



2022 ABA  
Model  
Diversity  
Survey  
Reports

# 2022 ABA Model Diversity Survey



The views expressed herein represent the opinions of the authors. They have not been approved by the House of Delegates or the Board of Governors of the American Bar Association and, accordingly, should not be construed as representing the position of the Association or any of its entities.

© 2023 American Bar Association. All rights reserved.

Any part of this publication that is reproduced, stored in a retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise, must include proper attribution to the ABA Commission on Racial and Ethnic Diversity in the Profession. For questions regarding this report, contact [resolution113@americanbar.org](mailto:resolution113@americanbar.org)

# REPORT GUIDE ON BEHALF OF THE COMMISSION ON RACIAL AND ETHNIC DIVERSITY IN THE PROFESSION



We are excited to present the third Model Diversity Survey Report. Thank you for your interest in the report and the work of the Commission on Racial and Ethnic Diversity in the Profession (“Commission”). The first report covered the first three years of survey data. The second report added a new year’s worth of data and focused on trends. This year, the third report presents the first year of data from the revised Model Diversity Survey. The revised Survey introduced intersectionality of race and gender and allows, for the first time, the ability to see data by both race and gender and to better discern how race and gender affect lawyers in law firms.

The Commission completed its strategic planning in late 2022. Priority 2 of the Strategic Plan is to “[i]ncrease recruitment, retention and elevation to leadership of lawyers from traditionally marginalized and underrepresented groups by identifying and eliminating barriers that interfere with their equitable and active participation in the legal profession.” The Model Diversity Survey is one tool to help the Commission and the profession address this priority.

This year’s report has been reorganized to connect the information with the goal of increasing diversity, equity and inclusion in the legal profession. As in the prior reports, the data in this report is presented at the law firm level. The Report sections are organized on three areas to help readers identify some of the barriers that interfere with equitable and active participation in the legal profession:

- ❖ D = Diversity. The demographics of the entire firm and lawyers in each role. When a firm has little diversity, those who are diverse may be burdened with a “diversity tax” or the unintentional burden placed on marginalized individuals to help address all diversity, equity and inclusion issues within the firm.
- ❖ E = Equity. Data on hiring, promotion and highest earners. When the rates of promotion and the roles into which diverse lawyers are promoted are lower from majority culture lawyers, DEI barriers can be seen and addressed.
- ❖ I = Inclusion. Who is serving on firm committees for hiring, partner promotion, leading practice groups and firm governance. Over time, if the makeup of those participating in these key decision making roles does not become more diverse, this presents another barrier that interferes with equitable and active participation in the legal profession.

The new presentation of data allows corporate signatories to better connect the data to each component of DEI necessary to increase the participation of diverse attorneys in the profession. As important as the data is, we know that survey data alone won't change the diversity, equity, and inclusion of the legal profession. Using the data to foster discussions between clients and law firms and within law firm leadership is the key. In fact, requesting the data from law firms without reviewing it and discussing it with the firms renders the data collection meaningless and does little to further the actual work needed to diversify the legal profession.

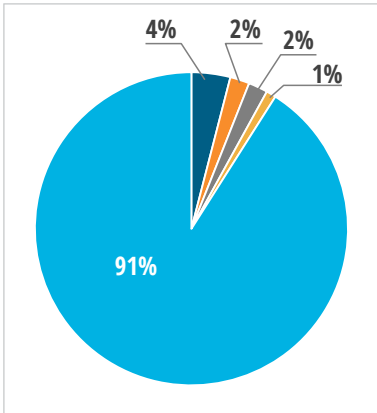
When this work began, the Commission was excited to simply present the data and put it in the hands of others involved in the work to increase diversity in the legal profession. When the second report was released we wanted to focus on trends and see what “progress” had been made over the initial data. Now, as the Commission issues this third report, we wish to provide some direction on next steps and strategy. While this is still a report on the data, we want this report to be used to more strategically drive increases in DEI in the legal profession. As you review the report, keep in mind that you can view the data from different perspectives (e.g., percentage of demographic group who are

in a role vs. percentage of the role made up by any particular demographic group). It is natural to look for increases in the demographic representation in each individual role within a law firm. However, it is important to also study the size of each demographic in each role. For example, if there are very few diverse persons in a particular role, an increase of one or two diverse persons could represent a 100% increase; but within the larger context of those making up the firm, the change would only represent a miniscule change that might not even be measurable.

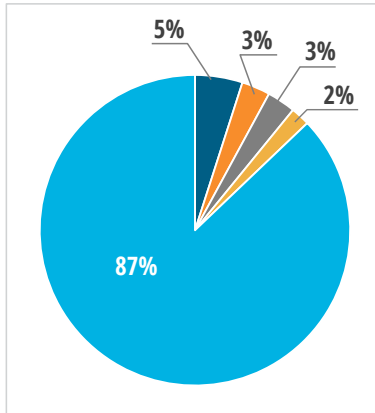
The charts on the following pages show the relative percentage that racially and ethnically diverse lawyers make up in each role. The percentages are disproportionately low and they have not changed significantly in the last decade. Keep these figures in mind as you review the Report and the movement related to the percentage of attorneys within each demographic. The Commission wants the Model Diversity Survey Report to help you explore what actions need to be implemented and what actions need to be eliminated in order to increase DEI in the legal profession. For example, this Report highlights the significant difference between the representation of diverse attorneys in more junior roles and those in senior leadership of the firm. This suggests that focusing on getting diverse attorneys in the door is not enough, firms must develop specific strategies for the retention and promotion of diverse talent. Likewise, the report shows differences in retention and promotion rates, not just between diverse attorneys and white attorneys, but between various racial and ethnical demographics. Increasing diversity within the legal profession will not be addressed by a "one-size-fits-all" strategy. Determining nuanced solutions and gaining understanding of what affects retention and promotion must become the focus.

Please review this report and resolve to create strategic action that will make a difference in the next twelve months and the twelve months after that. The time is now and the need for change has never been greater.

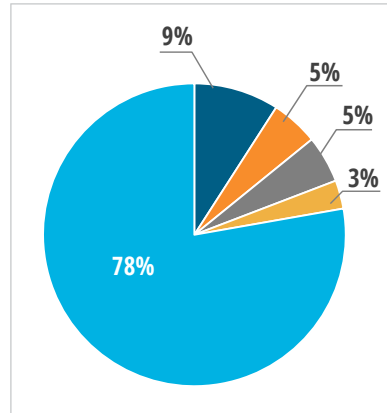
**FIGURE 1: EQUITY PARTNER DEMOGRAPHICS**



**FIGURE 2: NON-EQUITY PARTNER DEMOGRAPHICS**



**FIGURE 3: ASSOCIATE DEMOGRAPHICS**



■ Asian ■ Black ■ Latinx ■ Multiracial ■ White

# Table of Contents

8	Introduction
17	Summary of Findings
20	Firm Diversity
21	Firm Demographics
31	Firm Hires
40	Firm Attrition
49	Firm Growth Ratios
53	Equity In Firms
54	Firm Promotions
64	Top 10% & 20% of Highest Compensated Attorneys
71	Inclusion in Law Firms
72	Firm Leadership
82	Appendix A
86	Acknowledgements

# INTRODUCTION

## EXECUTIVE SUMMARY

We thank you for taking the time to read our latest ABA Model Diversity Survey Report. As with previous ABA Model Diversity Survey reports, this report examined the representation of sociodemographic groups among the ranks of Equity Partner, Non-equity Partner, Associate, Counsel, and Other Attorney roles. However, we have enhanced the report by introducing a number of new features. For example, we included an intersectional analysis of race/ethnicity and gender identity. This allows for a more specific analysis of the ways in which ethnicity/race and gender differences emerge in the diversity, equity and inclusion of law firms. We have also included Veteran Status to the list of sociodemographic characteristics on which the data is compared.

In previous reports, the data was primarily reported as the distribution of sociodemographic groups *within* attorney roles. For example, the percentages of men vs. women that were Equity Partners. However, the current report focuses primarily on the distribution of sociodemographic groups *across* attorney roles. For example, the percentages of women that are Equity Partners vs. women that are Non-Equity Partners. The latter approach provides a more intricate focus on the dispersion of a given sociodemographic group. Differences in dispersion allow for a better look at equity than multiple group comparisons within a given attorney role in that the latter depends heavily upon differences in sample sizes. However where helpful, the within attorney role approach is also reported for context.

The firm level metrics are sorted into three important distinctions: Diversity, Equity, and Inclusion.



In order to enable our readers to better understand not only a snapshot of firm demographics, but also the movement of people in and out of the firms, this latest version of the report examines the diversity, equity, and inclusion of law firms across seven different firm-level metrics:

- Firm Demographics
- Firm Hires
- Firm Promotions
- Top 10% & 20% of highest compensated attorneys
- Firm Attrition
- Firm leadership

## FIRM DIVERSITY

Diversity refers to the degree of difference that exists within a given population or sample. In this report, diversity is reflected by the degree to which the sociodemographic characteristics of attorneys (ethnicity/race, gender identity, LGBTQ+, disabled, Veteran Status) are spread across each of the attorney roles (Equity Partner, Non-Equity Partner, Associates, Counsel, Other Attorney).

The current metrics of firm diversity includes the baseline Firm Demographics, Firm Hires, and Firm Attrition. Whereas Firm Demographics reflects the baseline of diversity within attorney roles that are within law firms, both firm hires and attrition reflect changes in the diversity of those attorney roles.

### Firm Baseline Demographics

The majority of White attorneys were in partner roles (59%). The majority for every other race by gender group (including White women, LGBTQ+, disabled, and Veteran groups) were in non-partnership roles. Moreover, White male attorneys had their greatest representation in the Equity Partner role (42%) relative to all other roles. For example, only 27% of White male attorneys were in the Associate role. In contrast, all other sociodemographic groups had the highest representation in the Associate role. Thus, White male attorneys were disproportionately overrepresented at the highest levels and underrepresented

at the lowest levels of the attorney roles in law firms. As with White males, Veterans also had a greater representation at the Equity Partner level (32%) than any other level including the Associate level (27%).

### Firm Hires

White male attorneys were more likely to be hired into partnership roles (23%) whereas Asian and Native American female attorneys (both 7%) were least likely to be hired into partnership roles. Notably, Native Hawaiian/Pacific Islander males were the second highest percentage of those hired into partnership roles (21%). However, this figure is likely to have been skewed by their relatively lower representation in the sample (less than 100). Thus, Black/African-American male attorneys had the second largest percentage (18%) for those hired into partnership role among the larger ethnic/racial groups.

### Firm Attrition

With a few fluctuations, the turnover ratios (Attrition for an attorney role/Baseline for an attorney role on January 1st) for White male attorneys were approximately equal or lower than the turnover ratios of all other ethnic/race by gender groups. A notable exception is that White male attorneys had a slightly higher turnover ratio for Equity Partner roles compared to the overall baseline (7% vs. 4%). White female attorneys had similar turnover ratios to White male attorneys. Black /African-American female attorneys had among the highest if not the highest turnover ratios for many of the attorney roles, particularly among the Partnership roles.

The turnover ratios for LGBTQ+ were higher than baseline for both Non-Equity Partnership (13% vs. 10%) and Counsel (19% vs. 15%) roles. The turnover ratios for attorneys with disabled status were higher than baseline for both Associate (20% vs. 17%) and Other attorney (24% vs. 18%) roles. The turnover ratios for attorneys with Veteran Status were either at baseline or under baseline for all attorney roles.

## FIRM EQUITY

Equity refers to the degree of fairness that exists within firms, not necessarily equality. Equity is best assessed by looking at the processes that occur within organizations that typically impact important work outcomes such as promotion and compensation. Thus, the current report uses rates of promotion from Associate to either Equity Partner, Non-Equity Partner, or Counsel roles in addition to representation within the top 10% of earners or the next 20% of top earners.

### Firm Promotions

Native American male and female Associates, when promoted, were most likely to be promoted into either Equity Partner (50% & 57%, respectively) or Non-Equity Partner (50% & 43%, respectively). However, these numbers are likely to have been skewed by their relatively lower numbers in the sample (approximately 200 overall). Among the larger ethnic/racial groups, Black / African-American male Associates were most likely to be promoted collectively into Equity Partner (41%) or Non-equity Partner (43%). By contrast, Black / African-American female Associates were least likely to be promoted collectively into Equity Partner (30%) or Non-equity Partner (36%) roles. Furthermore, Black /African-American female Associates were among the highest with promotion rates to Counsel (34%). Notably, among all groups, Asian male Associates were the least likely to be promoted into Equity Partner roles (23%) and the most likely to be promoted to Counsel (36%) roles.

The promotion of LGBTQ+ Associates into Equity Partnership roles (30%) was below the baseline for all promotions to Equity Partnership roles (39%). Furthermore, the promotion rates for Associates with disabled (25%) and Veteran Status (28%) were among the lowest promotion rates for Equity Partner across all sociodemographic groups.

## Compensation

White male attorneys represented 79% on average of the top 10% of earners in firms. Furthermore, they represented approximately 73% of the next 20% of earners. White female attorneys represented 14% of the top 10% and 19% of the next 20%. Asian males were a distant third place with 2% in both the top 10% and in the next 20%. All other groups (including LGBTQ+ and Disabled attorneys) had less than 2% of attorneys represented within either the top 10% or next 20% of earners. Neither Native-American nor Native Hawaiian/Pacific Islander attorneys were reflected at all in the top 10% or next 20% of earners.

## INCLUSION

Inclusion refers to the degree to which firm participants are engaged in ways that typically lead to optimal feelings of belongingness and authentic acceptance. The MDS survey assessed this engagement via the representation of sociodemographic groups on various firm leadership committees, namely: *Governance, US Office Leadership, Firm-Wide Practice Group Leaders, Local Office Practice Group Leadership, general Firm-Wide Committees, Partner Review, Firm-Wide Compensation, and Hiring*. Thus, inclusion is reflected in the relative representation within and balance across these committees.

## Firm Leadership

Whereas White male attorneys were most likely to serve on Firm-Wide Practice committees (23%), historically underrepresented ethnic/racial attorneys were most likely to serve on general Firm-wide committees (males = 23%, females = 30%). White female attorneys were most represented on both Firm-Wide Practice committees (21%) and more general Firm-wide committees (21%). White male attorneys (14%) were most likely to serve, while historically underrepresented ethnic/racial female attorneys (10%) were least likely to serve on firm Governance committees. Consistent with the pattern for most attorneys, most LGBTQ+, Disabled, and Veteran attorneys that served on leadership committees primarily served on either general Firm-wide committees or Firm-wide practice committees.

As with the previous ABA Model Diversity reports, the resounding message across all of these analyses is that sociodemographic status matters within law firms. That is, race, ethnicity, gender, LGBTQ+, disabled, and Veteran Status all impact the degree of diversity, equity, and inclusion within law firms. As such, they also impact important career outcomes for attorneys across law firms. Also, the inclusion of intersectional analyses between ethnicity/race and gender identity provided a more refined analysis and understanding of the ways in which those characteristics impact the experiences of historically underrepresented groups.



