



2016 VAULT/MCCA LAW FIRM DIVERSITY SURVEY REPORT

WELCOME TO THE 2016 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

December 2016

Welcome to the 2016 Vault/MCCA Law Firm Diversity Survey. Since 2004, Vault and MCCA have gathered detailed breakdowns of law firm populations which offers comprehensive snapshots of the nation's leading law firms and the industry. Along with this report, the Law Firm Diversity Database, which contains all demographic statistics collected from law firms over the last nine years, is provided at no charge to the legal community.

We are thrilled to continue to offer this useful annual report and tool to both in-house and outside counsel so that readers can track diversity metrics over time and against industry-wide benchmarks.

Sincerely,

A handwritten signature in black ink, appearing to read 'J Lee', with a stylized flourish at the end.

Jean Lee
President & CEO
Minority Corporate Counsel Association

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THE 2016 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

The following findings are based on responses collected from 225 law firms who participated in the 2016 Vault/MCCA Law Firm Diversity Survey. The survey was distributed in the spring of 2016 and includes demographic statistics reported as of December 31, 2015.

The survey gathers detailed breakdowns of law firm populations by race/ethnicity, gender, sexual orientation and disability status across attorney levels—from summer associates hired to partners promoted, from the lawyers who serve on management committees to the attorneys who leave their firms—thus offering comprehensive demographic snapshots of the nation’s leading law firms as well as of the industry as a whole.

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.

All responses to the 2016 survey, including both quantitative and qualitative data, are currently available in the Vault/MCCA Law Firm Diversity Database. The database also contains all demographic statistics collected from law firms over the last nine years.

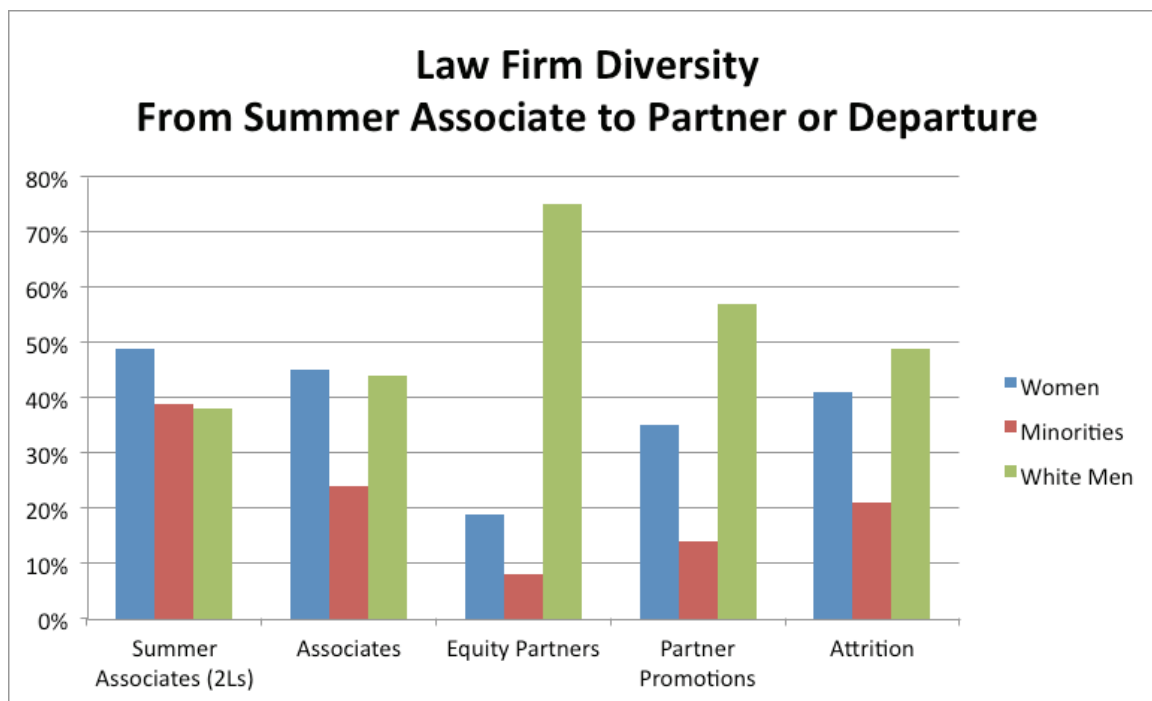
More than 200 law firms nationwide participate in the Vault/MCCA Survey each year, and over 160 firms have taken part every year since 2008, including virtually all of the AmLaw 100 and the Vault Law 100, and a majority of the AmLaw 200.

Access to the Law Firm Diversity Database is provided at no charge to the legal community. Data reported by participating firms may be searched, compared and downloaded by corporate law departments assessing outside counsel, by law firms benchmarking their progress against peer firms, as well as by law students and lateral candidates researching potential employers. Readers can make side-by-side comparisons of diversity metrics, track firms’ progress over time and evaluate their performance against industry-wide benchmarks.

SUMMARY OF LATEST FINDINGS

- The results from the 2016 survey continue many of the trends highlighted in the 2015 Vault/MCCA Law Firm Diversity Report released earlier this year.
- The number of minority attorneys employed by law firms continues to grow at a slow rate; more than 15 percent of law firm attorneys are members of a racial/ethnic minority group.
- Nevertheless, lawyers of color remain underrepresented in the partnership ranks, as more than 90 percent of partners are white. While the 2015 partner class included a higher percentage of minorities than in past years, only one of every seven new partners promoted was an attorney of color.
- Overall, progress has been slow and uneven, and it has been especially elusive for African-American lawyers, who enjoy few of the gains made by other racial groups. In fact, black attorneys now make up a smaller share of the law firm population than they did nine years ago, thanks in part to declining recruitment and disproportionately high attrition.
- Even though Asians represent the largest group of non-white attorneys, they are less likely than black or Latino lawyers to be partners or to hold leadership positions at their firms.
- For the first time since 2008, law firms reported that new attorney hires included more Hispanic women than men and nearly half of the Hispanic lawyers who made partner in 2015 were women.
- Women now make up 34 percent of all law firm attorneys, and 8 percent of lawyers are women of color. Both figures are the highest reported to date.
- Yet male partners still outnumber female partners by more than 3 to 1, and two out of three new partners promoted in 2015 was male.
- Despite gains in hiring and promotions, minority and female lawyers continue to leave their firms at a disproportionate rate. More than 20 percent of lawyers who left their firms in 2015 were attorneys of color, and 41 percent were women.
- The number of GLBT attorneys and individuals with disabilities reported by law firms continues to trend upward.

