24.6%	16.9%	8.3%	6.1%	4.1%	4.6%	11.4%

\*Note that racial/ethnic totals may not sum to 100 due to rounding.





# Law Firm Demographic Composition

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The demographic composition of the population of attorneys is influenced to some degree by position since many in senior positions entered the profession when there was less diversity. A better indicator of efforts to increase diversity, and of where the profession is headed in the future, is the composition of 2L Summer Associates and Associates. These early career professionals are more diverse than more tenured attorneys including Of Counsel and Partners. For example, four in ten (39.9%) of 2L Summer Associates and three in ten (29.2%) of Associates are in underrepresented racial/ethnic groups compared to slightly more than a tenth of partners (11.7%).

To the extent that associates continue a career path in a firm, there will be increasing diversity over time. Similarly, women constitute the majority of 2L Summer Associates (55.6%) and half of Associates (49.3%) compared to only a quarter of Partners (26.8%). The pattern is also similar for openly LGBTQ+ attorneys, who make up a tenth of 2L Summer Associates (9.8%) and one in twelve Associates (5.9%), but only a small fraction of Partners (2.4%).

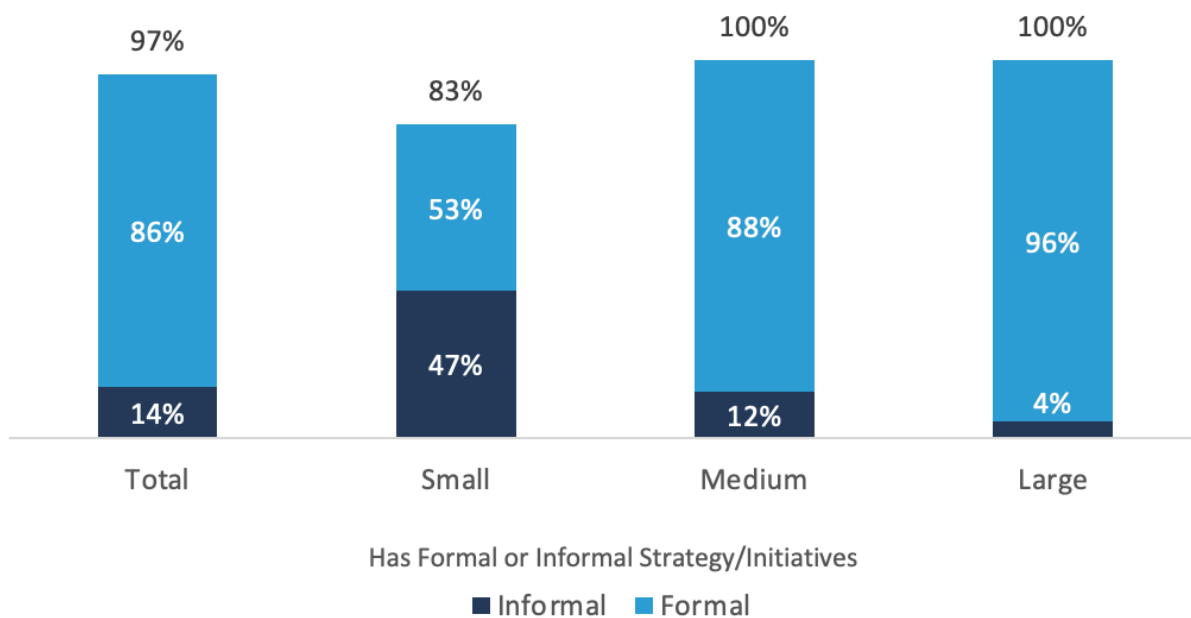
The community of law firm attorneys (as reflected in the Law Firm Diversity Study) is less diverse than the nation, but the generation of newer attorneys signals a future with increased diversity. Against this backdrop, the next section identifies what firms are doing to attract and retain a more diverse pool of attorneys. This discussion is followed by a deep dive into the composition and trends of specific groups.



# Activities to Encourage Diversity

Nearly all law firms surveyed have formal programs or initiatives to increase diversity (see Figure 6). These activities are broken out by firm size (small, 1 – 100 attorneys; medium, 101 – 500 attorneys; large, 501+).<sup>2</sup> Across firms, most programs and initiatives are formal (86%) as opposed to informal. Formal initiatives, defined as including a “formal and structured committee, clear metrics, timelines, and outlined objectives & goals,” are commonplace among medium and large firms, but a sixth of small firms have no initiatives at all, and nearly half (47%) who do regard them as informal in nature.

FIGURE 6. DEI STRATEGY/INITIATIVES



<sup>2</sup> There was a total of 41 small, 89 medium, and 84 large firms. Results are weighted so each firm counts equally, while other sections are weighted by the number of attorneys.

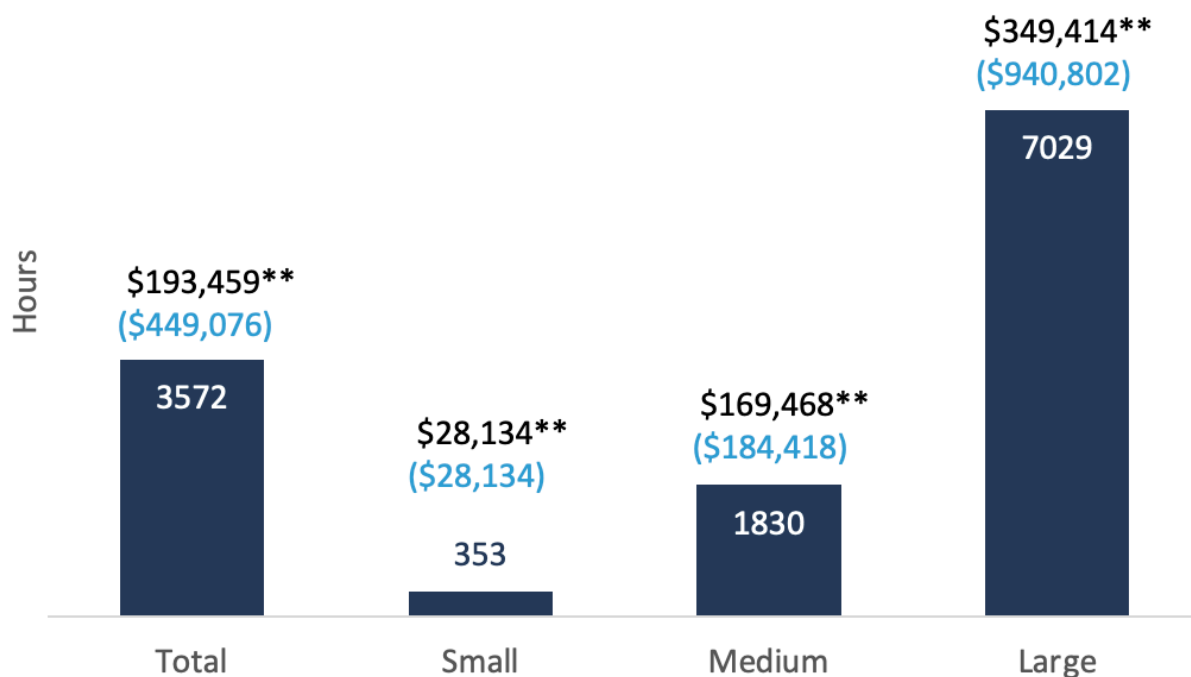


# Activities to Encourage Diversity

Firms are making substantial investments towards diversity. On average, firms dedicate 3,572 hours (1.8 full-time equivalents) a year towards diversity initiatives and have an annual budget of \$193,459 (see Figure 7). Even smaller firms invest considerable time and money towards diversity, although larger firms spend more than 10 times the hours on diversity initiatives and have budgets that are six times larger than small firms.

Central to ensuring DEI goals are achieved is the establishment of a formal committee structure. Nearly all firms (95.8%) have a DEI Committee or an equivalent structure, including eight in ten small firms and close to all medium and large firms (see Table 3). Of those committees, nearly nine in ten (86%) include at least one member of the firm's management/executive committee. The average committee size is 16.5 attorneys and members collectively spent, on average, over 900 hours in 2021 on the furtherance of diversity initiatives. Regardless of the size of the firm, committees typically establish DEI goals/objectives that are consistent with the priorities of firm management.

**FIGURE 7. 2021 HOURS & ANNUAL BUDGET DEDICATED TO DEI (AVERAGE)**



\*\*Excluding 22 Firms with >\$1M+ Annual Budget Dedicated to DEI as these are outliers.  
The average with these 22 Firms included is in blue.





# Activities to Encourage Diversity

Law firms implement a variety of initiatives aimed at improving the representation of diverse attorneys at the firm, but the most common activities center on communicating commitments, formalizing plans, leveraging networks and relationships, and establishing a formal position within the firm to manage programs. Firms surveyed were asked whether they (1) completed a step, (2) were addressing it, or (3) did not consider it a priority; Table 4 reports the percent of firms who completed an activity. The most widespread activity for firms of all sizes is to undertake communications that DEI is a top priority for the firm. In addition, eight in ten firms have a formal DEI plan and committee with accountability.

After communicating priorities and formalizing activities, at least two-thirds of firms engage in networking outreach including supporting their internal affinity networks, developing, or expanding relationships with organizations with external organizations to offer support, and working with clients. At least six in ten firms implement more formalized steps including hiring a Chief Diversity Officer or similar full-time role, instituting a part-time policy that addresses equity partnership prospects, and strengthening their mentoring program. These activities are more common among medium and large firms than small firms, as they require more structure and resources to carry out.

**TABLE 3. DEI COMMITTEE STRUCTURE**

	<b>Total</b>	<b>Small</b>	<b>Medium</b>	<b>Large</b>
Firms that have DEI Committee	96%	83%	99%	99%
Committees with at least one Management/Executive Committee member on DEI Committee	86%	61%	91%	93%
Number of attorneys on DEI Committee (average)	16.5	5.8	16.1	21.6
Number of hours spent by DEI Committee in 2021 (average)	906.8	204.0	660.4	1,462.5
Committee establishes goals/objectives consistent with management's priorities	93%	80%	94%	96%



# Activities to Encourage Diversity

**TABLE 4. INITIATIVES FOR ALL ATTORNEYS**

	Total	Small	Medium	Large
Undertake communication from firm management that diversity, equity and inclusion (DEI) is a top priority of the firm	92%	78%	93%	96%
Formalize diversity, equity and inclusion (DEI) plan and committee with action steps and accountability to management	79%	54%	81%	88%
Support law firm's internal affinity networks	72%	32%	73%	92%
Develop/expand relationships with affinity bar associations and other legal diversity organizations to offer firm's support of these networks	72%	44%	67%	90%
Coordinate or work with clients on DEI issues	68%	46%	64%	83%
Hire a Chief Diversity Officer or other full-time professional to implement the firm's DEI program	68%	10%	69%	95%
Institute a formal part-time policy that addresses equity partnership prospects	65%	32%	61%	86%
Focus on strengthening and formalizing firm's mentoring program	61%	37%	53%	81%
Conduct firmwide mandatory diversity, equity and inclusion (DEI) training for all attorneys and staff annually	59%	34%	64%	67%
Conduct internal diversity needs assessment and/or retain DEI consultant to examine how firm culture might be more welcoming of underrepresented racial/ethnic groups	54%	29%	49%	70%
Implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/etc.	48%	17%	44%	67%
Develop and implement firm's sponsorship program	42%	17%	38%	57%



# Activities to Encourage Diversity

Firms can engage in several outreach activities to attract attorneys from underrepresented groups (see Table 5). At least nine in ten seek referrals from other attorneys, attend events at diversity legal organizations, have partner programs with bar associations representing diverse groups, and participate in diversity job fairs, while three-fourths of firms utilize online job services for their DEI recruitment efforts. More than four in ten medium sizes and seven in ten large firms are Mansfield Rule certified, while smaller firms are more likely to be planning to become certified in the future.

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

	Total	Small	Medium	Large
Seek referrals from other attorneys	97%	88%	99%	100%
Attend events at diversity legal organizations	95%	78%	99%	100%
Partner programs with women, underrepresented racial/ethnic groups, LGBTQ+, military veteran or disability-focused bar associations	88%	66%	89%	99%
Participate in diversity job fairs	86%	51%	90%	98%
Utilize online job services	74%	44%	73%	89%
Hire internal recruiting professional who specializes in identifying diverse candidates	45%	15%	42%	64%
Firm is Mansfield Rule certified	45%	5%	40%	70%
Not Mansfield Rule certified, but plans to be	34%	46%	36%	26%

Over three-fourths of firms rely on executive recruiting/search firms to identify new diversity hires, although the usage is higher among larger firms (see Figure 8). Most of the search firms used are themselves women or minority owned.

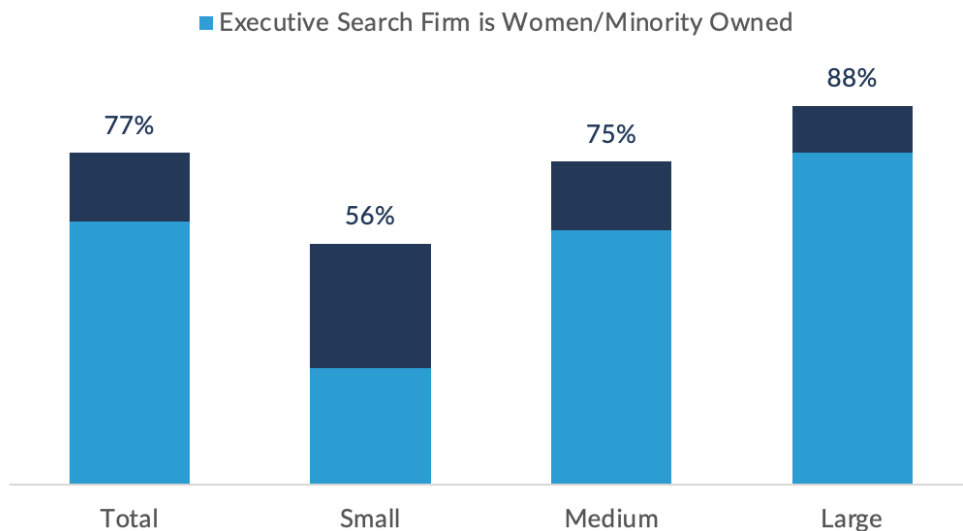


# Activities to Encourage Diversity

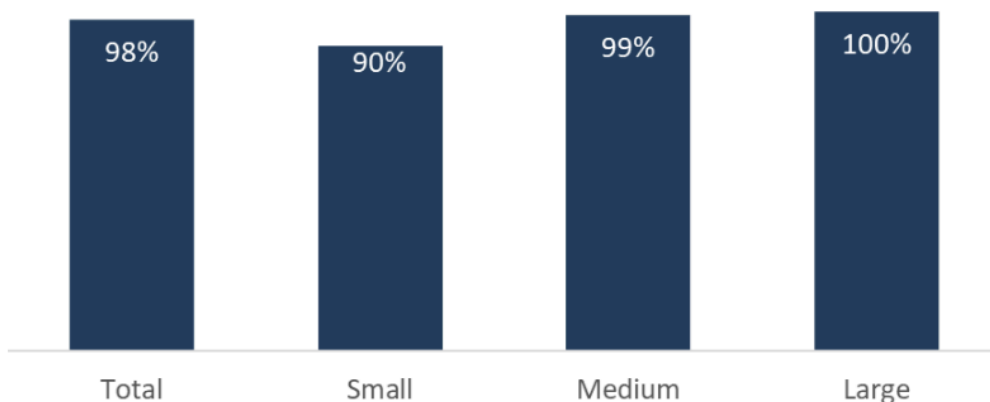
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Beyond outreach and recruiting, firms need to focus on their retention of attorneys, as high attrition of attorneys from underrepresented racial/ethnic groups will lead to lower diversity over time and decreasing levels of diversity at higher-level positions in the firm. As shown in Table 6, law firms take extensive steps to reduce the attrition rate of diverse attorneys. Over 80% of law firms employ eleven of the twelve possible steps presented in the survey, the most common areas of emphasis being professional skills development, mentoring programs, and work/life programs. Nearly all firms of all sizes have a part-time/flex-time program to permit attorneys (male, female or non-binary) to work alternative schedules (see Figure 9).

