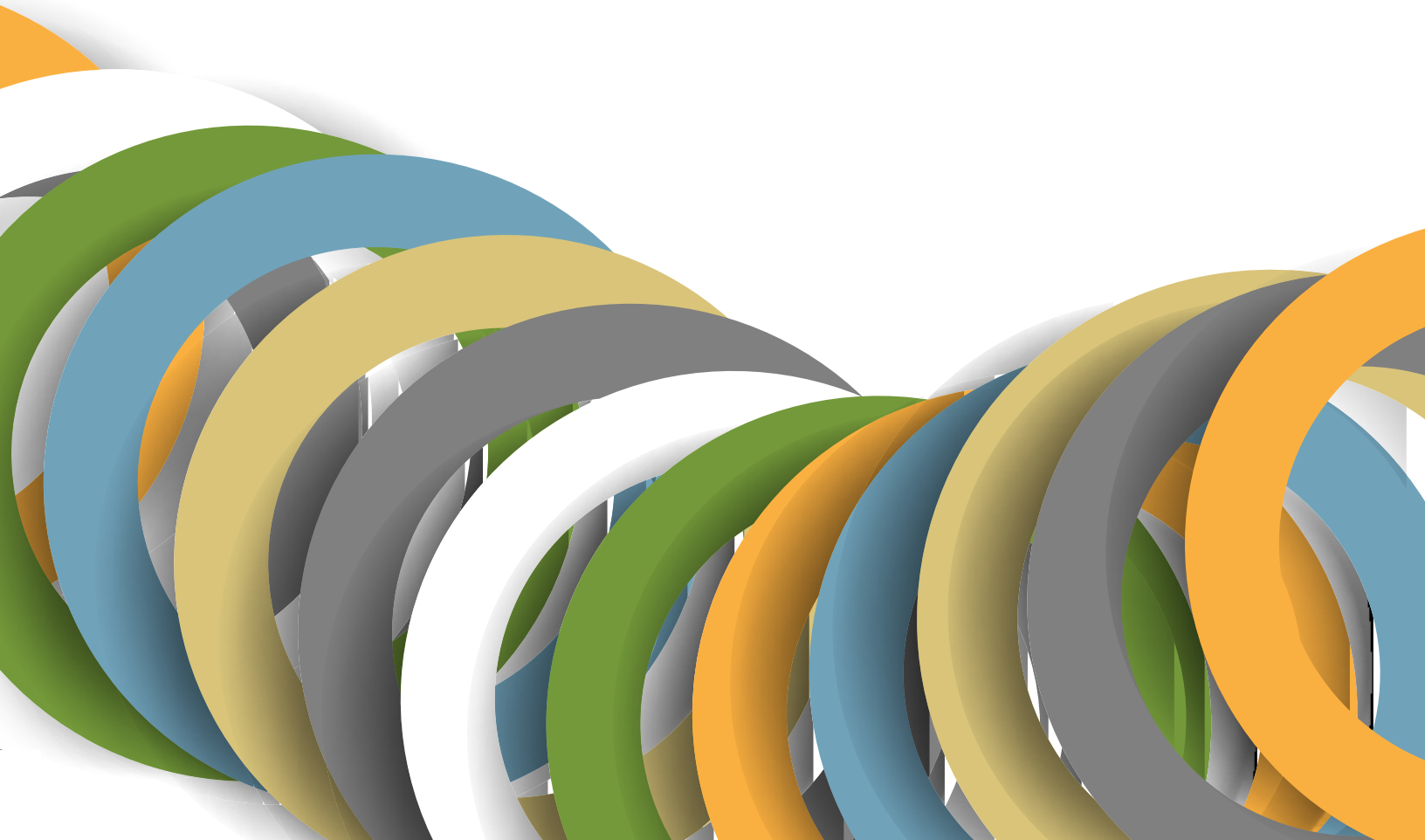




# 2013

## Do Good, Do Well



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# Do Good, Do Well

## Note from the President & CEO

In most quarters, the question of the business case for diversity is well settled. For a growing number of corporate clients, inclusion is an essential part of the DNA of the company's business functionality. However, for many law firms, the connection between a meaningful focus on diversity and inclusion and profitability remains elusive.