2016 VAULT/MCCA SURVEY RESULTS



MINORITY MEN AND WOMEN

- This year's survey results included the highest percentage of minority attorneys to date—across all categories, from associates to equity partners, from summer associates to management committee members.
- According to participating law firms, non-white attorneys represent 15.65% of their population, an increase over the 14.99% reported in last year's survey. Over the last nine years, the percentage of minority lawyers in law firms has grown from 13.81% to 15.65%. Minority lawyers now represent more than 23 percent of associates (23.54%) and 8 percent (8.46%) of all partners.
- While their progress has been slower than that of their male colleagues, women of color now make up a larger share of the overall law firm population than minority men. Of the 98,858 attorneys at 225 law firms survey-wide, 7,781 are minority women and 7,694 are minority men. Nevertheless, minority men continue to outnumber minority women at the partnership level by almost two to one. In 2015, law firm partners included 2,359 minority men (5.57%) and 1,225 minority women (2.89%).
- Lawyers of color are better represented at the equity level than they were in the past, in part because of an increase in promotions. Of 31,859 equity partners survey-wide, 2,509 (7.88%) are members of minority groups, compared to 2007, when just 5.62% of equity partners were people of color. Surveyed law firms reported that 1,915 lawyers were made partner in 2015; of those new partners, 273 (14.26%) were attorneys of color, including 146 men and 127 women.

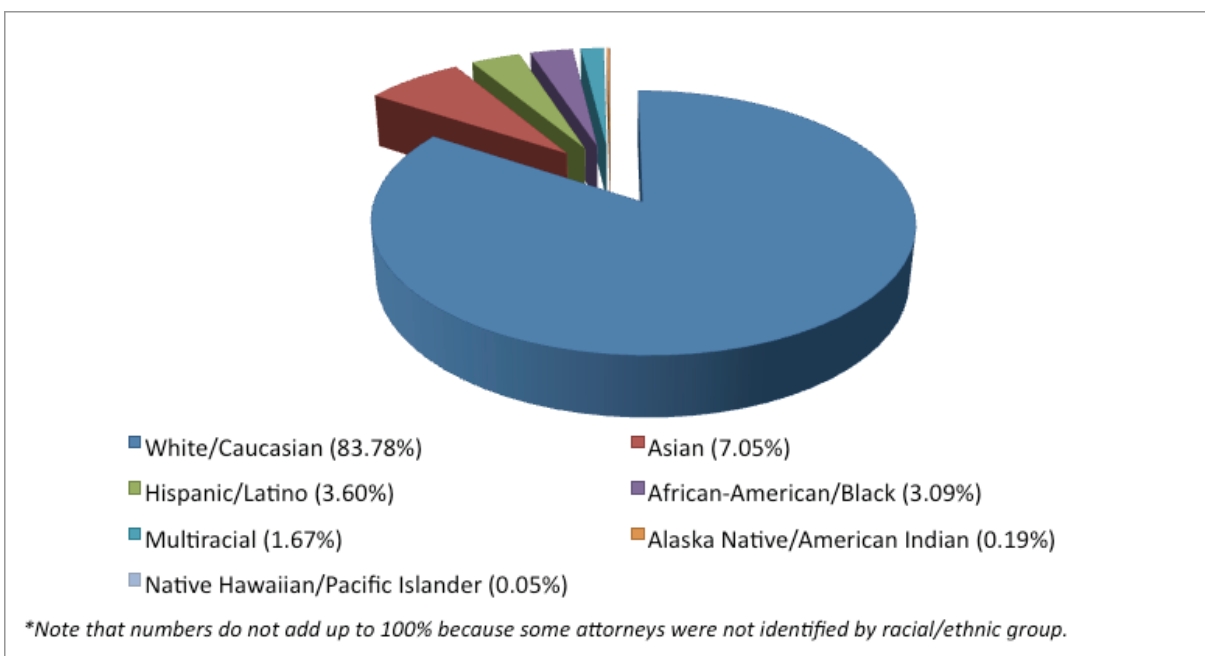
- Representation of minority attorneys in law firm management is also at its highest level since 2007 and parallels the advances in the partnership ranks. The percentage of attorneys of color serving on law firm executive or management committees has grown from 5.42% in 2007 to 7.50% in 2015.
- The number of new attorneys hired by law firms in 2015 included the highest percentage of attorneys of colors reported in the last nine years. In 2015, nearly one-fourth (24.72%) of all new hires—including both laterals and starting associates—were members of minority groups, a solid increase over 2014 (23.37%) and more than 3 percentage points higher than the 21.57% reported for 2007.
- While hiring has increased among men and women alike, the latest results show greater gains among female attorneys. The percentage of minority women among attorneys hired increased from 12.15% to 13.29%, while among men the figure increased from 11.21% to 11.43%.
- As has been the case since 2007, firms are also hiring more minority women than men into their summer programs. The 2015 summer class included 954 (16.51%) female and 765 (13.24%) male minority law students. Overall, minority law students represented close to 30% (29.75%) of the 2015 class of 2L summer associates—the highest figure reported in the last nine years and substantially higher than the 25.95% reported back in 2007.

Lawyers of color make up 16% of attorneys working in law firms, but they represent 21% of attorneys who leave their firms.

- Where the data reveals less progress is in the retention of minority lawyers. Of the 10,205 lawyers who left their firms in 2015, almost 21% (20.76%) were attorneys of color. That figure is little changed from the 20.81% reported for 2014, which was the largest number to date. Minority lawyers in their first two years of practice are the most likely to leave. More than one-third (33.46%) of first- and second-years who left their firms in 2015 were members of racial or ethnic minority groups—a figure greater than that reported for any of the prior eight years. Minority lawyers represented 25.53% of departures among midlevel associates (third- through fifth-years) and 24.03% of senior associates (those in their sixth-, seventh- or eighth-year) in 2015.
- Among women, the numbers are especially stark: nearly 14% (13.78%) of the 2,888 senior associates who left their firms were women of color, and 14.20% of mid-levels were minority women. But the biggest jump was in departures at the junior level. Women of color represented 18.11% of 1st- and 2nd-years who left their firms in 2015, a substantial increase over the 15.42% reported for 2014 and more than 2 percentage points higher than that reported for any previous year. Overall, law firms reported higher attrition numbers for women of color in this year's survey; the figures now exceed those recorded for all past years.
- These figures are all the more concerning when viewed against the overall demographic data. Women of color represent just 7.87% of attorneys in law firms but 11.29% of attorney departures. Together, minority men and women represent less than 16 percent of all law firm attorneys, but they account for more than 20 percent of the lawyers who leave their firms.

INDIVIDUAL RACIAL/ETHNIC 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

- Notwithstanding an increase in the overall numbers of minority attorneys, progress for black lawyers remains elusive. According to the 2015 U.S. Census, African-Americans represent 13% of the U.S. population. However, they make up just 3 percent of the attorneys practicing at U.S. law firms, and that number has undergone a steady decline over the last several years. As of the end of 2015, black lawyers represented 3.09% of law firm attorneys; although marginally higher than the previous year (3.05%), the figure is still lower than it was nine years ago, when African-Americans represented 3.62% of law firm attorneys.
- The decline is most visible at the associate level. African-Americans made up 5.11% of law firm associates in 2007; by 2015, that number had dropped to 4.22%. 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 43,984 associates at law firms in 2015, 1,082 were African-American women and 775 were black men.
- The only category in which the percentage of black lawyers has increased since 2007 is partners, although that figure still hovers around just 2% (1.99% in 2015). Advances at the equity level have been minimal; black lawyers now represent 1.76% of equity partners—only a 0.02 percentage point increase since 2014 and just 0.16 percentage points higher than nine years ago. Most of these gains are among African-American women, although black men still outnumber black women by nearly two to one among equity partners (1.14% to 0.62%).