## ANALYSES METHODOLOGY ABA REPORT

The ABA Model Diversity Survey (MDS) was initially distributed for four years (i.e., 2016, 2017, 2018, 2019) using the same survey format. As such the first two reports (2020, 2021) allowed for comparisons between those years. However, the survey underwent a substantial redesign therefore necessitating a relaunch of the 2022 MDS report. One of the major changes was that organizations were asked to report baseline data (the status of the firm on January 1, 2020) and then hiring, attrition, and promotions from that baseline. This redesign of the survey allowed for better reliability and validity of the information reported by our sample of firms. Another substantial change is in how the metrics are analyzed. In previous reports, the data was primarily reported as the distribution of sociodemographic groups *within* attorney roles. For example, the percentages of men vs. women that were Equity Partners. However, the current report focuses primarily on the distribution of sociodemographic groups *across* attorney roles. For example, the percentages of women that are Equity Partners vs. women that are Non-Equity Partners. The latter approach provides a more intricate focus on the dispersion of a given sociodemographic group moreso than the comparison of multiple groups within a given attorney role. However, where it might provide context, the former *within attorney role* approach is also reported. Of course, multiple groups can be compared by the differences in their dispersion across roles. However, where relevant, this report does report data on sociodemographic groups within attorney roles to provide context.

The primary foci of data reporting are *Race/Ethnicity, Gender Identity, LGBTQ+, Disabled* and *Veteran Statuses*. Comparisons are presented between groups within each of these sociodemographic categories. Thus, the data reflects the

dispersion of these groups across attorney roles (i.e., Equity Partner, Non-equity Partner, Associate, Counsel, Other Attorney).

## Participants

To avoid the statistical skewness of smaller firms (this was evidenced in the first two reports), only firms with more than 50 attorneys were included in this report. Smaller firms tend to be more vulnerable to exaggerated percentages due to their relatively smaller numbers. Thus, the inclusion of these averages tends to skew the results toward extremes. The exclusion of smaller firms yielded a sample size of 279 law firms, accounting for a total of 109,089 attorneys. The median size for this sample was approximately 240 attorneys per law firm. Representatives from each firm completed the survey. The information provided to participants are presented in Appendix A. The participants were provided with a statement of purpose, specifically: 1) *Assist law firms and clients in analyzing the role of minority, women, LGBTQ+, disabled and Veteran attorneys in law firms and on client matters. As firms and clients track information over time, the Model Diversity Survey can become a vehicle for benchmarking the diversity of attorneys providing legal services as well as regular discussions between clients and their outside counsel on the topics of diversity, equity, and inclusion; and 2) Provide the broadest possible base of information about diverse attorneys at all levels of practice*

Finally, participants were provided with a list of frequently asked questions and definitions of the terms used throughout the survey. The list of definitions included definitions for all of the categories for which they were required to provide data (e.g., "minority," "equity partner").

## Analyses and Reporting

The analyses of the data consisted of four steps: Data Inspection, Data Cleaning, Data Analyses, and Data Reporting.

The primary unit of analyses for the data reported in this report is the individual law firm. Thus, raw count numbers for each of the survey cells were transformed

into firm level proportions. In general, proportions were created by dividing the cell count by the total for a given column (i.e., usually job role information such as 'Associate'). For example, the cell count for Black/African-American male Associates was divided by the total number of Black/African-American male attorneys in the firm, thereby yielding the proportion of Black/African-American male attorneys that were Associates for each firm. Furthermore, these proportions were averaged across firms yielding an average proportion for aggregations (e.g., year, firm size, etc.)

Whereas the primary unit of analyses were average proportions, we converted these proportions into percentages to make them easier to interpret. Thus, the data provided in all tables and graphs are **average percentages** for a given group across the sample of law firms.

The primary foci of data reporting are **Race/Ethnicity, Gender Identity, LGBTQ+, Disabled** and **Veteran Statuses**. Comparisons are presented between groups within each of these sociodemographic categories. Thus, the data reflects the dispersion of these groups across attorney roles (i.e., Equity Partner, Non-equity Partner, Associate, Counsel, Other Attorney).

Finally, the content of the data reflects 6 primary areas of foci within the survey: baseline demographic data for sociodemographic and attorney role groups, firm hires, promotions, compensation, attrition, and leadership.





## SUMMARY OF FINDINGS

### FINDING 1

White males were disproportionately overrepresented at the highest levels and underrepresented at the lowest levels of the attorney roles in law firms. For example, White male attorneys were more concentrated at the Equity Partner level (42%) than at all other levels, particularly, the Associate level (27%).

### FINDING 2

Black /African-American female attorneys had among the highest, if not the highest, turnover ratios for many of the attorney roles, particularly among the partnership roles.

### FINDING 3

The turnover ratios for LGBTQ+ were higher than the overall baseline for both Non-Equity Partnership and Counsel roles.

### FINDING 4

The turnover ratios for attorneys with disabled status were higher than the overall baseline for both Associate and Other attorney roles.

### FINDING 5

When promoted, Black /African-American males Associates were most likely to be promoted into Equity Partner or Non-equity Partner compared to other racial/ethnic by gender groups. In stark contrast, Black / African-American female Associates were least likely to be promoted into Equity Partner or Non-equity Partner roles.

#### **FINDING 6**

Associates with disabled and Veteran Status were among the least likely to be promoted to Equity Partner relative to Non-Equity Partner and Counsel roles.

#### **FINDING 7**

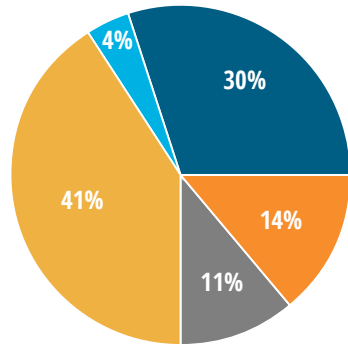
All non-White attorney groups had either 2% (Asian Male) or less representation in either the top 10% or next 20% of top earners in the firm. Neither Native-American nor Native Hawaiian/Pacific Islander attorneys were reflected in the top 10% or next 20% of earners.

#### **FINDING 8**

White male attorneys were most likely to serve on firm Governance committees, while historically underrepresented ethnic/racial female attorneys were least likely to serve on firm Governance committees.

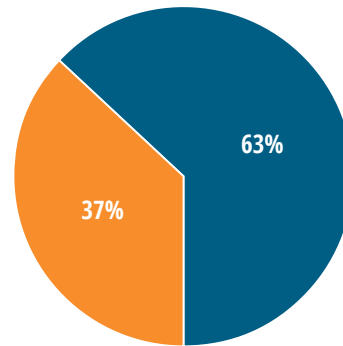
# SAMPLE DEMOGRAPHICS DASHBOARD

## ATTORNEYS IN EACH ROLE



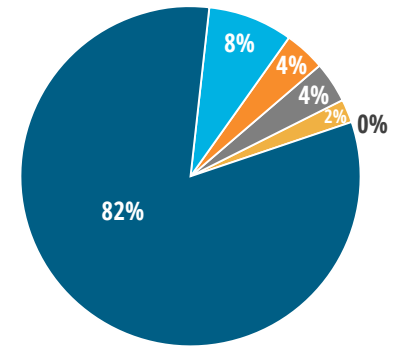
■ Equity  
■ Non-Equity  
■ Counsel  
■ Associates  
■ Other

## GENDER DEMOGRAPHIC



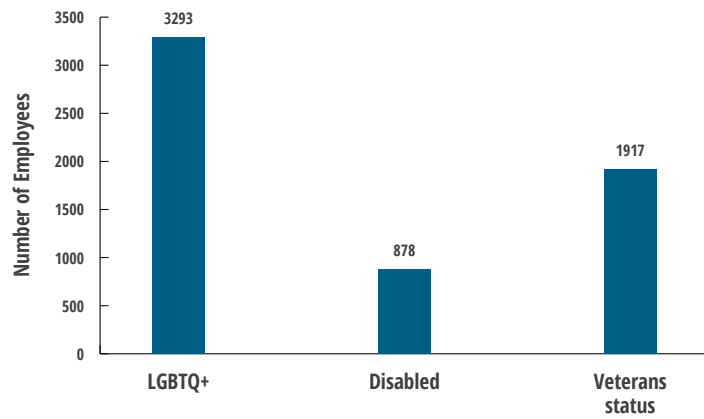
■ Male  
■ Female

## RACE DEMOGRAPHIC

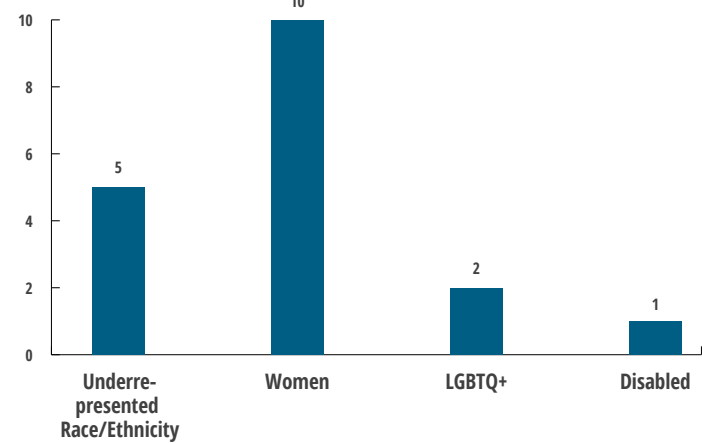


■ Asian  
■ Latinx  
■ Black  
■ Multiracial  
■ Native American  
■ Hawaiian/Pacific Islander  
■ White

## LGBTQ+, DISABLED, VETERANS



## FIRM OWNERSHIP



## FIRM DIVERSITY

The diversity of law firms is reflected in the degree of sociodemographic differences within each attorney role. Ideally, the 'spread' of sociodemographic groups would be equal within each attorney role. However, as with general labor force statistics, straight able-bodied White males represent the largest demographic in the sample and thus, would be expected to be the largest representation across attorney types. For this reason, rather than reflect on the percentages of sociodemographic groups within each role, this report focuses on how the various sociodemographic groups are distributed across attorney roles. For example, LatinX attorneys represent only 5% of Associate attorneys. Thus, White attorneys outnumber LatinX attorneys exponentially (77%). However, when we examine the dispersion of attorneys across roles, we see that there is actually a greater proportion of LatinX attorneys in the Associate role (53%) than there are White attorneys (32%) in that role. It might be expected that the larger group(s) would have greater representation within each attorney role. However, regardless of the different sample sizes of sociodemographic groups, there would be no reason for the disparity in how they are distributed across attorney roles other than the forces that have created and maintained historical precedence.

The current metrics of firm diversity includes the Firm Demographics, Firm Hires, and Firm Attrition. Whereas Firm Demographics reflects the starting point (as of 1/1/20) of diversity within attorney roles in law firms, both firm hires and attrition reflect changes in the diversity of those roles. Thus, all three metrics provide a snapshot of the average diversity dynamic within law firms.

# FIRM DEMOGRAPHICS

## OVERVIEW

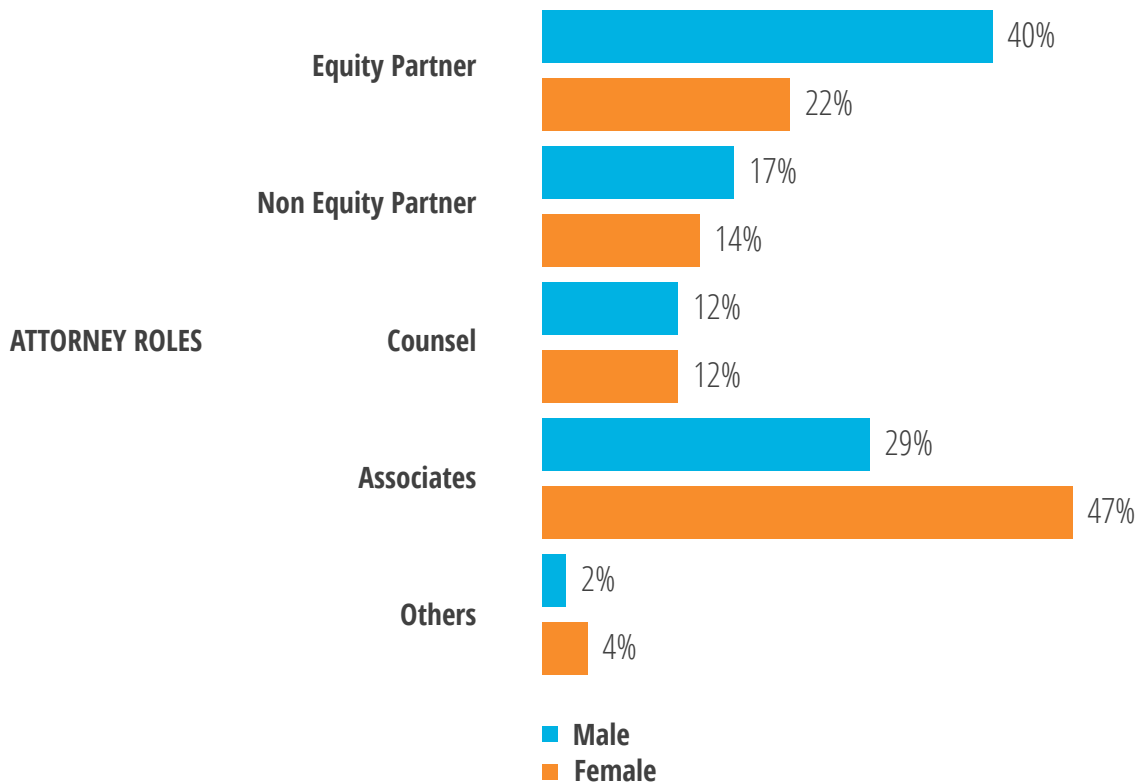
The data reported in this section on **DEMOGRAPHICS** reflects the average percentage of attorneys in firms, at baseline (January 1st, 2022) for each attorney role and sociodemographic category. The primary unit of reporting is on the distribution of attorney types within socio demographic categories (i.e., attorney type breakouts within each race and ethnicity, gender identity, LGBTQ+, and disabled groups). The narrative in this section references the average firm percentages presented in the tables (see Tables 1,2,3) as well as figures presented in the narrative (see Fig 1,2,3). As a comparison point, *across-all-firms* (regardless of sociodemographic group membership) average percentage representation for each attorney role was used as an overall baseline. Thus, specific groups whose representation exceeded this baseline are reported to be *overrepresented* and those whose representation falls below this baseline are reported to be *underrepresented*.

Approximately 109,089 attorneys were represented across the total sample of 279 firms. Of this number, Equity Partners represented 34% of all attorneys, Non-equity Partners represented 16% of all attorneys, Associates represented approximately 35% of all attorneys, Counsel represented 12% of all attorneys, and 3% represented Other Attorneys. However, the percentage of attorneys within these roles differed substantially by race/ethnic, gender, LGBTQ+, disabled, and Veteran Status.

