



VAULT/MCCA LAW FIRM DIVERSITY SURVEY REPORT

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VAULT/MCCA LAW FIRM DIVERSITY SURVEY RESULTS

MCCA and Vault began the collection of law firm diversity data in 2004, initially soliciting quantitative and qualitative information with respect to minority men, minority women and white women. Over the next few years, the survey questionnaire was expanded to incorporate more detailed demographic breakdowns by race and gender, as well as information about openly GLBT individuals and attorneys with disabilities. In 2009 Vault and MCCA launched the Law Firm Diversity Database (<http://mcca.vault.com>), an online tool to make the information provided by law firms more widely available to the legal community.

The annual survey collects data based on the previous calendar year. Approximately 250 law firms participate in the survey each year, representing virtually all of the AmLaw 100 and a majority of the NLJ 250. The following findings are based on law firm responses to the 2015 survey distributed in the spring of 2015, to which 247 law firms responded, providing demographic statistics as of December 31, 2014.

This report highlights some of the key findings from the latest survey results as well as trends observed over the last eight years of data collection.¹

Law Firm Demographic Data	2L Summer Associates	Associates	Equity Partners	Non-equity Partners	Of Counsel	All Lawyers
White/Caucasian	70.74%	76.78%	92.26%	89.21%	88.22%	84.62%
African-American/Black	6.77%	4.19%	1.74%	2.82%	2.67%	3.05%
Asian	12.90%	10.95%	2.87%	3.42%	4.60%	6.69%
Hispanic/Latino	6.05%	4.53%	2.26%	3.07%	2.77%	3.41%
Multiracial	2.97%	2.74%	0.49%	0.66%	1.10%	1.57%
Alaska Native/American Indian	0.22%	0.24%	0.15%	0.18%	0.20%	0.20%
Native Hawaiian/Pacific Islander	0.05%	0.11%	0.02%	0.06%	0.04%	0.06%
Openly GLBT	3.60%	2.74%	1.65%	1.55%	1.66%	2.12%
Individuals with Disabilities	0.16%	0.23%	0.29%	0.21%	0.33%	0.26%
All Minorities	28.97%	22.75%	7.53%	10.21%	11.39%	14.99%
Women of Color	16.54%	12.32%	2.27%	4.35%	6.17%	7.40%
All Women	46.55%	45.04%	18.79%	28.74%	39.32%	33.98%

¹All data collected for 2007 through 2014 is currently available in the Vault/MCCA Law Firm Diversity Database, at <http://mcca.vault.com>. Data collected prior to 2007 is available in an earlier version of the database, at <http://mcca.vault.com/LawDiversity>.

- The diversification of law firms continues at a slow pace, as the representation of minority lawyers among the associate classes, partnership and leadership of law firms gradually grows.
- Alongside the increased recruitment of minority attorneys, however, lawyers of color continue to leave their firms at a disproportionate rate.
- Moreover, advances among individual minority groups remain uneven, as the number of black lawyers declines and Asian American attorneys experience slower rates of promotion.
- Although the overall number of female lawyers has changed little over the last several years, women are gaining greater representation at the partnership and management levels, and their attrition rates are declining. In particular, the latest survey results provide some encouraging signs of progress for women of color. However, despite these gains Latina and Asian American female partners are less than 1% of all law firm partners.
- While law firm equity partners are still predominantly white and male, the newer ranks show greater diversity: one-third of all new equity partners in 2014 were either female or members of a minority racial/ethnic group.

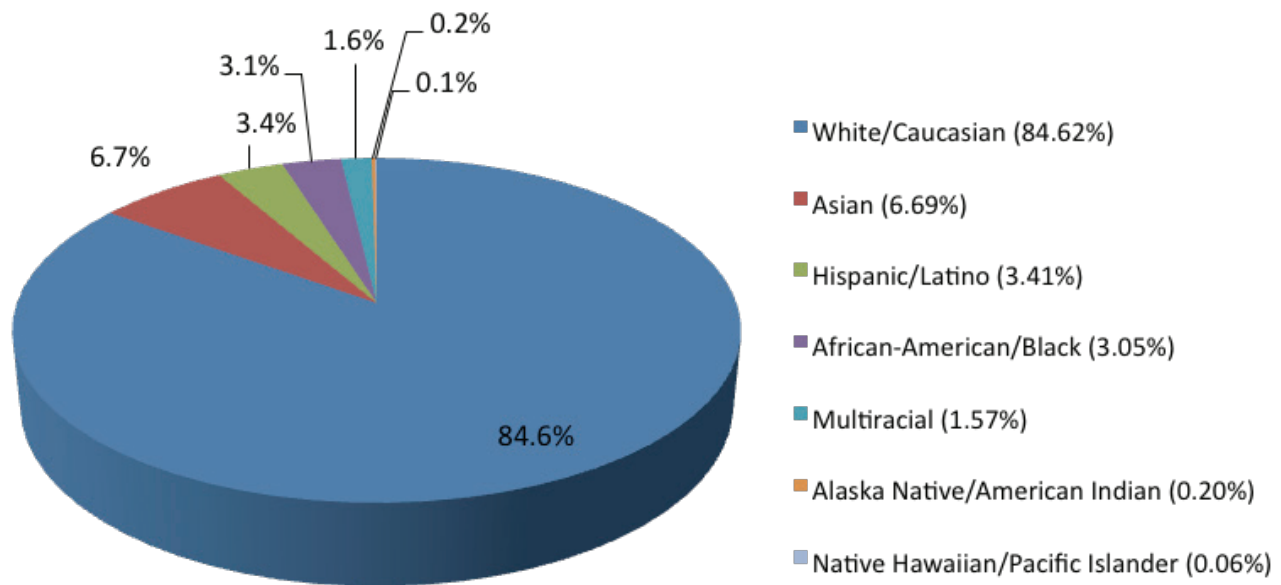
MINORITY MEN AND WOMEN

- Minority attorneys continue to make slow progress within the law firm population and now represent 15% of lawyers at surveyed firms.
- This year's results recorded the highest percentage of minority equity partners to date.
- As more women of color are being promoted to the partnership ranks, however, promotions among minority men have fallen.
- Alongside increased hiring, especially of female law students, lawyers of color continue to leave their firms at a disproportionate rate.

Overall Demographics

- Non-white attorneys currently represent 15% of the law firm population. Their numbers, which grew from 14.56% in 2013 to 14.99% in 2014, have maintained a gradual incline since the recessionary low of 13.44% reported in 2009. In 2007, the first year for which detailed statistics were collected, 13.81% of attorneys were minorities. This growth reflects an increasing number of minority lawyers among all levels tracked in the survey and among both genders.
- The numbers reported for women of color specifically bring some encouraging news. While their progress has been much slower, female minority lawyers are now approaching parity with minority men— in terms of their representation in the overall law firm population. Of the 101,360 attorneys at 247 law firms survey-wide, 7,499 are minority women and 7,697 are minority men.
- In 2007, 6.80% of law firm attorneys were minority men; by 2014, that number increased to 7.59%, reflecting a 0.8 percentage point increase. Over the same period of time, the

Law Firm Attorneys by Racial/Ethnic Group



proportion of female minority lawyers grew 0.4 percentage points, from 7.01% to 7.40%.

- Close to 23% of associates (22.75%) belong to a racial/ethnic minority group, up from 22.13% in 2013 and two percentage points above the 20.78% reported back in 2007. These numbers include more women than men. Minority women represent 12.32% of associates, an increase over the previous year (11.99%).
- In 2014, minority lawyers represented 8.22% of all partners, compared to 7.85% in 2013 and 6.30% in 2007.
- However, despite the fact that the number of female minority associates exceeds the number of male associates (5,483 to 4,642), minority men continue to outnumber minority women at the partnership level by almost two to one. In 2014, law firm partners included 2,397 minority men (5.42%) and 1,239 minority women (2.80%). The ratio of men to women is even starker when race is not factored in; overall, male partners outnumber female partners by more than 3 to 1.
- A higher proportion of minority partners are salaried than hold equity in their firms. Attorneys of color represent 10.21% of non-equity partners, compared to 7.53% of equity partners. Among women of color specifically, the contrast between equity and non-equity status is even greater: just 2.27% of equity partners are minority women, compared to 4.35% of non-equity partners. That said, this year's results include the highest percentage of minority equity partners since Vault and MCCA began collecting this data. Of 32,925 equity partners survey-wide, 2,479 are attorneys of color.
- The percentage of minority lawyers of both genders among of counsel has also increased,

from 9.66% in 2007 to 10.65% in 2013 to 11.39% in 2014.

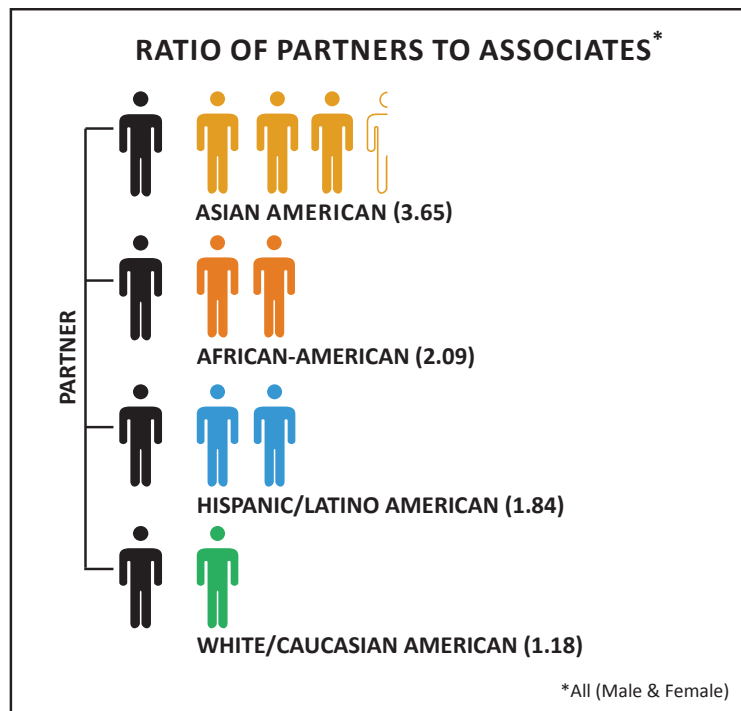
Law Firm Leadership Roles	Executive Management Committee	Partner Review Committee	Associate Review Committee	Hiring Committee	Diversity Committee
African-American/Black	2.34%	1.90%	3.05%	4.69%	11.75%
Asian	1.76%	2.22%	4.37%	6.83%	13.15%
Hispanic/Latino	2.30%	2.54%	2.49%	3.69%	8.56%
Multiracial	0.38%	0.37%	0.70%	1.33%	2.04%
Alaska Native/American Indian	0.23%	0.16%	0.14%	0.15%	0.47%
Native Hawaiian/Pacific Islander	0.04%	0.00%	0.00%	0.04%	0.21%
Openly GLBT	1.23%	1.11%	1.88%	2.87%	7.27%
Individuals with Disabilities	0.15%	0.16%	0.14%	0.15%	0.34%

Leadership Roles

- Minority lawyers are also making steady gains at the management level, although the overall numbers, especially for women, remain low. Representation of attorneys of color on law firm executive or management committees increased from 6.45% in 2013 to 7.05% in 2014. Eight years earlier, in 2007, just 5.42% of attorneys serving on these committees were minority lawyers.
- Firms reported that 53 of the 2,609 attorneys (2.03%) serving on executive/management committees as of the end of 2014 were women of color, compared to 131 minority men and 465 white women.
- The survey data shows advances on other firmwide committees as well. For example, the percentage of minority attorneys serving on partner review committees increased in the last year from 7.01% to 7.19%, and the number serving on associate review committees also grew, from 10.14% to 10.76%.
- These positions, as with other management-level roles, are more likely to be held by men than women. Minority women represent 2.01% of lawyers serving on partner review committees and 4.03% of those on associate review committees.
- An increasing number of attorneys of color now head law firm offices and run practice groups than in past years. As of the end of 2014, 8.42% of U.S. office heads and 6.35% of practice group leaders were minorities, compared to 6.05% and 5.09%, respectively, in 2008.
- One area in which minority representation has fallen over the years is the diversity committee. In 2007, lawyers of color represented more than 40% (41.61%) of attorneys serving on diversity committees; by the end of 2014, that number had dropped to 36.18%, reflecting declining numbers among both genders. Meanwhile, the number of white lawyers on these committees has grown. Eight years ago, white men represented 31.45% and white women represented 25.52% of diversity committee members; as of 2014, those numbers had increased to 32.84% and 28.74%, respectively.