- Of the 1,915 attorneys who were promoted to partnership in 2015, 62 (3.24%) were African-American. While that figure reflects an increase of 0.21 percentage points over the previous year, it is still lower than the 3.49% reported back in 2007.
- Similarly, representation of African-American attorneys at the management level has shown some growth but remains low. As of 2015, 2.26% of executive/management committee members were African-American, compared to 2.05% in 2007. Fewer black attorneys serve on hiring and diversity committees than in the past. 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 4.67% of hiring committee members and 12.18% of attorneys on diversity committees.
- One factor in the declining number of black lawyers is diminished recruitment. Although the percentage of black lawyers hired in 2015 showed an increase over the previous year, from 4.52% to 4.86%, that figure remains well below the 5.61% reported for 2007. The decline is evident among both genders.
- Similarly, although the hiring of black law students showed a small up-tick in 2015, the number is still lower than it was nine years ago. African-Americans represented 6.97% of the 2015 class of 2L summer associates, 0.3 percentage points below the figure reported for 2007.
- Even though attrition rates for African-American lawyers have declined over the last several years, from 5.76% in 2007 to 4.89% in 2015, black lawyers continue to leave their firms at a higher rate than members of other minority groups. The 499 African-American lawyers who left their firms in 2015 represent 16% of the total number of black attorneys in law firms. By comparison, the number of Asian Americans who left represents 14% of their population, the number of Hispanic and Latino lawyers represents 11%, and the number of white attorneys 10%. Within each group, the rate of departure among women exceeds that of men.

Law firms hired fewer black lawyers in 2015 than in 2008.

Attorney Departures among Largest Racial/Ethnic Groups in 2015 As Percentage of their Overall Law Firm Population

	Black/ African-American	Asian	Hispanic/Latino	White/Caucasian
All Attorneys	16%	14%	11%	10%
Men	15%	13%	10%	9%
Women	17%	14%	13%	11%

ASIAN AMERICAN

- The percentage of Asian American lawyers at surveyed firms has steadily increased over the last several years among both men and women at all levels. 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 less than 6 percent (5.6%) of the U.S. population, they represent more than 7 percent of lawyers at the firms surveyed. According to this year's survey, 7.05% of law firm attorneys are Asian, compared to 6.69% in 2014 and 6.15% in 2007.
- More than 11% of associates (11.37%) are of Asian background, the highest figure reported in the last nine years. Over half of these associates are women. The number of Asian American partners has also increased in that time. As of 2015, 3.17% of law firm partners are of Asian descent, higher than the 3.01% reported in 2014 and the 2.16% reported for 2007. Asian attorneys represent 3.08% of equity partners, an 0.21 percentage point increase over the prior year (2.87%) and well above the 1.90% reported for 2007.
- Even though Asians represent the largest minority group among law firm partners, they remain underrepresented based on their share of the attorney population. The percentage of Asians among partners promoted grew from 5.62% in 2014 to 5.90% in 2015 and is higher than that for any other minority group. Yet the ratio of partners to associates among Asian Americans is 0.27, lower than the ratios of partners to associates among both Latino lawyers (0.52) and black attorneys (0.45). 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 1.16, there is more than one white partner for every white associate.
- 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 2015, law firms reported 6,970 Asian American attorneys, compared to 3,561 Hispanic or Latino attorneys and 3,052 African-American lawyers—they are less likely to serve on management-level committees. Of the attorneys serving on law firm executive committees, just 2.09% are Asian, compared to 2.26% who are black and 2.22% who are Latino. The numbers are similarly low for other firm-wide committees, with Asians representing 2.32% of partner review committee members and 3.78% of those serving on associate review committees.

Although Asian attorneys represent the largest minority in law firms, they are less likely to be partners than black or Hispanic lawyers.

Ratio of Partners to Associates			
Asian	Black/African-American	Hispanic/Latino	White/Caucasian
0.27	0.45	0.52	1.16

- Nearly 11 percent of all new attorneys hired in 2015 (10.77%) were of Asian descent, slightly lower than the 11.00% reported for 2014, though still higher than the 9.87% reported for 2007 and much higher than the figures for other minority groups. And among summer associates, law firms reported that nearly 14 percent (13.76%) of the 2Ls hired in 2015 were Asian, the second-highest figure recorded to date.
- Attrition numbers among Asian attorneys have fluctuated in the last several years, but the latest increase puts the figure at a record high. In 2015, 9.52% of attorneys who left their firms were Asian, compared to 8.91% in 2014 and 8.24% in 2007. The increases were most notable among women. Of all lawyers who left their firms in 2015, 5.34% were Asian women, compared to 4.61% in 2014. And among associates, women of Asian descent represented 7.14% of all departures, the highest figure to date.

HISPANIC/LATINO

- While progress for Hispanic and Latino lawyers has been more consistent than that for African-American and Asian attorneys, as a group they remain underrepresented in law firms. Hispanics are the largest minority group in the United States (17.6%, compared to 13.3% for African-Americans and 5.6% for Asians), but the least represented in law firms, relative to their share of the overall population. Just 3.6% of law firm attorneys are Hispanic or Latino, compared to 3.1% for African Americans and 7.1% for Asians.
- That said, this year's survey results show the highest percentage of Hispanic and Latino lawyers to date. Hispanic or Latino lawyers currently represent 3.60% of all law firm attorneys, up from the 3.41% reported for 2014 and higher than the 3.13% reported nine years ago. That increase is reflected among all categories of attorney and for both genders. The percentage of Hispanics among associates is 4.77% and Latino attorneys now represent 2.55% of all partners, compared to 1.86% in 2007. Among equity partners, 2.36% are Hispanic or Latino, compared to the 1.75% reported nine years ago.
- In 2015, 3.81% of all lawyers promoted to partner were Hispanic or Latino. That figure represents an improvement over the 3.24% reported for 2014, attributable largely to an increase in the number of women promoted. Nearly half of the Hispanic lawyers who made partner in 2015 were women (35 women vs 38 men).
- More Latinos also serve on management-level committees than in the past. In 2015, 2.22% of attorneys on executive or management committees were Hispanic, slightly lower than the 2.30% reported for 2014 but still higher than the 1.82% recorded back in 2007.
- One reason for the growing number of Hispanic attorneys is increased recruitment. Of the 14,896 attorneys hired by law firms last year, 797, or 5.35%, were Hispanic or Latino. That is the highest percentage reported in nine years. The most substantial increase was among women: in 2014, 2.11% of attorneys hired were Hispanic; in 2015, that figure climbed to 2.77%. For the first time, law firms reported hiring more Hispanic women than men (412 to 385).
- Despite a drop in the percentage of Hispanic students among the 2L summer associate class, from 6.05% in 2014 to 5.47% in 2015, the number reported remains the second-highest on record. The number of female law students hired outpaces that of men; 2.84% of 2Ls in 2015 were Hispanic and Latina women, compared to 2.63% for Hispanic men.