**FIGURE 8. FIRMS USING EXTERNAL RECRUITING/SEARCH FIRMS TO IDENTIFY DIVERSITY HIRES (PARTNERS/ASSOCIATES)**



**FIGURE 9. FIRM HAS PART-TIME/FLEX-TIME POLICIES**



# Activities to Encourage Diversity

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

	Total	Small	Medium	Large
Provide professional skills development program for all attorneys	96%	83%	99%	99%
Strengthen mentoring program for all attorneys	94%	85%	93%	100%
Increase/improve current work/life programs	94%	80%	94%	100%
Introduce diverse attorneys to key clients, including to lead engagements	93%	85%	93%	96%
Increase/review compensation relative to competition	92%	83%	94%	94%
Provide a gender-neutral parental leave policy that covers adoptions	92%	73%	94%	98%
Work with diverse attorneys to develop career advancement plans	91%	78%	91%	98%
Develop and/or support internal employee affinity groups	90%	56%	97%	100%
Review work assignments and hours billed to key client matters to make sure diverse attorneys, particularly attorneys of underrepresented racial/ethnic groups, are not being excluded	85%	71%	81%	96%
Implement procedures to ensure gender pay equity	82%	76%	78%	90%
Succession plan includes emphasis on diversity and greater inclusion of men and women of underrepresented racial/ethnic groups in firm leadership	82%	68%	82%	88%
Adopt dispute resolution process	45%	24%	43%	58%



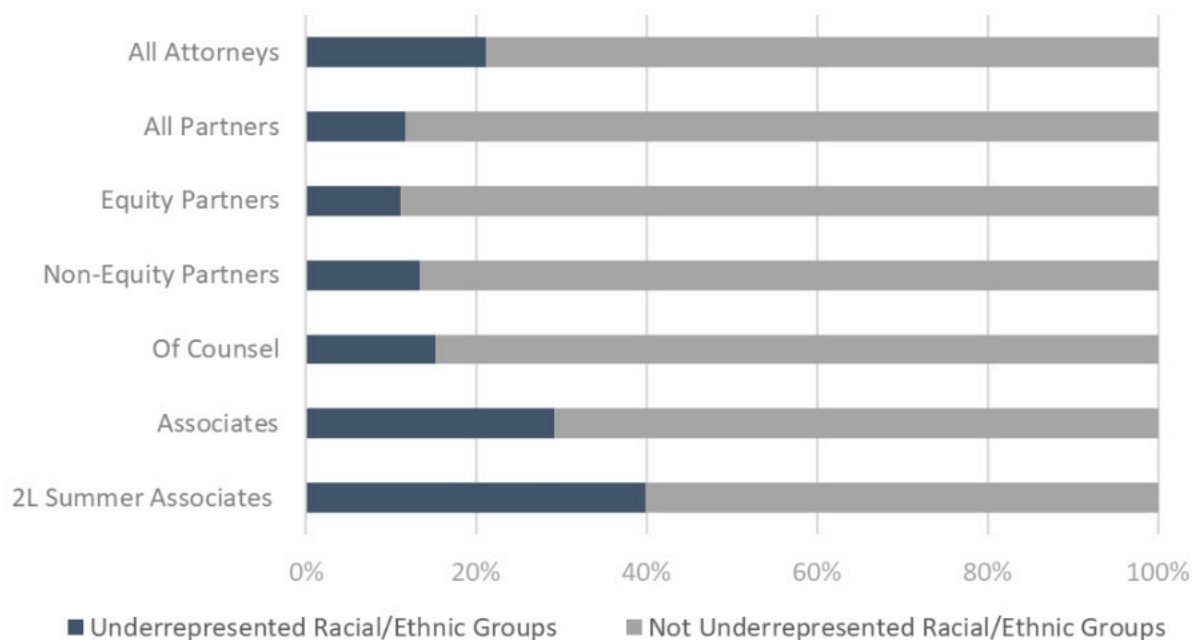


# Racial/Ethnic Groups

## Overall Demographics

Over one-fifth of all attorneys (21.1%) in firms surveyed this year are from underrepresented racial/ethnic groups (see Figure 10 and Table 7). Generally, the universe of attorneys in law firms is less diverse than the U.S. population of people 25 to 65 years old (40.5% are in underrepresented groups, per the Census Bureau Current Population Survey). There is much greater diversity among Summer 2L Associates (39.9%) and Associates (29.2%), compared to Of Counsel attorneys (15.2%) and Partners (11.7%). Most attorneys in underrepresented racial/ethnic groups are women, with women of color making up 11.4% of attorneys compared to 9.7% of men. However, women of color make up a larger relative percentage of non-partner attorneys; for example, 24.6% of Summer 2L Associates are women of color compared to only 15.2% being men of color.

**FIGURE 10. OVERALL DEMOGRAPHICS UNDERREPRESENTED RACIAL/ETHNIC GROUPS**



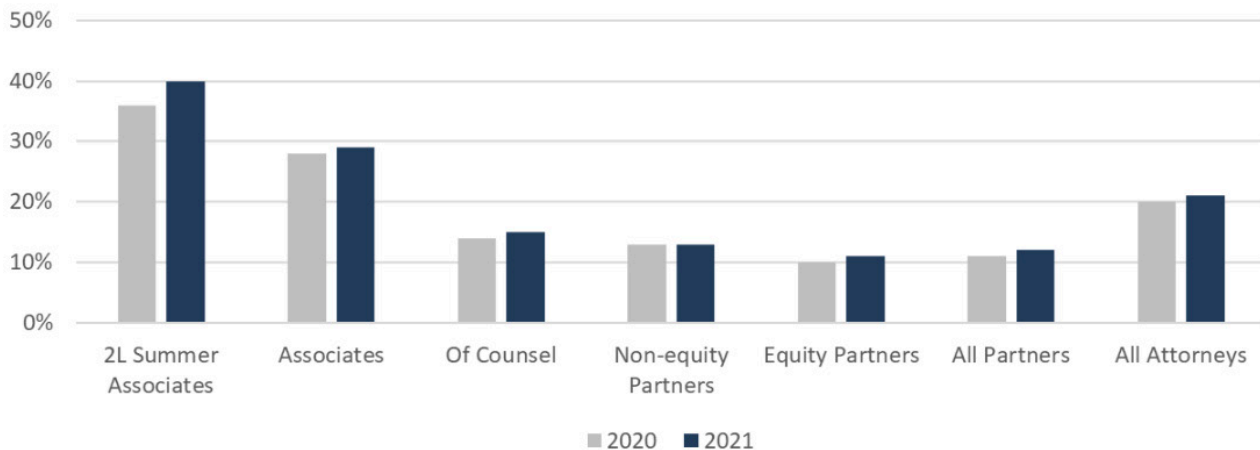
# Racial/Ethnic Groups

**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	39.9%	29.2%	15.2%	13.4%	11.1%	11.7%	21.1%
Women of Color	24.6%	16.9%	8.3%	6.1%	4.1%	4.6%	11.4%
Men of Color	15.2%	12.3%	6.8%	7.2%	7.0%	7.1%	9.7%
Non-Binary People of Color	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	36.1%	27.8%	14.2%	12.5%	10.4%	11.1%	20.2%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

**FIGURE 11. PRIOR YEAR COMPARISON UNDERREPRESENTED RACIAL/ETHNIC GROUPS**



Compared to the previous year, racial/ethnic diversity has increased across all positions (see Figure 11). However, the greatest change has occurred among less experienced attorneys, including nearly a three-point jump among Summer 2L Associates (36.1% to 39.9%) and over a percentage-point increase among Associates (27.8% to 29.2%). Summer and full-time associates are increasingly representative of the general population, indicating potentially increased diversity among law firm attorneys in future years.



# Racial/Ethnic Groups

## Recruitment and New Hires

The recruitment of attorneys of color reflects a similar pattern to their representation in which the level of diversity is much greater among the less tenured positions. As shown in Table 8, the most diverse group is 2L Summer Associates, and most accept offers of employment. Further, three in ten new hires (31.6%) were from underrepresented racial/ethnic groups, with more being women of color (17.9% of all new hires) than men of color (13.7%). The proportion of new hires is up by more than a percentage point compared to 2020. The diversity is greatest among Associates, with a third of lateral Associate Hires (34.2%) being of color. Lateral Of Counsel hires are slightly more diverse than lateral Partner Hires, and interestingly, lateral Partner hires of color are more likely to be male than female, the opposite of other positions.

Nearly a fifth (18.4%) of new Equity Partners (lateral or promoted) are people of color, a two-point increase from the previous year (see Table 9). The share of those promoted internally (e.g., from Associate or Of Counsel positions within the firm) is similarly 18.4%.

**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 (equity only)	Lateral Partner hires (non-equity only)
All Underrepresented Racial/Ethnic Groups	39.9%	39.6%	31.6%	34.2%	21.7%	18.4%	17.6%
Women of Color	24.6%	24.6%	17.9%	18.7%	12.3%	8.3%	6.7%
Men of Color	15.2%	15.0%	13.7%	15.5%	9.3%	10.1%	10.9%
Non-Binary People of Color	0.1%	0.1%	0.0%	0.0%	0.2%	0.0%	0.0%
2020	36.1%	36.0%	30.0%	32.5%	21.2%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Racial/Ethnic Groups

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

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
All Underrepresented Racial/Ethnic Groups	18.4%	18.4%	18.4%	19.0%
Women of Color	8.1%	8.8%	8.0%	10.4%
Men of Color	10.3%	9.6%	10.5%	8.6%
Non-Binary People of Color	0.0%	0.0%	0.0%	0.0%
2020	16.4%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

**TABLE 10. RECRUITMENT STRATEGIES FOR ATTORNEYS OF COLOR**

	Total	Small	Medium	Large
Participate in/host mock-trial programs or career events	86%	54%	90%	96%
Mentor high school or college students of underrepresented racial/ethnic groups	73%	41%	76%	85%
Participate in established pipeline programs, such as SEO, Legal Outreach, Prep for Prep or Street Law	71%	34%	72%	89%
Provide internships or employment to high school or college students of underrepresented racial/ethnic groups	71%	37%	74%	85%
Fund scholarships for high school or college students of underrepresented racial/ethnic groups	53%	29%	51%	68%
Outreach to middle school students of underrepresented racial/ethnic groups	35%	10%	37%	44%



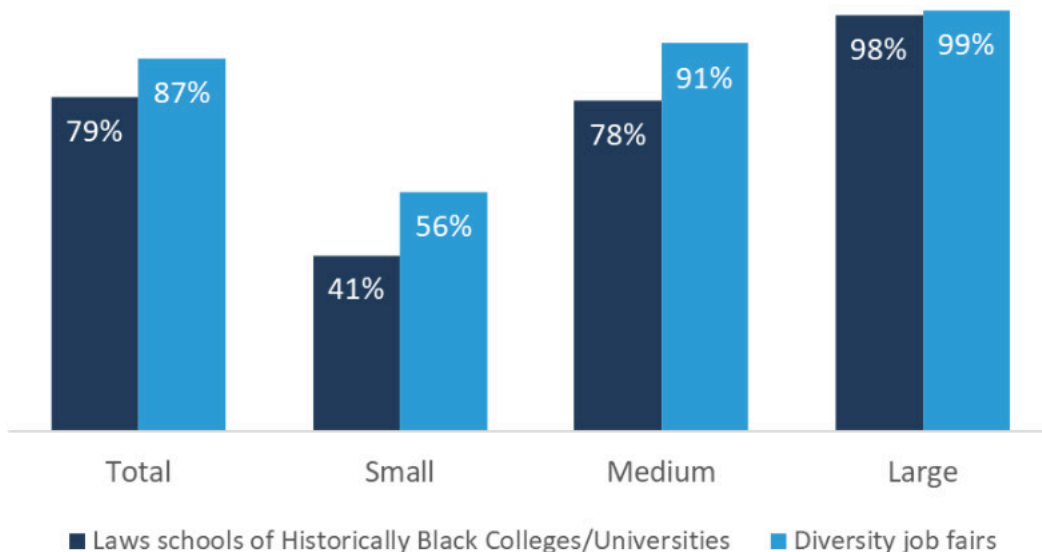
# Racial/Ethnic Groups

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Law firms engage in a variety of activities to feed the pipeline when recruiting attorneys of color including career events, mentoring, and internships. As shown in Table 10, at least 70% of firms participate in mock trial programs or career events, mentor high school and college students in underrepresented groups, participate in established pipeline programs, and provide internships to high school and college students in underrepresented groups. Smaller law firms rely much less on these initiatives compared to medium and large firms. While some of the initiatives described here will not have an impact in the short term, the current success among 2L Summer Associates could be a result of past efforts.

Almost eight in ten firms attempt to recruit directly from Historically Black Colleges and Universities (HBCUs) and nine in ten go to diversity job fairs (see Figure 12). These practices are nearly universal among larger firms but much less relied upon by smaller firms.

**FIGURE 12. FIRM ANNUALLY RECRUITS FROM**



# Racial/Ethnic Groups

Law firms also engage in a variety of special outreach efforts to recruit attorneys of color. These are similar to strategies that feed the recruitment pipeline (discussed above) but are geared more toward communicating to the community of potential recruits that the firm is welcoming to diverse hires. The most common activities, undertaken by eight in ten firms, include participating in career panels at schools, being involved in special job fairs, reaching out to student organizations of racial/ethnic communities, sponsoring law student events, and offering scholarships for students of color (see Table 11).