Recruitment

- The percentage of minority lawyers among law firm hires—including both laterals and starting associates—increased by more than a percentage point, from 22.26% in 2013 to 23.37% in 2014. In 2007, that figure had been 21.57%. Hiring has increased among men and women alike.
- The percentage of minority women among attorneys hired (including both laterals and starting associates) increased in the last year, from 11.83% to 12.15%.
- Minority law students represented approximately 29% (28.97%) of the 2014 class of summer associates. Although that figure is somewhat lower than the previous year (29.43%), it still reflects an upward trend, exceeding by three percentage points the 25.95% reported for 2007.
- The survey suggests that more female students of color are being hired than males. The proportion of female students of color among the summer associate classes has increased over time, reaching 16.54% in 2014, the highest figure reported to date and nearly two percentage points higher than the 14.63% reported in 2007. Meanwhile, at 12.43%, the percentage of male minority summer associates is the lowest since 2010.
- Female students of color also accepted associate job offers at a higher rate than men; of the 2L summer associates who were offered and accepted full-time positions, 16.45% were women of color, compared to 12.37% for minority men.



Promotion to Partnership

- Despite other gains made in leadership roles, law firms reported fewer promotions among attorneys of color in 2014 than in the previous year; at 12.87%, the percentage of minority lawyers who were promoted to partner is virtually the same as the 12.86% reported eight years earlier for 2007.
- Promotions among minority women outnumbered those among minority men. Of the 1,849 lawyers who were made partner in 2014, 238 were attorneys of color, including 120 women and 118 men. In fact, the percentage of male minority partners promoted is the lowest in the last

eight years. Meanwhile, the percentage of women of color promoted to partner has grown.

- If current trends continue, the gender imbalance reflected among attorneys of color in the partnership ranks may shift—less because minority women are advancing faster than because minority men seem to be falling behind.
- In 2014, for example, 6.49% of lawyers promoted to partnership were minority women, compared to 6.38% for minority men. The figure for women is essentially unchanged from 2013 (6.50%), which exceeded the 5.66% reported in 2007 by 0.8 percentage points. By contrast, the figure for minority men reflects a 0.8 percentage point decline from the 7.20% reported for 2007.

Attorney Attrition as a Percentage of their Overall Law Firm Population				
	Black/African-American	Hispanic/Latino American	Asian American	White/Caucasian American
All	16%	13%	13%	9%
Men	15%	12%	13%	8%
Women	17%	14%	13%	11%

Attorney Attrition

- Attorneys of color represent 15% of lawyers employed by law firms. Of the 10,083 lawyers who left their firms in 2014, almost 21% (20.81%) were attorneys of color. That figure, which reflects a 0.9 percentage point increase over the prior year, is also the largest to date—even higher than the recessionary peak of 2009 when 20.79% of departing attorneys were minorities. The survey data shows a more marked increase in departures among men than among women.
- The exodus was especially marked among junior associates; nearly 30% (29.93%) of first- and second-years who left their firms in 2014 were members of racial or ethnic minority groups—a figure greater than that reported for any of the prior seven years, including 2009.
- Although the percentage of departures among midlevel associates (third- through fifth-years) dropped by 1.2 percentage points in 2014, from 28.20% to 27.00%, it still remains higher than every previous year.
- Law firms reported slightly lower attrition numbers for women of color in this year’s survey, although the figures continue to exceed those recorded for every other year except 2009. In 2014, 10.63% of all attorneys who left their firms were women of color, compared to 10.67% in 2013, 11.00% in 2009 and 9.90% in 2007.
- Departures of minority women among midlevel associates dropped more than a percentage point, to 14.14%, the lowest rate since 2008. But attrition among more junior associates increased. Women of color represented 15.42% of 1st- and 2nd-years who left their firms in 2014, the highest figure reported since 2009, when 15.84% of departing junior associates were minority women.

SUMMARY OF FINDINGS FOR INDIVIDUAL RACIAL/ETHNIC MINORITY GROUPS

The Vault/MCCA Survey collects information for seven different racial/ethnic groups: White/Caucasian, African-American/Black, Hispanic/Latino, Asian, Alaska Native/American Indian, Native Hawaiian/Pacific Islander and Multiracial. Although results for all non-white attorneys are often combined, progress among these groups has not been uniform, as data for the three largest minority groups—Hispanic/Latino, Asian American and African-American—makes clear.

BLACK/AFRICAN-AMERICAN

- While the overall representation of attorneys of color in law firms has increased, the number of black lawyers has fallen.
- As hiring of African-American attorneys and law students has declined, their attrition has increased, with the result that law firms now employ fewer black lawyers than they did eight years ago.
- This decline is most visible at the associate level, where African-American representation fell from more than 5% in 2007 to just over 4% in 2014.
- Partnership represents the only category in which the percentage of black lawyers has increased since 2007; most these advances have been among women.

Overall Demographics

- According to the 2014 U.S. Census, blacks represent approximately 13% of the U.S. population. However, they make up a far smaller proportion of the attorneys practicing at U.S. law firms, and that number has undergone a steady decline over the last several years. In 2007, African-Americans represented 3.62% of law firm attorneys; by 2014, that number fell to 3.05%. The survey data reveals a drop in the population among both genders.
- The change is most visible at the associate level. African-Americans made up 5.11% of law firm associates in 2007; in 2013, the number had fallen to 4.28% and in 2014, it dropped further to 4.19%. Although the number of black female associates has been falling faster than the number of male associates, African-American women still represent a greater proportion of the associate population than African-American men. Of the 44,502 associates at law firms in 2014, 1,075 were African-American women and 791 were black men.
- Among of counsel, 2.67% are African-American, higher than the 2.50% reported the previous year but below the figure for 2007 (3.32%).
- The only category in which the percentage of black lawyers has increased since 2007 is partners, although that figure still hovers around just 2%. Most of the advances are among women, as the numbers for black men have varied little over the last eight years.
- Advances at the equity level have been even slower; black lawyers now represent 1.74% of equity partners—only a 0.01 percentage point increase since 2013 and just 0.14 percentage points higher than eight years ago. Most of these gains seem to be among African-American women, although men still outnumber women two to one among black equity partners (1.16% to 0.58%).
- The number improves somewhat among non-equity partners, 2.82% of whom are African-American. While that reflects an increase over the 2.57% reported for 2013, it is not significantly higher than the 2.78% reported seven years earlier.

Promotion to Partnership

- Of the 1,849 attorneys who were promoted to partnership last year, 56 (3.03%) were African-American. That percentage is unchanged from 2013 and notably lower than the 3.49% reported back in 2007. The drop is attributable to a decline in the promotion of African-American men, as the number of black women promoted to partner has increased. For the last two years, more African-American women were promoted to the partnership ranks than African-American men. In 2014, 1.68% of attorneys promoted were black women, while 1.35% were black men. In 2007, those figures had been 1.49% and 1.99%, respectively.

Leadership Roles

- African-American attorneys have made some progress at the management level. As of 2014, 2.34% of executive/management committee members were African-American, the highest number reported to date.
- Black lawyers represent 1.90% of attorneys on partner review committees, and 3.05% of those serving on associate review committees.
- Their representation on hiring and diversity committees, however, has declined over the last several years. In 2007, African-Americans represented 5.91% of attorneys on hiring committees and 17.83% of lawyers on diversity committees. According to this year's survey, black lawyers now represent 4.69% of hiring committee members and 11.75% of attorneys on diversity committees.

Recruitment

- The survey results suggest that law firms are hiring fewer black attorneys. Although the percentage of black attorneys hired in 2014 increased from 4.40% in 2013 to 4.52%, that figure remains more than a full percentage point below the 5.61% reported for 2007. The decline is evident among both genders.
- The 2014 class of 2L summer associates included a higher proportion of black students than the previous year: 6.77%, compared to 6.43%. Again, however, that number represents a decline from the 7.27% recorded eight years earlier for 2007, and reflects diminishing numbers of both male and female students.

Attorney Attrition

- African-American attorneys represented 4.89% of all lawyers who left their firms in 2014, a slight increase over the previous year (4.84%). That number has fallen, however, since 2007, when it was 5.76%.
- Nevertheless, the number of African-American attorneys leaving their firms remains a concern, especially as hiring declines. Compared to their share of the law firm population as a whole, black lawyers are leaving their firms at a higher rate than members of other minority groups. The 493 African-American lawyers who left their firms in 2014 represent 16% of the total number of black attorneys in law firms. In contrast, the number of Hispanic lawyers who left represents 13% of their population, the number of Asian Americans 13%, and the number of white attorneys 9%.
- And the rate of departure among women generally exceeds that of men, except among Asian Americans, where it is approximately the same.

ASIAN AMERICAN

- The number of Asian American lawyers at surveyed firms has slowly but steadily increased at all levels, from associate to equity partner.
- Asian-American lawyers now represent a larger percentage of the law firm population (6%) than of the American population as a whole (5%).
- However, compared to their numbers within the broader law firm population, Asian attorneys are less represented at the partnership and management levels than other attorneys of color

Overall Demographics

- Although the rate of growth has been slow, the percentage of Asian American lawyers at surveyed firms has steadily increased over the last several years among both men and women. In contrast to Hispanics and especially African-Americans, Asian-American lawyers now represent a larger percentage of the law firm population than of the American population as a whole.
- While Asian Americans make up approximately 5% of the U.S. population, they represent more than 6% of lawyers at the firms surveyed. According to this year's survey, 6.69% of law firm attorneys are Asian, compared to 6.51% in 2013 and 6.15% in 2007. The numbers are growing among both genders.
- Nearly 11% of associates (10.95%) are Asian American, the highest figure reported in the last eight years. More than half of these associates are women.
- The number of Asian American partners has also increased in that time. As of 2014, 3.01% of law firm partners are of Asian descent, higher than the 2.85% reported in 2013 and the 2.16% reported for 2007.
- Lawyers of Asian descent now represent 2.87% of equity partners, a 0.24 percentage point increase over the prior year and a notable increase from the 1.90% reported for 2007.
- In other attorney categories, Asians represent 3.42% of non-equity partners and 4.60% of counsel, numbers that have also grown with time.

Recruitment

- Among all attorneys hired in 2014, 11.00% were of Asian descent, up slightly from the 10.55% reported for 2013 and more significantly from the 9.87% reported for 2007.
- However, their numbers among summer associates fell markedly in 2014, from 14.11% in 2013 to 12.90%—little higher than the 12.88% reported back in 2007.

Attorney Attrition

- The percentage of Asians among attorneys who left their firms declined in 2014, from 9.42% to 8.91%. Although those numbers have fluctuated over the last several years, the latest figure is one of the highest reported since 2007.

Promotion to Partnership

- The data reported for partner promotions among Asian attorneys is mixed. As the figures for female lawyers improved, the numbers for men fell. Of all attorneys promoted to partner in 2014, 5.62% were of Asian descent, and more than half of those promoted were women (58 women, compared to 46 men).
- Although the percentage of Asian American partners continues to exceed that of other racial minority groups, compared to their numbers within the broader law firm population, Asian attorneys are less represented in the partnership ranks.

- The ratio of partners to associates among Asian Americans is 0.27, lower than the ratios of partners to associates among both Latino lawyers (0.54) and black attorneys (0.48). In other words, there is just one Asian partner to every three or four associates, and one African-American or Hispanic partner for every two black or Hispanic associates. In contrast, with a partner-to-associate ratio of 1.18, there is at least one white partner for every white associate.
- The ratios for female lawyers in particular are less than half those for men, among all four demographic groups.

Leadership Roles

- Asian Americans are also less well represented at management levels than other attorneys of color. Although Asian lawyers represent a much larger share of the law firm population than other minority groups—in 2014, law firms reported 6,786 Asian American attorneys, 3,455 Hispanic or Latino attorneys and 3,095 African-American lawyers—they are less likely to serve on management-level committees.
- Just 1.76% of the attorneys on law firm executive committees are Asian American, compared to 2.34% who are black and 2.30% who are Latino.
- The numbers remain relatively low for other firmwide committees, with Asians representing 2.22% of partner review committee members and 4.37% of those serving on associate review committees.

HISPANIC/LATINO

- The number of Hispanic lawyers, relative to their total population, remains lower than that of other minority groups; while Hispanics represent approximately 17% of the U.S. population, they represent just 3% of law firm attorneys.
- However, the advances for Hispanic lawyers may be the most consistent among all minority groups, with small but steady gains reflected at all attorney levels and among both genders.
- The 2014 summer associate class included the highest percentage of Latino students to date.

Overall Demographics

- Hispanics are the largest minority group in the United States (17.4%, compared to 13.2% for African-Americans and 5.4% for Asians) but the least represented in law firms, relative to their share of the overall population (3.4% of law firm attorneys are Hispanic, compared to 3.1% for African Americans and 6.7% for Asians).
- However, advances for Hispanic and Latino lawyers may be the most consistent among all minority groups. Hispanic or Latino lawyers currently represent 3.41% of all law firm attorneys, up from the 3.21% reported for 2013 and the highest number reported to date. That increase is reflected among all categories of attorney and for both genders.
- Hispanic lawyers have made gains at the partnership level and now represent 2.47% of all partners, compared to 2.31% in 2013 and 1.86% in 2007.
- 2.26% of equity partners are Hispanic or Latino, compared to 2.07% in 2013 and 1.75% in 2007, and they make up 3.07% of non-equity partners and 2.77% of counsel.

Recruitment

- Recruiting of Latino lawyers and law students has also increased. Of the 14,286 lawyers hired by law firms last year, 677, or 4.74%, were Hispanic. That is the highest percentage reported in eight years.