- Another factor contributing to the gains among Hispanic and Latino lawyers is that their attrition rate, relative to their law firm population, remains lower than that of other minority groups. Hispanic lawyers represented 3.95% of all attorneys who left their firms in 2015. The rate of attrition among Hispanic lawyers, as a percentage of their overall law firm population, is 11 percent, compared to 14 percent for Asians and 16 percent for African-Americans.

**1 in 20 attorneys hired by law firms in 2015 was Hispanic;
more than half of those lawyers were women.**

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

- Other racial minority groups for which the Vault/MCCA survey collects data include multiracial lawyers (individuals who identify as two or more races), Alaska Native/American Indian attorneys and Native Hawaiian/Pacific Islanders. Although most of the law firms 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 (1.91%). With 1,655 lawyers across all firms (1.67%), multiracial lawyers make up the largest of these groups. In 2015, law firms reported 184 Alaska Native/American Indian attorneys (0.19% of all lawyers) and just 53 Native Hawaiians/Pacific Islanders (0.05% of lawyers).
- While the percentages of Alaska Natives and Pacific Islanders have remained fairly steady over time, the number of attorneys identifying as two more races has grown, from 0.64% in 2007 to 1.67% in 2015. It is worth noting, though, that this growth may be attributable partly to increased tracking of multiracial data rather than solely to increased hiring or retention. Multiracial attorneys now represent 2.87% of associates and 0.58% of partners. Alaska Natives and American Indians represent 0.24% of associates and 0.14% of all partners. Native Hawaiians and Pacific Islanders represent 0.08% of associates and 0.03% of partners.
- These three groups combined represent less than 1% of each of the firmwide management-level committees for which the survey collects data. Of executive/management committee members, 0.59% are multiracial attorneys, 0.29% are Alaska Natives or American Indians, and 0.04% are Native Hawaiians or Pacific Islanders.
- Multiracial individuals represent approximately 3 percent of summer associates and attorneys hired by firms in 2015. Of the 5,778 2L summer associates employed by surveyed law firms in 2015, 3.13% were multiracial, and 3.48% of new lawyers hired (including starting associates and laterals) identified as two or more races.

- Less than 1 percent of law students and lawyers hired were Alaska Native/American Indian attorneys and Native Hawaiian/Pacific Islanders. The 2L summer associate class included 0.33% American Indians or Alaska Natives, and 0.09% were Native Hawaiians or Pacific Islanders. And among new attorney hires in 2015, just 0.15% were Alaska Natives or American Indians and 0.11% were Native Hawaiians or Pacific Islanders.
- Collectively, these three groups represent 2.40% of the attorneys who left their firms in 2015. The majority—2.09%—were individuals who identify as more than one race. Alaska Natives or American Indians represented 0.18% of departing lawyers, and 0.14% were Native Hawaiians or Pacific Islanders.

OPENLY GLBT ATTORNEYS

- The numbers reported for openly gay, lesbian, bisexual and transgender attorneys at law firms continue to grow. Increased reporting of GLBT figures may have had an impact on the percentages reported, so not every numerical increase necessarily translates to an actual increase in the GLBT population.
- According to the latest survey results, openly GLBT lawyers represent 2.29% of law firm attorneys (2,260), the largest number reported since 2007. The majority (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 3.00% of associates, up from 2.74% in 2014 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 1.69% of partners—the highest number reported to date—and they account for 1.72% of equity partners. Approximately 2 percent (2.04%) of the partners promoted in 2015 were openly GLBT, notably higher than both the previous year's figure (1.30%) and that reported in 2007 (1.18%).
- At the leadership level, GLBT numbers remain fairly low, though this year's survey results included higher figures than previous years. As of 2015, 1.63% of attorneys serving on management/executive committees were reported as openly GLBT. At 1.59%, the percentage of practice leaders who are openly GLBT is higher than any figure reported since 2008, the first year this data was collected. GLBT lawyers represent 1.64% of attorneys heading U.S. offices, again a number higher than every other year to date.
- This year's survey also shows an increase in law firm recruitment. Among summer associates in 2015, the number of GLBT students climbed to its highest rate. Firms reported that 4.17% of 2Ls were openly GLBT, more than double the number reported in 2007 (2.01%). And of new attorneys hired in 2014, 2.70% were reported as openly GLBT. This figure is nearly twice the 1.43% reported nine years ago.
- Firms also reported an increase in attrition among GLBT lawyers. The percentage of GLBT attorneys among attorney departures in 2015 was 2.36%, the highest figure reported to date. However, it's worth noting again 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 attorneys leaving their firms.

Law firms report that 2% of attorneys are openly GLBT.

INDIVIDUALS WITH DISABILITIES

- Reliable data for attorneys with disabilities remains difficult to capture because of underreporting, although the numbers do seem to be trending upward. 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; but a size-able minority (approximately 30 percent of surveyed firms) do not disclose disability information. Of 98,858 attorneys survey-wide, 318 (0.32%) were reported to be individuals with disabilities in 2014. This reflects a small increase over 2013, when firms reported 0.26%, and is nearly double the 0.15% reported for 2007.
- Individuals with disabilities represent 0.29% of associates, 0.31% of all partners, 0.32% of equity partners, 0.29% of non-equity partners and 0.45% of counsel. Each of these figures reflects the highest number recorded to date. According to the latest survey, law firm partners promoted in 2015 included just two attorneys with disabilities (0.10%).
- Law firms report few individuals with disabilities at the management level. Among the 225 law firms that took this year's survey, just three lawyers with disabilities were recorded as members of executive/management committees (0.13%), one on a partner review committee (0.05%) and seven on associate review committees (0.21%). Among attorneys managing U.S. offices, 0.31% are individuals with disabilities. Lawyers with disabilities represent 0.36% of practice group leaders.
- Among summer associates in 2014, 11 students were reported to be individuals with disabilities (0.19% of the 2L class) and 28 attorneys with disabilities were reported among law firms' new hires (representing 0.19% of all new hires). While those numbers are low, they are substantially higher than the figures reported nine years ago; in 2007, firms reported hiring just 5 summer associates and 12 lawyers with disabilities.
- The number of lawyers with disabilities who left their firms increased in 2015, from 15 to 24, representing 0.24% of all attorney departures. That increase, however, may be as attributable to greater disclosure on the part of individual lawyers or firms as to an actual rise in the number of departures.