**TABLE 11. OUTREACH EFFORTS FOR ATTORNEYS OF COLOR**

	Total	Small	Medium	Large
Firm's attorneys participate on career panels at schools	84%	54%	88%	95%
Participate in/host law student of underrepresented racial/ethnic job fair(s)	82%	39%	88%	98%
Outreach to leadership of student of underrepresented racial/ethnic groups organizations	79%	49%	80%	92%
Sponsor law student of underrepresented racial/ethnic groups association events	78%	37%	82%	94%
Scholarships or intern/fellowships for students of underrepresented racial/ethnic groups	78%	37%	80%	95%
Hold a reception for law students of underrepresented racial/ethnic groups	62%	15%	63%	83%
Advertise in law student of underrepresented racial/ethnic groups association publication(s)	59%	22%	55%	82%





# Racial/Ethnic Groups

## Attrition

Attorney attrition in firms includes a substantial share in underrepresented groups among the non-partner positions (see Table 12). A third of Associates (33.9%) who attrite are in these groups, the majority being women. The attrition rate for underrepresented racial/ethnic groups is lower for Partners and Of Counsel attorneys, though this is due in part to the lower representation of attorneys from underrepresented racial/ethnic groups at these positions.

Women attorneys are underrepresented to some degree, making up four in ten across all positions (39.8%) instead of an even split if they represented the general population (see Figure 13 and Table 13).

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

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
All Underrepresented Racial/Ethnic Groups	33.9%	16.7%	12.8%	14.6%	13.8%
Women	18.8%	9.1%	5.0%	6.7%	5.9%
Men	15.1%	7.6%	7.8%	7.9%	7.9%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	31.6%	16.0%	12.4%	14.3%	N/A

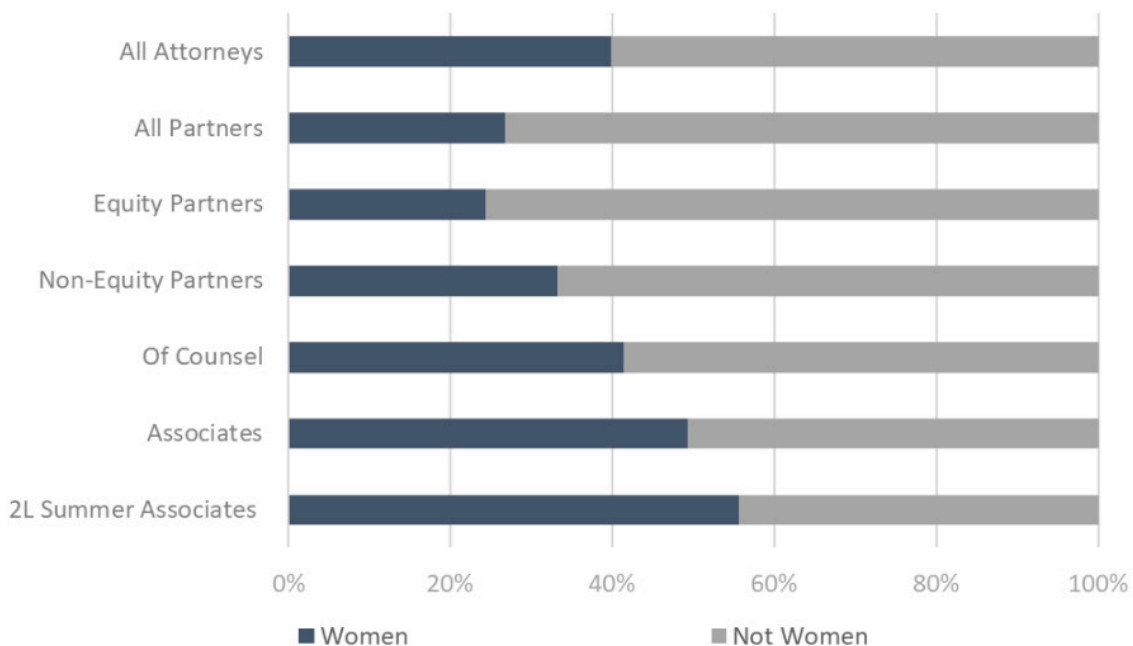
*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Representation of Women

Their representation is much greater among less experienced positions, as women comprise the majority of 2L Summer Associates (55.6%) and half of Associates (49.3%). Slightly over a quarter of Partners (26.8%) are women. Across law firms, the proportion of women has increased compared to the previous year by one percentage point (see Figure 14). Similarly, the growth rate in female representation is greater for non-partner attorneys. Future increases in the share of women across law firms will likely be driven by the higher representation in non-partner positions.

**FIGURE 13. OVERALL DEMOGRAPHICS - ALL WOMEN**



**TABLE 13. PERCENTAGE OF WOMEN ATTORNEYS**

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
2021	55.6%	49.3%	41.4%	33.2%	24.3%	26.8%	39.8%
2020	53.6%	48.3%	40.8%	31.8%	23.5%	26.0%	38.8%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Representation of Women

FIGURE 14. PRIOR YEAR COMPARISON – ALL WOMEN

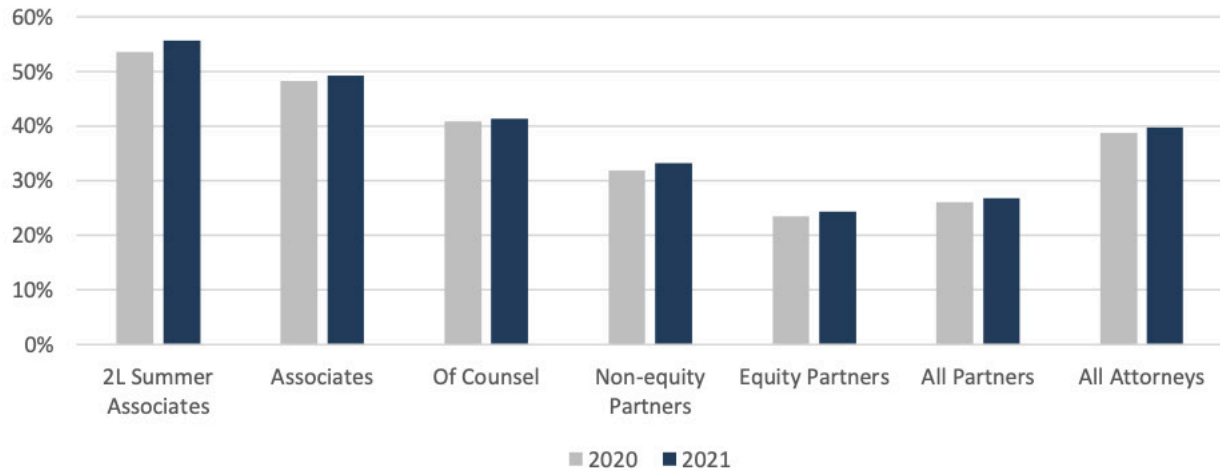


TABLE 14. RECRUITMENT PERCENTAGES FOR WOMEN ATTORNEYS

	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 (equity only)	Lateral Partner hires (non-equity only)
2021	55.6%	56.4%	47.5%	47.8%	46.3%	28.9%	31.5%
2020	53.6%	53.9%	46.9%	49.2%	42.6%	N/A	N/A

\*Note that racial/ethnic totals may not sum to 100 due to rounding.



# Representation of Women

## Recruitment and New Hires

The recruitment pattern for women parallels the gender composition of attorneys (see Tables 14 and 15). Slightly less than half of new hires across all categories are women, up one percentage point from the previous year. However, women make up the majority of 2L Summer Associates who accepted an offer, while the share of lateral Associate and lateral Of Counsel hires is close to half and much higher than the share of Partner hires.

## Attrition

The share of attritting attorneys who are women reflects the demographic population of women attorneys (see Tables 13 and 16). This suggests there is no issue, across all law firms, of women departing in greater proportions than men.

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

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
2021	32.4%	38.2%	35.0%	43.1%
2020	35.8%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

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

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
2021	48.2%	40.6%	25.5%	34.3%	30.1%
2020	47.4%	42.4%	24.3%	31.7%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

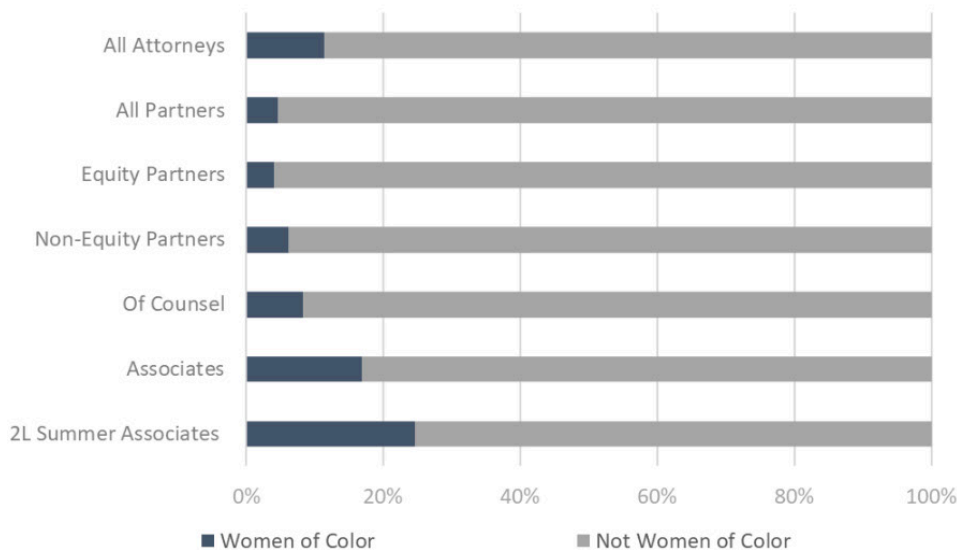


# Representation of Women of Color

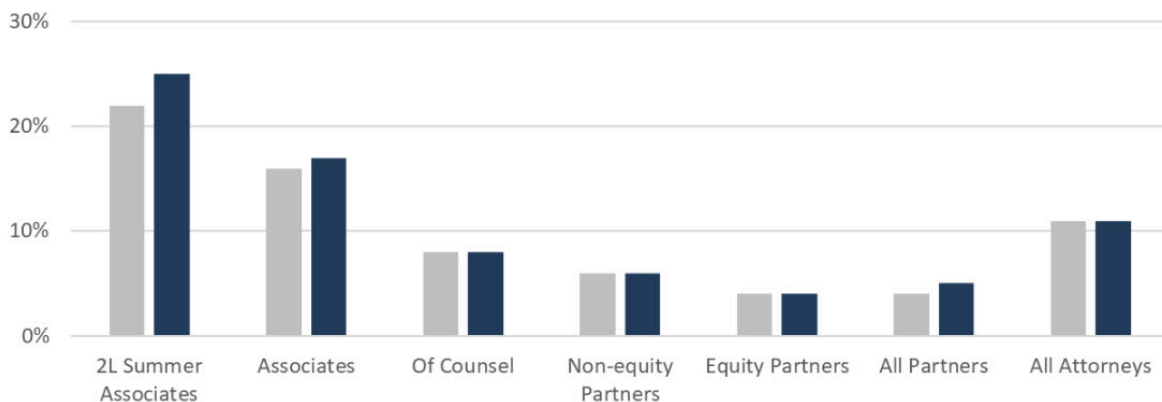
## Overall Demographics

Women of color constitute a small but growing segment of attorneys (see Figures 16 and 17). They currently make up more than a tenth of all attorneys (11.4%), but their representation is much greater among non-partner positions including a quarter of 2L Summer Associates (24.6%) and a sixth of Associates (16.9%). Currently, a small fraction of Partners (4.6%) are women of color (see Table 17). The share increased slightly among Partners since last year but is 3 points higher than last year among 2L Summer Associates.

**FIGURE 16. OVERALL DEMOGRAPHICS – WOMEN OF COLOR**



**FIGURE 17. PRIOR YEAR COMPARISON – WOMEN OF COLOR**



# Representation of Women of Color

## Recruitment and New Hires

A sixth of new hires, not counting summer associates, are women of color (see Table 18). The proportion of lateral Associate hires who are women of color is slightly higher than the proportion of Associates already hired. However, lateral hires for Of Counsel and Partners tend to include higher proportions than their current representation; for example, 8.3% of Equity Partner new hires are women of color compared to their current proportion of 4.1%.

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

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
2021	24.6%	16.9%	8.3%	6.1%	4.1%	4.6%	11.4%
2020	21.6%	16.0%	7.6%	5.5%	3.7%	4.2%	10.8%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

**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 (equity only)	Lateral Partner hires (non-equity only)
2021	24.6%	24.6%	17.9%	18.7%	12.3%	8.3%	6.7%
2020	21.6%	21.6%	16.9%	18.5%	11.3%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*





# Representation of Women of Color

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

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
2021	8.1%	8.8%	8.0%	10.4%
2020	7.1%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

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

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
2021	18.8%	9.1%	5.0%	6.7%	5.9%
2020	17.6%	8.5%	4.0%	7.4%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## Attrition

Attrition patterns for Women of Color largely reflect their proportion in the general population of attorneys in the survey.



