

<https://www.nytimes.com/2017/08/08/opinion/female-lawyers-women-judges.html>

## Op-Ed Contributor

### Female Lawyers Can Talk, Too

By Shira A. Scheindlin

- Aug. 8, 2017

As a Federal District Court judge in New York, I often encountered this courtroom scene: A senior partner in a large law firm would be arguing a motion. I would ask a tough question. He (and it was usually a man) would turn to the young lawyer seated next to him (often a woman). After he conferred with her repeatedly, I would ask myself why she wasn't doing the arguing, since she knew the case cold.

In the 22 years I spent on the federal bench before stepping down last year, not much changed when it came to listening to lawyers. The talking was almost always done by white men. Women often sat at counsel table, but were usually junior and silent. It was a rare day when a woman had a lead role — even though women have made up about half of law school graduates since the early 1990s.

I worked on [a recent report](#) by the New York State Bar Association's commercial and federal litigation section based on the first-ever observational study of women speaking in court. We asked judges to note the genders of the lawyers who primarily spoke in court in every case they heard over four months, and collected and analyzed 2,800 responses. The results demonstrate that women have not made nearly enough progress in the legal profession.

The report found that women were the lead lawyers for private parties barely 20 percent of the time in New York State's federal and state courts at the trial and appellate levels. Women were twice as likely to appear on behalf of public sector clients. The offices of the United States attorneys, district attorneys, the state attorney general and the corporation counsel of the City of New York, as well as Legal Aid offices and federal defenders, have achieved some level of gender equality in courtroom appearances.

But the overall number was dismal: 25 percent in commercial and criminal cases in courtrooms across New York.

Why has the private sector failed so badly? The survey was not designed to answer that question, so I can only speculate. But the statistics do tell part of the story. In private sector cases, the client, rather than the government or the court, picks the lawyer. The survey definitively showed that when there was a big, "bet the company" civil case, few clients were prepared to put their business's fate in the hands of a woman. The more complex the case, the less likely that a woman was lead counsel. The same was true when a criminal defendant retained private counsel.

What can be done? Judges, clients and law firms all have a chance to improve this bleak picture. Let's start with judges. They can suggest that the lawyer who wrote the brief or prepared the witness should be the one to argue. Often it is a woman. Judges are generally more diverse than the lawyers

who appear before them. They should bear some responsibility to ensure that the lawyers who speak in court are equally diverse.

Clients, particularly corporate clients, can demand that their legal teams be diverse. They should recognize that diversity is an asset in the courtroom. Diverse teams reflect the community, and cases are argued to judges and jurors who reflect the community. Hewlett-Packard, Oracle and Facebook, for example, have demanded that the firms representing them field a diverse team of lawyers. I hope other corporations will soon follow.

Finally, law firms that hire large numbers of female lawyers, but who, statistics show, often don't pay them as well as the male lawyers, or promote them at the same rates, must stop paying lip service to diversity and take concrete steps to change.

Firms can commit to guaranteeing that junior female lawyers participate in the same number of depositions as their male counterparts. They can ensure that every trial team has at least one woman; that women are meeting clients at the same rate as men; and that bright, aggressive women are given leadership positions in the firm as department heads and managing partners. If they do these things, they will more effectively serve their clients.

The more things change, the more they stay the same. I have practiced law in one role or another for more than 40 years. I was only the second female judge on the Brooklyn federal court when I was appointed magistrate judge in 1982. I was the first chairwoman of the state bar's commercial and federal litigation group, which issued the recent report. I am now engaged in alternative dispute resolution, in which women obtain only 4 percent of international arbitration cases worth at least \$1 billion, according to one survey, and between 15 and 25 percent of all arbitrations.

Progress for women has been elusive. The barriers to real change have been more daunting than I expected. But if all judges — male and female — business leaders and the bar at large want to achieve real gender diversity in the legal profession, they have the power to make it happen. The road map to change is clear.

# Attracting and Retaining Diverse Attorneys

**THE 2012 WASHINGTON STATE BAR ASSOCIATION MEMBERSHIP STUDY SPOTLIGHTED** member expectations and experiences within the legal profession. One of the Study's most important insights is that job satisfaction is the key to lawyer retention. The Study also highlighted the professional experience of diverse attorneys across a myriad of groups. Based on member responses, the Study identified barriers to opportunity, advancement, and social engagement as factors impacting job satisfaction. These factors work together to create conditions that can obstruct or promote career stability.

Racial and ethnic minorities, women and persons with disabilities and impairments were shown to experience barriers at a rate higher than all other diversity groups. In a law firm environment, how can those barriers be effectively addressed to improve job satisfaction and retention?

Job satisfaction is a strong predictor of career stability.

The elements of job satisfaction are:

- A viable, productive and active mentoring relationship with a senior level attorney.
- Spousal or partner support.
- Income.
- Work-life balance.

## What can legal employers do to improve job satisfaction and minimize barriers?

**1** Create small group and social events to build cross-cultural relationships. Reduce social and opportunity barriers by creating regular, informal opportunities for attorneys to build relationships across departments and practice work groups, and with clients. Remove social barriers by developing events such as family day, spouse and partners dinner, formal "meet and greets," and team building activities. Invite participation and leadership of minority bar leaders to share insights on mentoring and encourage the participation of senior-level attorneys at these events.

**2** Develop an equitable work distribution system. Ensure minority attorneys have opportunities to advance by creating a system which de-centralizes how and to whom work is as-

*Inclusion requires us to reconsider things such as how work allocation, mentoring and evaluation systems may be biased toward those who are most like the people in decision-making roles.*

VERNA A. MYERS, J.D., author of *Moving Diversity Forward*

signed. Encourage the development of a big-picture approach to assignments focused on the professional development of all attorneys. Develop a process which reviews "best fit" for assignment based on area of specialty and development goals. Formally match first-year associates with senior-level attorneys to conduct quarterly reviews of type and frequency of work assignments. Also consider an assignment process that encourages work-life balance and is not gender based.

**3** Establish ongoing training on unconscious bias with the goal of business growth and success. Training on unconscious bias is critical to the success of inclusion efforts. Communicate

a professional commitment to inclusion by providing ongoing, consistent training on unconscious bias and its impact on organizational development. Outline the benefits to business growth, globally competitiveness, and individual sustainability. Understanding that everyone experiences unconscious bias can help remove fear and discomfort with cross-cultural engagement.

## RESOURCES

"Accountability — The Linchpin for a Successful Diversity and Inclusion Strategy" (2011). *Profiles in Diversity*, 35.

*The Institute for Inclusion in the Legal Profession — Rules of the Game.* (n.d.). Retrieved from [www.theiilp.com/rules](http://www.theiilp.com/rules).

Myers, V., American Bar Association, & American Bar Association (2011). "Moving diversity forward: How to go from well-meaning to well-doing," Chicago, IL: ABA Center for Racial & Ethnic Diversity.

Myers, V. A. (2012). "Why Effective Retention Requires Attention to Our Implicit Biases," *Law Practice*, 38(5). Retrieved from [www.americanbar.org/publications/law\\_practice\\_magazine/2012/september-october/from-counting-heads-to-cultivating-minds.html](http://www.americanbar.org/publications/law_practice_magazine/2012/september-october/from-counting-heads-to-cultivating-minds.html).

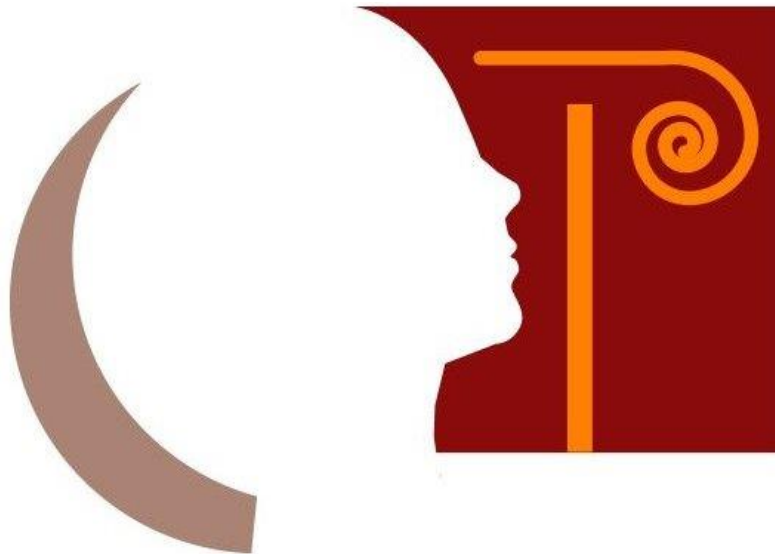
Nalty, K. (n.d.). "Beyond Diversity Inclusiveness In The Legal Workplace." Retrieved from [www.legalinclusiveness.org/index.php?src=gendocs&ref=Authors&category=About&submenu=About](http://www.legalinclusiveness.org/index.php?src=gendocs&ref=Authors&category=About&submenu=About).