WOMEN

- Law firms reported this year that female attorneys represent more than 34 percent (34.44%) of their population, the highest number to date. That number had hovered close to one-third since 2007. Approximately 45% (45.15%) of associates are women—a figure that has grown relatively little since 2007, when 44.66% of associates were female. Among of counsel, 39.39% are women, a slight increase from the 39.32% reported the previous year.
- Where gains are more evident is at the partnership level. Women now represent nearly 22 percent (21.86%) of all law firm partners, a half point higher than the 21.34% reported in 2014 and more than 3 percentage points higher than the 18.46% reported back in 2007. Women represent more than 19% (19.45%) of equity partners, a 0.7 percentage point improvement over 2014 and well above the 16.05% reported nine years ago.
- In other positive developments, a higher percentage of women were promoted to partner in 2015 than in any of the previous eight years. In 2015, 34.57% of the partners promoted at participating law firms were women, compared to 34.56% in 2014 and 30.03% in 2007. In addition, at 26.44%, the percentage of women among all new equity partners in 2015—which includes lateral hires as well as internal promotions—was the highest to date, almost two percentage points higher than 2014. Like minority lawyers, however, female partners are better represented at the salaried level than the equity tier. Women currently represent 29.15% of non-equity partners.

34.4% of attorneys in law firms are women

34.6% of attorneys promoted to partner in 2015 were women

7.9% of law firm attorneys are women of color

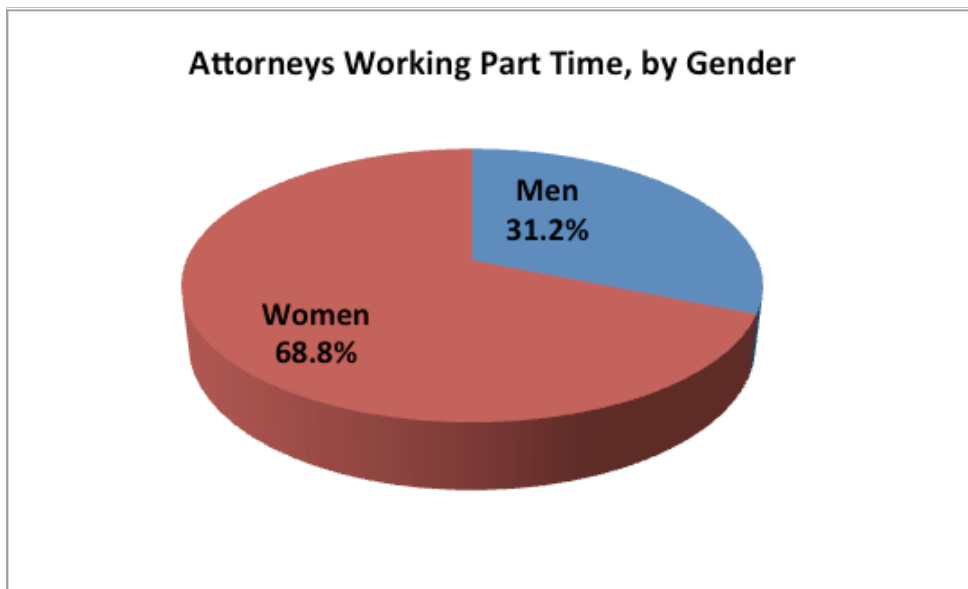
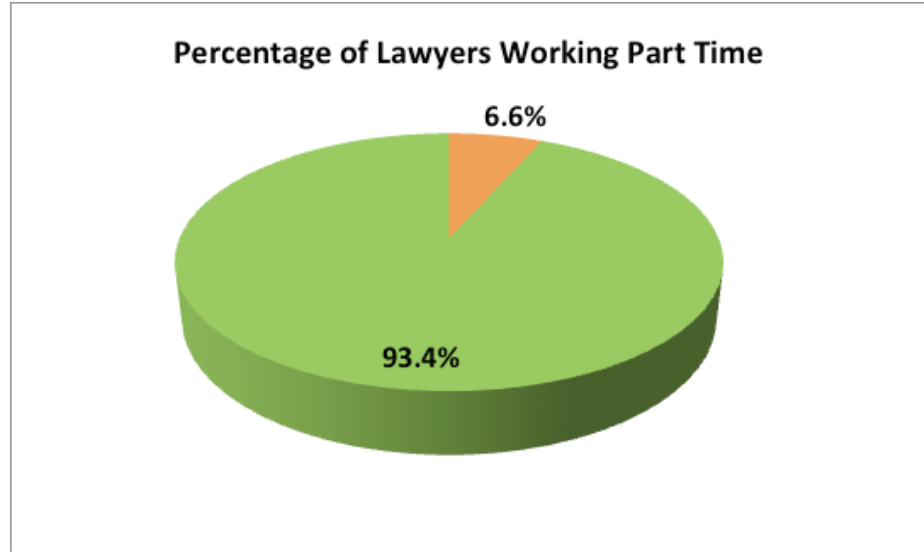
6.6% of attorneys promoted to partner in 2015 were women of color

- Since 2007, women's representation on law firm executive or management committees has grown from less than 15 percent (14.81%) to more than 20 percent (21.31%). This reflects gains made by both white women and women of color, although minority women represent only a small fraction (11%) of the total number of women serving on these committees. Women now represent 23.62% of the attorneys serving on partner review committees (compared to 16.93% in 2007) and 29.51% of associate review committee members.
- One in five (20.57%) attorneys who leads a practice group is a woman, and 17.68% of U.S. office heads are female. In 2008, when this data was first collected, law firms reported that 18.38% of practice group leaders were women and 14.39% of attorneys heading offices were female.
- According to this year's survey, law firms hired more female law students in 2015. The 2L summer class included nearly 49 percent women (48.67%), representing the highest figure in the last nine years. The gains were mostly among white women, who represented nearly two-thirds of all female 2Ls (66.07%).

- In addition, over one-half of all permanent offers made to 2Ls in 2015 were given to female students (52.02%), representing the first time since Vault and MCCA began collecting this data that women received more than half of all offers. Although the percentage of women among summer associates who accepted their offer was lower (49.14%), it still represents the highest figure reported to date.
- The number of female attorneys who joined law firms in 2015—whether as laterals or as starting associates—also showed gains. The percentage of women among all new attorney hires increased by nearly a full percentage point over the previous year, from 41.28% to 42.25%, the highest number reported since 2010.
- Attrition is one area in which the survey results are less favorable for women. In 2015, the number of women among lawyers who left their firms rose to 40.82%, from 39.97% in the previous year, representing the highest figure reported since 2011. Among associates specifically, the percentage jumped up again after having declined for four years. In 2015, 46.84% of all associates who left their firms were women, compared to 45.25% in 2014. The numbers increased among associates at junior, mid-level and senior levels. Women also represented 24.38% of partner departures in 2015, the highest figure on record.

PART-TIME ATTORNEYS

- This year's data reveals that fewer attorneys are working a part-time schedule than in the past. In 2015, less than 5 percent (4.69%) of all associates worked a part-time or reduced-hours schedule, the lowest figure reported to date. Among of counsel, 23.39% of lawyers are part-time, lower than any figure since 2008. And in the partner ranks, 5.60% of non-equity partners work part-time, while just 2.73% of equity partners have part-time schedules.