This inaugural installation of the Do Good, Do Well List examines a survey of firms that register high on indices of both diversity and inclusion, as well as profitability. These firms demonstrate that diversity and inclusion does not come at the expense of financial acumen.

The Do Good, Do Well List is designed to underscore the notion that diversity and business are not mutually exclusive concepts. The list also seeks to incentivize firms to think differently and to appreciate something that most of their clients have already grasped: Diversity works.



Joseph K. West  
President & CEO,  
Minority Corporate Counsel Association  
December 2013

## Tier 1

Firms	% of Minority Partners	PPP
Lewis Brisbois Bisgaard & Smith	25.70	720,000
White & Case	22.00	1,700,000
Wilson Sonsini Goodrich & Rosati	20.20	1,645,000

## Tier 2

Firms	% of Minority Partners	PPP
Fragomen, Del Rey, Bernsen & Loewy	19.90	1,505,000
Munger Tolles & Olson	17.90	1,565,000
Curtis, Mallet-Prevost, Colt & Mosle	17.20	1,575,000
Knobbe Martens Olson & Bear	16.70	480,000

KEY: PPP - Profits per Partner

## Tier 3

Firms	% of Minority Partners	PPP
Irell & Manella	14.70	3,420,000
Gordon & Rees	14.60	735,000
Kenyon & Kenyon	14.50	795,000
Epstein Becker & Green	13.90	605,000
Carlton Fields	12.40	830,000
Morrison & Foerster	12.00	1,470,000
Akerman Senterfitt	12.00	575,000
Squire Sanders	11.80	800,000
Holland & Knight	11.70	950,000
Shutts & Bowen	11.60	680,000
Cleary Cottlieb Steen & Hamilton	11.50	2,685,000
Shook, Hardy & Bacon	11.50	900,000
Fenwick & West	11.20	1,225,000
Haynes and Boone	11.20	775,000
Jackson Lewis	11.10	605,000
Akin Gump Strauss Hauer & Feld	11.00	1,540,000
Arnold & Porter	11.00	1,425,000
Finnegan, Henderson, Farabow, Garrett & Dunner	11.00	1,160,000
Paul Hastings	10.80	2,080,000
Ropes & Gray	10.70	1,585,000
Williams & Connolly	10.60	1,255,000
Sedgwick	10.60	760,000
Greenberg Traurig	10.40	1,360,000
Ogletree, Deakins, Nash, Smoak & Stewart	10.30	535,000
Orrick, Herrington & Sutcliffe	10.20	1,630,000
Fish & Richardson	10.20	1,485,000
Strasburger & Price	10.20	410,000
Jackson Walker	10.1	855,000

KEY: PPP - Profits per Partner

## Methodology:

The MCCA Do Good, Do Well List showcases law firms that are successful in achieving high levels of excellence in both diversity and business. The list demonstrates that success in diversity and profitability are complementary, not competitive.

Firms listed were identified through data from the 2013 AM Law 200 “Profits per Partner” (PPP) and the percentage of racial/ethnic minorities in partnership as reported in the American Lawyer’s 2013 Diversity Scorecard. While there are several options to gauge both the financial and diversity performance of law firms, the variances in data collection between these options made it difficult to measure the performance of different firms in a standardized way. Utilizing the Am Law surveys allowed us to control for data collection inconsistencies because the Am Law reports are internally consistent with each other, and they highlight performance on targets that are comparable across different types of firms.

We began by identifying the 200 firms with the highest PPP statistics per Am Law, and then, we divided these firms into three tiers of diversity performance:

- Tier 1: Firms with 20% or more racial/ethnic minority partners in the partnership
- Tier 2: Firms with 15-19.99% racial/ethnic minority partners in the partnership
- Tier 3: Firms with 10-14.99% racial/ethnic minority partners in the partnership

The average percent of minority partners in large law firms is approximately seven percent.



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