"Visible invisibility: Women of Color in Fortune 500 Legal Departments," (2012). Chicago, IL: ABA Commission on Women in the Profession.

Washington State Bar Association (n.d.). "Membership Study." Retrieved from [www.wsba.org/About-WSBA/Diversity/Membership-Study](http://www.wsba.org/About-WSBA/Diversity/Membership-Study).



# A Current Glance at Women in the Law January 2018

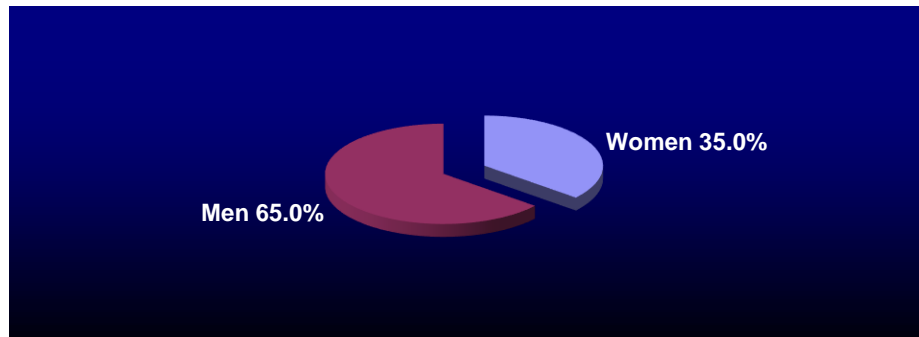


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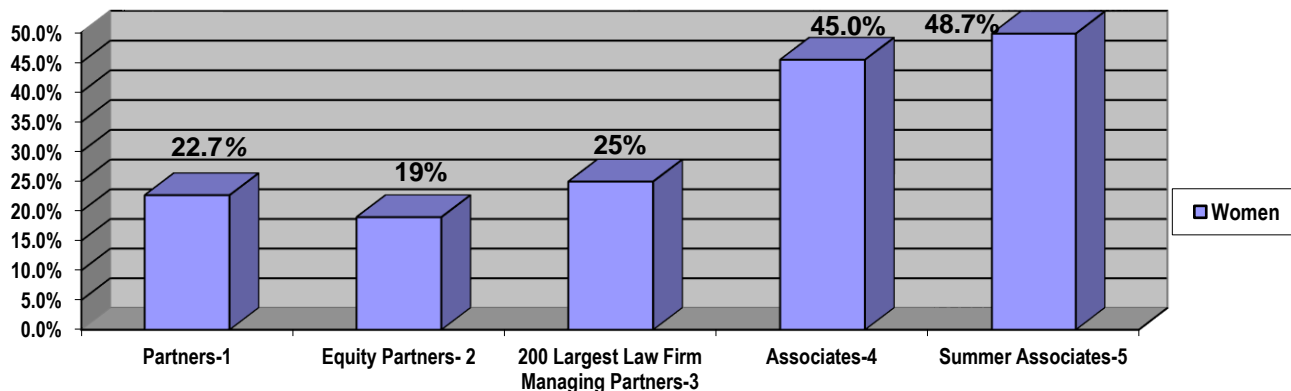
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## Women in the Legal Profession



American Bar Association Market Research Department, October 2017. This figure represents the 46 states that reported demographics data for resident and active attorneys as of 12/31/2016.

## Women in Private Practice



<sup>1</sup> *2017 Report on Diversity in U.S. Law Firms*. National Association for Law Placement, January, 2017. [www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf](http://www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf)

<sup>2</sup> *Report of the Tenth Annual National Survey on Promotion and Retention of Women in Law Firms*. National Association of Women Lawyers and NAWL Foundation, September 2017. <http://www.nawl.org/d/do/663>

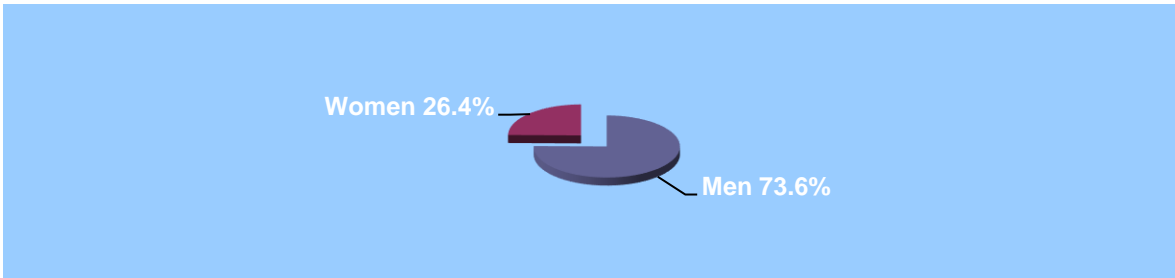
<sup>3</sup> *Report of the Tenth Annual National Survey on Promotion and Retention of Women in Law Firms*. National Association of Women Lawyers and NAWL Foundation, September 2017. This figure represents the 90 firms that reported having a single managing partner. <http://www.nawl.org/d/do/663>

<sup>4</sup> *2017 Report on Diversity in U.S. Law Firms*. National Association for Law Placement, January, 2017. [www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf](http://www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf)

<sup>5</sup> *2017 Report on Diversity in U.S. Law Firms*. National Association for Law Placement, January, 2017. [www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf](http://www.nalp.org/uploads/2017NALPReportonDiversityinUSLawFirms.pdf)

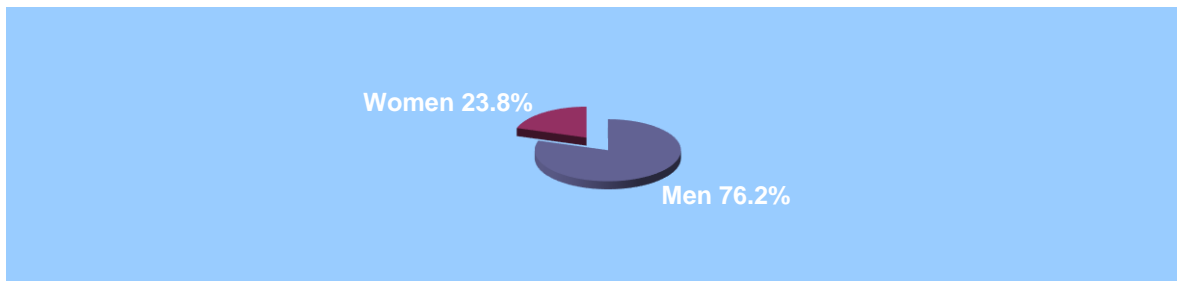
# Women in Corporations

## Fortune 500 General Counsel



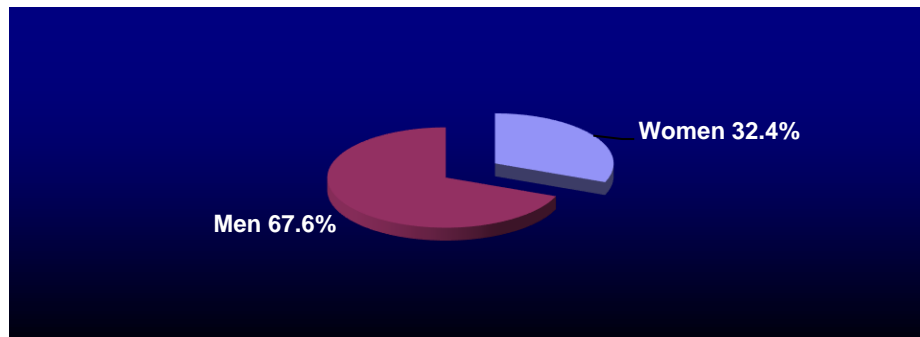
*MCCA's 18<sup>th</sup> Annual General Counsel Survey: Breaking Through the Concrete Ceiling, One Woman at a Time.* Minority Corporate Counsel Association, Winter 2017.  
[http://www.diversityandthebardigital.com/datb/winter\\_2017/MobilePagedReplica.action?pm=1&folio=8#pg8](http://www.diversityandthebardigital.com/datb/winter_2017/MobilePagedReplica.action?pm=1&folio=8#pg8)