APPENDICES

METHODOLOGY

- Findings are based on law firm responses to the annual Vault/Law Firm Diversity Survey. Survey results for the years 2007 through 2015 are available online in the Law Firm Diversity Database (<http://mcca.vault.com>). Data for years prior to 2007 is available in an earlier version of the database, at <http://mcca.vault.com/LawDiversity/>.
- All data reported is based on calendar year. The most recent survey, soliciting data as of December 31, 2015, was distributed in the spring of 2016 and published in August 2016.
- More than 200 law firms participate in the survey each year, representing virtually all of the AmLaw 100 and Vault Law 100, and a majority of the NLJ 250. The most recent survey includes data for 225 law firms.
- The Vault/MCCA Survey is administered by Vault.com and the results are compiled under the direction of Vault's director of research and consulting, Vera Djordjevich.
- The survey collects demographic data for permanent attorney staff in the United States and uses the following definitions:
 - Associate: A non-partner lawyer who has no ownership rights or responsibilities but who has an opportunity to become an owner; associates are employees of the firm and are considered on partnership track, even if they ultimately leave the firm or are not chosen for partnership.
 - Summer associate: A law student, usually between second and third year (called a 2L, in that case), who serves as a law associate for the summer and is supervised by a lawyer or lawyers.
 - Equity partner: An attorney, generally referred to as a partner, member or shareholder, who has the right to share in the profits of the firm.*
 - Non-equity partner: A law firm employee who has been promoted from associate to a tier of partnership in which the lawyer does not share in the profits or capital of the firm; this position is often an intermediate step toward full equity partner. (Law firms with more than one tier of partnership were asked to provide equity and non-equity partner data separately, although a small number of firms refused to publicly disclose equity/non-equity breakdowns.)*
 - Of counsel: A lawyer, who may be known as of counsel, counsel, special counsel, staff attorney or senior attorney, who is neither an associate nor a partner; the lawyer does not currently share in the firm's profits but might be on a track that enables consideration for partnership. He or she is a permanent employee of the firm and not a temporary or contract attorney. This category may also include an attorney who has retired from a partnership position but remains an employee, sometimes on a part-time basis.
 - New hire: An attorney who has joined the firm sometime during the year indicated on the table (e.g., in 2015); this includes all first-year associates, laterals and partners (both equity and non-equity). It does not include summer associates.

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

- 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.

TABLES

TABLE 1. OVERALL LAW FIRM DEMOGRAPHICS

Law Firm Demographics	2L Summer Associates	Associates	Of Counsel	Equity Partners	Non-equity Partners	All Partners	All Lawyers
White/Caucasian	69.90%	75.87%	85.56%	91.78%	89.36%	91.18%	83.78%
Asian	13.76%	11.37%	5.01%	3.08%	3.43%	3.17%	7.05%
Hispanic/Latino	5.47%	4.77%	3.07%	2.36%	3.12%	2.55%	3.60%
African-American/Black	6.97%	4.22%	2.81%	1.76%	2.70%	1.99%	3.09%
Multiracial	3.13%	2.87%	1.19%	0.51%	0.77%	0.58%	1.67%
Alaska Native/American Indian	0.33%	0.24%	0.16%	0.13%	0.15%	0.14%	0.19%
Native Hawaiian/Pacific Islander	0.09%	0.08%	0.04%	0.03%	0.05%	0.03%	0.05%
Openly GLBT	4.17%	3.00%	1.80%	1.72%	1.60%	1.69%	2.29%
Individuals with Disabilities	0.19%	0.29%	0.45%	0.32%	0.29%	0.31%	0.32%

All Racial Minorities	29.75%	23.54%	12.29%	7.88%	10.22%	8.46%	15.65%
All Women	48.67%	45.15%	39.39%	19.45%	29.15%	21.86%	34.44%
Women of Color	16.55%	13.05%	6.55%	2.43%	4.30%	2.89%	7.87%

TABLES 2-4. PROGRESS AMONG THREE LARGEST MINORITY GROUPS

TABLE 2.

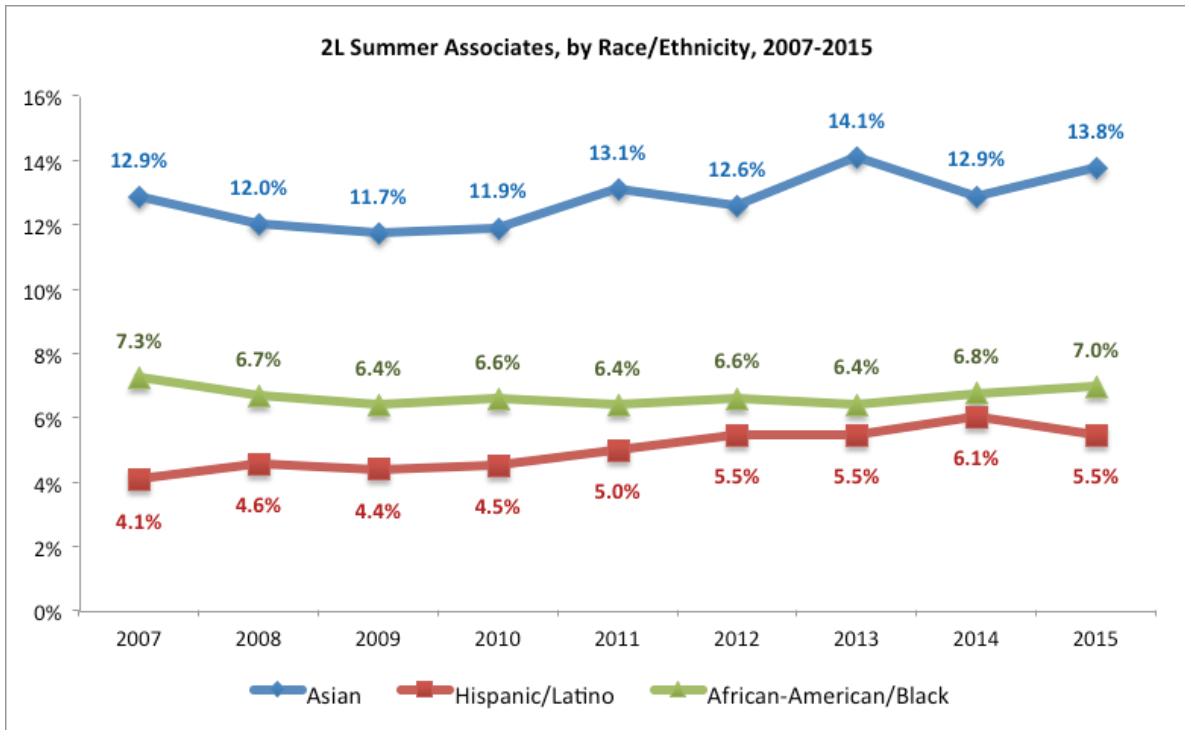


TABLE 3.