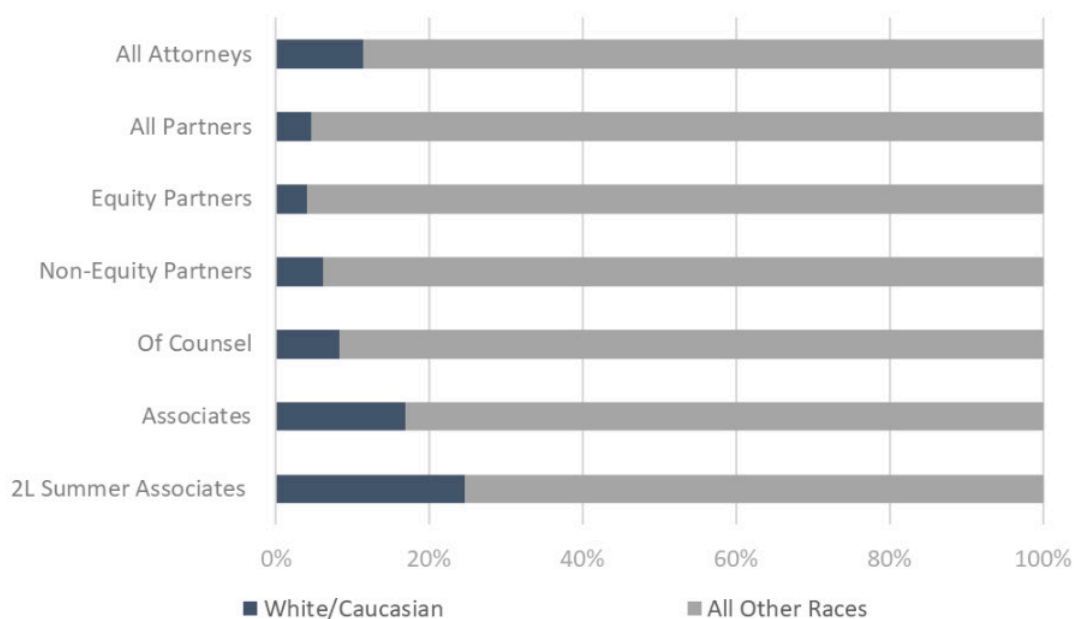
# Individual Racial/Ethnic Groups

## Representation of White/Caucasian Attorneys

### Overall Demographics

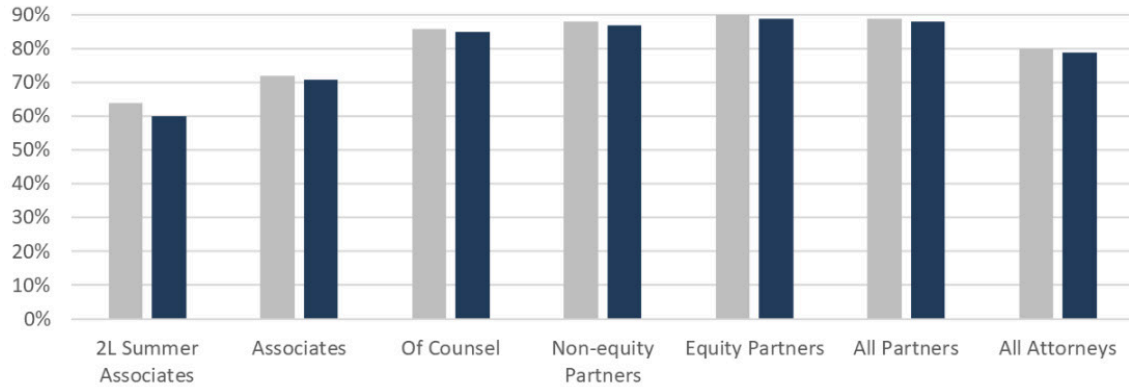
White/Caucasian attorneys constitute 79.8% of the surveyed firms' attorneys. This proportion is relatively lower amongst non-partner attorneys, the lowest being among 2L Summer Associates (see Figure 18). As the law firm attorney population has increased in racial and ethnic diversity, the proportion of White/Caucasian attorneys has decreased by 0.9% from the prior year (see Figure 19). Across all attorneys, White/Caucasian male attorneys outnumber female attorneys by almost two to one (see Table 21). Across positions, men are in the majority among Associates, Of Counsel and Partners, while women are in the majority among 2L Summer Associates (see Table 21).

**FIGURE 18. OVERALL DEMOGRAPHICS - WHITE/CAUCASIAN**



# Individual Racial/Ethnic Groups

**FIGURE 19. 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	60.1%	70.8%	84.8%	86.6%	88.9%	88.3%	78.9%
Women	31.0%	32.4%	33.1%	27.1%	20.3%	22.2%	28.4%
Men	28.9%	38.3%	51.7%	59.5%	68.6%	66.1%	50.5%
Non-Binary	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	63.9%	72.2%	85.8%	87.5%	89.6%	88.9%	79.8%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

**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 (equity only)	Lateral Partner hires (non-equity only)
White/Caucasian	60.1%	60.4%	68.4%	65.8%	78.3%	81.6%	82.4%
Women	31.0%	31.8%	29.6%	29.1%	34.1%	20.6%	24.8%
Men	28.9%	28.4%	38.7%	36.6%	44.2%	61.0%	57.6%
Non-Binary	0.2%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%
2020	63.9%	64.0%	70.0%	67.5%	78.8%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Individual Racial/Ethnic Groups

## Recruitment and New Hires

White/Caucasian attorneys constituted lower proportions of 2L Summer Associates who accepted an offer compared to White/Caucasian new hires overall (see Table 22).

However, the proportion of White/Caucasian new hires is lower than the proportion of White/Caucasian attorneys across law firms (Tables 21 and 22). For example, only 65.8% of Associate-level new hires are White/Caucasian, while 70.8% of all current attorneys are White/Caucasian. The implication of this hiring pattern is that the proportion of White/Caucasian attorneys will drop over time as they are less representative of new hires. Lateral partner hires are less likely to be White/Caucasian than the current population, but lateral Partner hires are still predominantly White/Caucasian and are more likely to be male than female (see Table 23).

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

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
White/Caucasian	81.6%	81.6%	81.6%	81.0%
Women	24.3%	29.3%	27.0%	32.7%
Men	57.2%	52.2%	54.5%	48.2%
Non-Binary	0.0%	0.0%	0.1%	0.0%
2020	83.6%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Individual Racial/Ethnic Groups

## Attrition

The percentage of departing attorneys who are White/Caucasian mirrors the demographics of attorneys in the various positions they held (see Table 24). Reflecting this pattern, the higher the position, the greater the percentage of those departing who are White/Caucasian.

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

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
White/Caucasian	66.1%	83.3%	87.2%	85.4%	86.2%
Women	29.4%	31.5%	20.6%	27.5%	24.2%
Men	36.7%	51.8%	66.6%	57.8%	62.0%
Non-Binary	0.1%	0.0%	0.0%	0.1%	0.0%
2020	68.4%	84.0%	87.6%	85.7%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



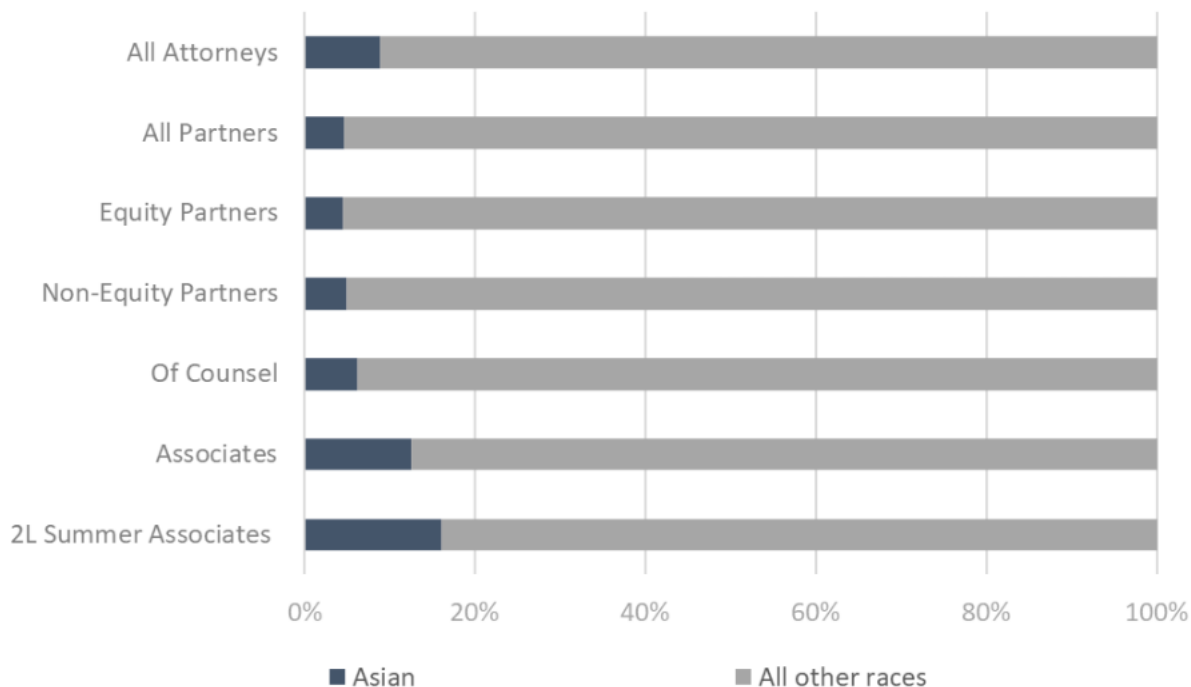
# Individual Racial/Ethnic Groups

## Representation of Asian Attorneys

### Overall Demographics

Asian attorneys make up less than a tenth of all attorneys (8.8%), which is slightly higher than the 6.7% share of Asian attorneys in the U.S. population 25 to 65 years of age (see Figure 20). The share of Asian background attorneys is highest among 2L Summer Associates (16.1%) and declines in relation to status with only 4.6% of Partners with this background (see Figure 21). Slightly more Asian attorneys are women than men, although more Equity Partners are men than women (see Table 25). The share of attorneys who are Asian in this survey is close to what it was in 2020, a pattern that is consistent for all levels except 2L Summer Associates where the proportion increased by about two percentage points.

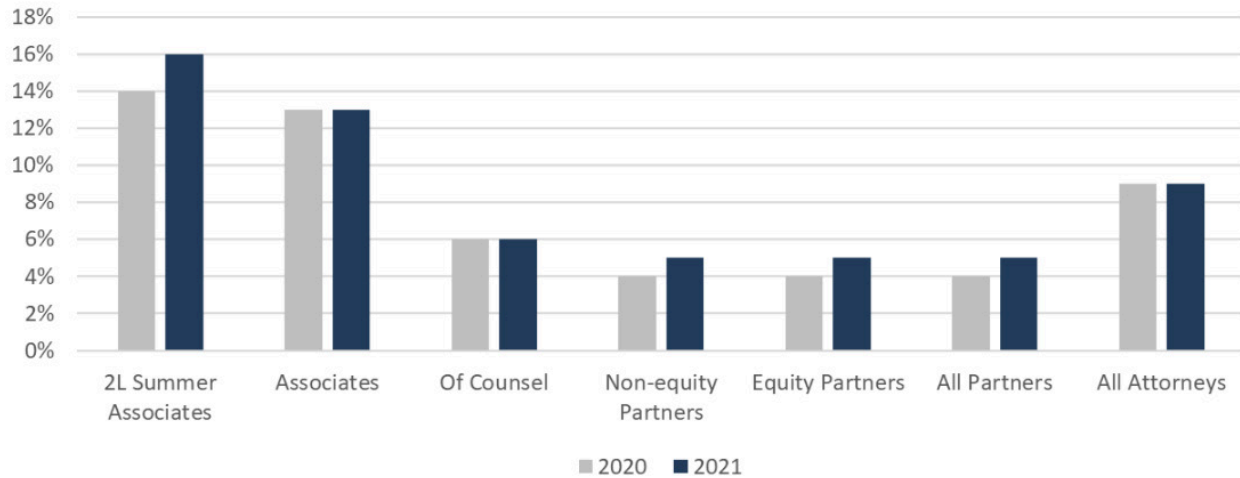
**FIGURE 20. OVERALL DEMOGRAPHICS – ASIAN**





# Individual Racial/Ethnic Groups

**FIGURE 21. PRIOR YEAR COMPARISON – ASIAN**



**TABLE 25. PERCENTAGE OF UNDERREPRESENTED ASIAN ATTORNEYS**

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Asian	16.1%	12.5%	6.1%	4.9%	4.5%	4.6%	8.8%
Women	10.0%	7.5%	3.7%	2.5%	1.7%	1.9%	4.9%
Men	6.0%	5.1%	2.4%	2.4%	2.8%	2.7%	3.8%
Non-Binary	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	14.4%	12.6%	5.8%	4.4%	4.3%	4.3%	8.6%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## Recruitment and New Hires

Asian attorneys constituted lower proportions of 2L Summer Associates who accepted an offer compared to Asian new hires overall (see Table 26). The share of new hires who are of Asian ethnic/racial backgrounds is lower for more senior positions, reflecting a pattern similar to the population of attorneys. 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 will contribute to increased proportions of Asian background attorneys in the future (Tables 25 and 26).



# Individual Racial/Ethnic Groups

**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 (equity only)	Lateral Partner hires (non-equity only)
Asian	16.1%	16.1%	12.6%	13.6%	8.0%	7.7%	7.0%
Women	10.0%	10.2%	7.5%	7.9%	4.6%	3.5%	2.8%
Men	6.0%	5.8%	5.1%	5.7%	3.4%	4.2%	4.2%
Non-Binary	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%
2020	14.4%	14.6%	12.6%	13.8%	6.5%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

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

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
Asian	7.5%	7.7%	7.4%	8.2%
Women	3.3%	4.2%	3.2%	5.2%
Men	4.2%	3.5%	4.2%	3.0%
Non-Binary	0.0%	0.0%	0.0%	0.0%
2020	6.9%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Individual Racial/Ethnic Groups

## Attrition

The share of departing Asian attorneys reflects the current population of attorneys in the survey (see Tables 25 and 28).