## Fortune 501-1000 General Counsel



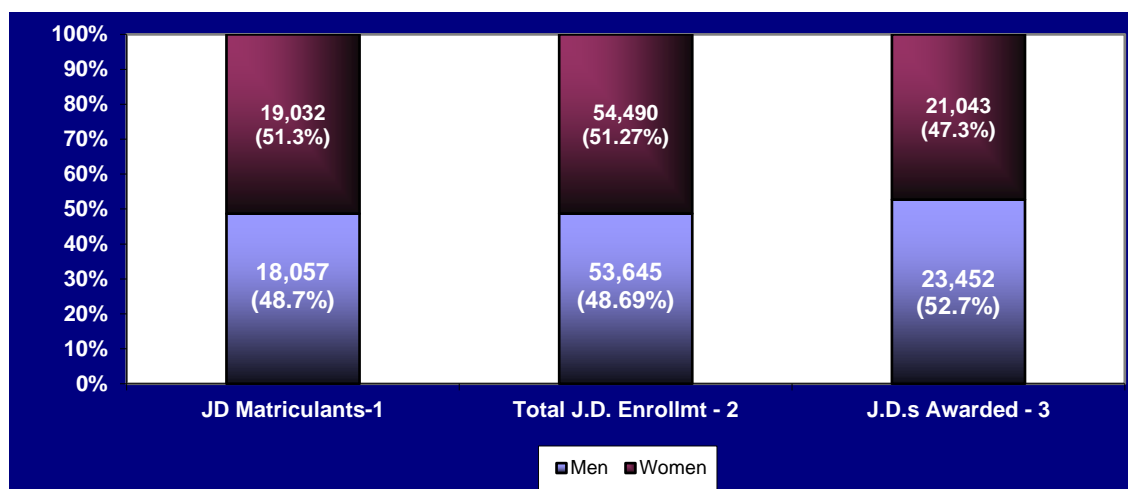
*MCCA's 18<sup>th</sup> Annual General Counsel Survey: Breaking Through the Concrete Ceiling, One Woman at a Time.* Minority Corporate Counsel Association, Winter 2017.  
[http://www.diversityandthebardigital.com/datb/winter\\_2017/MobilePagedReplica.action?pm=1&folio=8#pg8](http://www.diversityandthebardigital.com/datb/winter_2017/MobilePagedReplica.action?pm=1&folio=8#pg8)

## Law School Administration - Deans



Association of American Law Schools (January 13, 2018). This represents 179 deans at AALS member schools, one of which has two co-deans, and includes permanent and interim deans.

## Women in Law Schools



<sup>1</sup>2016 JD Matriculants by Gender & Race/Ethnicity, Fall 2016. American Bar Association Section of Legal Education and Admissions to the Bar.

<sup>2</sup>ABA Required Disclosures (Standard 509 Reports), American Bar Association Section of Legal Education and Admissions to the Bar. The ABA reported a total enrollment of 110,156 students as of Dec. 15, 2017.

[https://www.americanbar.org/content/dam/aba/administrative/legal\\_education\\_and\\_admissions\\_to\\_the\\_bar/statistics/2017\\_509\\_enrollment\\_summary\\_report.authcheckdam.pdf](https://www.americanbar.org/content/dam/aba/administrative/legal_education_and_admissions_to_the_bar/statistics/2017_509_enrollment_summary_report.authcheckdam.pdf)

<sup>3</sup>National Center for Education Statistics, March 2017.

[https://nces.ed.gov/programs/digest/d15/tables/dt15\\_324.5o.asp?current=yes](https://nces.ed.gov/programs/digest/d15/tables/dt15_324.5o.asp?current=yes)

## Women on Law Reviews<sup>1</sup>

*“A random sample of the top 10 law reviews suggests that the number of women authors in 2017 is around 20%.”*

<https://abovethelaw.com/2018/04/are-law-review-articles-a-waste-of-time/>

# Women in the Judiciary

## Representation of United States Federal Court Women Judges

Type of Court	Total # of Seats	Women	% of Women
United States Supreme Court	9	3	33.3%
Circuit Court of Appeals (Active) <sup>1</sup>	160 (active)	59	36.8% <sup>2</sup>
Federal District Court Judges (Active) in the U.S. <sup>3</sup>	570 (active)	194	34% <sup>4</sup>

<sup>1</sup> U.S. Circuit and District Court Judges: Profile of Select Characteristics (R43426), McMillion, Barry J. U.S. Congressional Research Service. August 1, 2017. <https://fas.org/sgp/crs/misc/R43426.pdf>

<sup>2</sup> When considering the 19 vacancies that existed as of June 1, 2017, women were appointed to 33% of the 179 U.S. circuit court judgeships.

<sup>3</sup> U.S. Circuit and District Court Judges: Profile of Select Characteristics (R43426), McMillion, Barry J. U.S. Congressional Research Service. August 1, 2017. <https://fas.org/sgp/crs/misc/R43426.pdf>

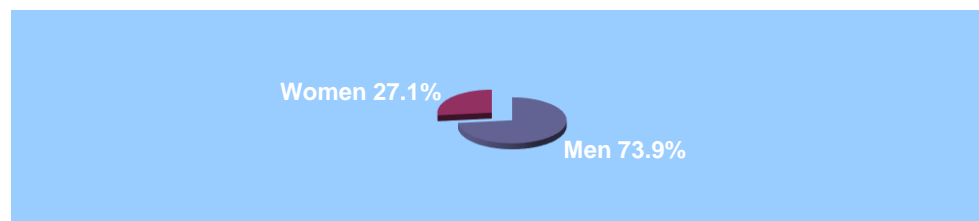
<sup>4</sup> When considering the 103 vacancies that existed as of June 1, 2017, women were appointed to 29% of the 673 federal district court judgeships.

## 2016 Representation of United States State Court Women Judges

% Women	% Women of Color
22	8

Gavel Gap ([www.gavelgap.org](http://www.gavelgap.org))

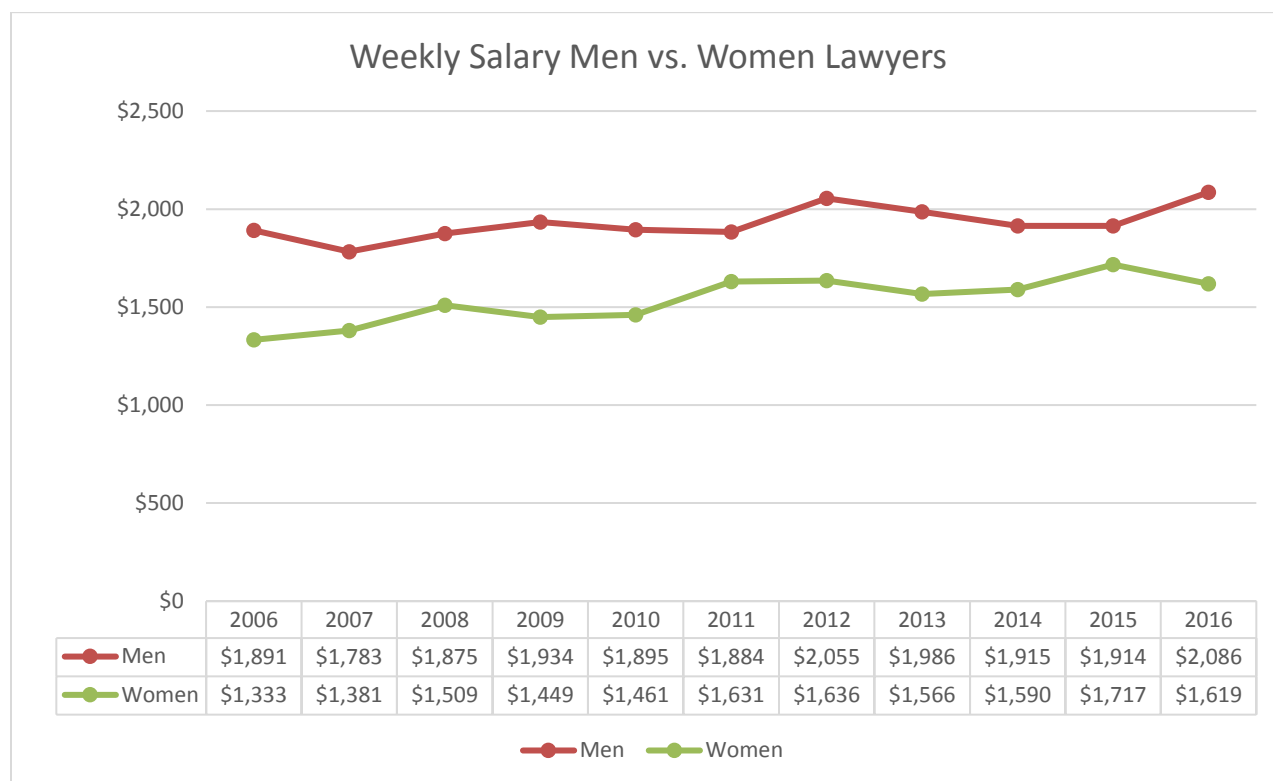
## Total Representation of Women - Federal & State Judgeships