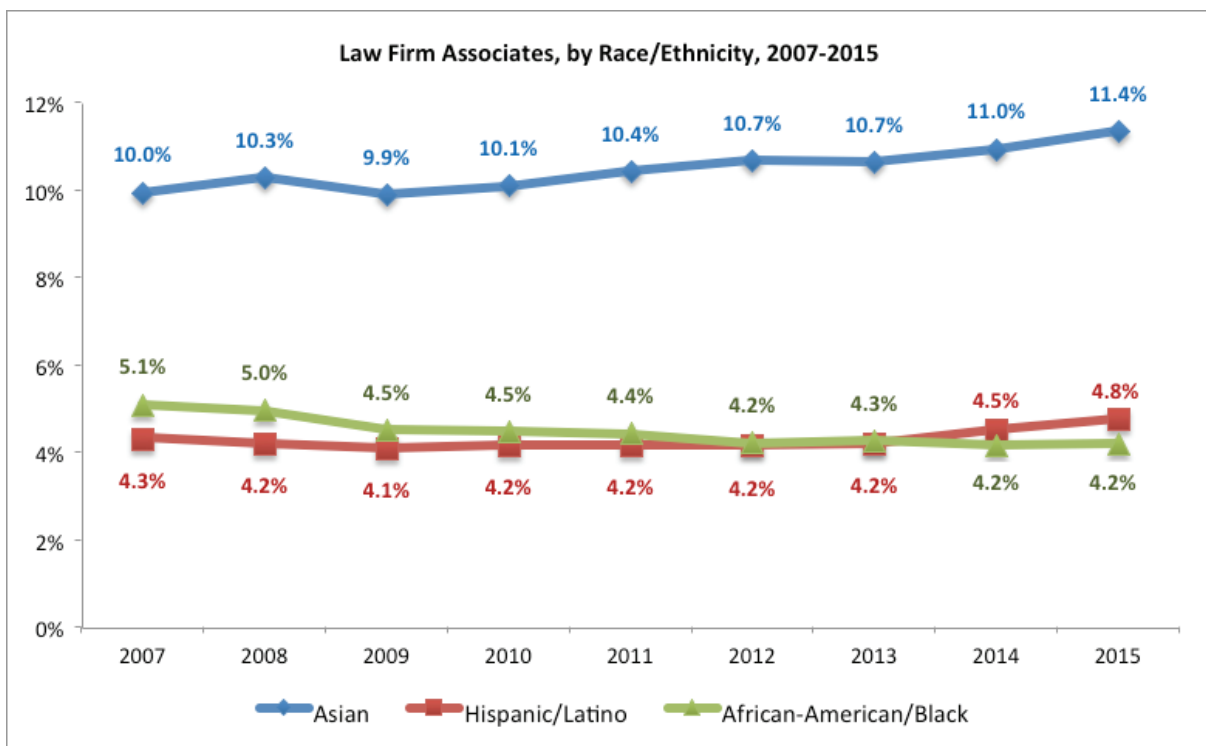
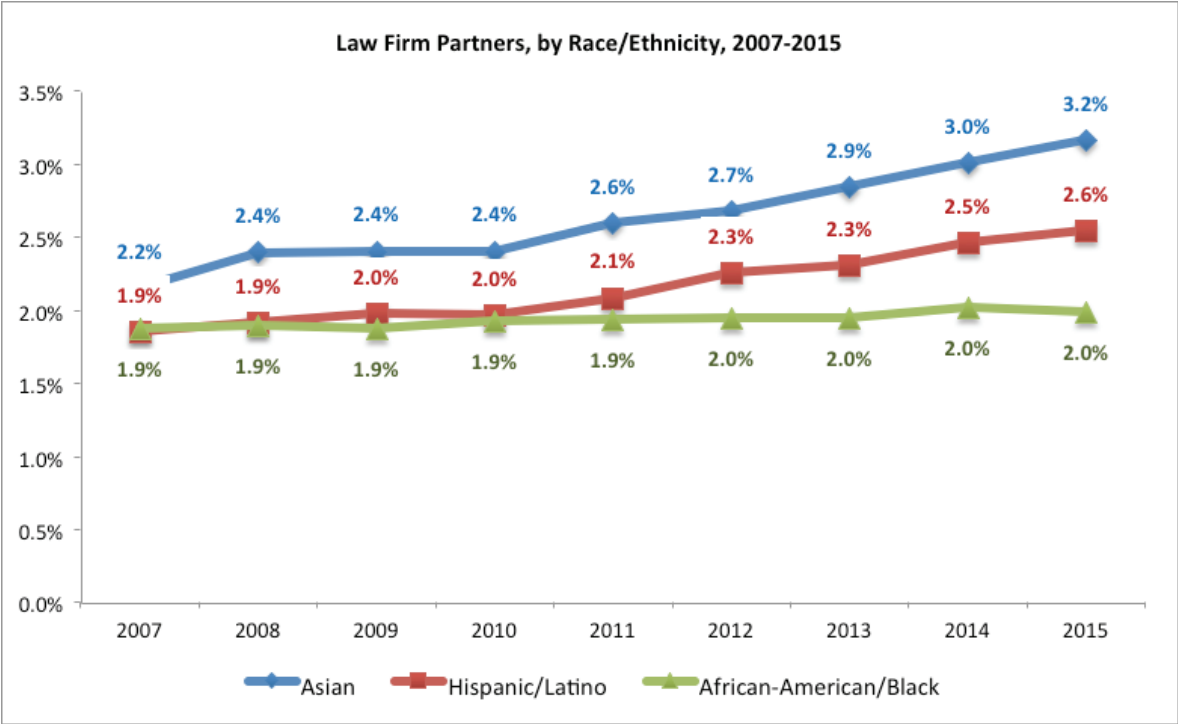


TABLE 4.