- The percentage of Hispanic students among the 2014 2L summer associate class was also the largest number reported to date. Latino students represented 6.05% of summer associates at law firms in 2014, an increase of 0.6 percentage points over 2013 and nearly two full percentage points above the 4.08% recorded for 2007.
- The numbers have increased more substantially among women than men. While the 2007 summer associate class included roughly the same number of male and female Hispanic students (2.05% vs 2.04%), Hispanic women represented 3.22% of 2Ls in 2014, compared to 2.83% for Hispanic men.

Promotion to Partnership

- Although Hispanic lawyers are still better represented at the partnership level than their African-American or Asian colleagues, fewer Hispanic lawyers were promoted to partner in 2014 than in the previous three years. Last year, 3.24% of partners promoted were Hispanic or Latino, compared to 3.75% in 2013 and 4.04% in 2012. The current figure is still higher, however, than the 3.03% reported for 2007.

Attorney Attrition

- While the attrition rate of Hispanic lawyers, relative to their population, remains lower than that of other minority groups, the number of departures rose last year. In 2014, 4.29% of attorneys who left their firm were Hispanic or Latino, an increase over the 3.80% reported in 2013 and virtually the same as the percentage who left during the 2009 recession (4.26%). The figure is also higher than that reported back in 2007 (4.03%).
- Hispanic attorneys represented 5.01% of departures among all associates, a number higher than any year since the 2009 recession, when 5.12% of associates who left their firms were Hispanic or Latino. This increase can be seen in the data for both men and women.

Leadership Roles

- More Latinos now serve on management-level committees than in the past. In 2014, 2.30% of attorneys on executive or management committees were Hispanic, compared to 1.82% recorded in both 2013 and 2007.
- Their representation also increased on partner and associate review committees; in 2014, 2.54% of attorneys serving on partner review committees were Latino (compared to 2.23% in 2013) and 2.49% of those serving on associate review committees were Hispanic (compared to 2.25%).

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

- Survey data suggests that attorneys who identify as two or more races represent a small but growing percentage of the law firm population.
- Attorneys identified as Alaska Native/American Indian or Native Hawaiian/Pacific Islander collectively represent less than 1% of attorneys at surveyed firms.

Overall Demographics

- Other racial minority groups for which the Vault/MCCA survey collects data include multiracial lawyers (individuals who identify as two or more races), Alaska Native/American Indian attorneys and Native Hawaiian/Pacific Islanders.
- The Vault/MCCA Survey uses the same racial/ethnic classifications as the U.S. Equal Employment Opportunity Commission. In 2007, the EEOC, which requires employers

with at least 100 employees (as well as certain government contractors) to file an annual workforce report, revised its list of racial/ethnic classifications. The EEOC divided the former category “Asian or Pacific Islander” into two separate categories: “Asian” and “Native Hawaiian or other Pacific Islander.” The agency also added a new category, “Two or more races,” for non-Hispanics who identify with more than one race (previously, individuals had to identify as a single race).

- While most of the law firms Vault and MCCA survey report demographic data for all seven racial/ethnic groups, some firms do not yet track numbers for multiracial attorneys and some continue to group Native Hawaiian/Pacific Islanders together with Asians.
- Because of these reporting anomalies and because the numbers among these groups are relatively small, it can be hard to assess changes over time; but for the most part, the numbers seem to be increasing.
- Collectively, these three groups represent less than 2% of lawyers survey-wide (1.84%). With 1,595 lawyers across all firms (1.57%), multiracial lawyers make up the largest of these groups. In 2014, law firms reported 201 Alaska Native/American Indian attorneys (0.20% of all lawyers) and 64 Native Hawaiians/Pacific Islanders (0.06% of lawyers).
- Combined, attorneys in these three categories represent 3.09% of associates, 0.66% of equity partners, 0.90% of non-equity partners and 1.34% of counsel.
- Multiracial attorneys represent 2.74% of associates, 0.49% of equity partners, 0.66% of non-equity partner and 1.10% of counsel.
- Alaska Natives and American Indians represent 0.24% of associates, 0.15% of equity partners, 0.18% of non-equity partners and 0.20% of counsel.
- Native Hawaiians and Pacific Islanders represent 0.11% of associates, 0.02% of equity partners, 0.06% of non-equity partners and 0.04% of counsel.

Recruitment

- Of the 5,551 2L summer associates employed by surveyed law firms in 2014, approximately 3% (2.97%) were multiracial, 0.22% were American Indians or Alaska Natives, and 0.05% were Native Hawaiians or Pacific Islanders.
- The percentages were similar for attorneys hired. Of the lawyers hired by surveyed firms in 2014, 2.81% identified as two or more races, 0.22% were Alaska Natives or American Indians, and 0.07% were Native Hawaiians or Pacific Islanders.

Promotion to Partnership

- The attorneys in these three minority groups combined represented just under 1% (0.97%) of attorneys promoted to partner in 2014. Multiracial lawyers represented 0.65% of partner promotions, Alaska Natives/American Indians represented 0.22%, and Native Hawaiians/Pacific Islanders represented 0.11%.

Leadership Roles

- These three groups combined also represent less than 1% of each of the firmwide management-level committees for which the survey collects data: 0.65% of executive/management committee members, 0.53% of attorneys on partner review committees and 0.85% of lawyers on associate review committees.
- Of executive/management committee members, 0.38% are multiracial attorneys, 0.23% are Alaska Natives or American Indians, and 0.04% are Native Hawaiians or Pacific Islanders.
- Multiracial lawyers represent 0.37% and Alaska Native/American Indian attorneys represent 0.16% of lawyers on partner review committees. Multiracial attorneys account for 0.70% and Alaska Native/American Indian attorneys represent 0.14% of lawyers

serving on associate review committees. No law firm reported having a Native Hawaiian or Pacific Islander member on either the partner review committee or associate review committee as of December 2014.

Attorney Attrition

- Collectively, these three groups represent 2.72% of the attorneys who left their firms in 2014. The majority — 2.36% — were individuals who identify as more than one race. Alaska Natives or American Indians represented 0.29% of departing lawyers, and 0.07% were Native Hawaiians or Pacific Islanders.

SUMMARY OF FINDINGS FOR OPENLY GLBT INDIVIDUALS

- An increasing number of law firms—approximately 90% of those surveyed this year—now report demographic information about openly gay, lesbian, bisexual and transgender attorneys.
- The percentage of GLBT lawyers employed by firms is gradually trending upward.
- As with the other minority groups reviewed in this report, however, representation of GLBT lawyers is greater at the summer associate and associate levels than within the partnership ranks or among firm leadership.

Overall Demographics

- The numbers reported for openly gay, lesbian, bisexual and transgender attorneys at law firms are trending upward. Although some of the firms that participate in the Vault/MCCA survey do not track or report GLBT data, the majority—approximately 90% of firms surveyed this year—now do.
- It should be noted that the increase in reporting of GLBT figures may have also had an impact on the percentages reported, so that not every numerical increase necessarily translates to an actual increase in the GLBT population.
- According to the latest survey results, openly GLBT lawyers represent 2.12% of law firm attorneys (2,150), slightly higher than the 2.04% reported for 2013 and the largest number reported since 2007. More than 70% of these lawyers are men.
- Among associates and partners, specifically, the numbers have been climbing since 2007, especially among men. GLBT attorneys now represent 2.74% of associates (up from 2.58% in 2013 and well above the 1.98% reported for 2007).
- Within the partnership ranks as a whole (including both equity and non-equity tiers), GLBT lawyers represent 1.63% of partners—the highest number reported to date. In 2013, that figure had been 1.54%, and in 2007 it was 1.16%.
- Openly GLBT attorneys account for 1.65% of equity and 1.55% of non-equity partners, both figures greater than the previous year.
- Among of counsel, 1.66% are openly GLBT—down from 1.78% in 2013 but higher than the 1.25% reported in 2007. As with other attorney categories, the numbers for GLBT individuals are higher among men than women.

Recruitment

- Among 2L summer associates, the number of GLBT students fell marginally in 2014. Firms reported that 3.60% of 2Ls were openly GLBT, compared to 3.64% in 2013; both numbers are substantially higher than the 2.01% reported in 2007.
- Among new attorneys hired in 2014, 2.46% were reported as openly GLBT. This represents a small increase over 2013, when the figure was 2.40%, and a gain of more than a percentage point over the 1.43% reported back in 2007. Among these new hires, men outnumber women three to one.

Promotion to Partnership

- In 2014, 1.30% of the partners promoted were openly GLBT, a 0.6 percentage decline from the previous year, but still greater than the 1.18% reported back in 2007. Very few of these partners promoted were women (just 4 lawyers out of 1,849).

Attorney Attrition

- Although attrition among GLBT attorneys in 2014 dropped from the previous year, from 2.08% to 1.95%, the figure still exceeds that of every other year to date. Again, however, it's worth noting that at least some of the higher numbers are likely attributable to more widespread reporting rather than to an actual increase in the number of GLBT attorneys leaving their firms.

Leadership Roles

- At the leadership level, GLBT numbers have undergone some fluctuations over the years, while remaining fairly low. As of 2014, 1.23% of attorneys serving on management/ executive committees were reported as openly GLBT. Those members are equally divided between men and women.
- GLBT attorneys represent 1.88% of lawyers serving on associate review committees, a figure that has changed little since 2009. On partner review committees or the equivalent, 1.11% of attorneys are openly GLBT, the highest figure reported to date.
- More GLBT lawyers lead practice groups than ever before. At 1.47%, the percentage of practice leaders who are openly GLBT is higher than any figure reported in the last seven years.
- GLBT lawyers represent 1.54% of attorneys heading U.S. offices. Although that number reflects a slight decline from 2013 (1.59%), it is still higher than every other year to date.

SUMMARY OF FINDINGS FOR INDIVIDUALS WITH DISABILITIES

- According to this year's survey, individuals with disabilities represent less than one-half of one percent of the law firm population (0.26%)—a number far lower than their representation among the population as a whole, which has been estimated at 13%.
- While reliable data for attorneys with disabilities remains difficult to capture because of underreporting, the latest results show some increase in their numbers.

Overall Demographics

- Reliable data for attorneys with disabilities remains difficult to capture because of underreporting. Approximately 30% of firms surveyed this year did not disclose disability information (that figure was closer to 35% in prior years). But the numbers do seem to be trending upward; whether that is a result of more widespread reporting or increased employment is not clear.
- According to the American Community Survey (ACS), individuals with disabilities represent approximately 13% of the U.S. population. The Vault/MCCA survey data indicates that attorneys with disabilities represent less than 1% of lawyers at law firms. Of 101,360 attorneys survey-wide, 263 (0.26%) were reported to be individuals with disabilities in 2014. This reflects a small increase over 2013, when firms reported 0.22%, and a greater increase over 2007, when the figure was 0.15%.
- Individuals with disabilities represent 0.23% of associates, 0.27% of partners, 0.29% of equity partners, 0.21% of non-equity partners and 0.33% of counsel.

Recruitment

- Among summer associates in 2014, 9 students were reported to be individuals with disabilities (0.16% of the 2L class) and 29 attorneys with disabilities were reported among law firms' new hires (representing 0.20% of all new hires). While those numbers are low, they do compare favorably to prior years. In 2013, for example, firms reported hiring just 6 2Ls and 14 lawyers with disabilities; in 2007, those numbers had been 5 and 12, respectively.

Promotion to Partnership

- According to the latest survey, law firm partners promoted in 2014 included just 2 male attorneys with disabilities (0.11%).

Attorney Attrition

- Lawyers with disabilities represented 0.15% of all attorneys (15 lawyers) who left their firms last year.

Leadership Roles

- Individuals with disabilities represent a very small percentage of the attorneys serving on management-level committees. Survey-wide, law firms reported only 4 lawyers with disabilities serving on executive/management committees (0.15%), 3 on partner review committees (0.16%) and 5 on associate review committees (0.14%).
- Among attorneys managing U.S. offices, 0.36% are individuals with disabilities. Lawyers with disabilities represent 0.31% of practice group leaders.

SUMMARY OF FINDINGS FOR WOMEN

- The number of female attorneys in law firms has held fairly steady at just over one-third for the last eight years.
- While their numbers among associates have grown little, women have been making inroads into the partnership ranks, although they remain far more likely to be income partners than equity stakeholders.
- Nearly 35% of partners promoted in 2014 were women—the highest number reported in the last eight years.
- In the wake of declining representation among recent 2L classes, the percentage of female summer associates finally returned to pre-recession levels in 2014.
- The rate of attrition among women attorneys also dropped to its lowest level since 2007.

Overall Demographics

- Women make up close to 34 percent of the law firm attorney population. The number has held fairly steady at slightly more than one-third for the last several years, showing a small increase between 2013 and 2014, from 33.86% to 33.98%, although not substantially higher than the 33.10% reported for 2007.
- Approximately 45% (45.04%) of associates are women—a figure that has grown little since 2007, when 44.66% of associates were female.
- Among of counsel, 39.32% are women, a slight decrease from the 39.40% reported the previous year.
- Where gains are more evident is at the partnership level. Women now represent 21.34% of all law firm partners, nearly 3 percentage points higher than the 18.46% reported eight years ago.
- The number of female partners within the equity ranks has also grown. Women represent almost 19% (18.79%) of equity partners, a 0.5 percentage point improvement over 2013 and well above the 16.05% reported eight years ago.
- Like minority lawyers, however, female partners are still more likely to be salaried than equity stakeholders. Women currently represent 28.74% of non-equity partners.