*Women in Federal and State-Level Judgeships: A Report of the Center for Women in Government & Civil Society, Rockefeller College of Public Affairs & Policy, University at Albany, State University of New York. Summer 2012. [www.albany.edu/womeningov/publications/summer2012\\_judgeships.pdf](http://www.albany.edu/womeningov/publications/summer2012_judgeships.pdf)*

## Compensation

### Weekly Salary Men vs. Women Lawyers



#### Women lawyers' weekly salary as a percentage of male lawyers' salary:

2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
70.5%	77.5%	80.5%	74.9%	77.1%	86.6%	79.6%	78.9%	83.0%	89.7%	77.6%

2016 Bureau of Labor Statistics, *Median weekly earnings of full-time wage and salary workers by detailed occupation and sex*. [www.bls.gov/cps/cpsaat39.htm](http://www.bls.gov/cps/cpsaat39.htm)

### Women Equity Partners Compensation

At the median, the typical female equity partner in the 200 largest firms earns 94% of the compensation earned by the typical male partner.

This figure represents the 90 firms that provided this data. *Report of the Tenth Annual Survey on Promotion and Retention of Women in Law Firms*. National Association of Women Lawyers and NAWL Foundation, September 2017. <http://www.nawl.org/d/do/663>

### **Women Presidents of the ABA:**

- Hilarie Bass (2017-)
- Linda A. Klein (2016-2017)
- Paulette Brown (2015-2016)
- Laurel Bellows (2012-2013)
- Carolyn B. Lamm (2009-2010)
- Karen J. Mathis (2006-2007)
- Martha W. Barnett (2000-2001)
- Roberta Cooper Ramo (1995-1996)

### **Women Chairs of the House of Delegates:**

- Deborah Enix- Ross (2016-)
- Patricia Lee Refo (2014-2016)
- Linda A. Klein (2010-2012)
- Laurel G. Bellows (2006-2008)
- Karen J. Mathis (2000-2002)
- Martha W. Barnett (1994-1996)

### **Secretaries**

- Mary L. Smith (2017-)
- Mary T. Torres (2014-2017)
- Cara Lee T. Neville (2011-2014)
- Bernice B. Donald (2008-2011)
- Ellen F. Rosenblum (2002-2005)
- Donna C. Willard-Jones (1996-1999)

### **Treasurer**

- Michelle A. Behnke (2017-)
- Alice E. Richmond (2008-2011)

### **First Women Members of the ABA:**

- Mary B. Grossman; Cleveland, OH (1918)
- Mary Florence Lathrop; Denver, CO (1918)

For more information on women's advancement into leadership positions in the ABA, see the ABA Commission on Women's *Goal III Report* at [www.ambar.org/goal3women](http://www.ambar.org/goal3women).

American Bar Association - Commission on Women in the Profession  
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The background of the cover is a complex, low-poly geometric pattern in various shades of blue, ranging from light sky blue to deep navy blue. The pattern is composed of numerous irregular triangles and polygons, creating a textured, crystalline effect. This pattern is divided into three horizontal bands: a top band, a middle band containing the title, and a bottom band.

# 2017

Report on  
**Diversity**  
In U.S. Law Firms

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# Introduction

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Women and Black/African-Americans made small gains in representation at major U.S. law firms in 2017 compared with 2016, according to the latest law firm demographic findings from the **National Association for Law Placement** (NALP). However, representation of both these groups remains below 2009 levels. NALP's recent analyses of the 2017-2018 NALP Directory of Legal Employers (NDLE) — the annual compendium of legal employer data published by NALP — shows that although women and minorities continue to make small gains in their representation among law firm partners in 2017, the overall percentage of women associates has decreased as often as not since 2009, and the percentage of Black/African-American associates has declined most years since 2009, with small increases only in 2016 and 2017.

NALP Executive Director James Leipold commented on the new findings noting, “The latest NALP diversity and inclusion findings mirror recent findings by other national organizations, including the Minority Corporate Counsel Association and the National Association of Women Lawyers in showing that women and minority partners remain fairly dramatically under-represented at US law firms. The good news is that since the set-backs measured in the associate ranks in the aftermath of the Great Recession, the data show that incremental net positive changes continue to be measured year-over-year for most groups. Women and minorities are better represented among the partnership and associate ranks than they were in 2016, though only incrementally so. Nevertheless, at the associate level, women and African-Americans remain less well-represented than they were before the recession, a finding that is both discouraging and significant.”

Leipold continued, “The other important piece of these findings is that the national aggregate numbers tell only part of the story. There are significant differences by law firm size and geography, and there are many jurisdictions where the disparities in representation are stark. Consider, for instance, that in Miami 33% of partners are minority while in Boston the figure stands at just 5%, or that in New York City 27% of associates are minority while in the racially diverse city of Charlotte minorities make up just 14% of associates, and that in Northern Virginia there were no minority men in the 2017 summer associate class.”

# Highlights

## Women & Minorities

### Associates

Representation of women, minorities, and minority women among associates saw small gains in 2017, but representation of women is still below pre-recession levels.

### Partners

In 2017, representation of women, minorities, and minority women among partners in law firms across the nation all increased a small amount over 2016.

### Lawyers Overall

Overall, representation of women lawyers as a whole was up, has more than recouped losses in 2010, 2011, and 2015, and has exceeded the 2009 level since 2014.

### Summer Associates

The representation of women and minorities in the summer associate ranks compares much more favorably to the population of recent law school graduates, though representation of minorities as a whole was unchanged from 2016.

## Lawyers with Disabilities

Lawyers with disabilities (of any race or gender) are scarce, both at the associate and partner levels.

## Openly LGBT Lawyers

The percentage of LGBT lawyers has generally been trending upward over the period since 2002 when NALP first began compiling these figures, and small increases from 2016 to 2017 occurred across all lawyer types.

# Significant Findings

## ASSOCIATES:

*Representation of women, minorities, and minority women among associates saw small gains in 2017, but representation of women is still below pre-recession levels.*

NALP's analysis found that representation of minority associates has continued to increase since 2010 (from 19.53% to 23.32%) following widespread layoffs in 2009. Over the same period of time, however, representation of women has seen a net decrease, despite small upticks in 2014 and again in 2016 and 2017. The representation of women increased steadily from 38.99% in 1993 to its peak of 45.66% in 2009. In 2017, the percentage of representation sits at 45.48%, compared with 45% in 2016, and below the 2009 figure by not quite 0.2 percentage points.

In contrast to the pattern for women as a whole, representation of minority women among associates has increased from about 11% (2009-2012) to 12.86% in 2017, though some backsliding in 2010 is noted. (See Table 1.)

Much of the increase in minority representation since 2011 can be attributed to increased representation of Asians among associates. While overall minority representation fell in 2010, this was not the case for Asian associates. Asian associates now make up 11.4% of all associates, with representation having risen over two percentage points, from 9.28% in 2009 to 11.40% in 2017. Hispanic associate representation has also risen. After fluctuating between 3.81% and 3.95% of associates between 2009 and 2014, Hispanics have

slightly outnumbered Black/African-Americans among associates since 2015. In 2017, Hispanics accounted for 4.57% of associates. In contrast to trends among Asian associates and even Hispanic associates, representation of Black/African-Americans among associates fell every year from 2010 to 2015. **Despite small increases in both 2016 and 2017, representation of Black/African-American associates remains below its 2009 level of 4.66% and is now 4.28%.** (See Table 2.)