TABLE 28. PERCENTAGE OF ATTRITION FOR ASIAN ATTORNEYS

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
Asian	13.7%	6.2%	5.4%	5.6%	5.5%
Women	8.0%	3.4%	2.3%	3.0%	2.6%
Men	5.7%	2.8%	3.1%	2.6%	2.9%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	12.8%	6.1%	4.1%	4.6%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



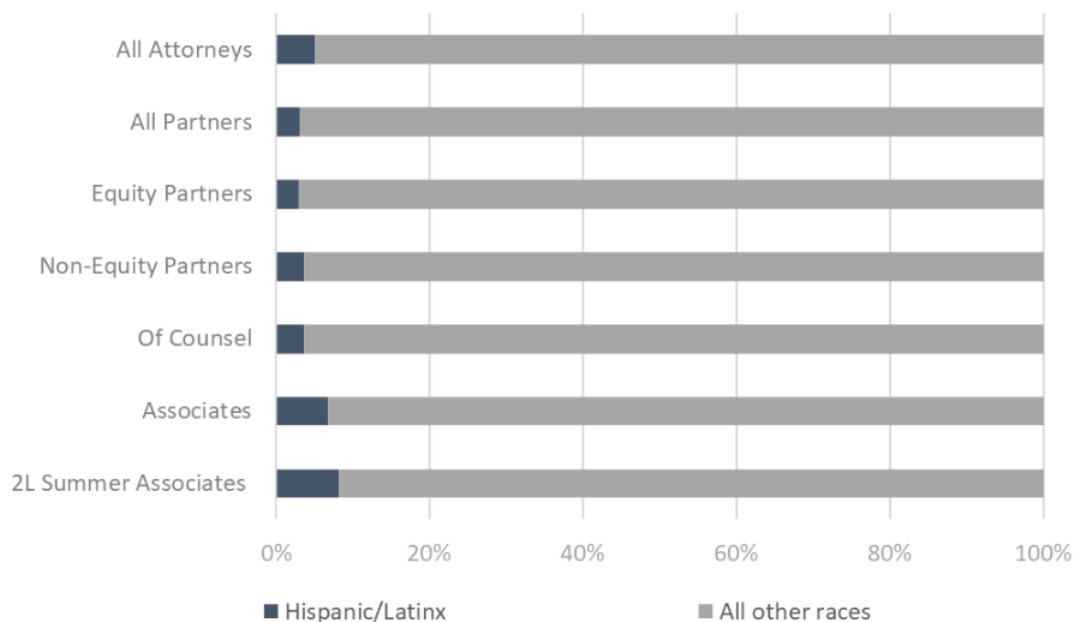
# Individual Racial/Ethnic Groups

## Representation of Hispanic/Latinx Attorneys

### Overall Demographics

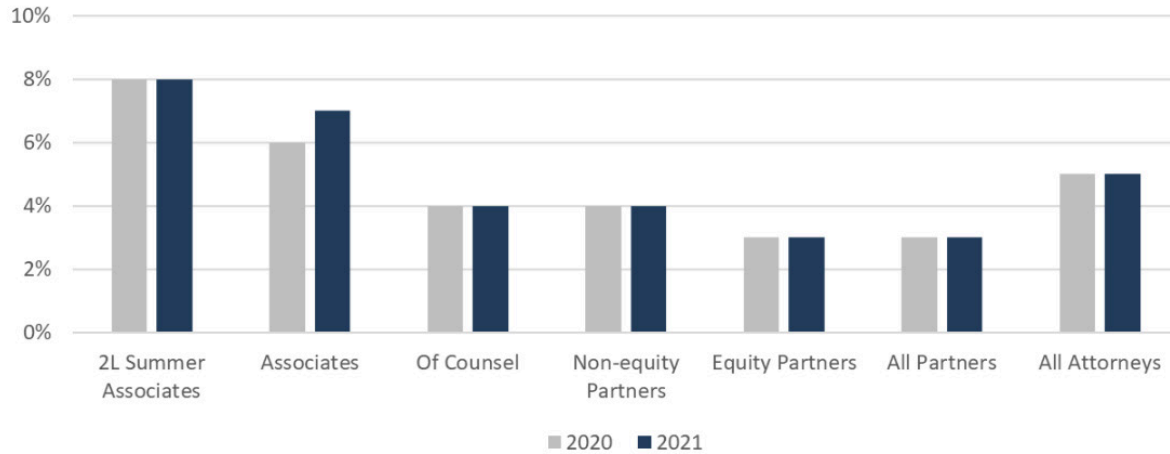
Only one out of twenty attorneys (5%) among the firms surveyed have Hispanic/Latinx backgrounds (see Figures 22 and 23). By contrast, nearly one in five (18.6%) of adults aged 25 to 65 in the U.S. claim to be of “Hispanic, Latino or Spanish” background (per the Census Bureau Current Population Survey<sup>1</sup>), which indicates that this group is greatly underrepresented among attorneys in firms. The share of Hispanic/Latinx attorneys is highest among 2L Summer Associates (8.1%), but the difference across other levels is not great, including 6.7% of Associates, 3.7% of Of Counsel, and 3.1% of Partners (see Table 29). The majority of Hispanic/Latinx 2L Summer Associates and Associates are women, while the majority in other positions are men. The share of attorneys with Hispanic/Latinx backgrounds in this survey is close to what it was in the previous year, a pattern that is consistent for all levels in which the change is under a percentage point.

**FIGURE 22. OVERALL DEMOGRAPHICS – HISPANIC/LATINX**



# Individual Racial/Ethnic Groups

**FIGURE 23. 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	8.1%	6.7%	3.7%	3.7%	2.9%	3.1%	5.0%
Women	4.7%	3.6%	1.7%	1.5%	0.9%	1.1%	2.4%
Men	3.4%	3.1%	2.0%	2.2%	2.0%	2.1%	2.6%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	7.5%	6.2%	3.5%	3.6%	2.8%	3.1%	4.7%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## Recruitment and New Hires

Among new hires, 2L Summer Associates who accepted positions are more likely to be of Hispanic/Latinx backgrounds and the majority are women (see Tables 30 and 31). The incidence of 2L Summer Associate hires has increased by a point since 2020. The share of Hispanic/Latinx new hires is lower for more senior positions, similar to the population of attorneys. 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 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).



# Individual Racial/Ethnic Groups

**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 (equity only)	Lateral Partner hires (non-equity only)
Hispanic/Latinx	8.1%	8.4%	7.2%	7.8%	5.7%	4.6%	3.9%
Women	4.7%	5.0%	3.6%	3.6%	2.6%	1.7%	1.7%
Men	3.4%	3.3%	3.6%	4.1%	3.0%	2.9%	2.2%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
2020	7.5%	7.5%	6.7%	7.0%	5.8%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

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

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
Hispanic/Latinx	4.2%	4.4%	4.0%	4.7%
Women	1.7%	1.9%	1.7%	2.0%
Men	2.6%	2.5%	2.3%	2.7%
Non-Binary	0.0%	0.0%	0.0%	0.0%
2020	3.9%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*





# Individual Racial/Ethnic Groups

## Attrition

The share of departing attorneys who are Hispanic/Latinx parallels the share of Hispanic/Latinx attorneys in the law firms’ population (see Tables 29 and 32).

TABLE 32. PERCENTAGE OF ATTRITION FOR HISPANIC/LATINX ATTORNEYS

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
Hispanic/Latinx	7.6%	4.2%	2.5%	3.7%	3.1%
Women	3.8%	2.1%	0.7%	1.8%	1.3%
Men	3.8%	2.1%	1.8%	1.9%	1.8%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	6.7%	3.4%	3.9%	3.5%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Individual Racial/Ethnic Groups

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## *Representation of African American/Black Attorneys*

### **Overall Demographics**

The representation patterns of African American/Black attorneys are similar to the patterns for Hispanic/Latinx attorneys, as both are highly underrepresented groups. Less than one out of twenty attorneys (4.5%) among the firms surveyed are African American/Black (see Figures 24 and 25). In contrast, almost three times that proportion (12.6%) of adults aged 25 to 65 in the U.S. are African American/Black (per the Census Bureau Current Population Survey<sup>1</sup>). The share of African American/Black attorneys is highest among 2L Summer Associates (10.6%), but is much lower in more senior-level positions, as African American/Black Attorneys constituted 5.9% of Associates, 3.3% of Of Counsel and 2.5% of Partners (see Table 33). There are slightly more women African American/Black attorneys than men, but this differs by position.

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. The share of attorneys who are African American/Black grew by less than half a percentage point from last year, but the share among 2L Summer Associates grew by almost two percentage points from last year. The increase among summer associates could be a result of outreach efforts; as noted earlier, eight in ten firms (including nearly all larger firms) recruit from HBCUs.



# Individual Racial/Ethnic Groups

FIGURE 24. OVERALL DEMOGRAPHICS – AFRICAN AMERICAN/BLACK

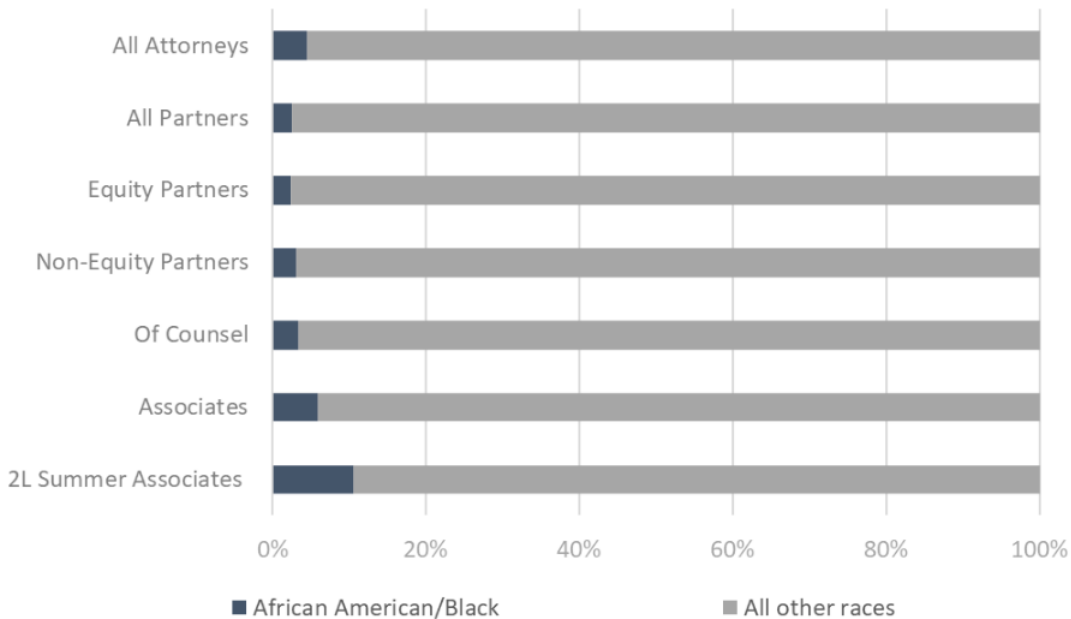
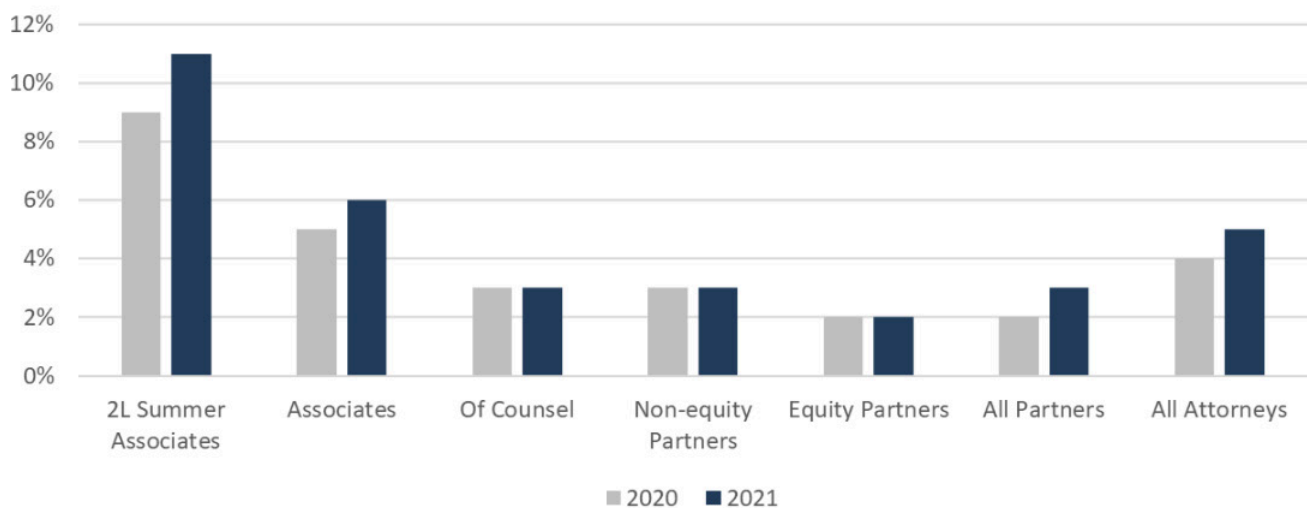


FIGURE 25. PRIOR YEAR COMPARISON – AFRICAN AMERICAN/BLACK



# Individual Racial/Ethnic Groups

**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	10.6%	5.9%	3.3%	3.0%	2.3%	2.5%	4.5%
Women	6.8%	3.6%	1.7%	1.2%	0.9%	1.0%	2.5%
Men	3.8%	2.4%	1.5%	1.7%	1.4%	1.5%	2.0%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	9.0%	5.3%	2.9%	2.8%	2.2%	2.4%	4.2%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## Recruitment and New Hires

The patterns among new hires for African American/Black attorneys mirror that of other underrepresented racial/ethnic groups, including Hispanic/Latinx. Among new hires, 2L Summer Associates who accepted positions are the most likely to be African American/Black and there is twice as many women as men (see Tables 34 and 35). Additionally, the incidence of 2L Summer Associate hires who are African American/Black has increased by over a point since the previous year. The share of African American/Black new hires is lower for more senior positions, similar to the population of attorneys. However, the share of new hires among Associates, Of Counsel, and Partners that are African American/Black tends to be higher than their current representation in the firms' current attorney population (Tables 33 and 34). To illustrate, 8.4% of lateral hires of Associates are African American/Black, higher than the 5.9% incidence among all attorneys. Once more, this higher share among new hires may contribute to increasing diversity of the law firm's attorney population.



# Individual Racial/Ethnic Groups

**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 (equity only)	Lateral Partner hires (non-equity only)
African American/Black	10.6%	9.9%	7.5%	8.4%	5.7%	3.7%	4.8%
Women	6.8%	6.2%	4.4%	4.9%	3.3%	1.9%	1.7%
Men	3.8%	3.7%	3.1%	3.5%	2.3%	1.8%	3.1%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
2020	9.0%	8.5%	6.9%	7.5%	5.9%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 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	
	Equity	Non-equity	Equity	Non-equity
African American/Black	4.2%	4.1%	4.6%	3.6%
Women	1.9%	1.6%	1.9%	1.5%
Men	2.3%	2.5%	2.7%	2.1%
Non-Binary	0.0%	0.0%	0.0%	0.0%
2020	3.7%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*





# Individual Racial/Ethnic Groups

## Attrition

The share of departing attorneys who are African American/Black at different levels tends to be higher than their respective levels in the current population of attorneys (see Tables 33 and 36). This is most pronounced among Associates for which 8.4% of those leaving are African American/Black compared to 5.9% of African American/Black Associates in the current attorney population. The high attrition rates could indicate that these attorneys tend to move around between firms or take positions outside law firms.

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

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
African American/Black	8.4%	3.9%	3.9%	3.3%	3.6%
Women	4.8%	2.3%	1.6%	1.2%	1.4%
Men	3.6%	1.6%	2.3%	2.1%	2.2%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	7.9%	4.5%	2.8%	3.8%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Individual Racial/Ethnic Groups

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## *Representation of Multiracial Attorneys*

### **Overall Demographics**

Multiracial attorneys make up a small share (2.6%) of all attorneys among the firms surveyed (see Figures 26 and 27). This incidence is not much different from the U.S. population of adults aged 25 to 65 years; in the Current Population Survey by the Census Bureau, 1.9% will indicate belonging to more than one racial category. The proportion of attorneys who are Multiracial is highest among 2L Summer Associates (4.8%) and Associates (3.7%), while just 1.3% of Partners are identified in this demographic (see Table 37). The share of multiracial attorneys across all categories has not changed much since the previous year.

### **Recruitment and New Hires**

The distribution of multiracial attorneys across different positions is similar to the general population for each category (see Tables 37 and 38).

### **Attrition**

The share of departing attorneys who are multiracial is proportionate to the share of multiracial attorneys in the current firms' populations (see Tables 37 and 40).