Leadership Roles

- Since 2007, women's representation on law firm executive or management committees has grown from less than 15 percent (14.81%) to close to 20 percent (19.85%). This reflects gains made by both white women and women of color, although minority women represent a small fraction (10%) of the total number of women serving on these committees.
- Women now represent nearly 22% (21.95%) of the attorneys serving on partner review committees (compared to 16.93% in 2007) and 30.00% of associate review committee members.
- One in five (20.05%) attorneys who leads a practice group is a woman, and 18.44% of U.S. office heads are female. Both of these figures represent increases since 2008, when this data was first collected. At that time, law firms reported that 18.38% of practice group leaders were women and 14.39% of attorneys heading offices were female.

Promotion to Partnership

- In other positive developments, a higher percentage of women were promoted to partner in 2014 than in any of the previous seven years. In 2014, 34.56% of the partners promoted at participating law firms were women, compared to 34.49% in 2013 and 30.03% in 2007.
- In addition, at 24.69%, the percentage of women among all new equity partners in 2014—which includes both lateral hires and internal promotions—was the highest to date.

Recruitment

- The survey results for women are more mixed when it comes to recruitment. The number of female attorneys hired in 2014 dropped by 0.4 percentage points since the prior year, to 41.28%. That figure has been falling fairly steadily since 2007, when 42.22% of all lawyers hired were women.
- There is better news on the summer associate front. Where the percentage of women among 2Ls had dropped over the last few years, the numbers (among both white and non-white women) improved in 2014. In 2014, the percentage of female summer associates increased by more than a percentage point, from 45.49% to 46.55%, finally returning to pre-recession levels (though still below the 2010 peak of 47.98%).

Attorney Attrition

- Proportionally fewer women left their firms in 2014 than in any of the prior seven years. Just under 40% (39.97%) of the lawyers who left their firms in 2014 were women, compared to 40.72% reported for 2007.
- Among associates specifically, the percentage dropped for the fourth year in a row. In 2014, 45.25% of all associates who left their firms were women; in each of the previous seven years that figure exceeded 46%.

APPENDICES

METHODOLOGY

Following the analysis are tables including relevant data, separated by gender, for the above referenced groups. The most recent survey results (for year-end 2014) are presented alongside results from the baseline survey year (2007), in order to provide some historical context.

Complete survey results collected for the years 2007 through 2014 are available online in the Vault/MCCA Law Firm Diversity Database. In addition to eight years of quantitative data, the database also includes the most recent qualitative information provided by all participating firms (e.g., descriptions of firms' initiatives, recruiting and retention efforts, and methods for holding management accountable for progress).

- Findings are based on law firm responses to the annual Vault/Law Firm Diversity Survey. All data reported is based on calendar year. The most recent survey, soliciting data as of December 31, 2014, was distributed in the spring of 2015 and published in September 2015.
- Approximately 250 law firms participate in the survey each year, representing virtually all of the AmLaw 100 and a majority of the NLJ 250. The most recent survey includes data for 247 law firms.
- The tables included in the Appendix present the most recent survey results alongside results for the previous year and the baseline survey year (2007), in order to provide some historical context.
- Complete survey results for the years 2007 through 2014 are available online in the Law Firm Diversity Database (<http://mcca.vault.com>). In addition to eight years of quantitative data, the database also includes the most recent qualitative information provided by all participating firms (e.g., descriptions of firms' initiatives, recruiting and retention efforts, and methods for holding management accountable for progress).
- The survey collects demographic data for permanent attorney staff in the United States and uses the following definitions:
 - ◆ Associate: A non-partner lawyer who has no ownership rights or responsibilities but who has an opportunity to become an owner; associates are employees of the firm and are considered on partnership track, even if they ultimately leave the firm or are not chosen for partnership.
 - ◆ Summer associate: A law student, usually between second and third year (called a 2L, in that case), who serves as a law associate for the summer and is supervised by a lawyer or lawyers.
 - ◆ Equity partner: An attorney, generally referred to as a partner, member or shareholder, who has the right to share in the profits of the firm.
 - ◆ Non-equity partner: A law firm employee who has been promoted from associate to a tier of partnership in which the lawyer does not share in the profits or capital of the firm; this position is often an intermediate step toward full equity partner. (Law firms with more than one tier of partnership were asked to provide equity and non-equity partner data separately, although a small number of firms refused to publicly disclose equity/non-equity breakdowns.)
 - ◆ Of counsel: A lawyer, who may be known as of counsel, counsel, special counsel, staff attorney or senior attorney, who is neither an associate nor a partner; the lawyer does not currently share in the firm's profits but might be on a track that enables consideration for partnership. He or she is a permanent employee of the firm and not a temporary or

contract attorney. This category may also include an attorney who has retired from a partnership position but remains an employee, sometimes on a part-time basis.

- ◆ New hire: An attorney who has joined the firm sometime during the year indicated on the table (e.g., in 2012); this includes all first-year associates, laterals and partners (both equity and non-equity). It does not include summer associates.
 - ◆ Minorities: Those whose race is other than White/Caucasian, including the following categories designated by the Equal Employment Opportunity Commission: African-American/Black (not Hispanic or Latino); Hispanic/Latino; Alaska Native/American Indian; Asian; Native Hawaiian/Other Pacific Islander; and Multiracial (those who identify with two or more of the above races).
- Where the findings refer to all law firm attorneys, the figures include only those permanent attorney staff defined above: i.e., associates, equity partners, non-equity partners and of counsel.
 - Most of the law firms surveyed (72%) have more than one tier of partnership, although not all disclosed the number of equity vs non-equity partners. Of the 247 law firms participating in this year's survey, 17 firms (6.88%) declined to distinguish between equity and non-equity partners, instead combining the data into a single category (equity partners, for all but two firms who reported their data in the non-equity partner category).

TABLES

TABLE 1. NON-WHITE MINORITY LAWYERS AMONG SURVEYED FIRMS: 2014, 2013, 2007

Minority Lawyers			
	2014	2013	2007
Law Firm Demographics			
All Attorneys (associates, partners, of counsel)			
All	14.99%	14.56%	13.81%
Men	7.59%	7.40%	6.80%
Women	7.40%	7.16%	7.01%
Associates			
All	22.75%	22.13%	20.78%
Men	10.43%	10.14%	9.14%
Women	12.32%	11.99%	11.65%
Partners (both equity and non-equity partners)			
All	8.22%	7.85%	6.30%
Men	5.42%	5.27%	4.40%
Women	2.80%	2.58%	1.90%
Equity Partners			
All	7.53%	7.07%	5.62%
Men	5.26%	5.03%	4.10%
Women	2.27%	2.05%	1.52%
Non-equity Partners			
All	10.21%	10.08%	8.45%
Men	5.86%	5.98%	5.34%
Women	4.35%	4.10%	3.11%
Of Counsel			
All	11.39%	10.65%	9.66%
Men	5.22%	4.87%	4.88%
Women	6.17%	5.78%	4.78%

Minority Lawyers			
Recruitment & Promotion			
	2014	2013	2007
All Attorneys Hired (lateral hires and starting associates)			
All	23.37%	22.26%	21.57%
Men	11.21%	10.43%	9.98%
Women	12.15%	11.83%	11.59%
Lateral Associates Hired			
All	25.21%	23.55%	22.70%
Men	11.80%	11.66%	9.82%
Women	13.41%	11.89%	12.89%
Lateral Partners Hired			
All	13.11%	12.06%	9.62%
Men	8.88%	7.71%	6.97%
Women	4.22%	4.35%	2.65%
Lateral Of Counsel Hired			
All	15.65%	13.94%	13.30%
Men	7.49%	6.52%	6.72%
Women	8.16%	7.42%	6.58%
2L Summer Associates			
All	28.97%	29.43%	25.95%
Men	12.43%	13.71%	11.32%
Women	16.54%	15.71%	14.63%
Partners Promoted			
All	12.87%	14.10%	12.86%
Men	6.38%	7.60%	7.20%
Women	6.49%	6.50%	5.66%

Minority Lawyers			
Attrition (attorneys who left their firms)			
	2014	2013	2007
All Attorneys (associates, partners, of counsel)			
All	20.81%	19.94%	18.72%
Men	10.18%	9.27%	8.82%
Women	10.63%	10.67%	9.90%
Associates (all levels)			
All	25.95%	25.00%	23.36%
Men	12.16%	10.94%	10.34%
Women	13.79%	14.06%	13.02%
Junior Associates (1st- and 2nd-years)			
All	29.93%	24.46%	25.82%
Men	14.50%	11.85%	11.46%
Women	15.42%	12.61%	14.36%
Midlevel Associates (3rd-, 4th- and 5th-years)			
All	27.00%	28.20%	23.50%
Men	12.86%	13.00%	9.85%
Women	14.14%	15.20%	13.65%
Equity Partners			
All	11.05%	8.61%	8.01%
Men	7.68%	5.56%	5.55%
Women	3.38%	3.05%	2.46%
Non-equity Partners			
All	11.82%	12.70%	10.05%
Men	7.59%	7.89%	6.92%
Women	4.23%	4.81%	3.13%
Of Counsel			
All	12.89%	12.50%	11.46%
Men	5.50%	6.04%	5.43%
Women	7.38%	6.46%	6.03%

Minority Lawyers			
Membership on Management-Level Committees			
	2014	2013	2007
Executive/Management Committee			
All	7.05%	6.45%	5.42%
Men	5.02%	4.71%	4.20%
Women	2.03%	1.74%	1.21%
Partner Review Committee			
All	7.19%	7.01%	5.60%
Men	5.18%	5.06%	4.43%
Women	2.01%	1.96%	1.17%
Associate Review Committee			
All	10.76%	10.14%	7.37%
Men	6.72%	6.27%	4.42%
Women	4.03%	3.87%	2.95%
Hiring Committee			
All	16.73%	16.85%	15.84%
Men	9.02%	9.07%	8.76%
Women	7.71%	7.78%	7.09%
Diversity Committee			
All	36.18%	35.74%	41.61%
Men	19.08%	19.04%	22.26%
Women	17.10%	16.70%	19.35%
Minority Lawyers			
Other Leadership Roles*			
	2014	2013	2008
U.S. Office Heads			
All	8.42%	7.57%	6.05%
Practice Leaders			
All	6.35%	5.72%	5.09%

*Note that baseline year for U.S. Office Heads and Practice Leaders is 2008; gender-specific data is unavailable.

**TABLE 2. BLACK/AFRICAN-AMERICAN, ASIAN AND HISPANIC/LATINO LAWYERS
AMONG SURVEYED FIRMS: 2014, 2013, 2007**

	Black/African-American			Asian			Hispanic/Latino		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Law Firm Demographics									
All Attorneys (associates, partners, of counsel)									
All	3.05%	3.06%	3.62%	6.69%	6.51%	6.15%	3.41%	3.21%	3.13%
Men	1.48%	1.47%	1.64%	3.23%	3.18%	2.93%	1.97%	1.83%	1.77%
Women	1.58%	1.59%	1.98%	3.47%	3.33%	3.22%	1.44%	1.38%	1.36%
Associates									
All	4.19%	4.28%	5.11%	10.95%	10.66%	9.96%	4.53%	4.21%	4.33%
Men	1.78%	1.76%	1.93%	4.85%	4.79%	4.42%	2.36%	2.17%	2.16%
Women	2.42%	2.53%	3.18%	6.10%	5.87%	5.55%	2.16%	2.04%	2.17%
Partners (both equity and non-equity partners)									
All	2.02%	1.95%	1.88%	3.01%	2.85%	2.16%	2.47%	2.31%	1.86%
Men	1.27%	1.28%	1.29%	1.93%	1.85%	1.44%	1.74%	1.64%	1.39%
Women	0.75%	0.67%	0.59%	1.09%	1.00%	0.73%	0.73%	0.67%	0.46%
Equity Partners									
All	1.74%	1.73%	1.60%	2.87%	2.63%	1.90%	2.26%	2.07%	1.75%
Men	1.16%	1.21%	1.15%	1.92%	1.80%	1.33%	1.72%	1.56%	1.35%
Women	0.58%	0.52%	0.45%	0.95%	0.83%	0.57%	0.54%	0.51%	0.40%
Non-equity Partners									
All	2.82%	2.57%	2.78%	3.42%	3.47%	3.00%	3.07%	2.99%	2.21%
Men	1.57%	1.47%	1.74%	1.94%	1.99%	1.76%	1.81%	1.86%	1.53%
Women	1.24%	1.10%	1.03%	1.48%	1.48%	1.24%	1.26%	1.13%	0.68%
Of Counsel									
All	2.67%	2.50%	3.32%	4.60%	4.26%	3.43%	2.77%	2.77%	2.35%
Men	1.17%	1.09%	1.61%	2.06%	1.97%	1.62%	1.36%	1.30%	1.39%
Women	1.51%	1.41%	1.71%	2.54%	2.29%	1.81%	1.40%	1.47%	0.96%