## PARTNERS:

*In 2017, representation of women, minorities, and minority women among partners in law firms across the nation all increased a small amount over 2016.*

During the 25 years that NALP has been compiling this information, law firms have made steady, though very slow, incremental progress in increasing the presence of women and minorities in the partner ranks. In 2017, that slow upward trend continued, with minorities accounting for 8.42% of partners in the nation's major firms, and women accounting for 22.70% of the partners in these firms, up from 8.05% and 22.13%, respectively, in 2016.

Nonetheless, over this period, the total change has been marginal at best. In 1993 minorities accounted for 2.55% of partners and women accounted for 12.27% of partners. At just 2.90% of partners in 2017, **minority women continue to be the most dramatically under-represented group at the partnership level**, a pattern that holds across all firm sizes and most jurisdictions. The representation of minority women partners is

somewhat higher (3.31%) at the largest firms with more than 700 lawyers. Minority men, meanwhile, account for just 5.52% of partners this year, compared with 5.29% in 2016. This means that the increase in minorities among partners was somewhat more than one-tenth of one percent for women and somewhat more than two-tenths of one percent for men.

However, most of the increase in minority representation among partners since 2009 can be attributed to an increase of Asian and Hispanic male partners in particular. **Representation of Black/ African-Americans among partners has barely budged over the period** and was 1.83% in 2017, almost flat compared with 2016, and not much higher than the 1.71% figure in 2009. (See Table 2.)

#### LAWYERS OVERALL:

*Overall, representation of women lawyers as a whole was up, has more than recouped losses in 2010, 2011, and 2015, and has exceeded the 2009 level since 2014.*

This increase reflects both the increase among partners and associates noted above and also among lawyers other than partners and associates such as “of counsel” and staff attorneys who, in 2017, accounted for almost 15% of attorneys at these firms. For example, women accounted for 40% of these other attorneys in 2017, compared with 39.7% in 2016. Although the overall figure for women fell in 2010 and 2011, and again in 2015, the overall percentage for women (34.54% in 2017) has exceeded the 2009 figure of 32.97% since 2014.

**The representation of minorities among lawyers as a whole rose some in 2017, to 15.18%.** Consistent with findings for minority women among partners

and associates, representation of minority women as a whole also increased slightly from 7.23% in 2016 and minority women now make up 7.54% of lawyers at these law firms. (See Table 1.)

#### SUMMER ASSOCIATES:

*The representation of women and minorities in the summer associate ranks compares much more favorably to the population of recent law school graduates, though representation of minorities as a whole was unchanged from 2016.*

According to the American Bar Association (ABA), since 2000, the percentage of minority law school graduates has ranged from 20% to 29%, while women have accounted for 46% to 49% of graduates with the high point coming in the mid-2000s. In 2017, women comprised 49.87% of summer associates, minorities accounted for 32.33%, and 18.23% of summer associates were minority women. Although measures for women have improved steadily since 2013, when representation of women as a whole and minority women specifically edged down, the percentage for minorities as a whole remained unchanged in 2017 compared with 2016. Whether this represents the start of a stable percentage remains to be seen. It also should be kept in mind that these percentages are in the context of far fewer summer associates overall, with the number of summer associates off by about 25% compared with 2009, despite increases in the numbers after they bottomed out in 2010 and 2011. The number of summer associates accounted for in the Directory held essentially steady in 2017 compared with 2016, at about 7,100.

## LAWYERS WITH DISABILITIES:

*Lawyers with disabilities (of any race or gender) are scarce, both at the associate and partner levels.*

The NALP Directory of Legal Employers also collects information about lawyers with disabilities, though this information is much less widely reported than information on race/ethnicity and gender, making it much harder to conclude anything definitive about the representation of lawyers with disabilities. About four-tenths of one percent of partners self-reported as having a disability in 2017, compared with about one-third of one percent from 2012-2016. Similarly, representation of associates with disabilities also went up, from 0.33% in 2016 to 0.60% in 2017. However, these figures are still tiny, and it is not known whether the increases will continue at this slightly accelerated pace going forward. Although the presence of individuals with disabilities among law school graduates is not precisely known, other NALP research suggests that between 1 and 2% of graduates self-identify as having a disability. Disability figures for partners, associates, and all attorneys with disabilities are reported in Table 7.

## LGBT LAWYERS:

*The percentage of LGBT lawyers has generally been trending upward over the period since 2002 when NALP first began compiling these figures, and small increases from 2016 to 2017 occurred across all lawyer types.*

**The overall percentage of openly lesbian, gay, bisexual, and transgender (LGBT) lawyers reported in 2017 increased to 2.64% compared with 2.48% in 2016. Increases were seen across all lawyer types and ranged from not quite 0.1 percentage point for partners to**

about 0.2 percentage points for associates, counsel, and non-traditional track attorneys. Over 40% of offices reported at least one LGBT lawyer among partners and associates. The percentage of offices reporting LGBT counts has been relatively stable at about 88-90% of offices since 2008.

The overall count in 2017 of 2,664 LGBT lawyers is up by almost 10% from 2016. **Over a longer span of time, the number now is almost 2.5 times larger than 15 years ago.** In the 2002-2003 NDLE, the number of openly gay lawyers reported was just over 1,100 — less than 1% of the total lawyers represented. It took until 2012 for the overall percentage to exceed 2%.

**The presence of LGBT lawyers continues to be highest among associates, at 3.45% (see Table 8), and is up from the figure of 3.24% reported in 2016.** Openly LGBT associates are also better represented at large law firms — with firms of 701+ lawyers reporting 3.96% openly LGBT associates. In 2017, openly LGBT partners are best represented at the smallest firms, at 2.34%. It should be noted, however, that percentages in this category are subject to larger fluctuations because of the relatively small number of lawyers accounted for. In particular, the overall number of lawyers in this firm size declined from 2016 to 2017, but the number of LGBT lawyers did not, and in fact increased, so the overall percentages increased from 1.98% to 2.97%; the figures for partners increased from 1.88% to 2.34%. Firms of 701+ lawyers reported 2.19% openly LGBT partners, very close to the 2.15% figure for 2016. Before 2016 this figure had hovered at about 2% since 2011.

There are wide geographic disparities in these numbers, and in fact about 56% of the reported openly LGBT lawyers are accounted for by just four cities: New York City, Washington, DC, Los Angeles, and San Francisco.

These same four cities accounted for about 39% of the not quite 101,000 lawyers included in these analyses. Thus, the percentage of openly LGBT lawyers in these cities is correspondingly higher — about 3.8% overall (and highest in San Francisco specifically at 5.9%) compared with the 2.64% nationwide figure. In these same four cities, the percentage of openly LGBT summer associates is also higher — about 5.7% compared with 4.66% nationwide.

However, the percentage of openly LGBT summer associates declined by about 0.2 percentage points, with declines coming in firms of 251-500 and 501-700 lawyers. Though whether or not the 2017 figures suggest a longer term leveling in these figures is not known, they nonetheless continue to suggest that there is still potential for some growth of the presence of LGBT associates at these firms. The overall figure for summer associates was 4.66%, compared with 4.86% in 2016. In firms of more than 700 lawyers, it has exceeded 5% in the four most recent years.

## BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The **2017-2018 NALP Directory of Legal Employers** (NDLE), which provides the individual firm listings on which these aggregate analyses are based, includes attorney race/ethnicity and gender information for over 112,000 partners, associates, and other lawyers in 1,064 offices, and for over 7,000 summer associates in 778 offices nationwide. The NDLE is available online at [www.nalpdirectory.com](http://www.nalpdirectory.com).