**Gender Identity.** The average percentage of male attorneys were higher in both Equity Partner (40% vs. 22%) and Non-Equity Partner roles (17% vs. 14%) than the average percentage of female attorneys. However, the average percentage of female attorneys were higher in Associate roles than male attorneys (47% vs. 29%). Therefore, male attorneys were overrepresented for Equity Partner and for

Non-Equity Partner roles compared to female attorneys while female attorneys were overrepresented for Associate roles compared to male attorneys.

FIG 1:  
DISTRIBUTION OF MALE AND FEMALE ATTORNEYS  
ACROSS ATTORNEY ROLES



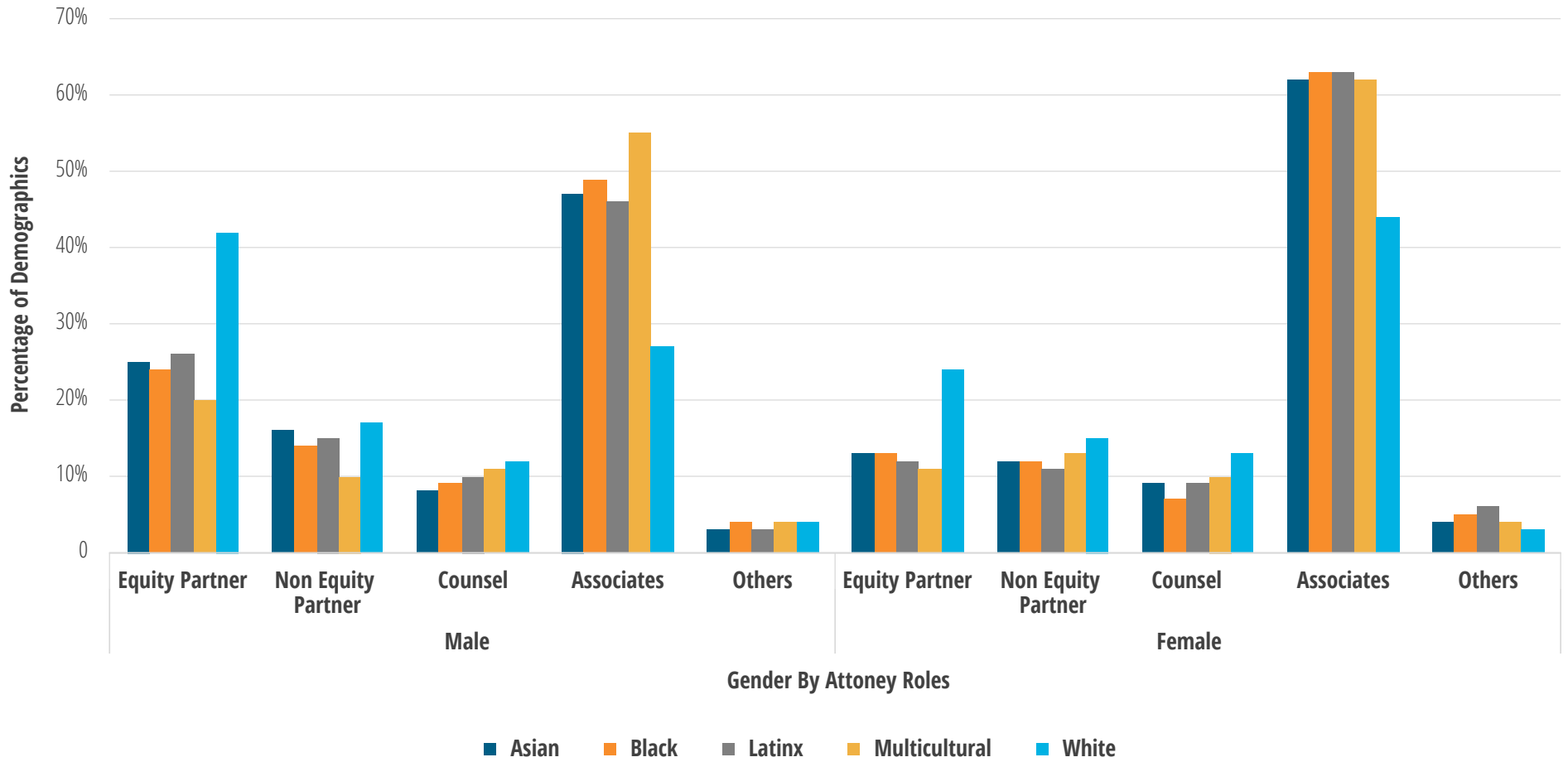
**Race/Ethnicity by Gender Identity.** As noted in Figures 4-6, White attorneys constituted the largest racial/ethnic group within Equity (91%), Non-Equity (87%), and Associate (78%) attorney roles. Asian (Equity 4%, Non-Equity 5%, Associate 9%) attorneys followed by Black/African American (Equity 2%, Non-Equity 3%, Associate 5%) constituted the second and third highest groups, respectively. Based upon the overall baseline average percentages, White Male attorneys were overrepresented for Equity Partner (42% vs. 34%) but were underrepresented for Associate roles (27% vs. 35%). All other groups were underrepresented for Equity Partner with Multiracial female attorneys

as the most underrepresented group for Equity Partners (11% vs. 34%). For Associate roles, all other groups were overrepresented with Black female attorneys (63% vs. 35%), with LatinX female attorneys (63% vs. 35%) as the most overrepresented group for Associates.

White male attorneys (17% vs. 16%) and Native American male attorneys (17% vs. 16%) were overrepresented for Non-Equity Partners while Native Hawaiian/Pacific Islander female attorneys were the most underrepresented group for Non-Equity Partners (7% vs. 16%). It is important to note that out of 109,089 attorneys in the sample, only 96 identified as Native Hawaiian/Pacific Islander attorneys.

There was evidence of a *race/ethnicity by gender* intersectional effect on the likelihood of being in a given role. Female attorney members of historically underrepresented racial/ethnic groups were the least likely segment of attorneys to be in partner roles (i.e., Equity Partner or Non-Equity Partner).

FIG 2:  
DISTRIBUTION OF GENDER/RACE ATTORNEYS ACROSS ATTORNEY ROLES





**LGBTQ+.** The average percentage of LGBTQ+ attorneys were overrepresented among the Associates (47% vs. 35%) and were underrepresented among Equity Partner (26% vs. 34%), Non-Equity Partner (15% vs. 16%), and Counsel (9% vs. 12%). Thus, LGBTQ+ attorneys were most likely to be in Associate roles.

**Disabled.** The average percentage of disabled attorneys were overrepresented among the Associate Partners (42% vs. 35%), Non-Equity Partners (17% vs. 16%), and the Counsel roles (14% vs. 12%). The average percentage of disabled attorneys were underrepresented among the Equity Partners (22% vs. 34%). disabled attorneys were less likely to be Equity Partners relative to non-disabled attorneys.

**Veteran Status.** The average percentage of Veteran attorneys were overrepresented among the Counsel role (18% vs. 12%) and Non-Equity Partners (20% vs. 16%). The average percentage of Veteran attorneys were underrepresented among Associate roles (27% vs. 35%) and Equity Partners (32% vs. 34%). Veteran attorneys are most likely to be Counsel or Non-Equity Partners

FIG 3:  
DISTRIBUTION OF LGBTQ+, DISABLED, AND VETERANS  
ATTORNEYS ACROSS ATTORNEY ROLES

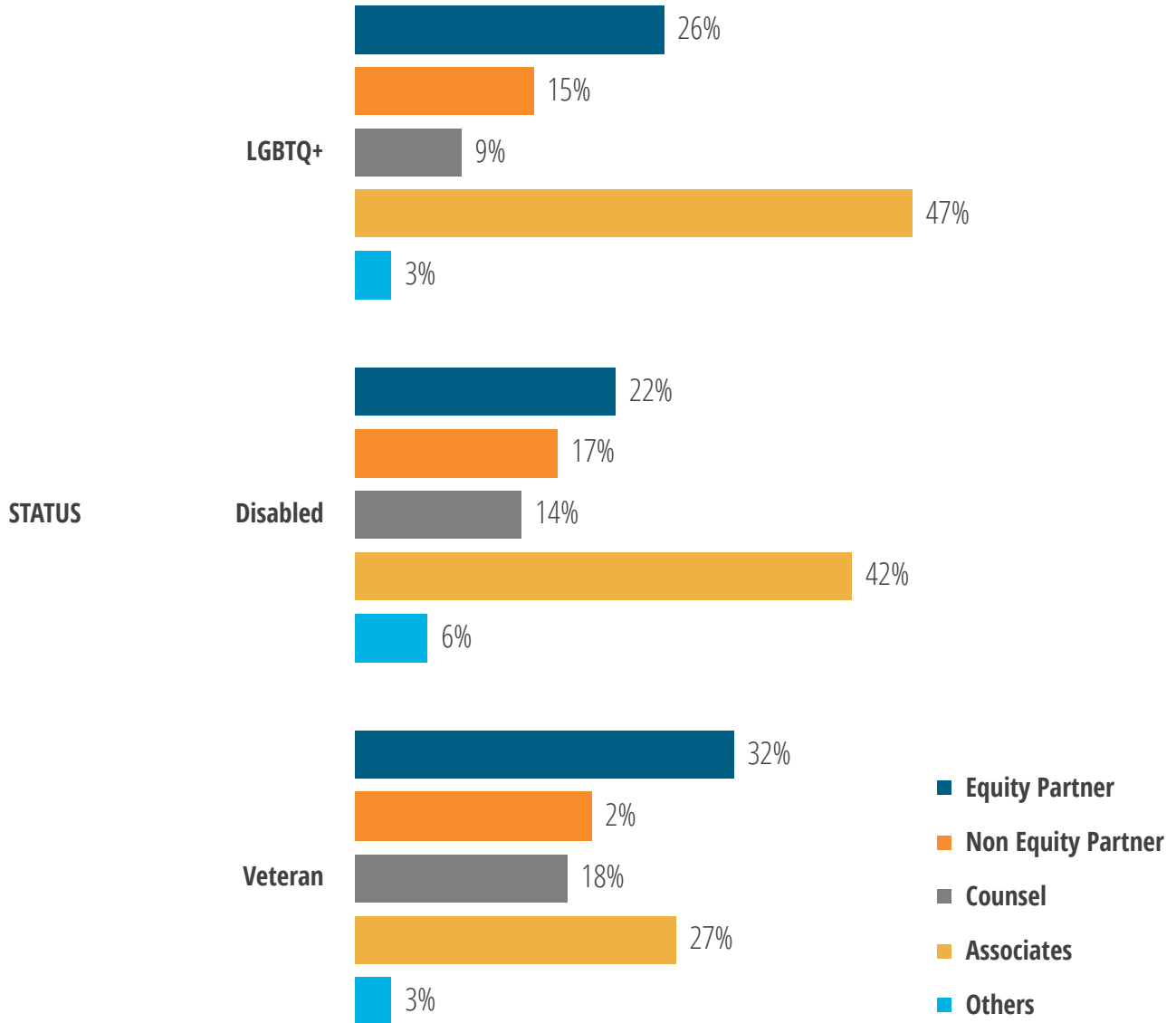


TABLE 1:  
GENDER DEMOGRAPHIC PERCENTAGE ACROSS ATTORNEY ROLES

	Male	Female	Baseline
<b>Equity Partner</b>	40	22	34
<b>Non-Equity Partner</b>	17	14	16
<b>Counsel</b>	12	12	12
<b>Associates</b>	29	47	35
<b>Others</b>	02	04	3

TABLE 2:  
RACE BY GENDER DEMOGRAPHIC PERCENTAGE ACROSS ATTORNEY ROLES

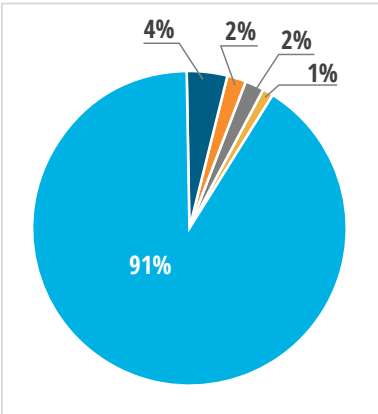
	Asian	Black	Latinx	Multicultural	White	Baseline
<b>Male</b>						
<b>Equity Partner</b>	25	24	26	20	42	34
<b>Non-Equity Partner</b>	16	14	15	10	17	16
<b>Counsel</b>	08	09	10	11	12	12
<b>Associates</b>	47	49	46	55	27	35
<b>Others</b>	03	04	03	04	04	3
<b>Female</b>						
<b>Equity Partner</b>	13	13	12	11	24	34
<b>Non-Equity Partner</b>	12	12	11	13	15	16
<b>Counsel</b>	09	07	09	10	13	12
<b>Associates</b>	62	63	63	62	44	35
<b>Others</b>	04	05	06	04	03	3

TABLE 3:  
LGBTQ+, DISABLED, AND VETERANS STATUS DEMOGRAPHIC PERCENTAGE ACROSS ATTORNEY ROLES

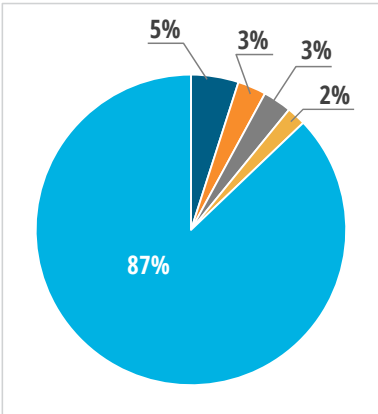
	Equity Partner	Non-Equity Partner	Counsel	Associates	Others
LGBTQ+	26	15	09	47	03
Disabled	22	17	14	42	06
Veteran	32	20	18	27	03
Baseline	34	16	12	35	3