	Black/African-American			Asian			Hispanic/Latino		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Recruitment & Promotion									
All Attorneys Hired (lateral hires and starting associates)									
All	4.52%	4.40%	5.61%	11.00%	10.55%	9.87%	4.74%	4.40%	4.44%
Men	1.98%	2.01%	2.24%	5.12%	4.77%	4.68%	2.63%	2.31%	2.28%
Women	2.54%	2.38%	3.37%	5.89%	5.78%	5.18%	2.11%	2.09%	2.16%
Lateral Associates Hired									
All	4.99%	4.32%	5.49%	11.74%	12.04%	11.05%	5.18%	4.09%	4.62%
Men	2.13%	2.07%	2.17%	5.51%	5.76%	4.65%	2.59%	2.23%	2.28%
Women	2.86%	2.26%	3.32%	6.24%	6.28%	6.40%	2.59%	1.86%	2.34%
Lateral Partners Hired									
All	2.59%	2.82%	3.02%	5.09%	4.12%	2.70%	3.98%	3.94%	3.21%
Men	1.34%	1.88%	2.32%	3.50%	2.53%	1.95%	2.93%	2.59%	2.23%
Women	1.25%	0.94%	0.70%	1.58%	1.59%	0.74%	1.06%	1.35%	0.98%
Lateral Of Counsel Hired									
All	3.78%	2.92%	5.22%	6.83%	5.25%	4.00%	3.05%	3.90%	2.86%
Men	1.46%	1.27%	2.86%	3.32%	2.55%	1.79%	1.79%	1.95%	1.57%
Women	2.32%	1.65%	2.36%	3.51%	2.70%	2.2%	1.26%	1.95%	1.29%
2L Summer Associates									
All	6.77%	6.43%	7.27%	12.90%	14.11%	12.88%	6.05%	5.46%	4.08%
Men	2.92%	3.06%	2.71%	5.30%	6.18%	5.85%	2.83%	2.90%	2.05%
Women	3.86%	3.37%	4.55%	7.60%	7.93%	7.03%	3.22%	2.56%	2.04%
Partners Promoted									
All	3.03%	3.03%	3.49%	5.62%	5.73%	5.34%	3.24%	3.75%	3.03%
Men	1.35%	1.38%	1.99%	2.49%	3.36%	2.67%	2.00%	1.98%	1.77%
Women	1.68%	1.65%	1.49%	3.14%	2.37%	2.67%	1.24%	1.76%	1.27%

	Black/African-American			Asian			Hispanic/Latino		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Attrition (attorneys who left their firms)									
All Attorneys (associates, partners, of counsel)									
All	4.89%	4.84%	5.76%	8.91%	9.42%	8.24%	4.29%	3.80%	4.03%
Men	2.21%	2.02%	2.58%	4.29%	4.31%	3.69%	2.33%	1.93%	2.18%
Women	2.68%	2.82%	3.18%	4.61%	5.12%	4.54%	1.96%	1.86%	1.85%
Associates (all levels)									
All	5.95%	5.70%	7.03%	11.62%	12.54%	10.91%	5.01%	4.36%	4.59%
Men	2.54%	2.16%	2.89%	5.36%	5.58%	4.69%	2.62%	1.98%	2.31%
Women	3.41%	3.54%	4.13%	6.27%	6.96%	6.22%	2.39%	2.38%	2.28%
Junior Associates (1st- and 2nd-years)									
All	5.92%	6.11%	7.64%	13.69%	10.57%	11.65%	6.13%	5.35%	5.30%
Men	2.96%	2.68%	3.08%	6.64%	5.22%	5.24%	3.17%	2.29%	2.46%
Women	2.96%	3.44%	4.56%	7.05%	5.35%	6.41%	2.96%	3.06%	2.83%
Midlevel Associates (3rd-, 4th- and 5th-years)									
All	6.06%	6.17%	7.50%	12.08%	15.12%	10.65%	5.01%	3.88%	4.58%
Men	2.76%	2.78%	2.92%	5.79%	7.19%	4.35%	2.60%	1.63%	2.15%
Women	3.30%	3.39%	4.58%	6.29%	7.93%	6.30%	2.41%	2.25%	2.43%
Equity Partners									
All	2.70%	2.42%	1.69%	4.14%	3.23%	2.88%	2.95%	2.33%	3.02%
Men	1.77%	1.43%	1.19%	2.95%	1.79%	1.97%	2.03%	1.79%	2.11%
Women	0.93%	0.99%	0.49%	1.18%	1.43%	0.91%	0.93%	0.54%	0.91%
Non-equity Partners									
All	3.17%	4.43%	3.79%	3.55%	3.95%	3.03%	3.36%	3.08%	2.84%
Men	1.92%	3.08%	2.94%	2.21%	2.31%	1.61%	2.40%	1.73%	2.18%
Women	1.25%	1.35%	0.85%	1.34%	1.64%	1.42%	0.96%	1.35%	0.66%
Of Counsel									
All	3.29%	3.34%	4.69%	4.83%	4.97%	3.35%	2.95%	3.05%	2.98%
Men	1.34%	1.07%	2.08%	2.28%	2.27%	1.71%	1.28%	1.99%	1.56%
Women	1.95%	2.27%	2.60%	2.55%	2.70%	1.64%	1.68%	1.07%	1.41%

	Black/African-American			Asian			Hispanic/Latino		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Membership on Management-Level Committees									
Executive/Management Committee									
All	2.34%	2.26%	2.05%	1.76%	1.74%	1.02%	2.30%	1.82%	1.82%
Men	1.76%	1.62%	1.67%	1.15%	1.19%	0.64%	1.72%	1.39%	1.48%
Women	0.57%	0.63%	0.38%	0.61%	0.55%	0.38%	0.57%	0.44%	0.34%
Partner Review Committee									
All	1.90%	2.01%	1.85%	2.22%	2.18%	1.36%	2.54%	2.23%	2.04%
Men	1.32%	1.36%	1.51%	1.53%	1.58%	0.97%	1.96%	1.69%	1.65%
Women	0.58%	0.65%	0.34%	0.69%	0.60%	0.39%	0.58%	0.54%	0.39%
Associate Review Committee									
All	3.05%	2.91%	2.59%	4.37%	3.90%	2.17%	2.49%	2.25%	2.25%
Men	1.90%	1.85%	1.52%	2.69%	2.31%	1.35%	1.62%	1.40%	1.27%
Women	1.15%	1.05%	1.07%	1.68%	1.60%	0.82%	0.87%	0.85%	0.98%
Hiring Committee									
All	4.69%	4.83%	5.91%	6.83%	6.80%	5.95%	3.69%	3.52%	3.14%
Men	2.46%	2.59%	3.50%	3.62%	3.72%	2.97%	2.10%	1.93%	1.92%
Women	2.23%	2.24%	2.41%	3.21%	3.07%	2.97%	1.60%	1.59%	1.21%
Diversity Committee									
All	11.75%	12.41%	17.83%	13.15%	12.91%	12.93%	8.56%	7.92%	9.70%
Men	6.65%	6.97%	9.68%	6.61%	6.63%	6.14%	4.59%	4.39%	5.65%
Women	5.10%	5.44%	8.15%	6.54%	6.28%	6.39%	3.97%	3.53%	4.05%

TABLE 3. MULTIRACIAL, ALASKA NATIVE/NATIVE AMERICAN AND NATIVE HAWAIIAN/PACIFIC ISLANDER LAWYERS AMONG SURVEYED FIRMS: 2014, 2013, 2007

	Multiracial			Alaska Native/American			Native Hawaiian/ Pacific Islander		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Law Firm Demographics									
All Attorneys (associates, partners, of counsel)									
All	1.57%	1.53%	0.64%	0.20%	0.20%	0.18%	0.06%	0.06%	0.08%
Men	0.78%	0.77%	0.31%	0.11%	0.12%	0.11%	0.03%	0.03%	0.03%
Women	0.79%	0.76%	0.33%	0.09%	0.08%	0.07%	0.03%	0.03%	0.05%
Associates									
All	2.74%	2.65%	1.05%	0.24%	0.24%	0.22%	0.11%	0.09%	0.12%
Men	1.28%	1.26%	0.47%	0.12%	0.13%	0.12%	0.05%	0.03%	0.05%
Women	1.47%	1.39%	0.58%	0.12%	0.10%	0.10%	0.06%	0.06%	0.07%
Partners (both equity and non-equity partners)									
All	0.53%	0.53%	0.20%	0.16%	0.17%	0.15%	0.03%	0.04%	0.04%
Men	0.36%	0.36%	0.15%	0.10%	0.12%	0.11%	0.02%	0.03%	0.01%
Women	0.17%	0.17%	0.05%	0.06%	0.05%	0.04%	0.01%	0.01%	0.03%
Equity Partners									
All	0.49%	0.45%	0.20%	0.15%	0.16%	0.15%	0.02%	0.03%	0.03%
Men	0.35%	0.32%	0.15%	0.10%	0.11%	0.10%	0.01%	0.02%	0.01%
Women	0.13%	0.13%	0.05%	0.06%	0.04%	0.04%	0.01%	0.01%	0.01%
Non-equity Partners									
All	0.66%	0.76%	0.21%	0.18%	0.22%	0.16%	0.06%	0.06%	0.09%
Men	0.40%	0.47%	0.15%	0.10%	0.14%	0.13%	0.04%	0.05%	0.02%
Women	0.26%	0.29%	0.06%	0.08%	0.08%	0.03%	0.02%	0.01%	0.07%
Of Counsel									
All	1.10%	0.95%	0.36%	0.20%	0.16%	0.11%	0.04%	0.01%	0.08%
Men	0.48%	0.42%	0.16%	0.13%	0.09%	0.06%	0.02%	0.00%	0.05%
Women	0.62%	0.53%	0.21%	0.07%	0.07%	0.05%	0.02%	0.01%	0.03%

	Multiracial			Alaska Native/American			Native Hawaiian/ Pacific Islander		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Recruitment & Promotion									
All Attorneys (associates, partners, of counsel)									
All	2.81%	2.67%	1.28%	0.22%	0.19%	0.26%	0.07%	0.06%	0.11%
Men	1.34%	1.20%	0.59%	0.12%	0.10%	0.14%	0.03%	0.03%	0.05%
Women	1.47%	1.47%	0.70%	0.10%	0.08%	0.13%	0.04%	0.03%	0.06%
Lateral Associates Hired									
All	2.95%	2.74%	1.14%	0.23%	0.23%	0.28%	0.11%	0.13%	0.12%
Men	1.39%	1.41%	0.55%	0.13%	0.13%	0.09%	0.05%	0.06%	0.08%
Women	1.56%	1.33%	0.59%	0.11%	0.11%	0.19%	0.05%	0.06%	0.04%
Lateral Partners Hired									
All	1.10%	1.12%	0.28%	0.29%	0.06%	0.33%	0.05%	0.00%	0.09%
Men	0.91%	0.71%	0.19%	0.19%	0.00%	0.28%	0.00%	0.00%	0.00%
Women	0.19%	0.41%	0.09%	0.10%	0.06%	0.05%	0.05%	0.00%	0.09%
Lateral Of Counsel Hired									
All	1.59%	1.50%	0.71%	0.33%	0.37%	0.21%	0.07%	0.00%	0.29%
Men	0.66%	0.45%	0.14%	0.27%	0.30%	0.14%	0.00%	0.00%	0.21%
Women	0.93%	1.05%	0.57%	0.07%	0.07%	0.07%	0.07%	0.00%	0.07%
2L Summer Associates									
All	2.97%	3.05%	1.23%	0.22%	0.32%	0.37%	0.05%	0.05%	0.12%
Men	1.32%	1.37%	0.45%	0.05%	0.16%	0.16%	0.02%	0.04%	0.09%
Women	1.66%	1.68%	0.78%	0.16%	0.16%	0.20%	0.04%	0.02%	0.03%
Partners Promoted									
All	0.65%	1.38%	0.54%	0.22%	0.22%	0.27%	0.11%	0.00%	0.18%
Men	0.38%	0.83%	0.36%	0.05%	0.06%	0.23%	0.11%	0.00%	0.18%
Women	0.27%	0.55%	0.18%	0.16%	0.17%	0.05%	0.00%	0.00%	0.00%