# Tables

**Table 1. Women and Minorities at Law Firms — 2009-2017**

	Partners			Associates			Total Lawyers			Summer Associates		
	% Women	% Minority	% Minority Women	% Women	% Minority	% Minority Women	% Women	% Minority	% Minority Women	% Women	% Minority	% Minority Women
2009	19.21%	6.05%	1.88%	45.66%	19.67%	11.02%	32.97%	12.59%	6.33%	46.62%	24.04%	12.90%
2010	19.43	6.16	1.95	45.41	19.53	10.90	32.69	12.40	6.20	47.35	26.99	14.92
2011	19.54	6.56	2.04	45.35	19.90	10.96	32.61	12.70	6.23	47.71	27.11	15.19
2012	19.91	6.71	2.16	45.05	20.32	11.08	32.67	12.91	6.32	46.26	29.55	16.26
2013	20.22	7.10	2.26	44.79	20.93	11.29	32.78	13.36	6.49	45.32	29.51	15.78
2014	21.05	7.33	2.45	44.94	21.63	11.51	33.48	13.83	6.74	46.33	30.27	16.63
2015	21.46	7.52	2.55	44.68	22.00	11.78	33.38	13.97	6.81	47.78	31.16	16.99
2016	22.13	8.05	2.76	45.00	22.72	12.42	33.89	14.62	7.23	48.71	32.33	18.05
2017	22.70	8.42	2.90	45.48	23.32	12.86	34.54	15.18	7.54	49.87	32.33	18.23

Source: *The NALP Directory of Legal Employers.*

**Table 2. Partner and Associate Demographics at Law Firms — 2009-2017**

	Partners						Associates					
	Asian		Black/African-American		Hispanic		Asian		Black/African-American		Hispanic	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2009	2.20%	0.76%	1.71%	0.57%	1.65%	0.41%	9.28%	5.12%	4.66%	2.93%	3.89%	2.00%
2010	2.30	0.81	1.70	0.56	1.70	0.44	9.39	5.15	4.36	2.75	3.81	1.94
2011	2.36	0.82	1.71	0.58	1.92	0.48	9.65	5.31	4.29	2.61	3.83	1.92
2012	2.48	0.89	1.73	0.60	1.91	0.48	10.01	5.40	4.19	2.55	3.90	1.95
2013	2.67	0.91	1.78	0.60	1.99	0.54	10.48	5.64	4.10	2.43	3.82	1.89
2014	2.74	0.99	1.72	0.63	2.16	0.60	10.80	5.81	4.01	2.31	3.95	1.89
2015	2.89	1.07	1.77	0.64	2.19	0.63	10.93	6.00	3.95	2.25	4.28	2.03
2016	3.13	1.17	1.81	0.64	2.31	0.68	11.25	6.35	4.11	2.32	4.42	2.15
2017	3.31	1.23	1.83	0.66	2.40	0.73	11.40	6.52	4.28	2.42	4.57	2.23

Source: *The NALP Directory of Legal Employers.*

For purposes of the figures in Tables 1-6, minority attorneys include those whose race or ethnicity is Black, Hispanic, American Indian/Alaskan Native, Asian, Native Hawaiian or other Pacific Islander, and those of multi-racial heritage, as reported by the law firms in the NDLE. The partner numbers include both equity and non-equity partners.

**Table 3. Women and Minorities at Law Firms – Partners and Associates – 2017**

	Partners				Associates				# of Offices
	Total #	% Women	% Minority	% Minority Women	Total #	% Women	% Minority	% Minority Women	
Total	49,885	22.70	8.42	2.90	45,786	45.48	23.32	12.86	1,064
<b>By # of Lawyers Firm-wide:</b>									
100 or fewer	2,655	22.37	7.61	2.86	1,482	40.69	17.95	9.04	88
101-250	9,552	23.29	6.50	2.36	5,273	45.29	17.22	9.73	151
251-500	10,665	22.73	7.71	2.73	7,193	45.21	22.37	12.22	213
501-700	6,385	22.32	8.11	2.73	6,075	44.94	22.72	12.33	111
701+	20,628	22.57	9.87	3.31	25,763	46.00	25.29	14.02	501
<b>Offices in:</b>									
Atlanta	1,233	20.60	7.54	2.19	969	46.03	19.40	11.15	25
Austin	340	23.24	10.29	4.12	239	43.93	22.59	11.72	19
Boston	1,526	23.72	5.05	2.03	1,769	46.98	18.49	10.97	35
Charlotte	488	17.01	6.15	1.64	349	40.11	14.04	6.30	16
Chicago	3,313	22.34	7.30	2.51	2,585	44.06	21.28	11.30	53
Cincinnati	302	24.50	3.31	0.99	143	39.86	13.99	6.29	6
Cleveland	410	19.02	2.93	0.73	288	41.32	6.94	4.51	6
Columbus	289	20.42	6.57	2.42	155	45.81	14.84	7.74	9
Dallas	1,030	20.10	8.54	2.91	955	41.05	21.36	9.53	32
Denver	645	27.91	6.20	2.02	477	45.70	14.05	7.97	25
Detroit area	543	25.23	7.00	2.58	195	47.18	15.90	8.72	9
Ft. Lauderdale/W. Palm Beach	159	23.90	5.66	3.14	85	41.18	16.47	8.24	8
Grand Rapids	283	19.08	3.53	1.06	82	41.46	15.85	6.10	5
Houston	1,251	19.02	11.27	3.68	1,324	40.71	23.94	12.24	43
Indianapolis	330	23.33	2.73	0.91	145	44.83	12.41	7.59	6
Kansas City, MO	491	23.63	3.67	0.81	260	44.23	17.69	10.00	7
Los Angeles	2,075	23.37	14.55	5.49	2,340	48.68	32.39	18.55	75
Miami	466	25.54	32.83	10.30	320	45.63	43.75	22.50	15
Milwaukee	618	25.24	3.88	1.78	298	40.27	9.73	4.70	7

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	Partners				Associates				# of Offices
	Total #	% Women	% Minority	% Minority Women	Total #	% Women	% Minority	% Minority Women	
Minneapolis	1,092	28.75	3.75	1.65	568	43.84	11.97	6.16	19
New York City	6,534	19.34	8.97	2.89	12,172	45.28	27.28	15.52	102
Northern NJ/Newark area	500	19.40	5.00	1.60	367	48.50	18.80	8.99	10
Northern Virginia	164	15.24	7.93	3.05	146	45.21	19.18	6.85	9
Orange Co., CA	491	16.70	12.02	3.67	464	40.73	30.82	15.09	17
Philadelphia	684	19.88	5.56	2.05	659	48.86	15.33	8.19	12
Phoenix	534	22.85	5.81	2.06	226	43.81	13.27	5.31	12
Pittsburgh	333	21.92	4.20	1.50	233	41.63	9.01	3.86	6
Portland, OR	444	25.68	6.53	2.93	194	46.91	13.92	6.70	11
Salt Lake City	177	12.99	6.21	1.69	126	24.60	8.73	3.17	8
San Diego	243	19.34	11.11	3.29	324	41.98	26.85	13.27	14
San Francisco	1,355	26.94	14.32	5.02	1,626	50.80	31.06	17.84	52
San Jose area	744	21.37	18.68	5.11	1,247	45.87	41.86	22.05	39
Seattle area	921	27.69	10.10	3.69	559	45.44	21.47	12.16	25
St. Louis	749	23.63	4.41	1.20	371	46.90	15.90	8.63	11
Tampa	206	17.48	6.31	1.94	105	46.67	11.43	7.62	9
Washington, D.C.	4,689	22.82	9.58	3.60	5,011	46.06	22.75	12.73	101
Wilmington	267	21.72	4.12	1.50	273	42.49	12.09	7.69	12
<b>States:</b>									
Other areas in Connecticut	410	26.59	4.63	2.93	257	50.19	17.51	13.23	7
Other areas in Florida	277	22.02	4.69	0.72	132	46.21	12.88	4.55	13
Kentucky	362	25.97	2.21	0.55	127	48.82	7.87	3.94	6
Other areas in New York State	605	21.82	3.97	0.83	345	46.09	11.01	5.22	9

Source: The **2017-2018 NALP Directory of Legal Employers**. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, Westfield, and Woodbridge. Northern Virginia includes offices in McLean/Tyson's Corner, and Reston. State figures exclude cities reported separately. For multi-office firms that reported only firm-wide figures, the information was attributed to the reporting city if at least 60% of the firms lawyers are in that city.