OVERALL DEMOGRAPHICS FOR ROLES BY RACE

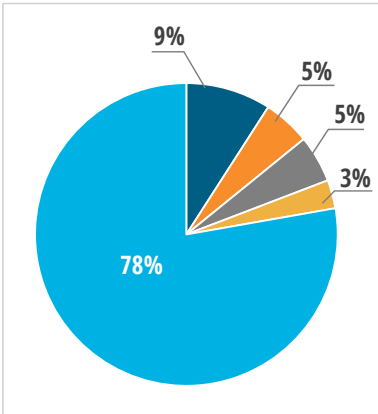
**FIG 4: RACE WITHIN EQUITY PARTNERS**



**FIG 5: RACE WITHIN NON-EQUITY PARTNERS**



**FIG 6: RACE WITHIN ASSOCIATES**



■ Asian ■ Black ■ Latinx ■ Multiracial ■ White

# FIRM HIRES

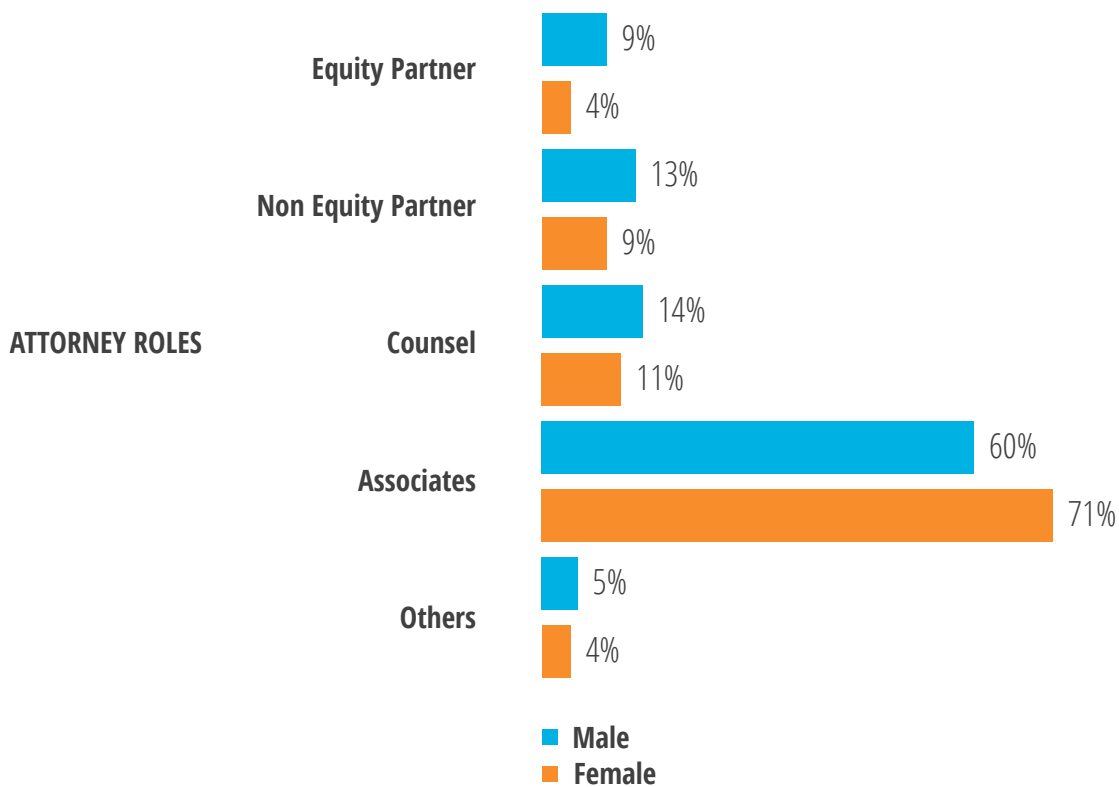
## OVERVIEW

The data reported in this section on **Hires** reflects the average percentage of attorneys who were hired into law firms for each attorney role and sociodemographic category. It does not include promotions which are reported elsewhere in this report. The primary unit of reporting is on the distribution of attorney types within socio demographic categories (i.e., attorney type breakouts within each race/ethnicity, gender identity, LGBTQ+, and disabled groups). The narrative in this section references the average firm percentages presented in the tables (see Tables 4 & 5) as well as figures presented only in the narrative (Fig 4, & 5). As a comparison point, *across-all-firms* (regardless of sociodemographic group membership) average percentage representation for each attorney role was used as an overall baseline. Thus, specific groups whose representation exceeded this baseline are reported to be *overrepresented* and those whose representation falls below this baseline are reported to be *underrepresented*.

Approximately 11,267 attorneys were hired across all the law firms. Of this number, Associates represented approximately 65% of hires, whereas Non-equity Partners represented 12% and Equity Partners represented 7%. However, the percentage of attorneys within these roles differed substantially by race/ethnic, gender, LGBTQ+, disabled, and Veteran Status.

**Gender Identity.** While the average percentage of female attorneys hired into the Associate role were higher than male attorneys (71% vs. 60%), the average percentage of male attorneys hired into the Equity Partner (9% vs. 4%) and Non-Equity Partner (13% vs. 9%) roles were higher than female attorneys.

FIG 7:  
DISTRIBUTION OF GENDER HIRES ACROSS ATTORNEY ROLES

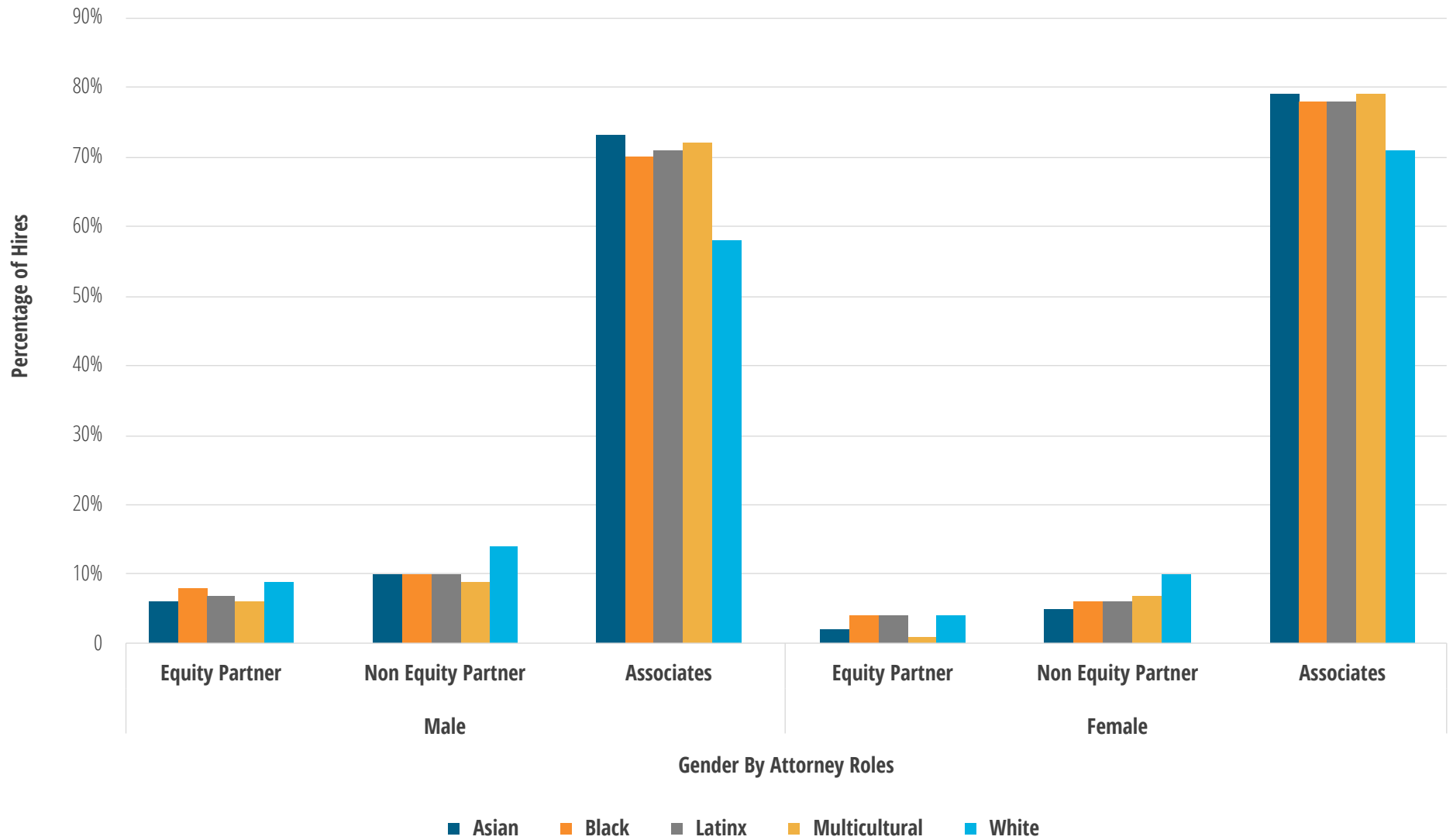


**Race/Ethnicity by Gender Identity.** As noted in Figures 10-12, White attorneys constituted the largest hired racial/ethnic group within Equity (81%), Non-Equity (80%), and Associate attorney roles (69%). Regarding other racial group hires in the Equity job role, Blank/African American attorneys (7%), followed by Asian (5%) and Latinx (5%), constituted the second and third highest hired groups, respectively. Blank/African American attorneys (6%) and Asians (6%) were similarly hired, followed by Latinx (5%) and multiracial groups (3%) in the Non-Equity job role hires. In the Associate job role, Asians (12%) followed by other racial groups, Blacks/African American (8%), Latinx (7%), and Multiracial (4%), were hired. Based upon the *overall baseline* average percentages, White Male attorneys were overrepresented for Equity Partner (9% vs. 7%) and Non-Equity Partner (14% vs. 12%) roles but underrepresented for Associate (58% vs. 65%) role hires. All other groups were underrepresented for Equity Partner and Non-



equity Partner roles, and overrepresented for Associate roles. Notably, Native-American female attorneys (0%) Asian female attorneys (2%) and Multiracial female attorneys (1%) were the least likely to be hired into Equity Partner roles. Thus, there was evidence of a *race/ethnicity by gender* intersectional effect on the likelihood of being hired into a given role. Female attorney members of historically underrepresented racial/ethnic groups were least likely to be hired into either of the partnership roles, whether equity or non-equity.

FIG 8:  
DISTRIBUTION OF GENDER/RACE ATTORNEY HIRES ACROSS ATTORNEY ROLES



**LGBTQ+.** LGBTQ+ attorneys were overrepresented among the Associate hires (77% vs. 65%) and were underrepresented among Equity Partner (3% vs. 7%) and Non-Equity Partner (7% vs. 12%) hires.

**Disabled.** Disabled attorneys were overrepresented among the Associate hires (67% vs. 65%) and were underrepresented among Non-Equity Partner (9% vs. 12%) and Counsel (10% vs. 12%) hires.

**Veteran Status.** Veteran attorneys were overrepresented among the Equity hires (8% vs. 7%) and Counsel hires (13% vs. 12%). Veteran attorneys were underrepresented among Non-Equity Partner hires (11% vs. 12%) and Associate (62% vs. 65%) hires.

FIG 9:  
DISTRIBUTION OF LGBTQ+, DISABLED, AND VETERANS HIRES ACROSS ATTORNEY ROLES

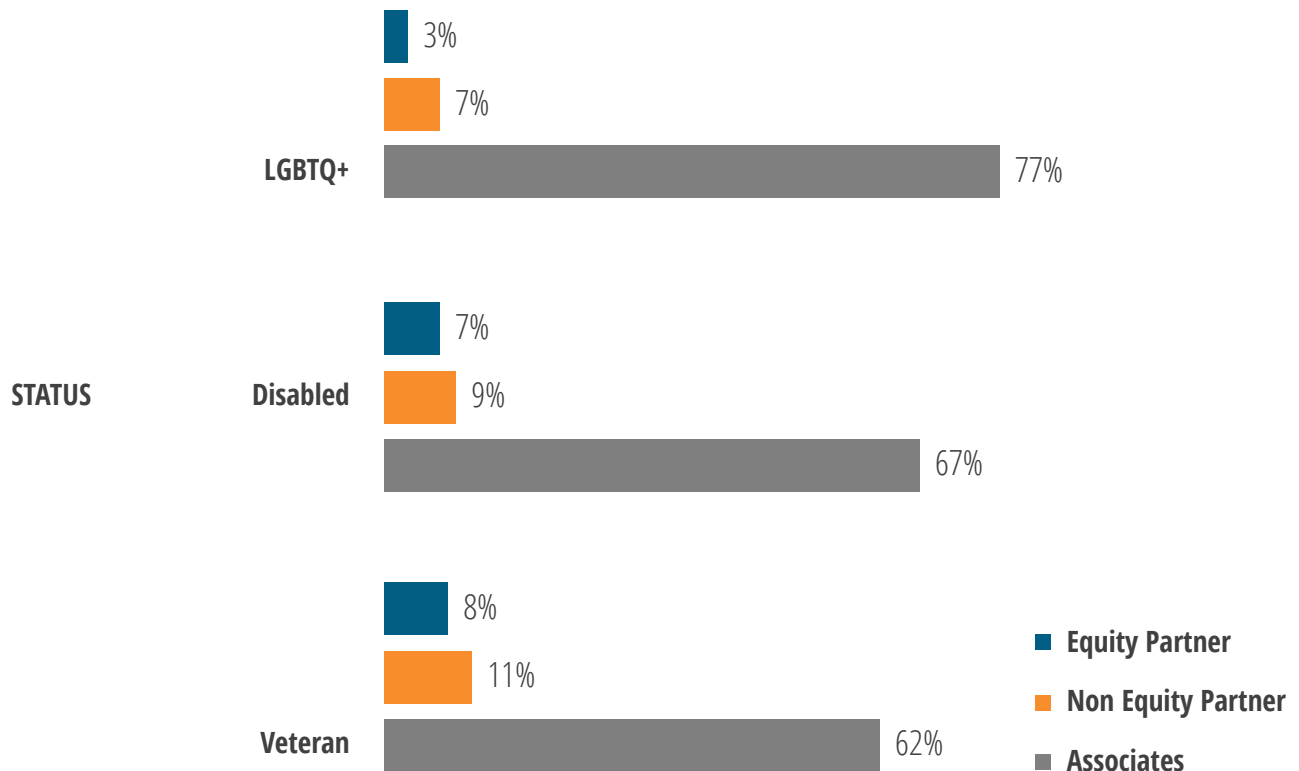


TABLE 4:  
GENDER HIRE PERCENTAGE

	Male	Female	Baseline
<b>Equity Partner</b>	09	04	07
<b>Non-Equity Partner</b>	13	09	12
<b>Counsel</b>	14	11	12
<b>Associates</b>	60	71	65
<b>Others</b>	05	04	05

TABLE 5:  
RACE BY GENDER HIRE PERCENTAGE ACROSS ATTORNEY ROLES

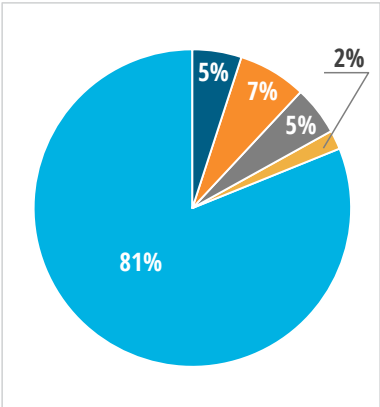
	Asian	Black	Latinx	Multicultural	White	Baseline
<b>Male</b>						
<b>Equity Partner</b>	06	08	07	06	09	7
<b>Non-Equity Partner</b>	01	10	10	09	14	12
<b>Associates</b>	73	70	71	72	58	65
<b>Female</b>						
<b>Equity Partner</b>	2	04	04	01	04	7
<b>Non-Equity Partner</b>	05	06	06	07	10	12
<b>Associates</b>	79	78	78	79	71	65

TABLE 6:  
LGBTQ+, DISABLED, AND VETERANS STATUS HIRE PERCENTAGE ACROSS ATTORNEY ROLES

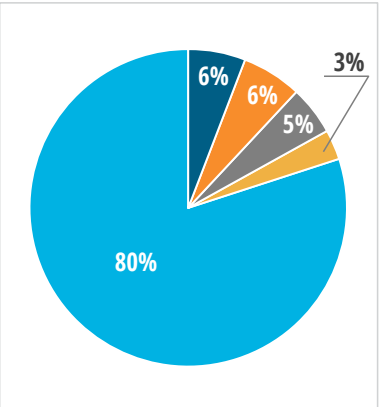
	Equity Partner	Non-Equity Partner	Associates
LGBTQ+	03	07	77
Disabled	07	09	67
Veterans Status	08	11	62
Baseline	7	12	65