	Multiracial			Alaska Native/American			Native Hawaiian/ Pacific Islander		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Attrition (attorneys who left their firms)									
All Attorneys (associates, partners, of counsel)									
All	2.36%	1.67%	0.27%	0.29%	0.19%	0.31%	0.07%	0.02%	0.11%
Men	1.13%	0.86%	0.13%	0.16%	0.15%	0.19%	0.05%	0.00%	0.04%
Women	1.23%	0.81%	0.13%	0.13%	0.04%	0.13%	0.02%	0.02%	0.07%
Associates (all levels)									
All	3.03%	2.18%	0.35%	0.25%	0.18%	0.37%	0.08%	0.03%	0.11%
Men	1.51%	1.07%	0.18%	0.08%	0.13%	0.22%	0.05%	0.00%	0.05%
Women	1.52%	1.11%	0.18%	0.17%	0.05%	0.15%	0.03%	0.03%	0.05%
Junior Associates (1st- and 2nd-years)									
All	3.78%	2.04%	0.37%	0.31%	0.38%	0.68%	0.10%	0.00%	0.18%
Men	1.53%	1.40%	0.25%	0.10%	0.25%	0.37%	0.10%	0.00%	0.06%
Women	2.25%	0.64%	0.12%	0.20%	0.13%	0.31%	0.00%	0.00%	0.12%
Midlevel Associates (3rd-, 4th- and 5th-years)									
All	3.46%	2.90%	0.40%	0.35%	0.08%	0.26%	0.04%	0.04%	0.11%
Men	1.67%	1.31%	0.17%	0.00%	0.08%	0.17%	0.04%	0.00%	0.09%
Women	1.79%	1.59%	0.23%	0.35%	0.00%	0.09%	0.00%	0.04%	0.03%
Equity Partners									
All	0.76%	0.45%	0.14%	0.51%	0.18%	0.28%	0.00%	0.00%	0.00%
Men	0.42%	0.45%	0.07%	0.51%	0.09%	0.21%	0.00%	0.00%	0.00%
Women	0.34%	0.00%	0.07%	0.00%	0.09%	0.07%	0.00%	0.00%	0.00%
Non-equity Partners									
All	1.25%	1.06%	0.09%	0.29%	0.19%	0.09%	0.19%	0.00%	0.19%
Men	0.58%	0.58%	0.09%	0.29%	0.19%	0.09%	0.19%	0.00%	0.00%
Women	0.67%	0.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.19%
Of Counsel									
All	1.54%	0.92%	0.07%	0.27%	0.21%	0.22%	0.00%	0.00%	0.15%
Men	0.47%	0.50%	0.00%	0.13%	0.21%	0.07%	0.00%	0.00%	0.00%
Women	1.07%	0.43%	0.07%	0.13%	0.00%	0.15%	0.00%	0.00%	0.15%

	Multiracial			Alaska Native/American			Native Hawaiian/ Pacific Islander		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Membership on Management-Level Committees									
Executive/Management Committee									
All	0.38%	0.44%	0.30%	0.23%	0.20%	0.19%	0.04%	0.00%	0.04%
Men	0.27%	0.36%	0.23%	0.11%	0.16%	0.15%	0.00%	0.00%	0.04%
Women	0.11%	0.08%	0.08%	0.11%	0.14%	0.04%	0.04%	0.00%	0.00%
Partner Review Committee									
All	0.37%	0.44%	0.15%	0.16%	0.16%	0.19%	0.00%	0.00%	0.00%
Men	0.26%	0.33%	0.15%	0.11%	0.11%	0.15%	0.00%	0.00%	0.00%
Women	0.11%	0.11%	0.00%	0.05%	0.05%	0.05%	0.00%	0.00%	0.00%
Associate Review Committee									
All	0.70%	0.88%	0.11%	0.14%	0.17%	0.17%	0.00%	0.03%	0.08%
Men	0.45%	0.63%	0.11%	0.06%	0.06%	0.14%	0.00%	0.03%	0.03%
Women	0.25%	0.26%	0.00%	0.08%	0.11%	0.03%	0.00%	0.00%	0.06%
Hiring Committee									
All	1.33%	1.39%	0.58%	0.15%	0.17%	0.16%	0.04%	0.15%	0.11%
Men	0.75%	0.61%	0.22%	0.06%	0.11%	0.09%	0.04%	0.11%	0.05%
Women	0.58%	0.78%	0.36%	0.10%	0.06%	0.07%	0.00%	0.04%	0.05%
Diversity Committee									
All	2.04%	1.87%	0.95%	0.47%	0.47%	0.43%	0.21%	0.15%	0.16%
Men	0.87%	0.73%	0.54%	0.21%	0.30%	0.19%	0.15%	0.02%	0.05%
Women	1.17%	1.14%	0.41%	0.25%	0.17%	0.24%	0.06%	0.13%	0.11%

**TABLE 4. GLBT LAWYERS AND ATTORNEYS WITH DISABILITIES
AMONG SURVEYED FIRMS: 2014, 2013, 2007**

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2007
Law Firm Demographics						
All Attorneys (associates, partners, of counsel)						
All	2.12%	2.04%	1.58%	0.26%	0.22%	0.15%
Men	1.50%	1.45%	1.13%	0.17%	0.15%	0.11%
Women	0.62%	0.59%	0.45%	0.09%	0.07%	0.05%
Associates						
All	2.74%	2.58%	1.98%	0.23%	0.18%	0.13%
Men	1.93%	1.85%	1.43%	0.13%	0.10%	0.08%
Women	0.81%	0.74%	0.56%	0.10%	0.08%	0.05%
Partners (both equity and non-equity partners)						
All	1.63%	1.54%	1.16%	0.27%	0.25%	0.16%
Men	1.16%	1.10%	0.82%	0.20%	0.19%	0.13%
Women	0.47%	0.44%	0.35%	0.07%	0.06%	0.04%
Equity Partners						
All	1.65%	1.58%	1.16%	0.29%	0.23%	0.17%
Men	1.22%	1.14%	0.86%	0.24%	0.19%	0.14%
Women	0.43%	0.44%	0.31%	0.05%	0.04%	0.03%
Non-equity Partners						
All	1.55%	1.43%	1.17%	0.21%	0.28%	0.16%
Men	0.97%	0.99%	0.69%	0.11%	0.18%	0.09%
Women	0.58%	0.45%	0.48%	0.11%	0.10%	0.07%
Of Counsel						
All	1.66%	1.78%	1.25%	0.33%	0.31%	0.24%
Men	1.15%	1.22%	0.92%	0.21%	0.22%	0.18%
Women	0.51%	0.56%	0.33%	0.12%	0.09%	0.06%

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2007
Recruitment & Promotion						
All Attorneys Hired (lateral hires and starting associates)						
All	2.46%	2.40%	1.43%	0.20%	0.11%	0.07%
Men	1.84%	1.83%	1.02%	0.09%	0.06%	0.03%
Women	0.62%	0.57%	0.41%	0.11%	0.06%	0.04%
Lateral Associates Hired						
All	1.93%	1.71%	1.07%	0.16%	0.11%	0.08%
Men	1.36%	1.35%	0.76%	0.07%	0.02%	0.03%
Women	0.57%	0.36%	0.31%	0.09%	0.08%	0.05%
Lateral Partners Hired						
All	1.15%	1.06%	0.98%	0.14%	0.12%	0.00%
Men	0.82%	0.71%	0.65%	0.14%	0.12%	0.00%
Women	0.34%	0.35%	0.33%	0.00%	0.00%	0.00%
Lateral Of Counsel Hired						
All	1.46%	1.87%	0.93%	0.27%	0.22%	0.00%
Men	1.13%	1.57%	0.64%	0.20%	0.07%	0.00%
Women	0.33%	0.30%	0.29%	0.07%	0.15%	0.00%
2L Summer Associates						
All	3.60%	3.64%	2.01%	0.16%	0.11%	0.05%
Men	2.58%	2.79%	1.52%	0.13%	0.04%	0.02%
Women	1.03%	0.85%	0.48%	0.04%	0.07%	0.03%
Partners Promoted						
All	1.30%	1.93%	1.18%	0.11%	0.11%	0.05%
Men	1.08%	1.38%	0.59%	0.11%	0.06%	0.00%
Women	0.22%	0.55%	0.59%	0.00%	0.06%	0.05%

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2007
Attrition (attorneys who left their firms)						
All Attorneys (associates, partners, of counsel)						
All	1.95%	2.08%	0.95%	0.15%	0.11%	0.06%
Men	1.39%	1.28%	0.67%	0.09%	0.07%	0.02%
Women	0.57%	0.80%	0.28%	0.06%	0.04%	0.04%
Associates (all levels)						
All	2.26%	2.46%	1.17%	0.14%	0.13%	0.07%
Men	1.66%	1.64%	0.83%	0.08%	0.07%	0.01%
Women	0.60%	0.83%	0.34%	0.06%	0.07%	0.05%
Junior Associates (1st- and 2nd-years)						
All	2.66%	3.44%	1.11%	0.20%	0.00%	0.00%
Men	2.25%	2.17%	0.68%	0.00%	0.00%	0.00%
Women	0.41%	1.27%	0.43%	0.20%	0.00%	0.00%
Midlevel Associates (3rd-, 4th- and 5th-years)						
All	2.25%	2.45%	1.12%	0.04%	0.08%	0.06%
Men	1.48%	1.51%	0.83%	0.04%	0.04%	0.03%
Women	0.78%	0.94%	0.29%	0.00%	0.04%	0.03%
Equity Partners						
All	1.60%	1.79%	0.28%	0.08%	0.00%	0.00%
Men	1.10%	0.90%	0.21%	0.08%	0.00%	0.00%
Women	0.51%	0.90%	0.07%	0.00%	0.00%	0.00%
Non-equity Partners						
All	0.67%	1.64%	0.85%	0.38%	0.10%	0.09%
Men	0.48%	0.87%	0.57%	0.29%	0.10%	0.09%
Women	0.19%	0.77%	0.28%	0.10%	0.00%	0.00%
Of Counsel						
All	1.81%	0.99%	0.52%	0.07%	0.14%	0.07%
Men	1.07%	0.36%	0.37%	0.00%	0.14%	0.00%
Women	0.74%	0.64%	0.15%	0.07%	0.00%	0.07%

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2007
Membership on Management-Level Committees						
Executive/Management Committee						
All	1.23%	1.35%	0.72%	0.15%	0.24%	0.23%
Men	0.61%	0.75%	0.42%	0.11%	0.12%	0.11%
Women	0.61%	0.59%	0.30%	0.04%	0.12%	0.11%
Partner Review Committee						
All	1.11%	1.03%	0.97%	0.16%	0.44%	0.24%
Men	0.48%	0.54%	0.58%	0.16%	0.27%	0.10%
Women	0.63%	0.49%	0.39%	0.00%	0.16%	0.15%
Associate Review Committee						
All	1.88%	1.97%	1.18%	0.14%	0.11%	0.11%
Men	0.98%	1.17%	0.76%	0.11%	0.09%	0.06%
Women	0.90%	0.80%	0.42%	0.03%	0.03%	0.06%
Hiring Committee						
All	2.87%	3.04%	1.83%	0.15%	0.07%	0.13%
Men	1.85%	2.04%	1.23%	0.10%	0.04%	0.07%
Women	1.02%	1.00%	0.60%	0.06%	0.04%	0.05%
Diversity Committee						
All	7.27%	6.80%	6.36%	0.34%	0.43%	0.33%
Men	4.76%	4.63%	4.13%	0.17%	0.28%	0.22%
Women	2.51%	2.17%	2.23%	0.17%	0.15%	0.11%

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2008
Other Leadership Roles*						
U.S. Office Heads						
All	1.54%	1.59%	1.01%	0.36%	0.22%	0.20%
Practice Leaders						
All	1.47%	1.30%	1.30%	0.31%	0.22%	0.12%

**Note that baseline year for U.S. Office Heads and Practice Leaders is 2008; gender-specific data is unavailable.*

TABLE 5. FEMALE LAWYERS AMONG SURVEYED FIRMS: 2014, 2013, 2007

All Women			
	2014	2013	2007
Law Firm Demographics			
All Attorneys (associates, partners, of counsel)			
All Women	33.98%	33.86%	33.10%
White Women	26.58%	26.69%	26.09%
Minority Women	7.40%	7.16%	7.01%
Associates			
All Women	45.04%	44.96%	44.66%
White Women	32.72%	32.98%	33.01%
Minority Women	12.32%	11.99%	11.65%
Partners (both equity and non-equity partners)			
All Women	21.34%	20.85%	18.46%
White Women	18.54%	18.27%	16.56%
Minority Women	2.80%	2.58%	1.90%
Equity Partners			
All Women	18.79%	18.29%	16.05%
White Women	16.53%	16.24%	14.53%
Minority Women	2.27%	2.05%	1.52%
Non-equity Partners			
All Women	28.74%	28.20%	26.17%
White Women	24.39%	24.10%	23.05%
Minority Women	4.35%	4.10%	3.11%
Of Counsel			
All Women	39.32%	39.40%	35.63%
White Women	33.15%	33.62%	30.85%
Minority Women	6.17%	5.78%	4.78%