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**Table 4. Women and Minorities at Law Firms – Total Lawyers and Summer Associates – 2017**

	Total Lawyers					Summer Associates			
	Total #	% Women	% Minority	% Minority Women	# of Offices	Total #	% Women	% Minority	% Minority Women
Total	112,090	34.54%	15.18%	7.54%	1,064	7,086	49.87%	32.23%	18.23%
<b>By # of Lawyers Firm-wide:</b>									
100 or fewer	4,773	29.21	10.92	4.86	88	240	42.50	22.92	9.58
101-250	17,133	31.56	9.99	4.86	151	648	52.93	32.56	19.44
251-500	21,120	33.12	13.29	6.46	213	977	48.72	27.43	15.35
501-700	14,612	34.38	14.86	7.25	111	1,008	53.77	31.05	17.66
701+	54,452	36.53	18.02	9.12	501	4,213	49.16	34.11	19.34
<b>Offices in:</b>									
Atlanta	2,675	34.21	12.90	6.58	25	132	50.00	30.30	17.42
Austin	683	32.36	15.67	7.61	19	55	38.18	14.55	5.45
Boston	3,780	37.22	12.01	6.48	35	258	47.29	25.97	12.79
Charlotte	990	29.29	9.49	3.94	16	49	46.94	26.53	14.29
Chicago	6,749	32.66	13.05	6.22	53	415	47.23	30.12	16.14
Cincinnati	493	30.83	6.29	2.43	6	25	44.00	32.00	16.00
Cleveland	825	30.18	4.73	2.42	6	42	52.38	11.90	7.14
Columbus	531	28.25	8.85	3.95	9	31	54.84	41.94	29.03
Dallas	2,297	31.26	14.98	6.14	32	209	47.85	21.53	11.96
Denver	1,405	36.80	9.25	4.56	25	54	53.70	29.63	18.52
Detroit area	865	31.91	8.90	4.39	9	49	55.10	30.61	22.45
Ft. Lauderdale/W. Palm Beach	271	31.00	9.59	5.17	8	—	—	—	—
Grand Rapids	520	24.04	5.38	2.12	5	—	—	—	—
Houston	2,941	31.55	17.44	8.02	43	329	49.24	28.57	17.33
Indianapolis	539	31.73	6.49	3.34	6	29	48.28	31.03	17.24
Kansas City, MO	927	34.20	7.98	3.99	7	41	46.34	19.51	9.76
Los Angeles	5,042	37.23	23.56	12.16	75	298	53.69	37.25	22.82
Miami	892	35.09	38.34	15.92	15	47	59.57	55.32	40.43
Milwaukee	1,052	30.42	5.51	2.57	7	34	52.94	29.41	14.71
Minneapolis	1,884	34.08	6.63	3.34	19	83	59.04	39.76	18.07
New York City	21,738	36.62	20.25	10.74	102	2,222	49.91	36.27	21.11
Northern NJ/Newark area	1,056	32.95	10.51	4.45	10	46	58.70	23.91	13.04

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	Total Lawyers					Summer Associates			
	Total #	% Women	% Minority	% Minority Women	# of Offices	Total #	% Women	% Minority	% Minority Women
Northern Virginia	356	30.34	13.20	4.49	9	20	55.00	5.00	5.00
Orange Co., CA	1,027	29.50	21.52	9.44	17	74	43.24	44.59	18.92
Philadelphia	1,589	35.49	9.69	4.72	12	71	42.25	28.17	14.08
Phoenix	851	29.14	8.34	3.17	12	43	48.84	20.93	11.63
Pittsburgh	604	30.46	6.13	2.65	6	.	.	.	.
Portland, OR	726	33.33	8.40	4.13	11	27	37.04	40.74	14.81
Salt Lake City	345	19.42	7.83	2.03	8	16	37.50	6.25	0.00
San Diego	656	34.15	19.21	8.84	14	42	54.76	33.33	26.19
San Francisco	3,409	40.10	22.50	11.70	52	213	54.93	41.78	22.07
San Jose area	2,218	37.65	32.28	15.33	39	245	42.04	47.76	20.82
Seattle area	1,670	35.21	14.37	7.01	25	77	51.95	42.86	20.78
St. Louis	1,315	32.47	7.98	3.73	11	62	64.52	22.58	16.13
Tampa	352	28.13	8.81	4.55	9	14	50.00	21.43	14.29
Washington, D.C.	11,855	35.39	16.20	8.22	101	829	49.46	29.55	16.41
Wilmington	594	33.16	8.08	4.21	12	60	43.33	18.33	10.00
<b>States:</b>									
Other areas in Connecticut	801	36.33	9.24	6.37	7	25	64.00	40.00	24.00
Other areas in Florida	478	31.59	6.90	2.09	13	23	39.13	26.09	8.70
Kentucky	581	33.22	3.61	1.55	6	34	58.82	11.76	8.82
Other areas in New York State	1,110	30.54	6.22	2.16	9	33	63.64	15.15	12.12

Source: The **2017-2018 NALP Directory of Legal Employers**. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, Westfield, and Woodbridge. Northern Virginia includes offices in McLean/Tyson's Corner, and Reston. State figures exclude cities reported separately. For multi-office firms that reported only firm-wide figures, the information was attributed to the reporting city if at least 60% of the firms lawyers are in that city.

Note: The number of offices reporting one or more summer associates, including demographic information, was 778. Dashes in the summer associates columns indicate that fewer than five offices in that city reported summer associates, or the total number of summer associates reported was less than 10.

**Table 5. Partner Demographics at Law Firms — 2017**

	Partners by Race or Ethnicity									
	All Partners			Asian		Black/African-American		Hispanic		# of Offices
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	
<b>Total</b>	49,885	8.42%	2.90%	3.31%	1.23%	1.83%	0.66%	2.40%	0.73%	1,064
<b>By # of Lawyers Firm-wide:</b>										
100 or fewer lawyers	2,655	7.61	2.86	3.58	1.51	1.24	0.41	1.28	0.49	88
101-250 lawyers	9,552	6.50	2.36	2.47	0.96	1.47	0.57	1.81	0.61	151
251-500 lawyers	10,665	7.71	2.73	2.72	1.08	1.75	0.68	2.34	0.69	213
501-700 lawyers	6,385	8.11	2.73	2.87	0.99	1.96	0.58	2.44	0.78	111
701+ lawyers	20,628	9.87	3.31	4.11	1.46	2.08	0.74	2.82	0.81	501
<b>Offices in:</b>										
Atlanta	1,233	7.54	2.19	1.78	0.41	3.73	0.97	1.14	0.41	25
Austin	340	10.29	4.12	1.47	0.59	2.35	1.18	5.29	2.06	19
Boston	1,526	5.05	2.03	2.36	1.25	0.98	0.33	1.11	0.26	35
Charlotte	488	6.15	1.64	1.23	0.20	2.66	1.02	1.84	0.41	16
Chicago	3,313	7.30	2.51	3.35	1.27	1.78	0.69	1.66	0.30	53
Cincinnati	302	3.31	0.99	0.99	0.00	0.66	0.00	0.99	0.99	6
Cleveland	410	2.93	0.73	1.22	0.24	1.22	0.49	0.24	0.00	6
Columbus	289	6.57	2.42	1.73	1.38	2.77	0.69	0.69	0.00	9
Dallas	1,030	8.54	2.91	1.75	0.68	1.75	0.68	3.50	0.97	32
Denver	645	6.20	2.02	1.71	0.78	0.62	0.00	2.33	0.31	25
Detroit area	543	7.00	2.58	1.66	0.55	3.50	1.84	1.10	0.00	9
Ft. Lauderdale/W. Palm Beach	159	5.66	3.14	0.00	0.00	2.52	1.89	3.14	1.26	8
Grand Rapids	283	3.53	1.06	1.41	0.71	0.71	0.00	1.41	0.35	5
Houston	1,251	11.27	3.68	3.28	1.36	2.56	1.12	4.56	1.04	43
Indianapolis	330	2.73	0.91	0.61	0.30	0.91	0.00	0.91	0.30	6
Kansas City	491	3.67	0.81	0.81	0.41	1.83	0.00	0.41	0.00	7
Los Angeles	2,075	14.55	5.49	7.86	3.23	2.07	0.82	3.37	1.11	75
Miami	466	32.83	10.30	0.86	0.64	2.58	1.07	28.33	8.15	15
Milwaukee	618	3.88	1.78	0.81	0.49	0.49	0.00	2.10	0.97	7
Minneapolis	1,092	3.75	1.65	1.28	0.92	0.37	0.18	0.92	0.09	19
New York City	6,534	8.97	2.89	4.24	1.41	1.50	0.49	2.48	0.67	102
Northern NJ/Newark area	500	5.00	1.60	1.80	0.60	1.00	0.20	1.40	0.40	10