HIRING RATES FOR ROLES BY RACE

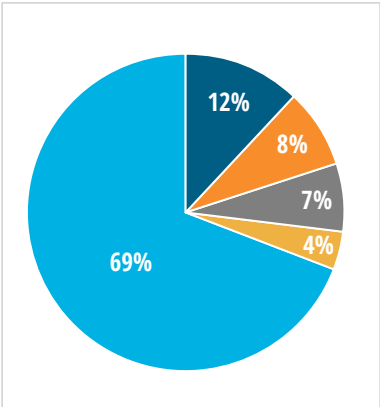
**FIG 10: RACE WITHIN EQUITY PARTNERS**



**FIG 11: RACE WITHIN NON-EQUITY PARTNERS**



**FIG 12: RACE WITHIN ASSOCIATES**



■ Asian ■ Black ■ Latinx ■ Multiracial ■ White

# FIRM ATTRITION

## OVERVIEW

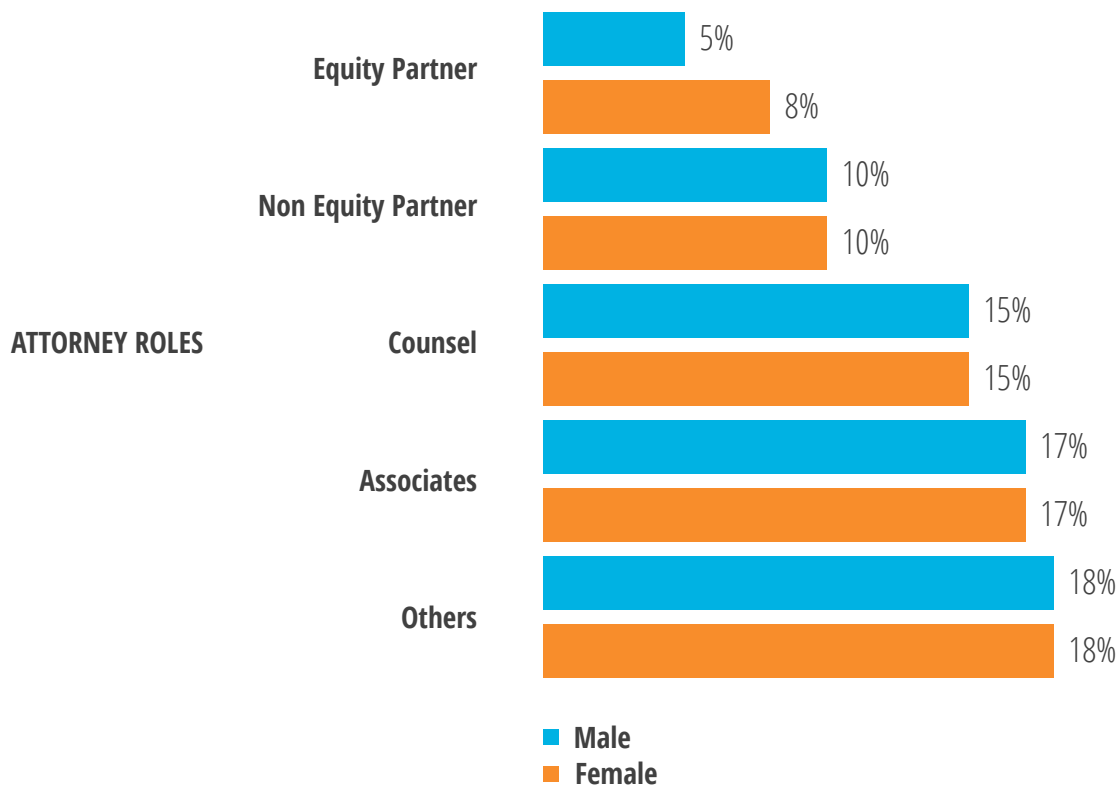
The data reported in this section on **Attrition** reflects the average percentage of attorneys who left firms (voluntarily and involuntarily) for each attorney role and sociodemographic category. The primary unit of reporting is on the distribution of attorney types within socio demographic categories (i.e., attorney type breakouts within each race and ethnicity, gender identity, LGBTQ+, and disabled groups). The narrative in this section references the average firm percentages presented in the tables (see Tables 6, 7, & 8) as well as figures presented in the narrative (fig 7, 8, & 9). As a comparison point, *across-all-firms* (regardless of sociodemographic group membership) average percentage representation for each attorney role was used as an overall baseline. Thus, specific groups whose representation exceeded this baseline are reported to be *overrepresented* and those whose representation falls below this baseline are reported to be *underrepresented*.

Across all firms, approximately 11,837 attorneys left firms. The attrition rate for Equity Partners was the lowest at 6%. This was then followed by the attrition rate for Non-equity Partners at 10%. The attrition rate for Counsel attorneys was 15%. The attrition rate for Associate attorneys was 17% and the attrition rate for Other Attorneys was the highest at 18%. The attrition rates of attorneys within these roles differed substantially by gender identity, race/ethnicity, LGBTQ+, disabled, and Veteran Status.

**Gender Identity.** The average percentage of female and male attorneys who left firms were equal across Non-Equity Partner (10% vs. 10%), Counsel (15% vs. 15%), Associate (17% vs. 17%), and Other Attorney roles (18% vs. 18%). However, the average percentage of female attorneys who left were higher than male attorneys for the Equity Partner role (8% vs. 5%). Therefore, female Equity Partners were more likely to leave firms compared to male Equity Partners.



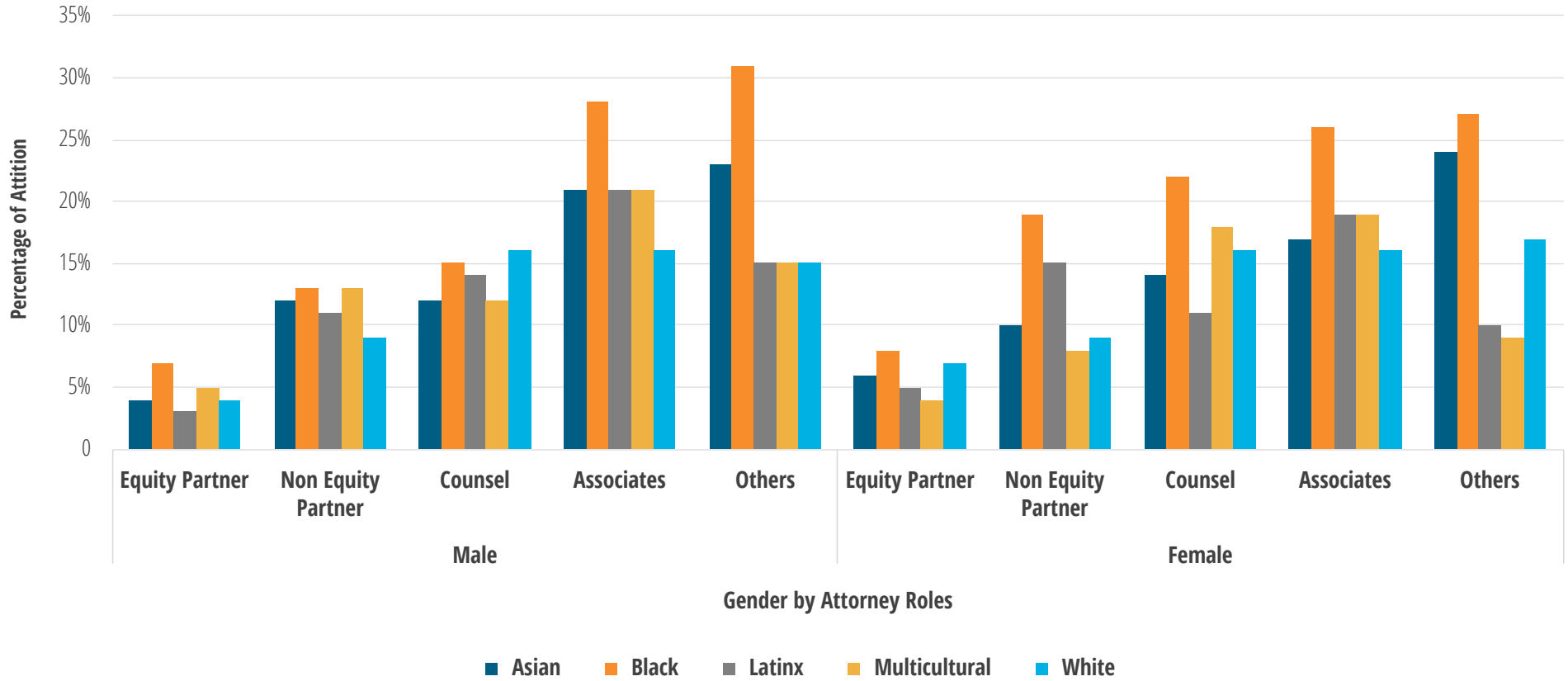
FIG 13:  
DISTRIBUTION OF GENDER ATTRITION ACROSS ATTORNEY ROLES



**Race/Ethnicity by Gender Identity.** For Equity Partners, Native Hawaiian or Pacific Islander male attorneys experienced the greatest attrition compared to baseline attrition (13% vs. 6%) with African American female Equity Partners following (8% vs. 6%). All other groups averaged 7% or lower. For Non-Equity Partners, African American female attorneys experienced the greatest attrition (19% vs. 10%) with Latinx female attorneys following (15% vs. 10%). All other groups averaged 13% or lower. For Counsel roles, Native Hawaiian or Pacific Islander male attorneys experienced the greatest attrition (25% vs. 15%) with African American female attorneys following (22% vs. 15%). All other groups averaged 18% or lower. For Associate roles, African American male attorneys experienced the greatest attrition (28% vs. 17%) with African American female attorneys following (26% vs. 17%). All other groups averaged 21% or lower. For Other Attorney roles, Native Hawaiian or Pacific Islander male attorneys

experienced the greatest attrition (50% vs. 18%) with African American male attorneys following (31% vs. 18%). All other groups averaged 27% or lower. Thus, there was evidence of a *race/ethnicity by gender* intersectional effect on the likelihood of leaving firms with African-American female attorneys reporting relatively higher attrition across most attorney roles.

FIG 14:  
DISTRIBUTION OF GENDER/RACE ATTRITION ACROSS ATTORNEY ROLES



**LGBTQ+.** The average percentage of LGBTQ+ attorneys in Counsel roles who left firms was highest (19% vs. 15%) compared to Equity Partner (4% vs. 6%), Non-Equity Partner (13% vs. 10%), Associate (14% vs. 17%), and Other Attorneys (17% vs. 18%). Thus, LGBTQ+ Counsel attorneys were more likely to leave firms.

**Disabled.** The average percentage of disabled attorneys in Other Attorney roles who left firms was highest (24% vs. 18%) compared to Equity Partner (4% vs. 6%), Non-Equity Partner (8% vs. 10%), Counsel (8% vs. 15%), and Associates (20% vs. 17%).

**Veteran Status.** The average percentage of Veteran Status attorneys who left firms were lower in Equity Partner positions (5% vs. 6%), Non-Equity Partner positions (7% vs. 10%), Counsel positions (12% vs. 15%), and Associate positions (15% vs. 17%) compared to Other Attorney positions (18% vs. 18%).

FIG 15:  
 DISTRIBUTION OF LGBTQ + DISABLED, AND VETERAN ATTRITION ACROSS  
 ATTORNEY ROLES

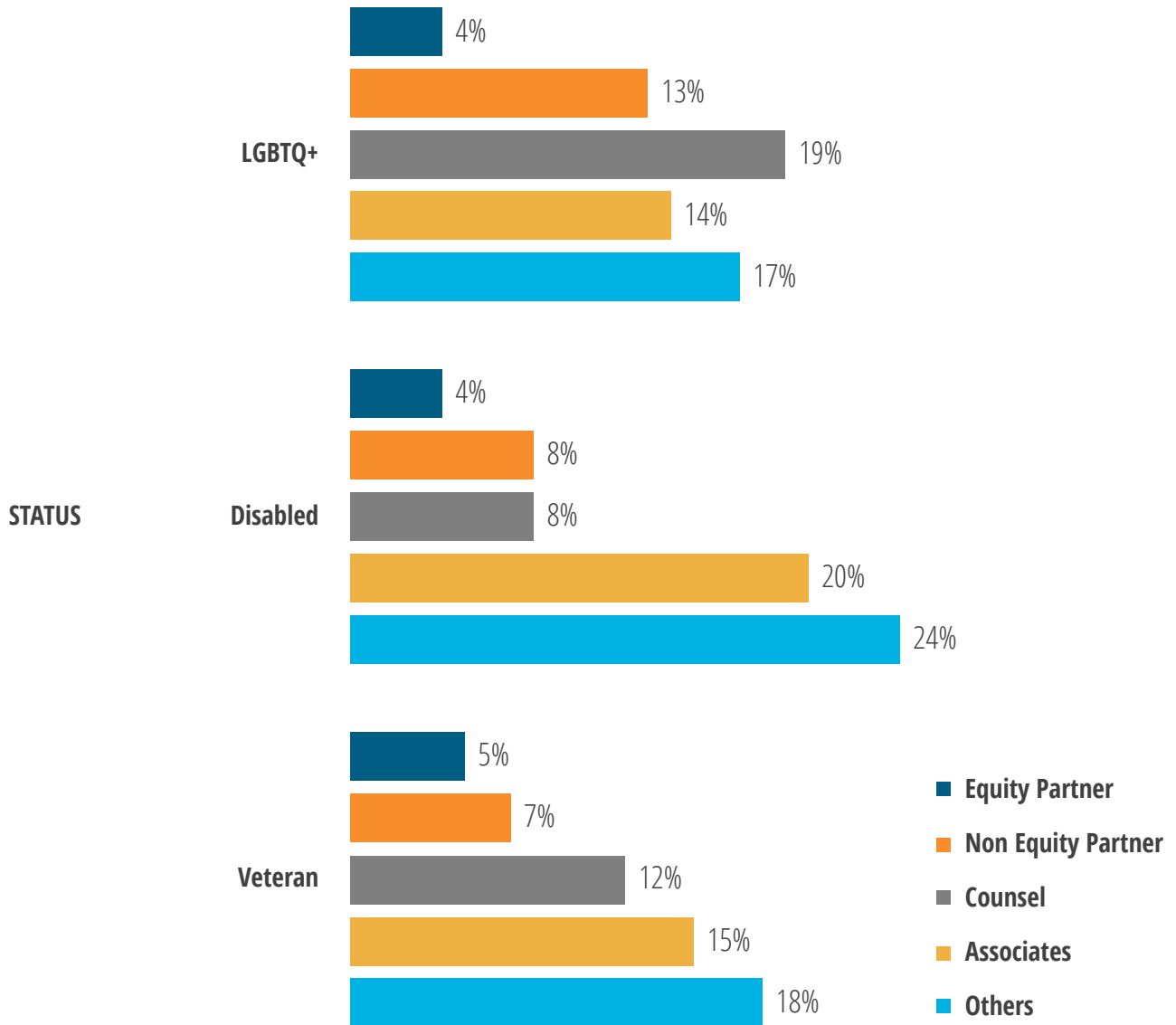


TABLE 7:  
GENDER ATTRITION PERCENTAGE ACROSS ATTORNEY ROLES

	Male	Female	Baseline
<b>Equity Partner</b>	05	08	6
<b>Non-Equity Partner</b>	10	10	10
<b>Counsel</b>	15	15	15
<b>Associates</b>	17	17	17
<b>Others</b>	18	18	18