All Women			
	2014	2013	2007
Recruitment & Promotion			
All Attorneys Hired (lateral hires and starting associates)			
All Women	41.28%	41.64%	42.22%
White Women	29.13%	29.81%	30.63%
Minority Women	12.15%	11.83%	11.59%
Lateral Associates Hired			
All Women	42.38%	42.97%	45.54%
White Women	28.98%	31.08%	32.65%
Minority Women	13.41%	11.89%	12.89%
Lateral Partners Hired			
All Women	22.61%	22.65%	18.78%
White Women	18.39%	18.29%	16.13%
Minority Women	4.22%	4.35%	2.65%
Lateral Of Counsel Hired			
All Women	40.78%	40.78%	38.31%
White Women	32.63%	33.36%	31.74%
Minority Women	8.16%	7.42%	6.58%
2L Summer Associates			
All Women	46.55%	45.49%	46.53%
White Women	30.01%	29.77%	31.90%
Minority Women	16.54%	15.71%	14.63%
2L Summer Associates Who Accepted an Offer			
All Women	46.55%	45.77%	46.86%
White Women	30.10%	30.64%	32.36%
Minority Women	16.45%	15.13%	14.50%
Partners Promoted			
All Women	34.56%	34.49%	30.03%
White Women	28.07%	27.99%	24.37%
Minority Women	6.49%	6.50%	5.66%
All New Equity Partners (both promoted and hired laterally)			
All Women	24.69%	24.35%	20.86%
White Women	20.61%	20.19%	17.55%
Minority Women	4.08%	4.16%	3.31%

All Women			
	2014	2013	2007
Attrition (attorneys who left their firms)			
All Attorneys (associates, partners, of counsel)			
All Women	39.97%	40.53%	40.72%
White Women	29.34%	29.86%	30.82%
Minority Women	10.63%	10.67%	9.90%
Associates (all levels)			
All Women	45.25%	46.40%	47.66%
White Women	31.46%	32.34%	34.64%
Minority Women	13.79%	14.06%	13.02%
Junior Associates (1st- and 2nd-years)			
All Women	43.72%	43.31%	47.87%
White Women	28.29%	30.70%	33.52%
Minority Women	15.42%	12.61%	14.36%
Midlevel Associates (3rd-, 4th- and 5th-years)			
All Women	46.15%	46.38%	49.80%
White Women	32.01%	31.18%	36.15%
Minority Women	14.14%	15.20%	13.65%
Equity Partners			
All Women	21.10%	20.72%	17.78%
White Women	17.72%	17.67%	15.32%
Minority Women	3.38%	3.05%	2.46%
Non-equity Partners			
All Women	27.19%	29.26%	24.55%
White Women	22.96%	24.45%	21.42%
Minority Women	4.23%	4.81%	3.13%
Of Counsel			
All Women	41.34%	39.35%	39.73%
White Women	33.96%	32.88%	33.71%
Minority Women	7.38%	6.46%	6.03%

All Women			
	2014	2013	2007
Membership on Management-Level Committees			
Executive/Management Committee			
All Women	19.85%	18.53%	14.81%
White Women	17.82%	16.79%	13.60%
Minority Women	2.03%	1.74%	1.21%
Partner Review Committee			
All Women	21.95%	21.10%	16.93%
White Women	19.94%	19.14%	15.77%
Minority Women	2.01%	1.96%	1.17%
Associate Review Committee			
All Women	30.00%	28.72%	24.42%
White Women	25.97%	24.84%	21.46%
Minority Women	4.03%	3.87%	2.95%
Hiring Committee			
All Women	36.51%	35.77%	35.12%
White Women	28.79%	27.99%	28.03%
Minority Women	7.71%	7.78%	7.09%
Diversity Committee			
All Women	45.85%	44.75%	44.88%
White Women	28.74%	28.06%	25.52%
Minority Women	17.10%	16.70%	19.35%
All Women			
	2014	2013	2008
Other Leadership Roles*			
U.S. Office Heads			
All Women	18.44%	17.77%	14.39%
Practice Leaders			
All Women	20.05%	19.83%	18.38%

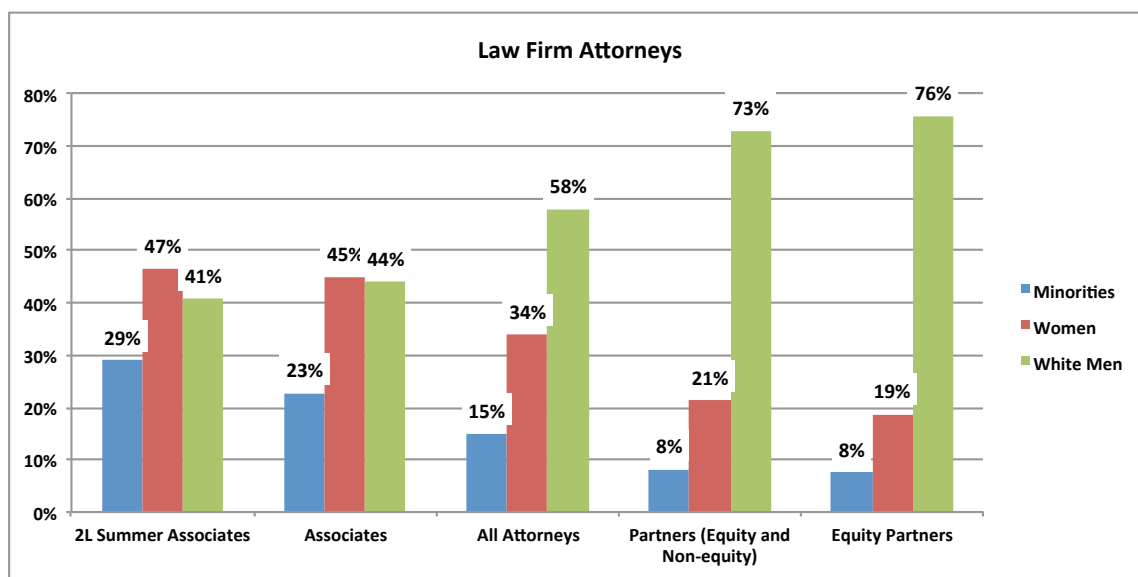
**Note that baseline year for U.S. Office Heads and Practice Leaders is 2008; race-specific data is unavailable.*

TABLE 6. LAW FIRM ATTORNEY POPULATION

Law Firm Demographic Data	2L Summer Associates	Associates	Equity Partners	Non-equity Partners	Of Counsel	All Lawyers
White/Caucasian	70.74%	76.78%	92.26%	89.21%	88.22%	84.62%
African-American/Black	6.77%	4.19%	1.74%	2.82%	2.67%	3.05%
Asian	12.90%	10.95%	2.87%	3.42%	4.60%	6.69%
Hispanic/Latino	6.05%	4.53%	2.26%	3.07%	2.77%	3.41%
Multiracial	2.97%	2.74%	0.49%	0.66%	1.10%	1.57%
Alaska Native/American Indian	0.22%	0.24%	0.15%	0.18%	0.20%	0.20%
Native Hawaiian/Pacific Islander	0.05%	0.11%	0.02%	0.06%	0.04%	0.06%
Openly GLBT	3.60%	2.74%	1.65%	1.55%	1.66%	2.12%
Individuals with Disabilities	0.16%	0.23%	0.29%	0.21%	0.33%	0.26%
All Minorities	28.97%	22.75%	7.53%	10.21%	11.39%	14.99%
Women of Color	16.54%	12.32%	2.27%	4.35%	6.17%	7.40%
All Women	46.55%	45.04%	18.79%	28.74%	39.32%	33.98%

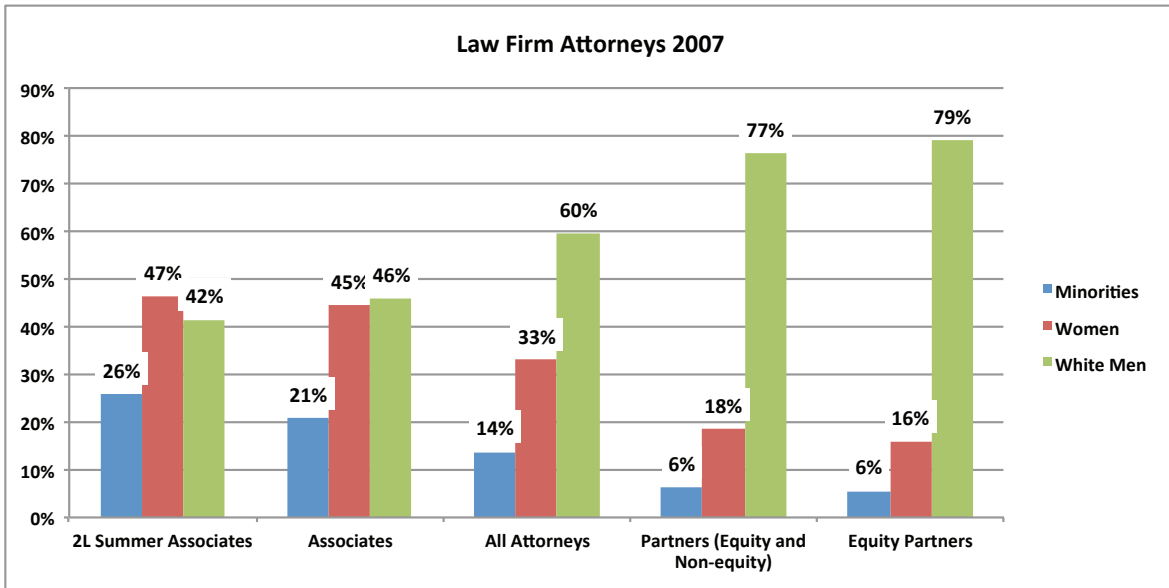
Nearly 85% of attorneys practicing at law firms in the United States are white. Asian Americans and Hispanics together represent about 10% of law firm attorneys, and their numbers have been slowly growing. Meanwhile, the percentage of African-American lawyers has been falling and is now at just over 3%.

TABLES 7-11. DIVERSITY AT THE TOP



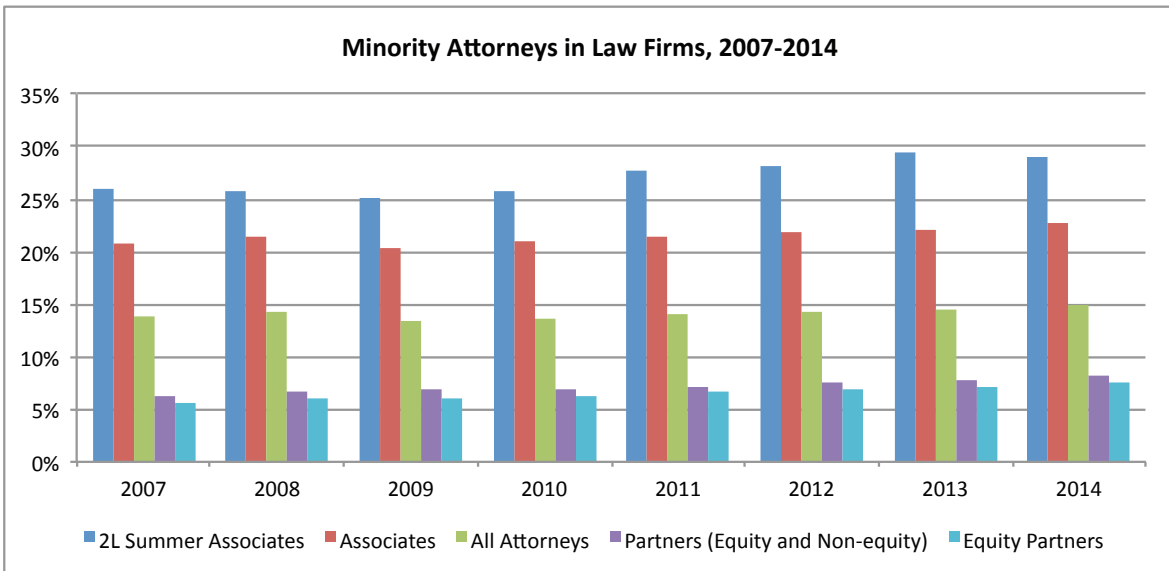
The slow rate of progress for minority and women lawyers is underscored when one compares their advancement to that of white men. For the last decade, women and attorneys of color have made up more than half of law firm associates. Yet law firm partnerships are still largely populated by white men. White men represent more than three-quarters (75.73%) of equity partners and 73% (72.94%) of all partners.

But the numbers are gradually trending upward, as the newer ranks of equity partners show greater diversity. Law firms reported that in 2014 more than 33 percent (33.20%) of all new equity partners (whether promoted from within or hired laterally) were female or members of underrepresented racial/ethnic minority groups. Eight years ago, that number was closer to 28 percent (28.23%).