PARTICIPATING LAW FIRMS
2016 VAULT/MCCA LAW FIRM DIVERSITY SURVEY

Adams and Reese LLP
Akerman LLP
Akin Gump Strauss Hauer & Feld LLP
Allen & Overy LLP
Allen Matkins Leck Gamble Mallory
& Natsis LLP
Alston & Bird LLP
Andrews Kurth LLP
Archer Norris PLC
Arent Fox LLP
Armstrong Teasdale LLP
Arnold & Porter LLP
Arnstein & Lehr LLP
Baird Holm
Baker & Hostetler LLP
Baker & McKenzie LLP
Baker Botts LLP
Baker, Donelson, Bearman, Caldwell
& Berkowitz, PC
Ballard Spahr LLP
Banner & Witcoff
Beveridge & Diamond P.C.
Blanchard Walker O'Quin & Roberts
Blank Rome LLP
Bodman LLP
Boies, Schiller & Flexner LLP
Bowman and Brooke LLP
Bracewell LLP
Bressler, Amery & Ross, P.C.
Bricker & Eckler
Brinks Gilson & Lione
Bryan Cave LLP
Buchanan Ingersoll & Rooney PC
Bush & Ramirez, P.L.L.C.
Cadwalader, Wickersham & Taft LLP
Cahill Gordon & Reindel LLP
Calfee, Halter & Griswold LLP
Carlton Fields
Chadbourne & Parke LLP
Chapman and Cutler LLP
Choate Hall & Stewart LLP
Cleary Gottlieb Steen & Hamilton LLP
Clifford Chance US LLP
Conner & Winters, LLP
Constangy, Brooks, Smith & Prophete
Cooley LLP
Covington & Burling LLP
Cowles & Thompson
Cozen O'Connor
Cravath, Swaine & Moore LLP
Crowell & Moring LLP
Davis & Harman LLP
Davis Polk & Wardwell LLP
Davis Wright Tremaine LLP
Day Pitney LLP
Debevoise & Plimpton LLP
Dechert LLP
Dentons
Dinsmore & Shohl LLP
DLA Piper LLP (US)
Dorsey & Whitney LLP
Drew Eckl & Farnham LLP
Drinker Biddle & Reath LLP
Duane Morris LLP
Dunlap Coddling
Dykema Gossett PLLC
Edgcomb Law Group
Epstein Becker & Green, P.C.
Faegre Baker Daniels LLP
Farella Braun + Martel LLP
Fenwick & West LLP
Finnegan Henderson Farabow Garrett
& Dunner, LLP
Fish & Richardson P.C.
Fisher & Phillips LLP
Fitzpatrick, Cella, Harper & Scinto
Foley & Lardner LLP
Foley Hoag LLP
Fox Rothschild LLP
Franczek Radelet P.C.
Fried, Frank, Harris, Shriver
& Jacobson LLP
Frost Brown Todd LLC
Gardere Wynne Sewell LLP
Gentry Locke Rakes & Moore LLP
Gibbons P.C.
Gibson Dunn & Crutcher LLP
Goldberg Segalla LLP
Goodwin Procter LLP
Gordon Rees Scully Mansukhani, LLP
Goulston & Storrs
Gray Plant Mooty
Greenberg Traurig, LLP
Greensfelder, Hemker & Gale, P.C.

Gresham Savage Nolan & Tilden
Gust Rosenfeld P.L.C.
Haynes and Boone LLP
Hinshaw & Culbertson LLP
Hogan Lovells US LLP
Holland & Hart LLP
Holland & Knight LLP
Howell & Fisher, PLLC
Hughes Hubbard & Reed LLP
Hunton & Williams LLP
Husch Blackwell LLP
Ice Miller LLP
Jackson Lewis, P.C.
Jackson Walker L.L.P.
Jenner & Block LLP
Jones Day
Jones Walker LLP
K&L Gates LLP
Kasowitz, Benson, Torres & Friedman LLP
Katten Muchin Rosenman LLP
Kaye Scholer LLP
Keating Muething & Klekamp PLL
Kelley Drye & Warren LLP
Kilpatrick Townsend & Stockton LLP
King & Spalding LLP
Kirkland & Ellis LLP
Knobbe, Martens, Olson & Bear LLP
Kramer Levin Naftalis & Frankel LLP
Kutak Rock LLP
Lane Powell P.C.
Latham & Watkins LLP
Latham Wagner Steele & Lehman PC
Lawrence & Russell, PLC
Lewis Roca Rothgerber
Linklaters LLP
Littler Mendelson P.C.
Locke Lord LLP
Loeb & Loeb LLP
Manatt, Phelps & Phillips, LLP
Mayer Brown LLP
McCarter & English LLP
McGlinchey Stafford
McGuireWoods LLP
Milbank, Tweed, Hadley & McCloy LLP
Miles & Stockbridge P.C.
Miller & Chevalier Chartered
Miller & Martin PLLC
Miller Law Group
Mintz, Levin, Cohn, Ferris, Glovsky
& Popeo, PC
Moore & Van Allen PLLC
Morgan, Lewis & Bockius LLP

Moritt Hock & Hamroff LLP
Morrison & Foerster LLP
Munger, Tolles & Olson LLP
Neal, Gerber & Eisenberg LLP
Nelson Mullins Riley & Scarborough LLP
Nixon Peabody LLP
Norton Rose Fulbright
Ogletree, Deakins, Nash, Smoak
& Stewart, P.C.
O'Melveny & Myers LLP
Orrick, Herrington & Sutcliffe LLP
Parsons, Lee & Juliano, P.C.
Patterson Thuenete Pedersen, P.A.
Paul Hastings LLP
Paul, Weiss, Rifkind, Wharton & Garrison, LLP
Pepper Hamilton LLP
Perkins Coie LLP
Peterson Johnson & Murray SC
Pettit Kohn Ingrassia & Lutz PC
Phelps Dunbar LLP
Phillips Spallas & Angstadt LLP
Pillsbury Winthrop Shaw Pittman LLP
Potter Anderson & Corroon LLP
Proskauer Rose LLP
Quarles & Brady LLP
Reed Smith LLP
Reminger Co., LPA
Richards Layton & Finger, PA
Robins Kaplan LLP
Robinson Bradshaw & Hinson, P.A.
Roig Lawyers
Ropes & Gray LLP
Rumberger Kirk & Caldwell
Ryley Carlock & Applewhite
Saiber LLC
Saul Ewing LLP
Scharf Banks Marmor LLC
Schiff Hardin LLP
Schulte Roth & Zabel LLP
Sedgwick LLP
Seyfarth Shaw LLP
Shearman & Sterling LLP
Sheppard, Mullin, Richter & Hampton LLP
Shook, Hardy & Bacon L.L.P.
Sidley Austin LLP
Simpson Thacher & Bartlett LLP
Skadden, Arps, Slate, Meagher & Flom LLP
Smith Haughey Rice & Roegge
Smith Moore Leatherwood LLP
SmithAmundsen LLC
Snyder, Clark, Lesch & Chung, LLP
Squire Patton Boggs LLP

Step toe & Johnson LLP
Sterne, Kessler, Goldstein & Fox, P.L.L.C.
Stinson Leonard Street LLP
Stoel Rives LLP
Strasburger & Price, LLP
Stroock & Stroock & Lavan LLP
Sullivan & Cromwell LLP
Sutherland Asbill & Brennan LLP
Thompson & Knight LLP
Thompson Coburn LLP
Thompson Hine LLP
Thompson, Coe, Cousins & Irons, LLP
Troutman Sanders LLP
Vedder Price P.C.
Venable LLP
Vorys, Sater, Seymour and Pease LLP
Wachtell, Lipton, Rosen & Katz

Waller Lansden Dortch & Davis, LLP
Walters Balido & Crain LLP
Weil, Gotshal & Manges LLP
White & Case LLP
Wiggin and Dana
Wiley Rein LLP
Williams Mullen P.C.
Willkie Farr & Gallagher LLP
WilmerHale
Wilson Elser Moskowitz Edelman & Dicker LLP
Wilson Sonsini Goodrich & Rosati
Wilson Turner Kosmo LLP
Winstead PC
Winston & Strawn LLP
Womble Carlyle Sandridge & Rice LLP
Zupkus & Angell, P.C.