TABLE 8:  
RACE BY GENDER ATTRITION PERCENTAGE ACROSS ATTORNEY ROLES

	Asian	Black	Latinx	Multicultural	White	Baseline
<b>Male</b>						
<b>Equity Partner</b>	04	07	03	05	04	6
<b>Non-Equity Partner</b>	12	13	11	13	09	10
<b>Counsel</b>	12	15	14	12	16	15
<b>Associates</b>	21	28	21	21	16	17
<b>Others</b>	23	31	15	15	15	18
<b>Female</b>						
<b>Equity Partner</b>	06	08	05	04	07	6
<b>Non-Equity Partner</b>	10	19	15	08	09	10
<b>Counsel</b>	14	22	11	18	16	15
<b>Associates</b>	17	26	19	19	16	17
<b>Others</b>	24	27	10	09	17	18

TABLE 9:  
LGBTQ + DISABLED, AND VETERANS STATUS ATTRITION PERCENTAGE ACROSS ATTORNEY ROLES

	LGBTQ+	Disabled	Veteran	Baseline
<b>Equity Partner</b>	04	04	05	6
<b>Non-Equity Partner</b>	13	08	07	10
<b>Counsel</b>	19	08	12	15
<b>Associates</b>	14	2	15	17
<b>Others</b>	17	24	18	18



## FIRM GROWTH RATIOS

Role *growth ratios* were created by the following formula: **Baseline demographic + Hires + Promotions - Attrition / Baseline demographic**. Thus, a ratio of "1" would suggest neither growth nor decline. Any number below "1" would suggest decline and any number above "1" would suggest growth. Growth ratios were created for each Sociodemographic group across all attorney roles.

For the most part, the growth ratios suggest very little growth occurred across the roles. However, there were some notable declines. For example, whereas all other Equity Partner groups had ratios of either "1" or above indicating slight growth, there was a slight decline (ratio = .99) in female Black /African-American Equity Partners. There were slight declines in male Native-American (ratio = .96) and male Native Hawaiian/Pacific Islanders (ratio = .93) Non-Equity Partners. There was a slight decline in male Multiracial (ratio = .97) and a more substantial decline in male Native Hawaiian/Pacific Islander (ratio = .75) Counsel attorneys. There were slight declines in male Native-American (ratio = .96), female Native Hawaiian/Pacific Islander (ratio = .93), and female Native American Associates. There was a slight decline in male Multiracial (ratio = .97) and female Native Hawaiian/Pacific Islander (ratio = .75) Counsel attorneys. The Other Attorney role had the greatest degrees of decline across most of the sociodemographic groups with male Native Hawaiian/Pacific Islanders (ratio = .50) reporting the greatest decline.

LGBTQ+ Counsel and Other Attorney roles had slight declines (ratios .99 and .98, respectively). All other LGBTQ+ attorney roles had growth ratios above "1."

Disabled Equity Partners (ratio = .99), Counsel (ratio = .99), and Other Attorneys (ratio = .88) show slight to moderate decline.

Veteran Status Equity Partners (ratio = .97), Counsel (ratio = .97), and Other Attorneys (ratio = .94) showed slight to decline.

TABLE 10:  
GROWTH RATE RATIO ACROSS ATTORNEY ROLES

	Male	Female	Baseline
<b>Equity Partner</b>	1.01	1.05	1.02
<b>Non-Equity Partner</b>	1.09	1.17	1.09
<b>Counsel</b>	1.03	1.03	1.01
<b>Associates</b>	1.02	1.05	1.03
<b>Others</b>	0.98	0.98	1.03

TABLE 11:  
RACE BY GENDER GROWTH RATE RATIO ACROSS ATTORNEY ROLES

	Asian	Black	Latinx	Multicultural	White	Baseline
<b>Male</b>						
<b>Equity Partner</b>	1.04	1.02	1.05	1.07	1.01	1.02
<b>Non-Equity Partner</b>	1.4	1.04	1.11	1.12	1.08	1.09
<b>Counsel</b>	1.11	1.01	1.03	0.97	1.01	1.01
<b>Associates</b>	1.04	1.01	1.08	0.97	1.02	1.03
<b>Others</b>	0.92	0.85	0.98	0.91	1.01	1.03
<b>Female</b>						
<b>Equity Partner</b>	1.03	0.99	1.04	1.04	1.05	1.02
<b>Non-Equity Partner</b>	1.08	1	1	1.08	1.19	1.09
<b>Counsel</b>	1.06	1.01	1.07	0.97	1.02	1.01
<b>Associates</b>	1.03	1.01	1.04	1.07	1.05	1.03
<b>Others</b>	0.94	0.85	1.03	1.04	0.94	1.03

TABLE 12:

LGBTQ + DISABLED, AND VETERANS STATUS GROWTH RATE RATIO ACROSS ATTORNEY ROLES

	LGBTQ+	Disabled	Veteran	Baseline
<b>Equity Partner</b>	1.03	0.99	0.97	1.02
<b>Non-Equity Partner</b>	1.03	1.04	1.03	1.09
<b>Counsel</b>	0.99	0.99	0.97	1.01
<b>Associates</b>	1.14	1.1	1.06	1.03
<b>Others</b>	0.98	0.88	0.94	1.03

## EQUITY IN FIRMS

Equity refers to the degree of fairness that exists within firms, not necessarily equality. Equity is best assessed by looking at the processes that occur within organizations that typically impact important work outcomes such as promotion and compensation. Discrepancies between sociodemographic groups in promotion rates and compensation levels is an indicator of inequity. While controlling for educational background and workplace tenure is the norm for such analyses, global analyses collapsing across these differences is also warranted in that they provide an unmasking of inequity in opportunity.

The current report uses rates of promotion from Associate attorney to either Equity Partner, Non-Equity Partner, or Counsel attorney in addition to representation within the top 10% of earners or the next 20% of top earners as indicators of equity across sociodemographic groups.

# FIRM PROMOTIONS

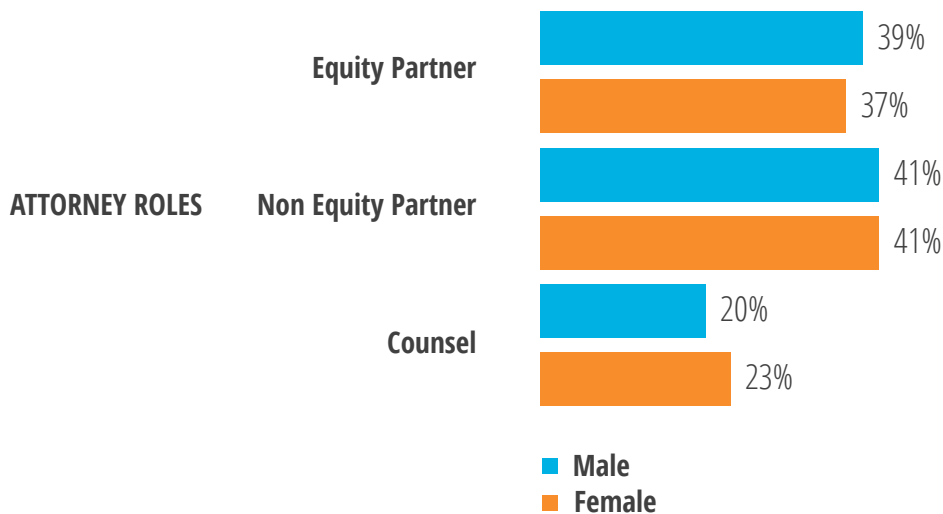
## OVERVIEW

The data reported in this section on **Promotions** reflects the average percentage of attorneys who were promoted into either Equity Partner, Non-Equity Partner, or Counsel roles. The primary unit of reporting is on the distribution of these roles within socio-demographic categories (i.e., within each race and ethnicity, gender identity, LGBTQ+, and disabled groups). The narrative in this section references the average firm percentages presented in the tables (see Tables 10, 11, & 12) as well as figures presented in the narrative (Fig 10, 11, & 12). As a comparison point, *across-all-firms* (regardless of sociodemographic group membership) average percentage representation for each attorney role was used as an overall baseline. Thus, specific groups whose representation exceeded this baseline are reported to be *overrepresented* and those whose representation falls below this baseline are reported to be *underrepresented*.

Approximately 3,383 Associate attorneys were promoted across all of the firms. Of this number, Equity Partners represented 39%, Non-equity Partners represented 40%, and Counsel attorneys represented 21% of the total number of promotions. However, the percentage of attorneys within these roles differed substantially by race/ethnic, gender, LGBTQ+, disabled, and Veteran Status.

**Gender Identity.** The average percentage of male attorneys promoted into Equity Partner were higher than female attorneys (39% vs. 37%). Female attorneys and male attorneys showed the same average percentage for non-Equity promotions (41% vs. 41%). Female attorneys promoted into Counsel roles were higher than male attorneys (23% vs. 20%). Therefore, male attorneys were more likely to be promoted into Equity Partner roles than female attorneys and female attorneys were more likely to be promoted into Counsel roles than male attorneys. Male attorneys and female attorneys were equally promoted for Non-Equity Partner positions.

FIG 16:  
DISTRIBUTION OF GENDER IN PROMOTIONS ACROSS ATTORNEY ROLES



**Race/Ethnicity by Gender Identity.** As noted in Figures 19-21, White attorneys constituted the largest promoted racial/ethnic group within Equity (84%), Non-Equity (84%), and Counsel attorney roles (91%). Regarding other racial group promotions in the Equity job role, Asian attorneys (6%) and Latinx (4%) constituted the second and third highest promoted groups, respectively. Black/African American (3%) and Multiracial (3%) were similarly promoted in the Equity Job role. Promotion to the Non-Equity Job role showed a similar promotion pattern, indicating that the Asian (6%) racial group received the highest promotion followed by other racial groups ( Black/African American attorneys 4%; Latinx 3%, and Multicultural 3%). Promotion to the Counsel job role indicated that Latinx (4%) promotion percentage was slightly better than other racial groups (Blank/African American attorneys 1%, Asians 1%, Multiracial 4%). However, it’s important to keep in mind that the total number of Native American attorneys was low for this sample of law firms (201 total Native American attorneys).

The average percentage of Multiracial female attorneys that were promoted into Equity Partner roles were equivalent to the overall baseline percentage

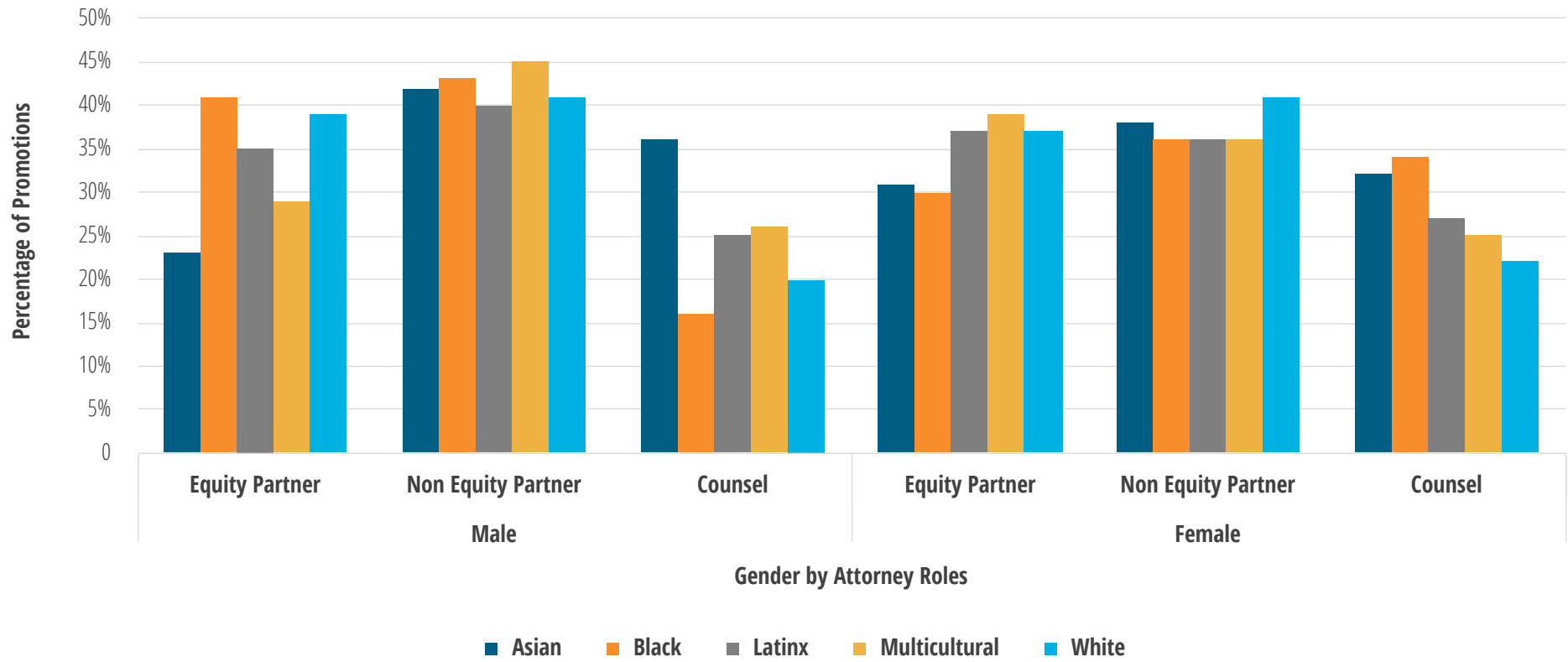
for Equity Partner promotions (39% vs. 39%). Similarly, the average percentage of White male attorneys that were promoted into Equity Partner roles was also equivalent to the overall percentage baseline for Equity Partner promotions (39% vs. 39%). All other groups were underrepresented for Equity Partner promotions with Native Hawaiian or Pacific Islander attorneys as the most underrepresented group for Equity Partner promotions (0% vs. 39%) and Asian male attorneys as the second most underrepresented group for Equity Partner promotions (23% vs. 39%). As with Native American attorneys, the total number of Native Hawaiian or Pacific Islander attorneys was very low (96 total Native Hawaiian or Pacific Islander attorneys).