# Individual Racial/Ethnic Groups

FIGURE 26. OVERALL DEMOGRAPHICS – MULTIRACIAL

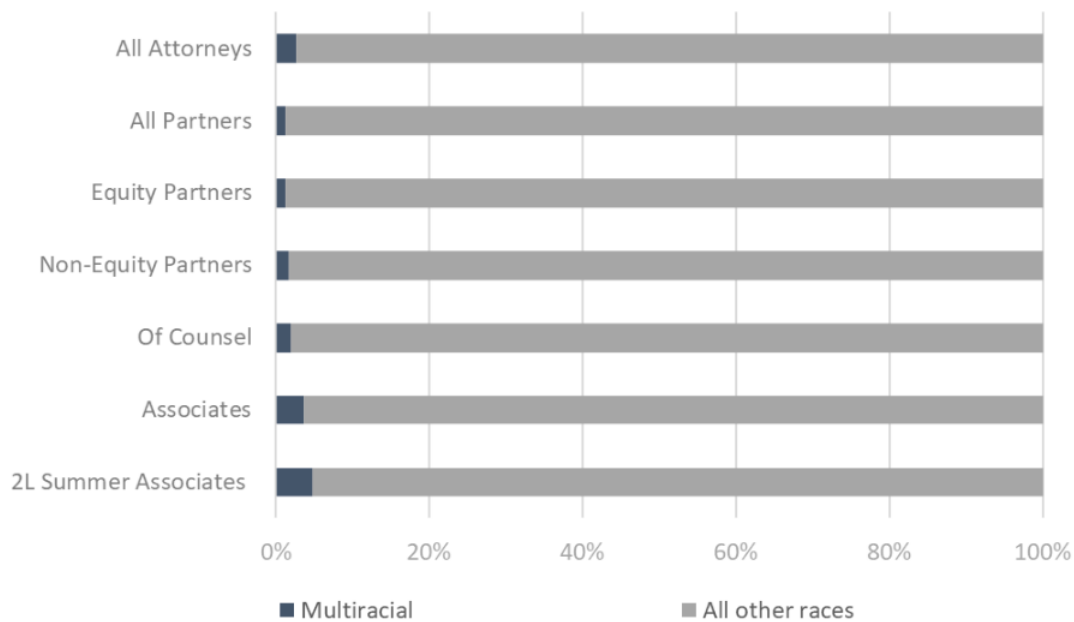
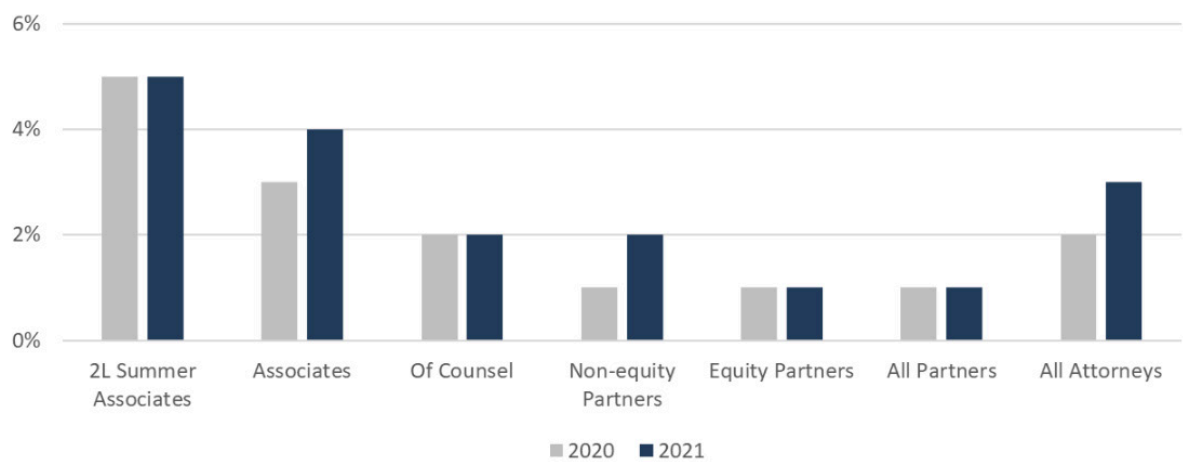


FIGURE 27. PRIOR YEAR COMPARISON – MULTIRACIAL



# Individual Racial/Ethnic Groups

**TABLE 37. PERCENTAGE OF MULTIRACIAL ATTORNEYS**

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Multiracial	4.8%	3.7%	1.9%	1.6%	1.2%	1.3%	2.6%
Women	2.9%	2.1%	1.0%	0.8%	0.4%	0.5%	1.4%
Men	1.9%	1.6%	0.8%	0.8%	0.7%	0.7%	1.2%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	4.9%	3.4%	1.7%	1.4%	1.0%	1.1%	2.4%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

**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 (equity only)	Lateral Partner hires (non- equity only)
Multiracial	4.8%	4.9%	4.0%	4.0%	2.1%	2.1%	1.5%
Women	2.9%	2.9%	2.3%	2.0%	1.6%	1.2%	0.3%
Men	1.9%	1.9%	1.7%	2.0%	0.5%	0.9%	1.1%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	4.9%	5.1%	3.4%	3.7%	2.4%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Individual Racial/Ethnic Groups

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

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
Multiracial	2.0%	1.9%	1.9%	2.3%
Women	1.1%	1.0%	1.0%	1.5%
Men	0.9%	0.9%	1.0%	0.8%
Non-Binary	0.0%	0.0%	0.0%	0.0%
2020	1.5%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

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

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
Multiracial	3.8%	2.1%	0.8%	1.8%	1.3%
Women	2.1%	1.1%	0.4%	0.8%	0.6%
Men	1.8%	1.0%	0.4%	1.0%	0.7%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	3.7%	1.6%	1.2%	2.0%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Individual Racial/Ethnic Groups

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## *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 in the general U.S. population among those aged 25 to 65 years old is also small (1.2% and 0.5% 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.



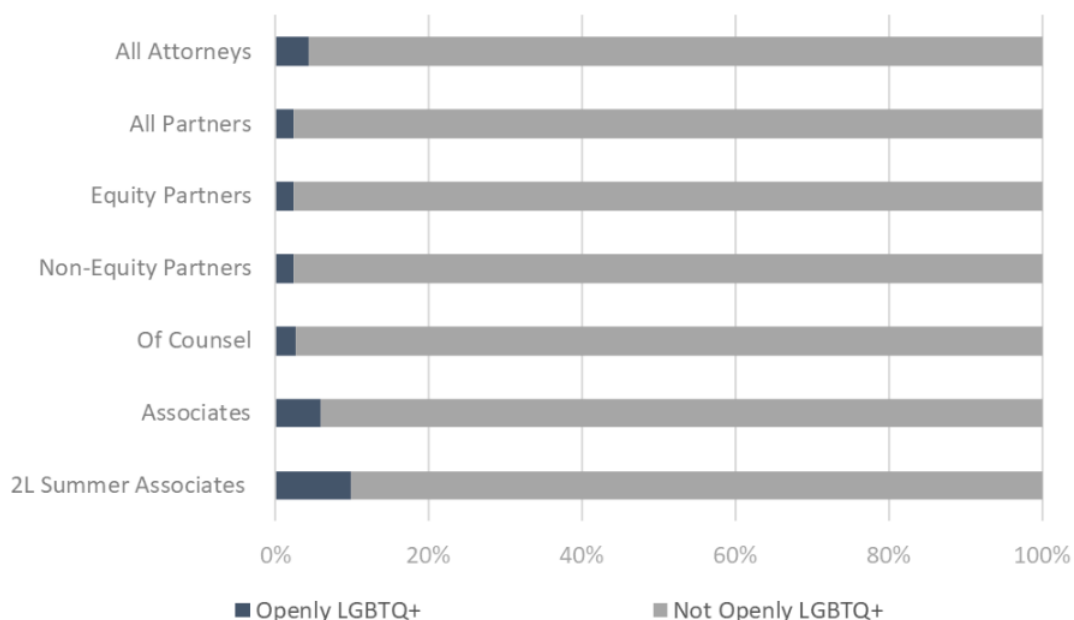
# Openly LGBTQ+ Attorneys

## Overall Demographics

LGBTQ+ attorneys comprise 4.3% of all attorneys within the surveyed firms (see Figures 28 and 29). The representation is highest among 2L Summer Associates (9.8%) and Associates (5.9%), while only a small share of Of Counsel and Partners are LGBTQ+ (2.7% and 2.4% respectively). The gender representation for LGBTQ+ is balanced between men and women, with slightly more women than men overall. The overall proportion has not changed much since last year, but the proportion among 2L Summer Associates increased by almost two percentage points since the previous year (see Table 41). 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 driven not just by increased acceptance by firms towards these attorneys but also by increased rates of self-identification in the U.S.<sup>3</sup>.

**FIGURE 28. OVERALL DEMOGRAPHICS – OPENLY LGTBQ+ ATTORNEYS**



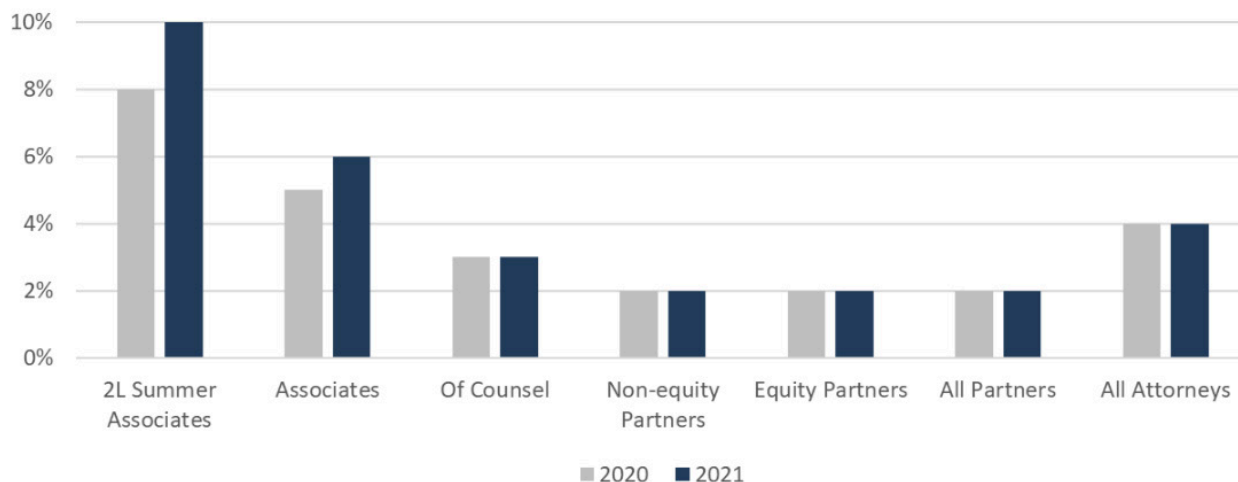
<sup>3</sup> *LGBT identification in U.S. ticks up to 7.1%* Gallup.com, <https://news.gallup.com/poll/389792/lgbt-identification-ticks-up.aspx> (last visited Jan 5, 2023).





# Openly LGBTQ+ Attorneys

**FIGURE 29. PRIOR YEAR COMPARISON – OPENLY LGTBQ+ ATTORNEYS**



**TABLE 41. PERCENTAGE OF OPENLY LGTBQ+ ATTORNEYS**

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Openly LGBTQ+ Attorneys	9.8%	5.9%	2.7%	2.4%	2.4%	2.4%	4.3%
Women	5.1%	2.5%	0.9%	0.8%	0.8%	0.8%	2.5%
Men	4.5%	3.4%	1.8%	1.5%	1.6%	1.6%	1.7%
Non-Binary	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	8.0%	5.2%	2.6%	2.2%	2.3%	2.3%	3.9%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## Recruitment and New Hires

Among new hires, 2L Summer Associates who accepted positions are the most likely to be openly LGBTQ+, with one-tenth (10.1%) identifying as such (see Tables 42 and 43). Among Associates and Of Counsel attorneys, the representation of new hires mirrors their representation among the general population of attorneys, while lateral partners are not substantially different (Tables 41 and 42).



# Openly LGBTQ+ Attorneys

**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 (equity only)	Lateral Partner hires (non-equity only)
Openly LGBTQ+ Attorneys	9.8%	10.1%	6.2%	5.9%	2.9%	3.8%	2.2%
Women	5.1%	5.2%	2.7%	2.4%	1.1%	1.4%	0.4%
Men	4.5%	4.6%	3.4%	3.5%	1.9%	2.4%	1.7%
Non-Binary	0.2%	0.3%	0.1%	0.0%	0.0%	0.0%	0.0%
2020	8.0%	8.0%	5.6%	5.0%	3.7%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 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	
	Equity	Non-equity	Equity	Non-equity
Openly LGBTQ+ Attorneys	3.6%	2.0%	3.3%	1.8%
Women	0.9%	0.5%	0.6%	0.6%
Men	2.6%	1.5%	2.7%	1.3%
Non-Binary	0.0%	0.0%	0.1%	0.0%
2020	2.4%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*





# Openly LGBTQ+ Attorneys

## Attrition

As with recruitment, LGBTQ+ attorney departure from law firms is proportionate to law firm attorneys in the survey demographics (see Tables 41 and 44).

TABLE 44. PERCENTAGE OF ATTRITION FOR OPENLY LGTBQ+ ATTORNEYS

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
Openly LGBTQ+ Attorneys	5.6%	2.9%	2.2%	2.6%	2.4%
Women	1.9%	0.8%	0.9%	1.2%	1.1%
Men	3.6%	2.1%	1.3%	1.4%	1.3%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	4.7%	2.5%	2.4%	2.8%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Individuals with Disabilities

---

Individuals with Disabilities make up 1.4% of all attorneys among the firms surveyed, an increase from 1.0% the previous year. The incidence of attorneys with disabilities ranges between one to two percent for all positions in the survey. Compared to last year, the percentage of those with disabilities has approximately doubled among 2L Summer Associates and Associates, which might indicate a trend toward greater inclusion in the future. The 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.

## Military Veterans

---

Military Veterans represent 1.9% of all attorneys among the firms surveyed, about the same as the previous year (1.7%). The incidence of attorneys who are Military Veterans ranges from 1.4% of Associates to 3.1% of Of Counsel. Due to the small percentage in the base for analysis, detailed figures and tables are included in the appendix.



# Diversity in Firm Committees

---

The composition of committees responsible for hiring and reviewing attorneys can be an important factor behind the ability to achieve diversity goals in a firm because diversity on committees may contribute to greater sensitivity and insight. To provide a lens on committee structure, Table 45 provides a summary of the characteristics of the Hiring, Partner Review, Associate Review, and Diversity Committees. It is not surprising that the Diversity Committees, across firms surveyed, are relatively diverse and in many respects track with the U.S. population as a whole. Over four in ten (44%) of Diversity Committee members are from underrepresented racial/ethnic groups, including substantial representation of attorneys who are Asian (14.9%), Hispanic/Latinx (10.7%), and African American/Black (14.3%). In addition, 50.8% of those on Diversity Committees are women, higher than average for attorneys, and 9.0% are Openly LGBTQ+, twice the average of all attorneys in the survey.