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	Partners by Race or Ethnicity									
	All Partners			Asian		Black/African-American		Hispanic		# of Offices
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	
Northern Virginia	164	7.93	3.05	4.27	1.22	0.61	0.00	2.44	1.83	9
Orange Co., CA	491	12.02	3.67	6.92	2.65	0.81	0.20	2.85	0.41	17
Philadelphia	684	5.56	2.05	2.05	0.73	1.32	0.44	1.17	0.44	12
Phoenix	534	5.81	2.06	1.69	0.94	0.19	0.00	1.87	0.75	12
Pittsburgh	333	4.20	1.50	1.80	0.60	0.90	0.30	1.20	0.60	6
Portland, OR	444	6.53	2.93	1.35	0.90	1.35	0.68	2.48	0.90	11
Salt Lake City	177	6.21	1.69	1.13	0.00	0.00	0.00	3.95	1.69	8
San Diego	243	11.11	3.29	4.94	2.47	0.41	0.00	4.12	0.82	14
San Francisco	1,355	14.32	5.02	8.63	3.17	2.07	0.44	2.36	1.03	52
San Jose area	744	18.68	5.11	13.31	3.49	1.08	0.40	3.09	0.81	39
Seattle area	921	10.10	3.69	5.54	2.06	1.52	0.54	1.74	0.76	25
St. Louis	749	4.41	1.20	0.53	0.00	2.27	0.67	1.20	0.53	11
Tampa	206	6.31	1.94	0.97	0.49	0.00	0.00	5.34	1.46	9
Washington, D.C.	4,689	9.58	3.60	4.09	1.30	2.77	1.28	2.00	0.70	101
Wilmington	267	4.12	1.50	1.50	0.75	1.50	0.75	0.75	0.00	12

Source: The **2017-2018 NALP Directory of Legal Employers**. The few Native American, Native Hawaiian and multi-racial lawyers reported are included in the overall minority percentages but are not reported separately. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, Westfield, and Woodbridge. Northern Virginia includes offices in McLean/Tyson's Corner, and Reston.

**Table 6. Associate Demographics at Law Firms — 2017**

	Associates by Race or Ethnicity									
	All Associates			Asian		Black/African-American		Hispanic		# of Offices
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	
<b>Total</b>	45,786	23.32%	12.86%	11.40%	6.52%	4.28%	2.42%	4.57%	2.23%	1,064
<b>By # of Lawyers Firm-wide:</b>										
100 or fewer lawyers	1,482	17.95	9.04	10.32	5.60	3.24	1.35	2.36	1.15	88
101-250 lawyers	5,273	17.22	9.73	7.55	4.67	3.91	2.11	3.70	1.73	151
251-500 lawyers	7,193	22.37	12.22	10.15	5.76	4.74	2.74	4.71	2.41	213
501-700 lawyers	6,075	22.72	12.33	9.84	5.53	4.77	2.65	4.76	2.35	111
701+ lawyers	25,763	25.29	14.02	12.96	7.39	4.17	2.40	4.79	2.32	501
<b>Offices in:</b>										
Atlanta	969	19.40	11.15	7.22	3.72	7.95	4.85	2.68	1.75	25
Austin	239	22.59	11.72	6.69	2.51	2.93	1.67	6.28	2.93	19
Boston	1,769	18.49	10.97	9.55	5.77	3.22	1.92	3.90	2.26	35
Charlotte	349	14.04	6.30	3.44	1.43	4.30	2.58	3.44	1.15	16
Chicago	2,585	21.28	11.30	10.10	5.26	4.80	2.21	3.98	2.36	53
Cincinnati	143	13.99	6.29	2.80	0.70	6.29	2.80	2.80	2.10	6
Cleveland	288	6.94	4.51	2.78	2.08	2.43	1.04	0.69	0.69	6
Columbus	155	14.84	7.74	3.23	1.94	4.52	0.65	3.87	2.58	9
Dallas	955	21.36	9.53	7.85	2.93	4.08	2.62	5.76	2.41	32
Denver	477	14.05	7.97	3.14	2.31	1.68	1.05	5.24	2.52	25
Detroit area	195	15.90	8.72	2.56	0.51	7.69	4.62	3.08	2.05	9
Ft. Lauderdale/W. Palm Beach	85	16.47	8.24	4.71	2.35	4.71	1.18	5.88	3.53	8
Grand Rapids	82	15.85	6.10	1.22	1.22	10.98	3.66	2.44	0.00	5
Houston	1,324	23.94	12.24	9.44	4.46	4.15	2.72	6.80	2.95	43
Indianapolis	145	12.41	7.59	3.45	1.38	5.52	4.83	2.76	1.38	6
Kansas City	260	17.69	10.00	3.85	2.69	5.00	2.69	4.62	2.69	7
Los Angeles	2,340	32.39	18.55	18.85	11.32	3.21	1.71	5.85	3.03	75
Miami	320	43.75	22.50	2.50	1.56	4.69	2.19	33.44	17.19	15
Milwaukee	298	9.73	4.70	3.69	2.35	1.68	0.34	2.35	0.67	7
Minneapolis	568	11.97	6.16	4.23	2.46	2.99	1.94	1.23	0.70	19
New York City	12,172	27.28	15.52	14.62	8.78	4.49	2.52	5.14	2.46	102
Northern NJ/Newark area	367	18.80	8.99	10.08	5.45	2.72	1.36	3.54	1.36	10
Northern Virginia	146	19.18	6.85	12.33	4.11	2.05	1.37	3.42	0.68	9

Table continues on next page

continued

	Associates by Race or Ethnicity									
	All Associates			Asian		Black/African-American		Hispanic		# of Offices
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	
Orange Co., CA	464	30.82	15.09	20.69	10.34	1.51	0.86	4.31	1.72	17
Philadelphia	659	15.33	8.19	6.53	3.79	3.79	1.97	2.73	1.06	12
Phoenix	226	13.27	5.31	4.42	1.77	2.21	0.44	4.42	1.77	12
Pittsburgh	233	9.01	3.86	2.58	1.29	2.58	0.86	1.72	0.86	6
Portland, OR	194	13.92	6.70	4.12	3.09	2.06	1.03	3.09	0.52	11
Salt Lake City	126	8.73	3.17	2.38	1.59	0.79	0.79	3.17	0.79	8
San Diego	324	26.85	13.27	14.81	6.79	1.54	1.23	4.94	1.85	14
San Francisco	1,626	31.06	17.84	19.07	11.56	2.77	1.54	5.29	2.28	52
San Jose area	1,247	41.86	22.05	31.60	16.76	2.09	0.88	3.53	1.84	39
Seattle area	559	21.47	12.16	12.16	8.05	1.79	0.89	2.86	1.07	25
St. Louis	371	15.90	8.63	4.58	2.96	6.20	3.77	2.16	1.08	11
Tampa	105	11.43	7.62	2.86	1.90	2.86	2.86	5.71	2.86	9
Washington, D.C.	5,011	22.75	12.73	10.52	5.87	5.67	3.49	3.71	1.96	101
Wilmington	273	12.09	7.69	5.13	4.03	2.20	1.10	2.93	1.47	12

Source: The **2017-2018 NALP Directory of Legal Employers**. The few Native American, Native Hawaiian and multi-racial lawyers reported are included in the overall minority percentages but are not reported separately. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, Westfield, and Woodbridge. Northern Virginia includes offices in McLean/Tyson's Corner, and Reston.

**Table 7. Lawyers with Disabilities – 2017**

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	143	0.43%	23	0.23%	27	0.44%	17	0.37%	76	0.62%
Associates	169	0.60	12	0.22	26	0.60	13	0.30	118	0.84
All lawyers	385	0.54	43	0.24	69	0.56	39	0.38	234	0.76

Note: Figures for lawyers with disabilities are based on 736 offices/firms reporting counts, including zero, in all lawyer categories. Counts of individuals with disabilities, including zero, cover 75,079 lawyers. Because so few summer associates with disabilities were reported (18 total), they are not included in the table.

**Table 8. Openly LGBT Lawyers – 2017**

	All Firms		Firms of 100 or Fewer Lawyers		Firms of 101-250 Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701 + Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	880	1.99%	51	2.34%	150	1.90%	154	1.72%	106	1.75%	419	2.19%
Associates	1,438	3.45	28	2.28	89	2.04	163	2.57	201	3.60	957	3.96
Other lawyers	346	2.32	11	1.48	46	2.35	63	2.30	32	1.59	197	2.56
All lawyers	2,664	2.64	117	2.97	285	2.01	380	2.11	339	2.48	1,573	3.08
Summer Associates	287	4.66	6	2.84	16	2.94	30	3.65	39	4.30	196	5.33

Note: Figures for openly LGBT lawyers are based on 936 offices/firms reporting counts, including zero, in all lawyer categories; figures for openly LGBT summer associates are based on 662 offices/firms with a summer program and reporting counts, including zero. Overall, LGBT counts, including zero, cover 98,093 lawyers and 5,990 summer associates.



## 2017 Report on Diversity in U.S. Law Firms

“Representation of women, minorities, and minority women among associates saw small gains in 2017.”

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