Native Hawaiian or Pacific Islander female attorneys were the most overrepresented group (67% vs. 40%) for Non-Equity Partner promotions with Native American male attorneys (50% vs. 40%) and Multiracial male attorneys (45% vs. 40%) following. Groups that were underrepresented for Non-Equity Partner promotions were African American female attorneys (36% vs. 40%), Latinx female attorneys (36% vs. 40%), Multiracial female attorneys (36% vs. 40%) and Asian American female attorneys (38% vs. 40%).

All other groups were overrepresented for Counsel promotions with Asian American males as the most overrepresented group (36% vs. 21%). African American female attorneys (34% vs. 21%) and Native Hawaiian or Pacific Islander female attorneys following (33% vs. 21%). Groups that were underrepresented for Counsel promotions were Native American attorneys (0% vs. 21%), Native Hawaiian or Pacific Islander male attorneys (0% vs. 21%), African American male attorneys (16% vs. 21%), and White male attorneys (20% vs. 21%). There was evidence of a *race/ethnicity by gender* intersectional effect on the likelihood of being promoted into a given role. White male attorneys were least likely to be promoted into Non-Equity Partner and Counsel positions.



FIG 17:  
DISTRIBUTION OF GENDER/RACE IN PROMOTIONS ACROSS ATTORNEY ROLES



**LGBTQ+.** The average percentage of LGBTQ+ attorneys were underrepresented among the Equity Partner promotions (30% vs. 39%) and were underrepresented among Non-Equity Partner promotions (47% vs. 40%) and Counsel promotions (24% vs. 21%). LGBTQ+ attorneys were most likely to be promoted in Non-Equity and Counsel positions.

**Disabled.** The average percentage of disabled attorneys were underrepresented among the Equity Partner promotions (25% vs. 39%), Non-Equity Partner promotions (47% vs. 40%), and Counsel promotions (28% vs. 21%). Disabled attorneys were most likely to be promoted in Non-Equity and Counsel positions.

**Veteran Status.** The average percentage of Veteran Status attorneys were underrepresented among the Equity Partner promotions (28% vs. 39%), Non-Equity Partner promotions (48% vs. 40%), and Counsel promotions (24% vs. 21%). Veterans Status attorneys were most likely to be promoted in Non-Equity and Counsel positions.

FIG 18:  
DISTRIBUTION OF LGBTQ+, DISABLED, VETERAN PROMOTIONS ACROSS  
ATTORNEY ROLES

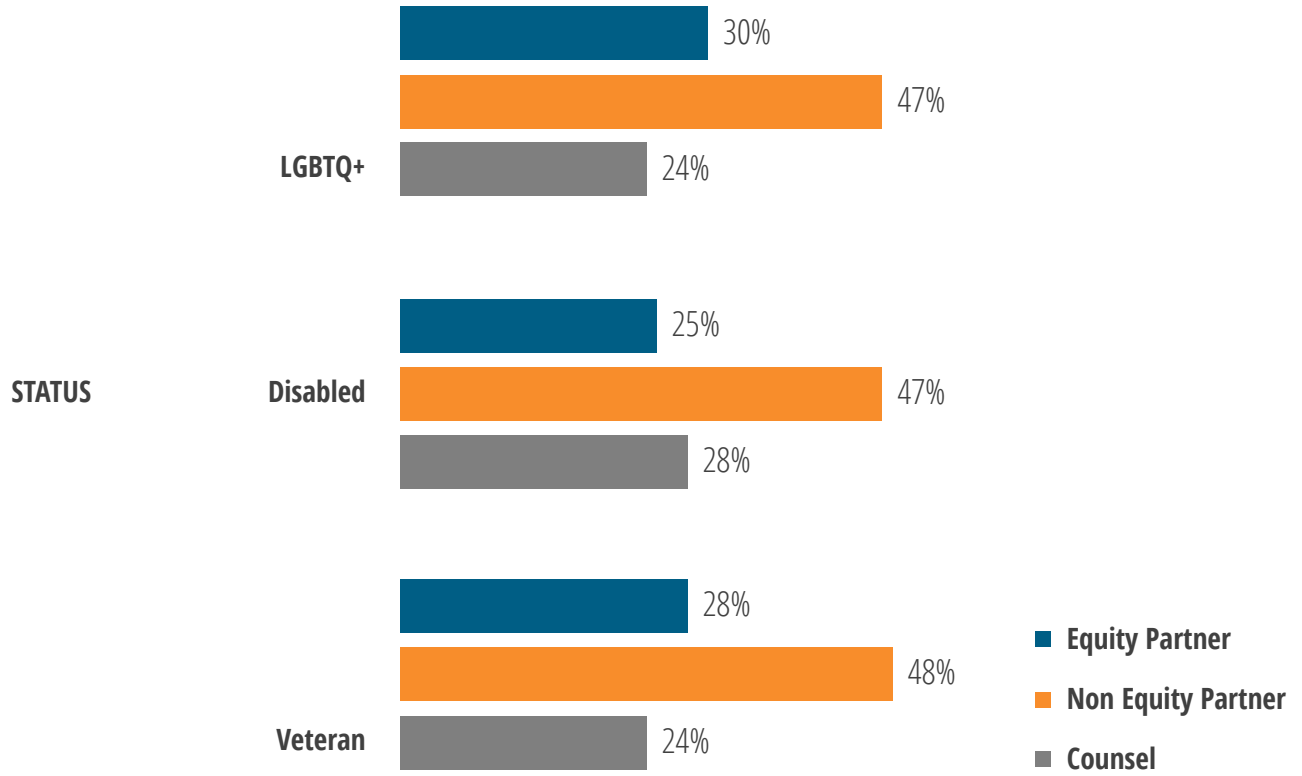


TABLE 13:  
GENDER PROMOTION PERCENTAGES ACROSS ATTORNEY ROLES

	Male	Female	Baseline
Equity Partner	39	37	39
Non-Equity Partner	41	41	40
Counsel	20	23	21

TABLE 14:  
RACE BY GENDER PROMOTION PERCENTAGES ACROSS ATTORNEY ROLES

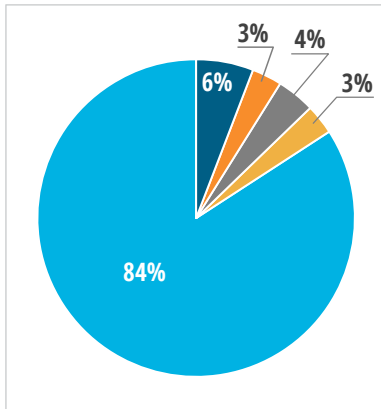
	Male			Female		
	Equity Partner	Non-Equity Partner	Counsel	Equity Partner	Non-Equity Partner	Counsel
<b>Asian</b>	23	42	36	31	38	32
<b>Black</b>	41	43	16	30	36	34
<b>Latinx</b>	35	40	25	37	36	27
<b>Multicultural</b>	29	45	26	39	36	25
<b>White</b>	39	41	20	37	41	22
<b>Baseline</b>	39	40	21	39	40	21

TABLE 15:  
LGBTQ+, DISABLED, VETERANS STATUS PROMOTION PERCENTAGES ACROSS ATTORNEY ROLES

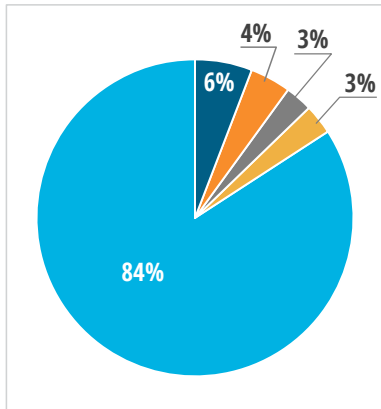
	Equity Partner	Non-Equity Partner	Counsel
LGBTQ+	30	47	24
Disabled	25	47	28
Veterans Status	28	48	24
Baseline	39	40	21

## PROMOTION RATES FOR ROLES BY RACE

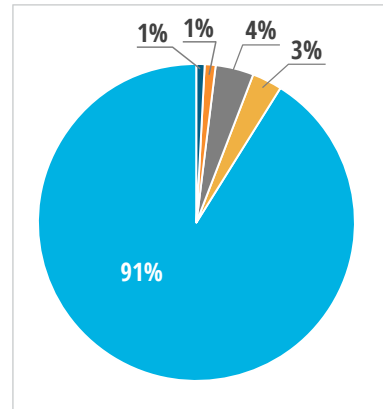
**FIG 19: RACE WITHIN EQUITY PARTNERS**



**FIG 20: RACE WITHIN NON-EQUITY PARTNERS**



**FIG 21: RACE WITHIN COUNSEL ATTORNEYS**



■ Asian ■ Black ■ Latinx ■ Multiracial ■ White

# TOP 10% & 20% OF HIGHEST COMPENSATED ATTORNEYS

## OVERVIEW

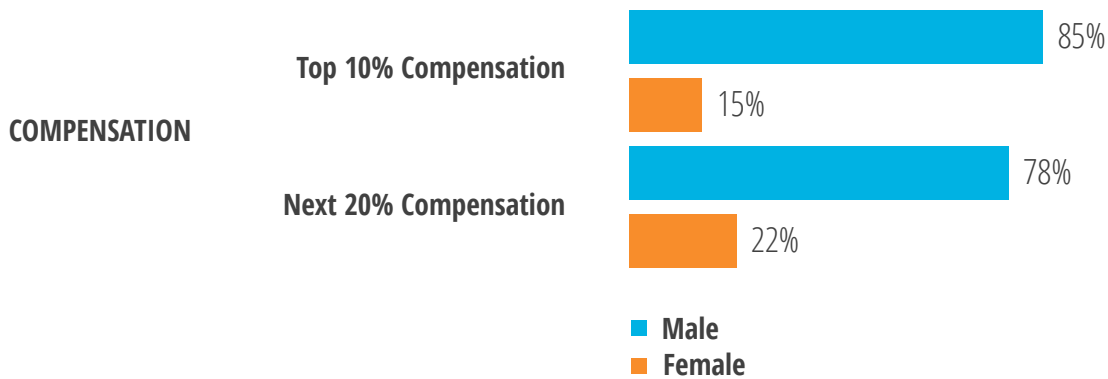
The data reported in this section on **Compensation** reflects the average percentage of attorneys who were in the top 10% and next 20% highest paid attorneys. The primary unit of reporting is on the distribution of attorney types within socio demographic categories (i.e., attorney type breakouts within each race and ethnicity, gender identity, LGBTQ+, and disabled groups). The narrative in this section references the average firm percentages presented in the tables (see tables 13, 14, & 15) as well as figures presented in the narrative (Fig 13, 14, & 15). As a comparison point, *across-all-firms* (regardless of sociodemographic group membership) average percentage representation for each attorney role was used as a baseline. Thus, specific groups whose representation exceeded this baseline are reported to be *overrepresented* and those whose representation falls below this baseline are reported to be *underrepresented*.

Across all firms, 6,105 attorneys were of the 10% highest paid attorneys. Of this number, the top 10% highest paid represented approximately 6% of attorneys, whereas the next 20% ( $n = 11,911$ ) represented 11%. However, the percentage of attorneys within these roles differed substantially by race/ethnic, gender, LGBTQ+, disabled, and Veteran Status.

**Gender Identity.** Male attorneys represented 85% of the top 10% highest paid attorneys compared to female attorneys who represented 15%. Male attorneys represented 78% of the next 20% highest paid attorneys compared to female attorneys who represented 22%. Therefore, there was evidence of pay discrepancies between male and female attorneys.

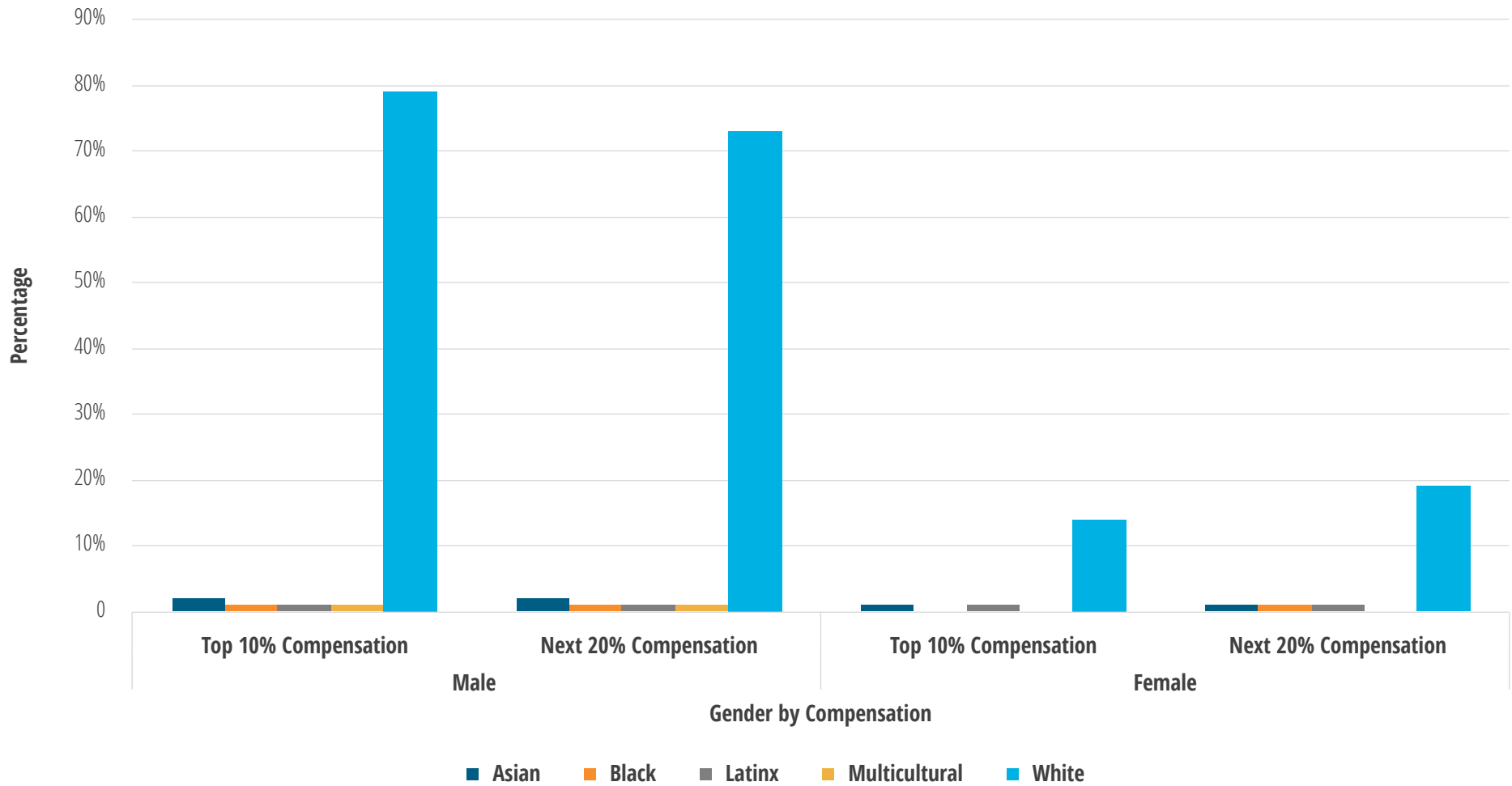


FIG 22:  
GENDER COMPENSATION



**Race/Ethnicity by Gender Identity.** White male attorneys represented 79% of the top 10% highest paid attorneys and 73% of the next 20% highest paid attorneys. White female attorneys represented 14% of the top 10% highest paid attorneys and 19% of the next 20% highest paid attorneys. Asian male attorneys represented 2% of the top 10% and next 20% highest paid attorneys. All other groups represented less than 2% for the top 10% and next 20% highest paid attorneys. Therefore, there was evidence of a *race/ethnicity by gender* intersectional effect on the likelihood of being in the top 10% or next 20% highest paid attorneys. Attorneys who are members of historically underrepresented racial/ethnic groups were least likely to be among the top 10% or 20% highest paid attorneys.