The Hiring Committee is the next most diverse, constitution over a fifth in underrepresented racial/ethnic groups (21.3%) and 42% women. The interesting fact about Hiring Committees is that they have the same composition across all categories as the general population of attorneys in the survey. As noted earlier, attorneys overall are less diverse than the U.S. population on race/ethnicity and gender. If firms desire a vector towards greater diversity, it might be advantageous if the Hiring Committees were more diverse than the attorney population and closer to the U.S. population.

The Partner Review and Associate Review Committees reflect the characteristics of attorneys in senior positions, with over eight in ten being white and only a third women.



# Diversity in Firm Committees

**TABLE 45. COMPOSITION OF FIRM COMMITTEES**

	All Attorneys	Hiring Committee	Partner Review Committee	Associate Review Committee	Diversity Committee
White/Caucasian	78.9%	78.7%	85.4%	85.1%	56.0%
Asian	8.8%	8.2%	5.3%	6.0%	14.9%
Hispanic/Latinx	5.0%	4.5%	3.8%	3.1%	10.7%
African American/Black	4.5%	5.6%	4.5%	3.6%	14.3%
Multiracial	2.6%	2.7%	0.9%	2.0%	3.6%
Alaska Native/Indigenous	0.2%	0.2%	0.0%	0.2%	0.4%
Native Hawaiian/Pacific Islander	0.1%	0.1%	0.0%	0.0%	0.1%
Openly LGBTQ+	4.3%	4.0%	2.3%	3.2%	9.0%
Individuals with Disabilities	1.4%	0.9%	0.5%	0.6%	1.5%
Military Veterans	1.9%	1.2%	2.0%	1.8%	1.6%
All Underrepresented Racial/Ethnic Groups	21.1%	21.3%	14.6%	14.9%	44.0%
All Women	39.8%	42.0%	32.6%	34.4%	50.8%
Women of Color	11.4%	10.5%	6.3%	6.5%	22.8%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

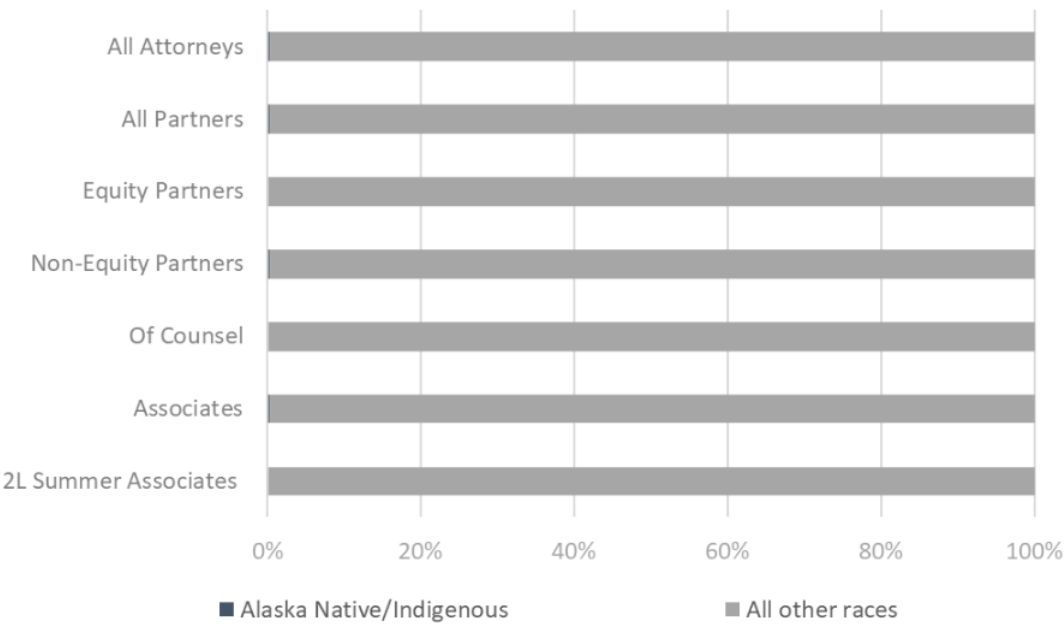




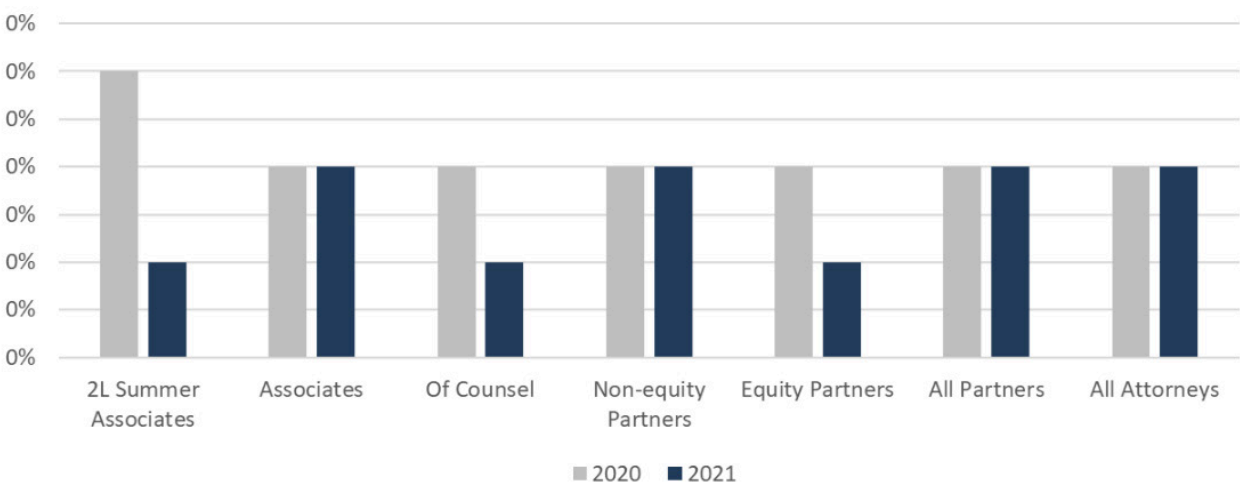
# Appendices

## Representation of Alaska Native/Indigenous Attorneys

### OVERALL DEMOGRAPHICS – ALASKA NATIVE/INDIGENOUS



### PRIOR YEAR COMPARISON – ALASKA NATIVE/INDIGENOUS



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## PERCENTAGE OF ALASKA NATIVE/INDIGENOUS ATTORNEYS

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Alaskan Native/ Indigenous	0.1%	0.2%	0.1%	0.2%	0.1%	0.2%	0.2%
Women	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Men	0.1%	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%
2020	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%

*\*Note that racial/ethnic totals may not sum to 100 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 (equity only)	Lateral Partner hires (non- equity only)
Alaskan Native/Indigenous	0.1%	0.1%	0.2%	0.3%	0.1%	0.4%	0.3%
Women	0.1%	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%
Men	0.1%	0.0%	0.1%	0.2%	0.1%	0.3%	0.2%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	0.3%	0.3%	0.3%	0.3%	0.4%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Appendices

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

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
Alaskan Native/ Indigenous	0.4%	0.2%	0.5%	0.2%
Women	0.2%	0.1%	0.3%	0.1%
Men	0.2%	0.1%	0.2%	0.1%
Non-Binary	0.0%	0.0%	0.0%	0.0%
2020	0.3%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## PERCENTAGE OF ATTRITION FOR ALASKA NATIVE/INDIGENOUS ATTORNEYS

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
Alaskan Native/Indigenous	0.2%	0.2%	0.1%	0.1%	0.1%
Women	0.1%	0.2%	0.0%	0.0%	0.0%
Men	0.1%	0.0%	0.1%	0.1%	0.1%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	0.4%	0.4%	0.3%	0.2%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

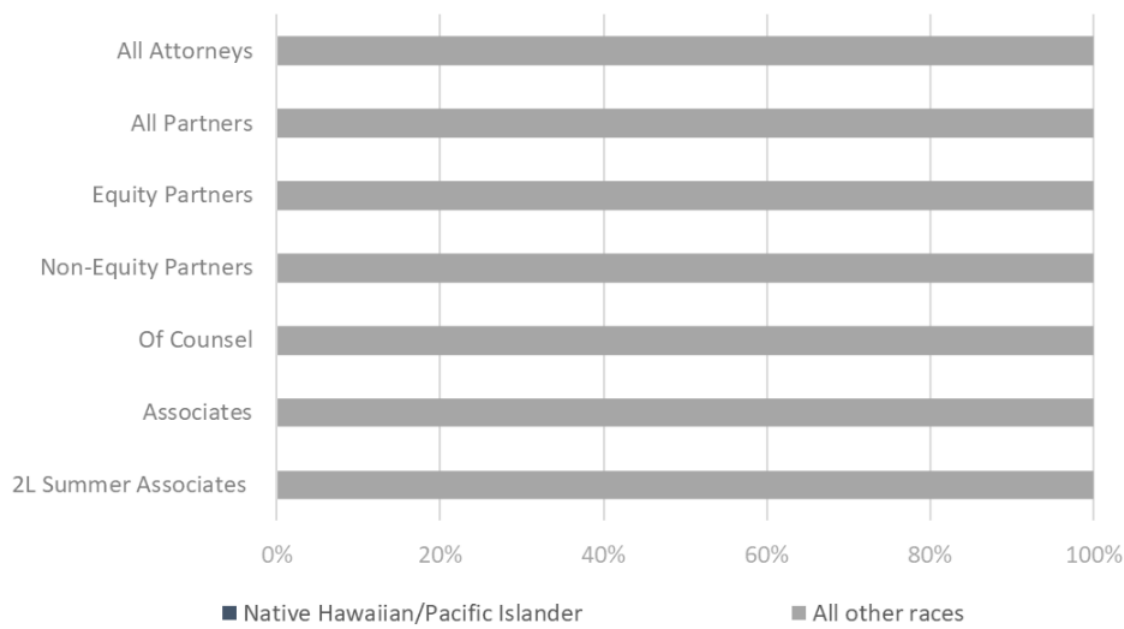




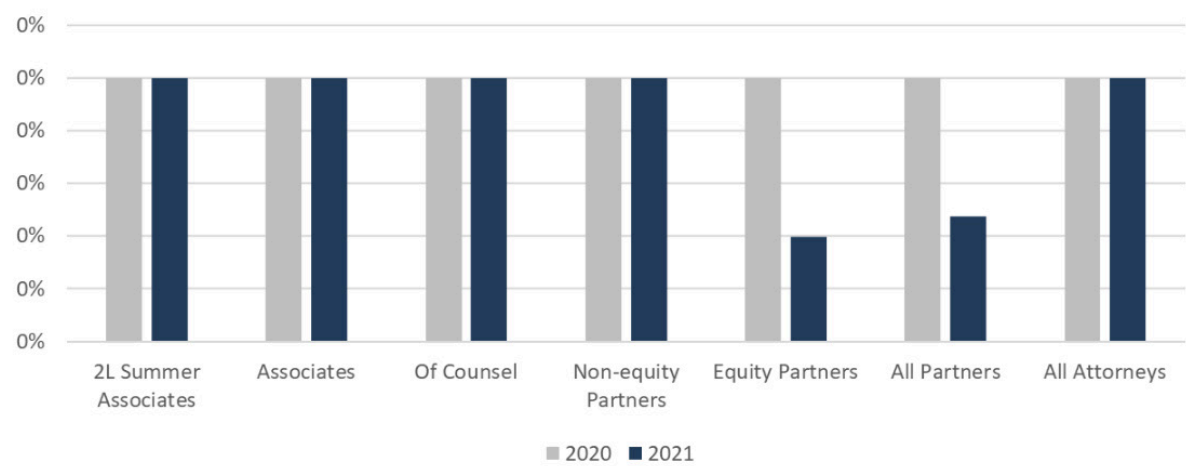
# Appendices

## Representation of Native Hawaiian/Pacific Islander Attorneys

### OVERALL DEMOGRAPHICS – NATIVE HAWAIIAN/PACIFIC ISLANDER



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



# Appendices

## PERCENTAGE OF NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Native Hawaiian/ Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.1%
Women	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
Men	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%

*\*Note that racial/ethnic totals may not sum to 100 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 (equity only)	Lateral Partner hires (non- equity only)
Native Hawaiian/ Pacific Islander	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%
Women	0.1%	0.1%	0.0%	0.0%	0.1%	0.0%	0.0%
Men	0.1%	0.1%	0.0%	0.1%	0.0%	0.1%	0.1%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	0.1%	0.3%	0.3%	0.3%	0.4%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



# Appendices

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

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
Native Hawaiian/ Pacific Islander	0.1%	0.0%	0.1%	0.0%
Women	0.0%	0.0%	0.0%	0.0%
Men	0.1%	0.0%	0.1%	0.0%
Non-Binary	0.0%	0.0%	0.0%	0.0%
2020	0.1%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

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

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
Native Hawaiian/ Pacific Islander	0.1%	0.1%	0.1%	0.2%	0.1%
Women	0.1%	0.0%	0.0%	0.0%	0.0%
Men	0.0%	0.1%	0.1%	0.2%	0.1%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	0.0%	0.0%	0.1%	0.1%	N/A

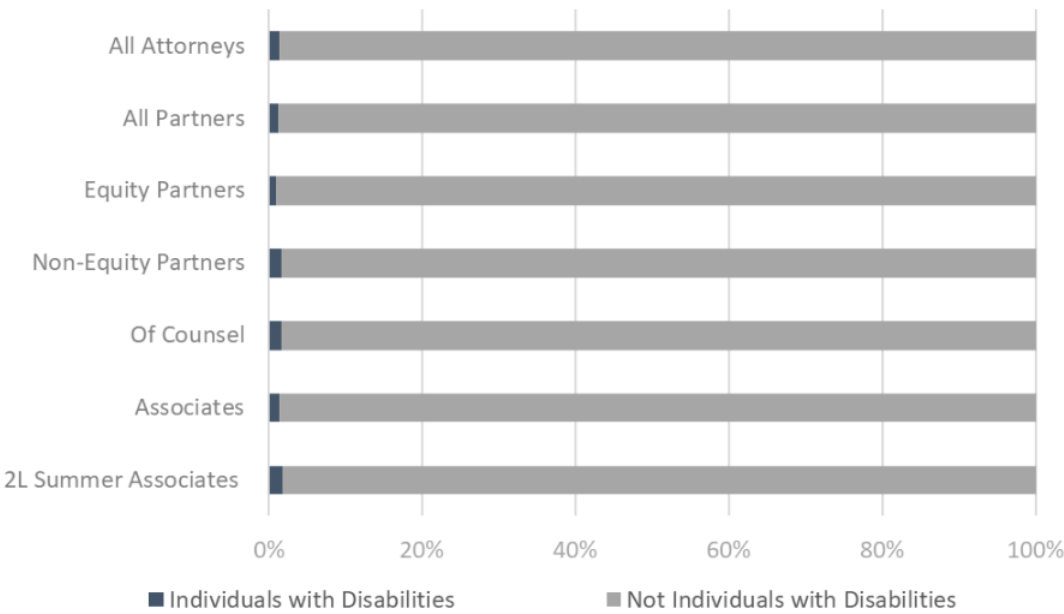
*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