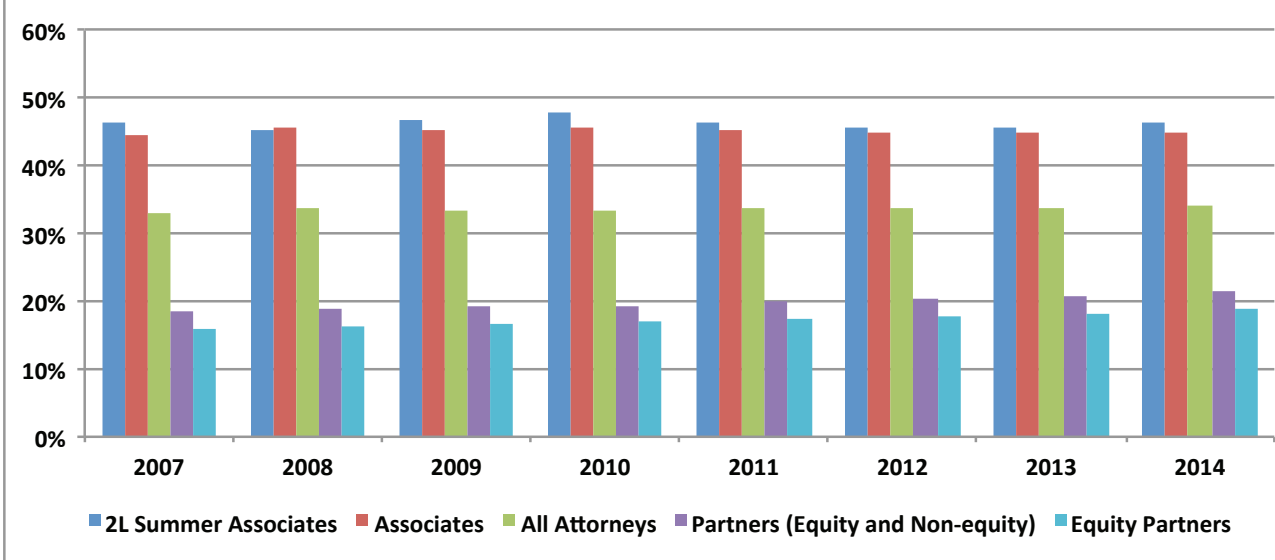


Note: Percentages add up to more than 100% because minorities include attorneys of both genders, and women includes all female attorneys, regardless of race/ethnicity.

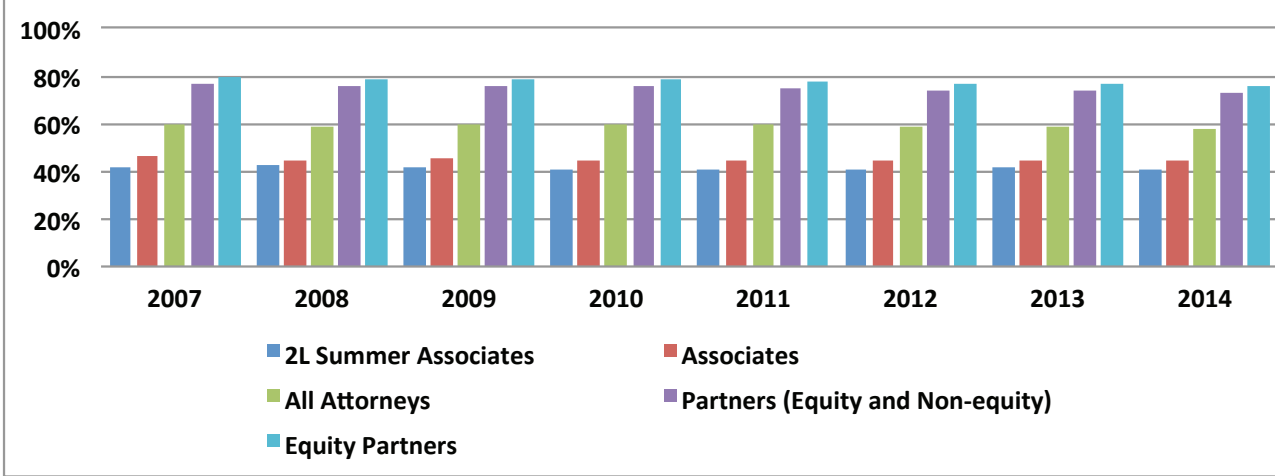
The following charts highlight the very different rates at which minority, women and white male attorneys advance at law firms, as well as the slow rate of progress made between 2007 and 2014.



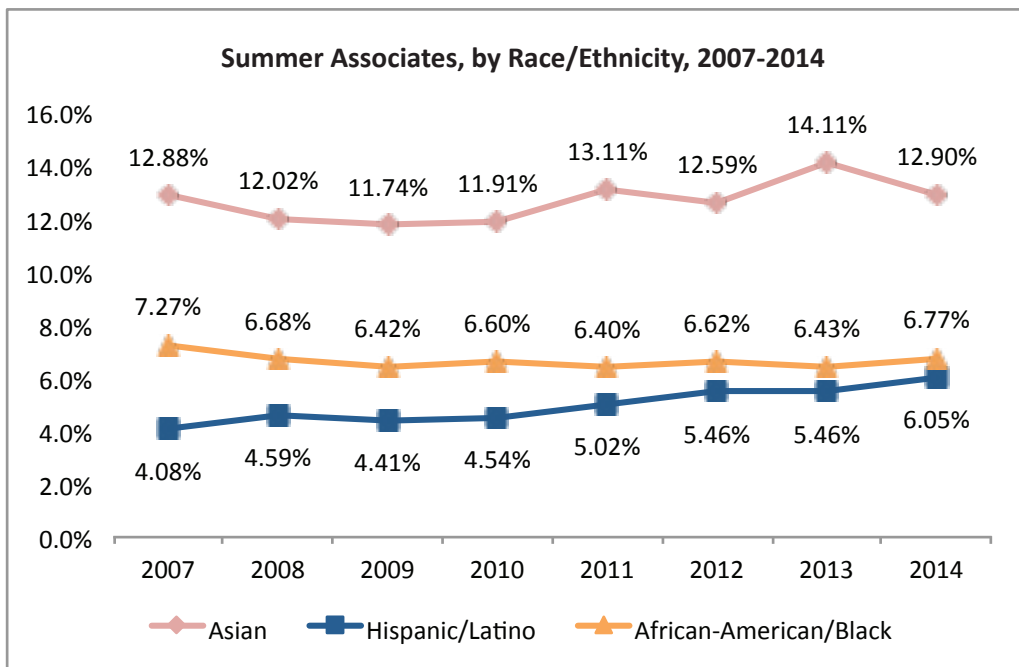
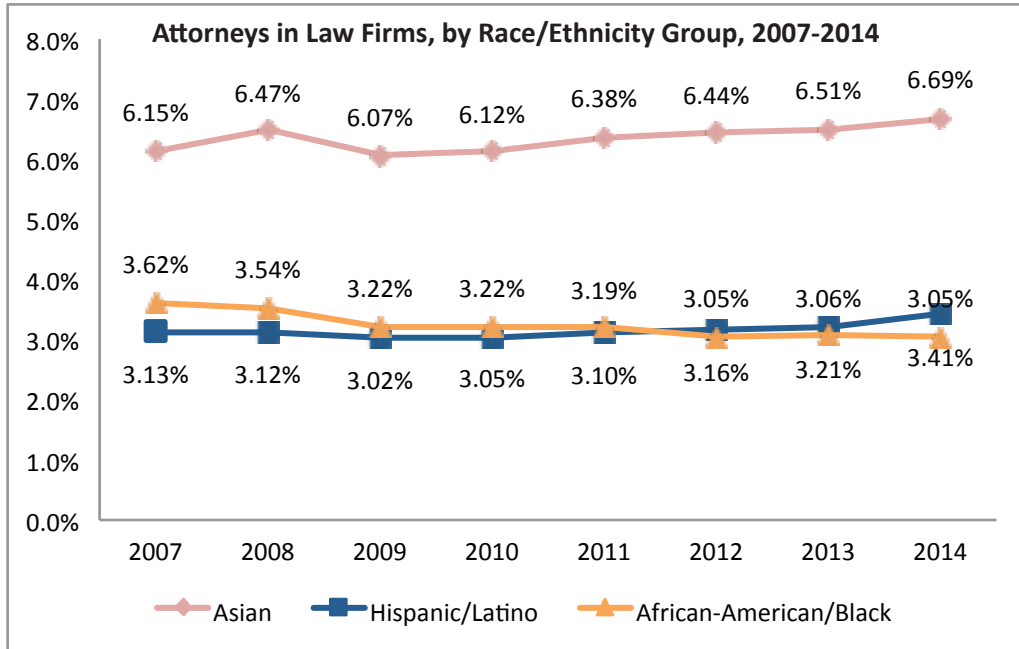
Women in Law Firms, 2007-2014



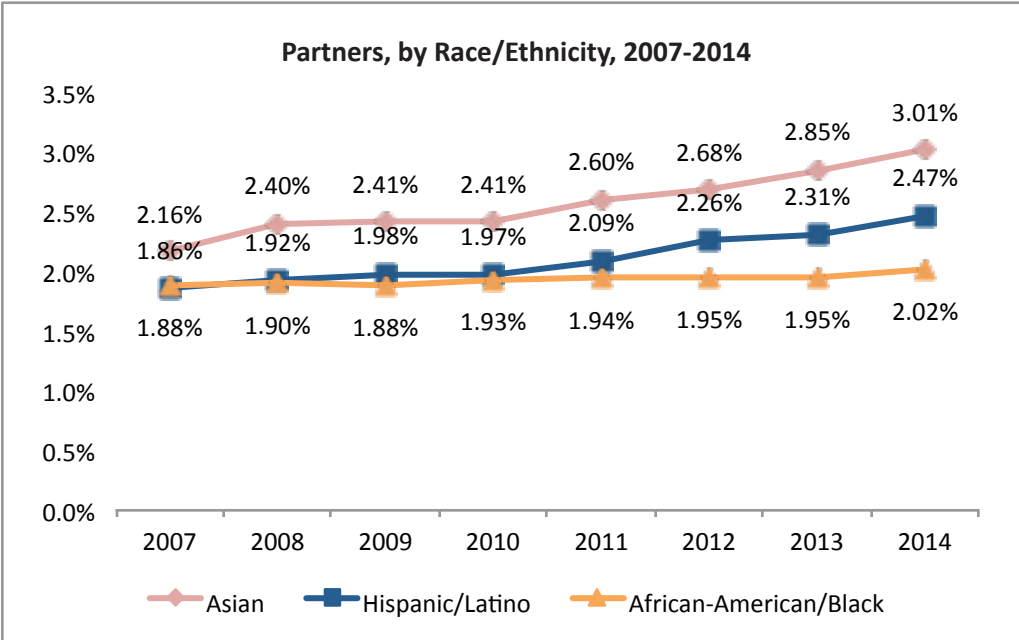
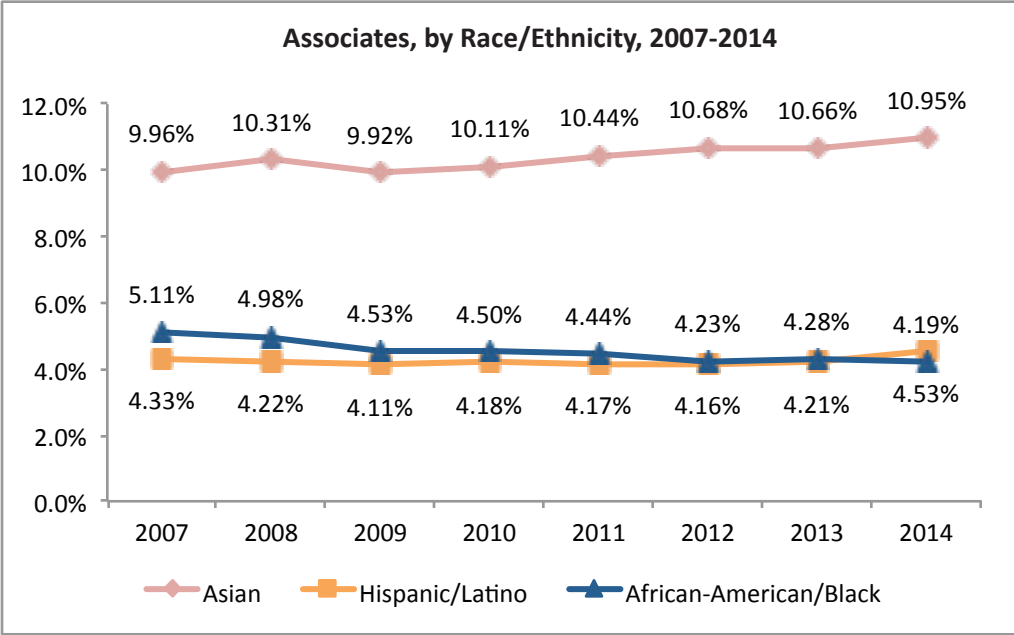
White Men in Law Firms, 2007-2014



TABLES 12-15. PROGRESS AMONG MINORITY GROUPS



The rate of progress among the three largest minority groups has been uneven. As the overall number of Hispanic and Asian American attorneys in law firms has grown, the population of African-American lawyers has been declining. And while Asian attorneys are better represented among associates than other minority lawyers, their numbers diminish in the partner and management ranks.



TABLES 16-17. LAW FIRM ATTRITION AND RATIOS BY RACE, ETHNICITY AND GENDER

Attorney Attrition as a Percentage of their Overall Law Firm Population				
	Black/African-American	Hispanic/Latino	Asian	White/Caucasian
All	16%	13%	13%	9%
Men	15%	12%	13%	8%
Women	17%	14%	13%	11%

Ratio of Partners to Associates				
	Asian	Black/African-American	Hispanic/Latino	White/Caucasian
All	0.27	0.48	0.54	1.18
Men	0.40	0.71	0.73	1.65
Women	0.18	0.31	0.33	0.56