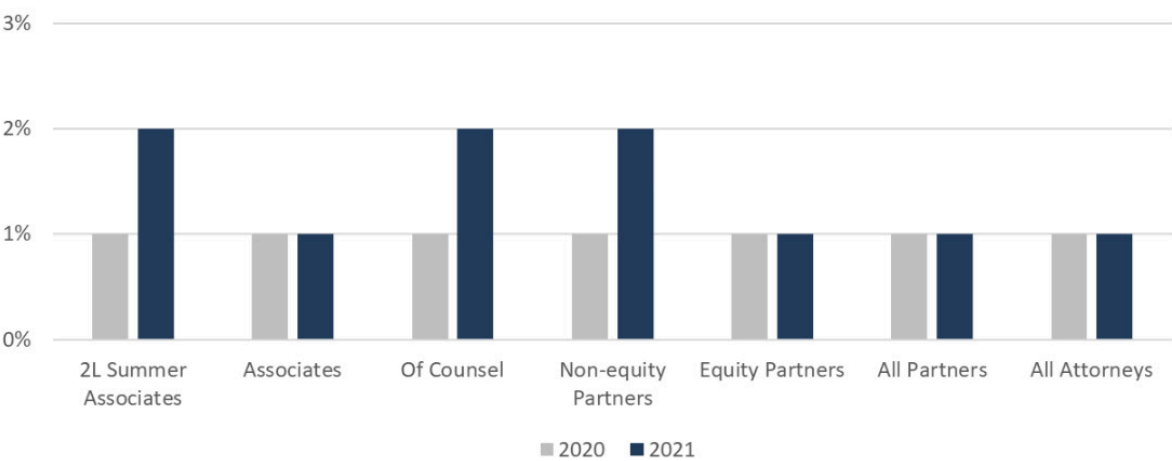
# Appendices

## Individual with Disabilities

### OVERALL DEMOGRAPHICS – INDIVIDUALS WITH DISABILITIES



### PRIOR YEAR COMPARISON – INDIVIDUALS WITH DISABILITIES



# Appendices

## PERCENTAGE OF INDIVIDUALS WITH DISABILITIES ATTORNEYS

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Individuals with Disabilities	1.8%	1.4%	1.6%	1.7%	1.0%	1.2%	1.4%
Women	1.2%	0.8%	0.7%	0.6%	0.3%	0.4%	0.6%
Men	0.6%	0.6%	0.9%	1.1%	0.7%	0.8%	0.7%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	0.7%	0.9%	1.2%	1.4%	0.8%	1.0%	1.0%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## RECRUITMENT PERCENTAGES FOR INDIVIDUALS WITH DISABILITIES 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 (equity only)	Lateral Partner hires (non- equity only)
Individuals with Disabilities	1.8%	1.7%	1.6%	1.7%	1.5%	0.9%	1.7%
Women	1.2%	1.2%	0.8%	0.9%	0.5%	0.1%	0.5%
Men	0.6%	0.5%	0.8%	0.8%	1.0%	0.8%	1.2%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	0.7%	0.6%	1.1%	1.3%	0.9%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



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## RECRUITMENT/PROMOTION PERCENTAGES FOR INDIVIDUALS WITH DISABILITIES ATTORNEYS

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
Individuals with Disabilities	0.8%	1.2%	0.7%	0.8%
Women	0.2%	0.5%	0.3%	0.4%
Men	0.6%	0.8%	0.4%	0.4%
Non-Binary	0.0%	0.0%	0.0%	0.0%
2020	0.8%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## PERCENTAGE OF ATTRITION FOR INDIVIDUALS WITH DISABILITIES ATTORNEYS

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
Individuals with Disabilities	1.3%	1.5%	0.8%	1.4%	1.1%
Women	0.7%	0.5%	0.1%	0.2%	0.2%
Men	0.6%	0.9%	0.7%	1.1%	0.9%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	0.8%	0.9%	0.6%	0.7%	N/A

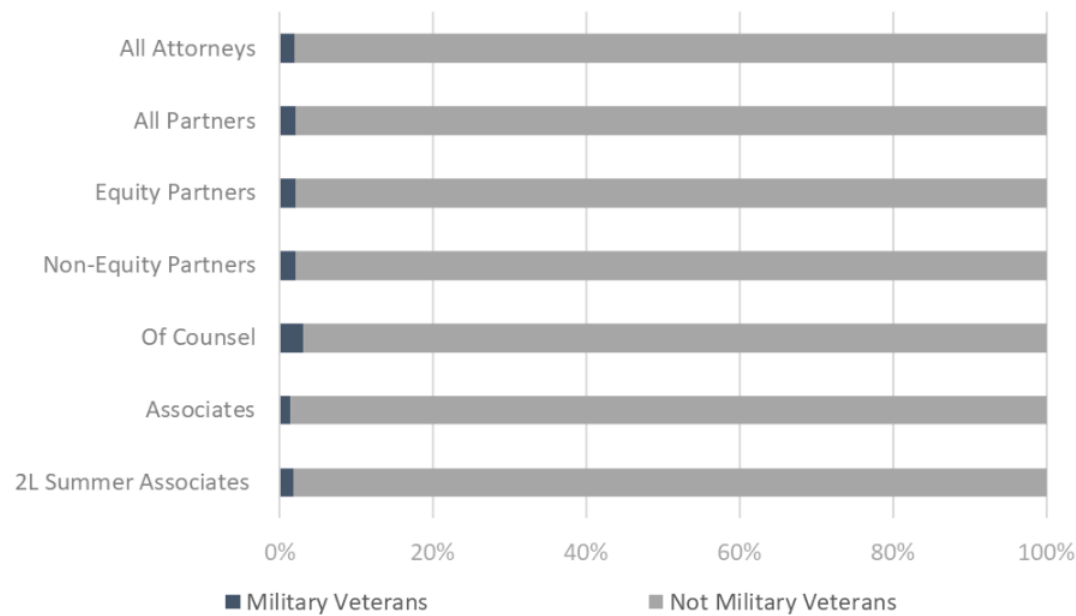
*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



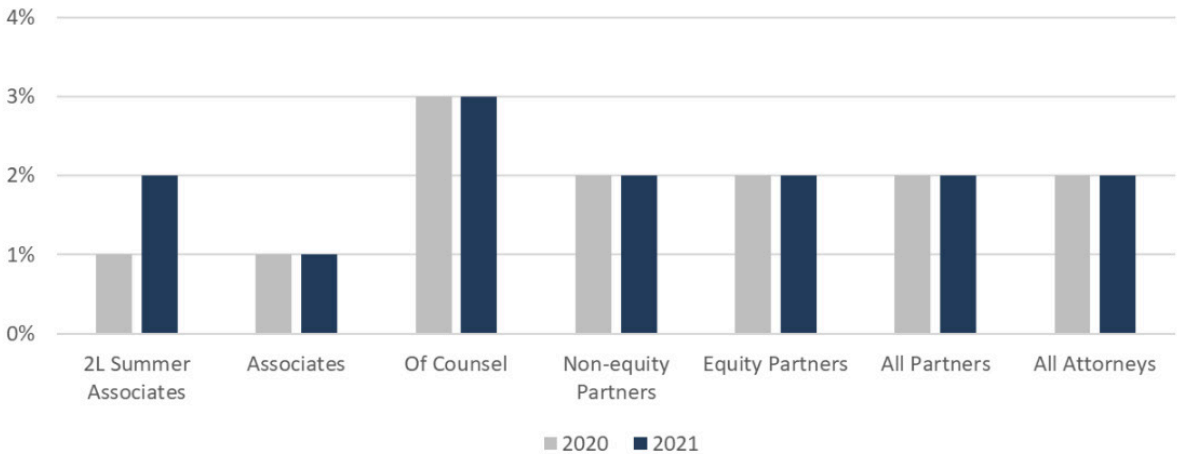
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## Military Veterans

OVERALL DEMOGRAPHICS – MILITARY VETERANS



PRIOR YEAR COMPARISON – MILITARY VETERANS





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## PERCENTAGE OF MILITARY VETERANS ATTORNEYS

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Military Veterans	1.8%	1.4%	3.1%	2.1%	2.1%	2.1%	1.9%
Women	0.5%	0.2%	0.2%	0.1%	0.2%	0.2%	0.2%
Men	1.3%	1.2%	2.9%	2.0%	2.0%	2.0%	1.7%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	1.4%	1.1%	2.9%	2.3%	1.9%	2.0%	1.7%

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## PERCENTAGE OF ATTRITION FOR MILITARY VETERANS ATTORNEYS

	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners
Military Veterans	1.5%	2.0%	1.8%	1.9%	1.9%
Women	0.3%	0.3%	0.3%	0.1%	0.2%
Men	1.2%	1.7%	1.5%	1.9%	1.7%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%
2020	1.0%	1.9%	2.0%	1.8%	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



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## 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 (equity only)	Lateral Partner hires (non-equity only)
Military Veterans	1.8%	1.5%	1.6%	1.6%	1.5%	1.8%	1.6%
Women	0.5%	0.4%	0.3%	0.3%	0.3%	0.2%	0.2%
Men	1.3%	1.2%	1.3%	1.4%	1.2%	1.7%	1.4%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2020	1.4%	1.4%	1.5%	1.4%	1.3%	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*

## RECRUITMENT/PROMOTION PERCENTAGES FOR MILITARY VETERANS ATTORNEYS

	Partners			
	All New Partners (Lateral Hires and Promoted Internally)		New Partners Promoted Internally	
	Equity	Non-equity	Equity	Non-equity
Military Veterans	1.7%	1.3%	1.6%	1.0%
Women	0.1%	0.1%	0.1%	0.0%
Men	1.6%	1.2%	1.5%	1.0%
Non-Binary	0.0%	0.0%	0.0%	0.0%
2020	0.8%	N/A	N/A	N/A

*\*Note that racial/ethnic totals may not sum to 100 due to rounding.*



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## Changes in Law Firm Demographics

LAW FIRM DEMOGRAPHICS (2018-2021)								
Demographic	Year	2L Summer Associates	Associates	Of Counsel	Non- equity Partners	Equity Partners	All Partners	All Attorneys
White/Caucasian	2021	60.1%	70.8%	84.8%	86.6%	88.9%	88.3%	78.9%
	2020	63.9%	72.2%	85.8%	87.5%	89.6%	88.9%	79.8%
	2019	66.1%	72.3%	85.2%	87.5%	89.9%	89.2%	81.1%
	2018	66.4%	73.4%	85.9%	89.8%	89.9%	89.3%	81.7%
Asian	2021	16.1%	12.5%	6.1%	4.9%	4.5%	4.6%	8.8%
	2020	14.4%	12.6%	5.8%	4.4%	4.3%	4.3%	8.6%
	2019	13.5%	12.1%	5.4%	4.0%	4.0%	4.0%	7.8%
	2018	13.1%	12.0%	5.3%	4.2%	3.7%	3.9%	7.7%
Hispanic/Latinx	2021	8.1%	6.7%	3.7%	3.7%	2.9%	3.1%	5.0%
	2020	7.5%	6.2%	3.5%	3.6%	2.8%	3.1%	4.7%
	2019	7.7%	6.0%	3.4%	3.3%	2.7%	2.9%	4.4%
	2018	7.6%	5.5%	3.4%	3.3%	2.6%	2.8%	4.1%
African American/Black	2021	10.6%	5.9%	3.3%	3.0%	2.3%	2.5%	4.5%
	2020	9.0%	5.3%	2.9%	2.8%	2.2%	2.4%	4.2%
	2019	7.6%	5.1%	3.5%	2.6%	2.0%	2.2%	3.7%
	2018	7.8%	4.8%	3.1%	2.5%	1.9%	2.1%	3.5%
Multiracial	2021	4.8%	3.7%	1.9%	1.6%	1.2%	1.3%	2.6%
	2020	4.9%	3.4%	1.7%	1.4%	1.0%	1.1%	2.4%
	2019	3.8%	3.3%	1.7%	1.4%	0.9%	1.0%	2.1%
	2018	3.8%	3.2%	1.4%	1.2%	0.8%	0.9%	2.0%
Alaska Native/Indigenous	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%



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Native Hawaiian/Pacific Islander	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%	0.1%	0.1%	0.1%
	2018	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.1%
Openly LGBTQ+	2021	9.8%	5.9%	2.7%	2.4%	2.4%	2.4%	4.3%
	2020	8.0%	5.2%	2.6%	2.2%	2.3%	2.3%	3.9%
	2019	7.0%	4.4%	2.1%	2.1%	2.0%	2.1%	3.1%
	2018	5.6%	4.0%	2.2%	2.0%	1.9%	1.9%	2.9%
Individuals with Disabilities	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%	0.6%	0.6%	0.6%	0.4%	0.5%	0.5%
Military Veterans	2021	1.8%	1.4%	3.1%	2.1%	2.1%	2.1%	1.9%
	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
All Underrepresented Racial/Ethnic Groups	2021	39.9%	29.2%	15.2%	13.4%	11.1%	11.7%	21.1%
	2020	36.1%	27.8%	14.2%	12.5%	10.4%	11.1%	20.2%
	2019	33.2%	26.8%	14.1%	11.6%	9.8%	10.3%	18.2%
	2018	32.6%	25.8%	13.4%	11.5%	9.2%	9.8%	17.5%
All Women	2021	55.6%	49.3%	41.4%	33.2%	24.3%	26.8%	39.8%
	2020	53.6%	48.3%	40.8%	31.8%	23.5%	26.0%	38.8%
	2019	52.2%	47.3%	40.4%	30.6%	22.3%	24.7%	36.9%
	2018	51.4%	46.5%	40.0%	30.1%	21.6%	23.9%	36.2%
Women of Color	2021	24.6%	16.9%	8.3%	6.1%	4.1%	4.6%	11.4%
	2020	21.6%	16.0%	7.6%	5.5%	3.7%	4.2%	10.8%
	2019	19.9%	15.2%	7.4%	5.3%	3.3%	3.9%	9.4%
	2018	19.3%	14.6%	7.1%	5.1%	3.1%	3.6%	9.0%



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