FIG 23:  
RACE BY GENDER COMPENSATION



**LGBTQ+.** LGBTQ+ attorneys represented 2% of the top 10% and the next 20% highest paid attorneys.

**Disabled.** Disabled attorneys represented 1% of the top 10% and the next 20% highest paid attorneys.

FIG 24:  
LGBTQ+, DISABLED COMPENSATION

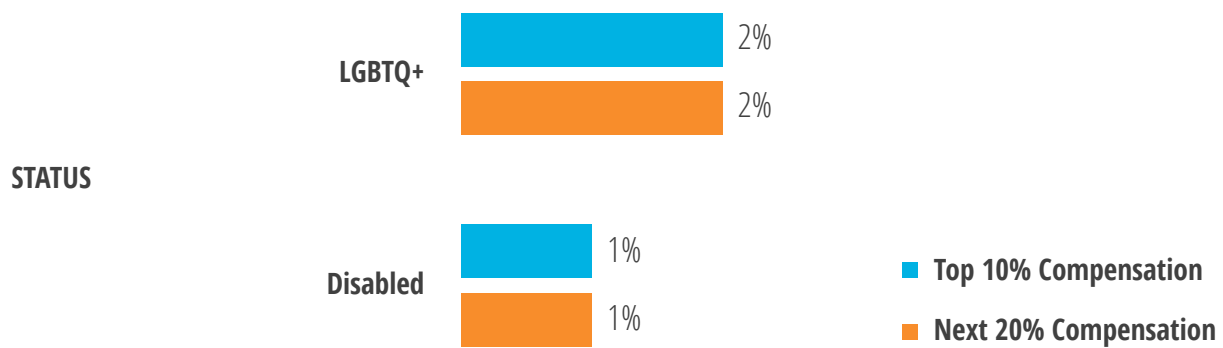


TABLE 16:  
GENDER COMPENSATION PERCENTAGE

	Top 10% Compensation	Next 20% Compensation
Male	85	78
Female	15	22

TABLE 17:  
RACE BY GENDER COMPENSATION PERCENTAGE

	Asian	Black	Latinx	Multicultural	White
<b>Male</b>					
<b>Top 10% Compensation</b>	02	01	01	01	79
<b>Next 20% Compensation</b>	02	01	01	01	73
<b>Female</b>					
<b>Top 10% Compensation</b>	01	0	01	0	14
<b>Next 20% Compensation</b>	01	01	01	0	19

TABLE 18:  
LGBTQ+, DISABLED, AND VETERANS STATUS COMPENSATION PERCENTAGE

	LGBTQ+	Disabled
Top 10% Compensation	02	01
Next 20% Compensation	02	01

## INCLUSION IN LAW FIRMS

**Inclusion** refers to the degree to which firm participants are engaged in ways that hopefully lead to optimal feelings of belongingness and authentic acceptance. A key component of inclusion is that participants be given voice and some autonomy over decisions that impact their day-to-day processes and experiences. In law firms, this most occurs through participation in decision making committees. The ABA MDS survey assessed the representation of sociodemographic groups on various leadership committees, namely: *Governance, US Office, Firm-Wide Practice, Local Office Practice, general Firm-Wide Committees, Partner Review, Firm-Wide Compensation, and Hiring*. Thus, inclusion is reflected in the degree of representation within and balance across these committees.

# FIRM LEADERSHIP

## OVERVIEW

The data reported in this section on *Firm Leadership* reflects the average percentage of attorneys who served on firm leadership committees. The primary unit of reporting is on the representation of sociodemographic categories (i.e., race and ethnicity, gender identity, LGBTQ+, and disabled groups) within these leadership committees. The narrative in this section references the average firm percentages presented in the tables (see Tables 16 & 17) as well as figures presented in the narrative (Fig 16 & 17). As a comparison point, *across-all-firms* (regardless of sociodemographic group membership) average percentage representation for each attorney role was used as a baseline. Thus, specific groups whose representation exceeded this baseline are reported to be *overrepresented* and those whose representation falls below this baseline are reported to be *underrepresented*.

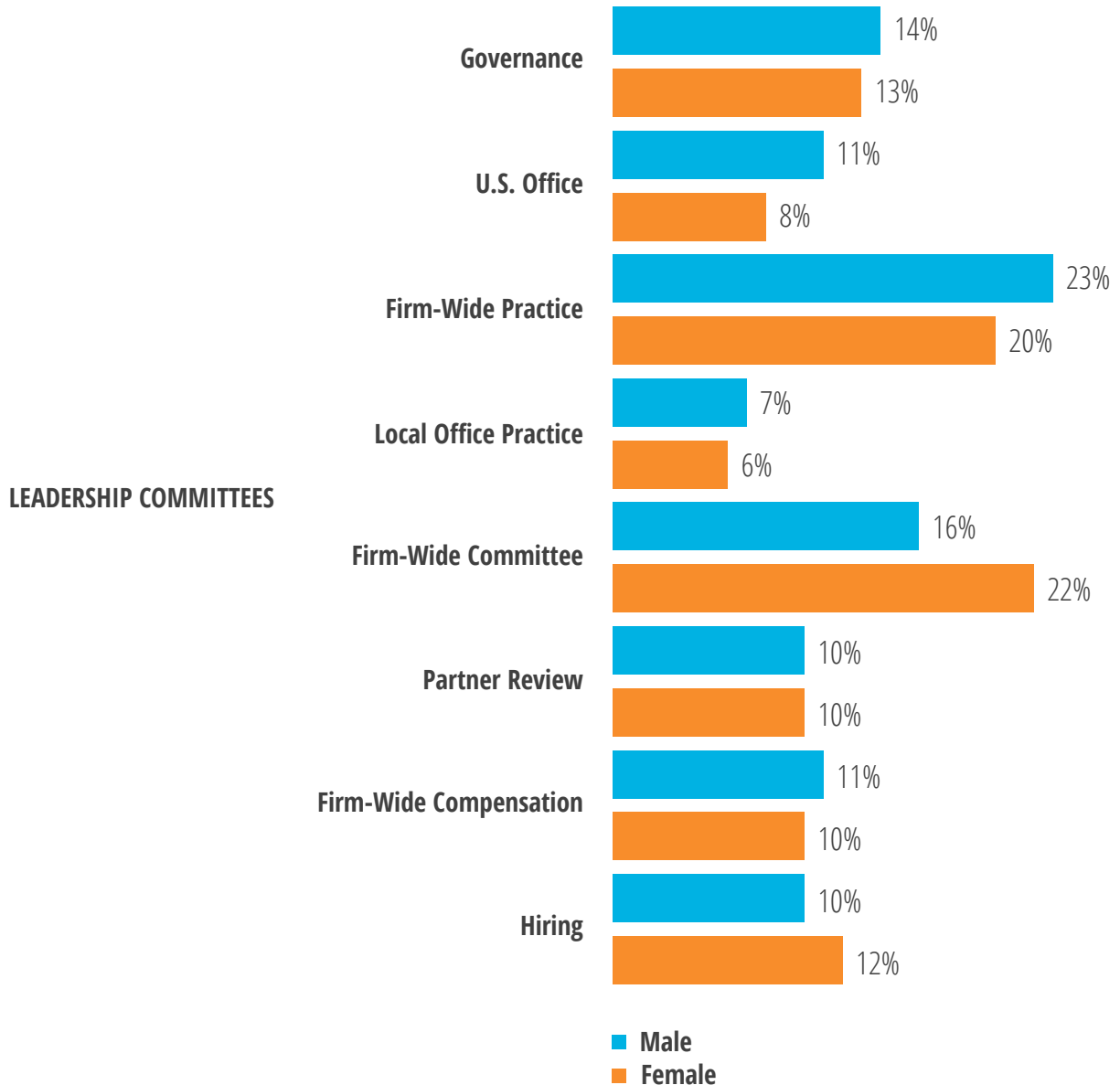
Approximately 25,549 attorneys served on Leadership committees across all of the firms. On average, approximately 12.75% of attorneys within a given firm served on leadership committees with 14% who served on Governance, 10% who served on US Office, 22% who served on Firm-Wide Practice, 7% who served on Local Office Practice, 17% who served on Firm-Wide Committee, 10% who served on Partner Review, 12% who served on Firm-Wide Compensation, and 10% who served on Hiring. However, the representation of attorneys within these committees differed substantially by race/ethnic, gender, LGBTQ+, disabled, and Veteran Status.

**Gender Identity.** The average percentage of male attorneys who served on firm leadership committees were higher than female attorneys for Governance (14% vs. 13%), US Office (11% vs. 8%), Firm-Wide Practice (23% vs. 20%), Local Office Practice (7% vs. 6%), and Firm-Wide Compensation (11% vs. 10%) committees. However, the average percentage of female attorneys who served



on firm leadership committees were higher than male attorneys for Firm-Wide Committees (22% vs. 16%) and Hiring (12% vs. 10%) committees.

FIG 25:  
DISTRIBUTION OF GENDER ACROSS LEADERSHIP COMMITTEES



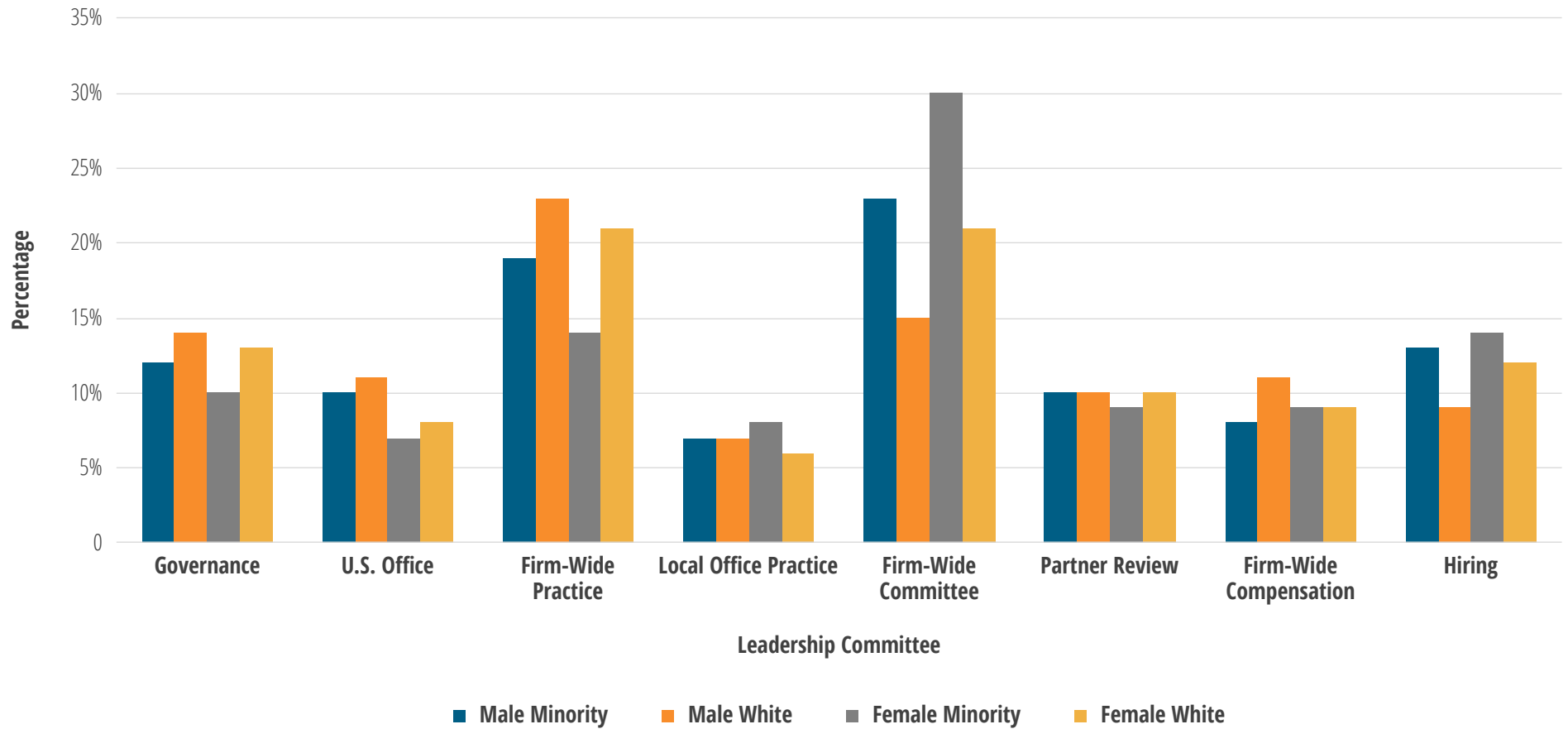
**Race/Ethnicity by Gender Identity.** Historically racially/ethnically underrepresented female attorneys who served on firm leadership committees were the most overrepresented group for Local Office Practice (8% vs. 7%), Firm Wide Compensation (30% vs. 17%), and Hiring (14% vs. 10%) committees but were the most underrepresented group who served on Governance (10% vs. 14%), US Office (7% vs. 10%), Firm Wide Practice (14% vs. 22%), and Partner Review (9% vs. 10%) committees compared to the overall baseline average.

Historically racially/ethnically underrepresented male attorneys who served on firm leadership committees were the most overrepresented group for Firm Wide committees (23% vs. 17%) and Hiring (13% vs. 10%) committees compared to the overall baseline average. However, historically racially/ethnically underrepresented male attorneys who served on firm leadership committees were underrepresented on Governance (12% vs. 14%), Firm Wide Practice (19% vs. 22%), and Firm Wide (8% vs. 12%) committees based upon the overall baseline averages.

The average percentage of White male attorneys who served on firm leadership committees were overrepresented on US Office (11% vs. 10%) and Firm Wide Practice (23% vs. 22%). The average percentage of White female attorneys who served on firm leadership committees were overrepresented on Firm Wide Compensation (21% vs. 17% baseline) and Hiring (12% vs. 10%) but were underrepresented on Governance (13% vs. 14% baseline), US Office (8% vs. 10% baseline), Firm Wide Practice (21% vs. 22%), Local Office Practice (6% vs. 7%), and Firm Wide committees (9% vs. 12%).

There was evidence of a *race/ethnicity by gender* intersectional effect on the likelihood of serving in leadership. Female attorney members of historically underrepresented racial/ethnic groups were least likely to serve on firm leadership committees (4.92% vs. 12.75%).

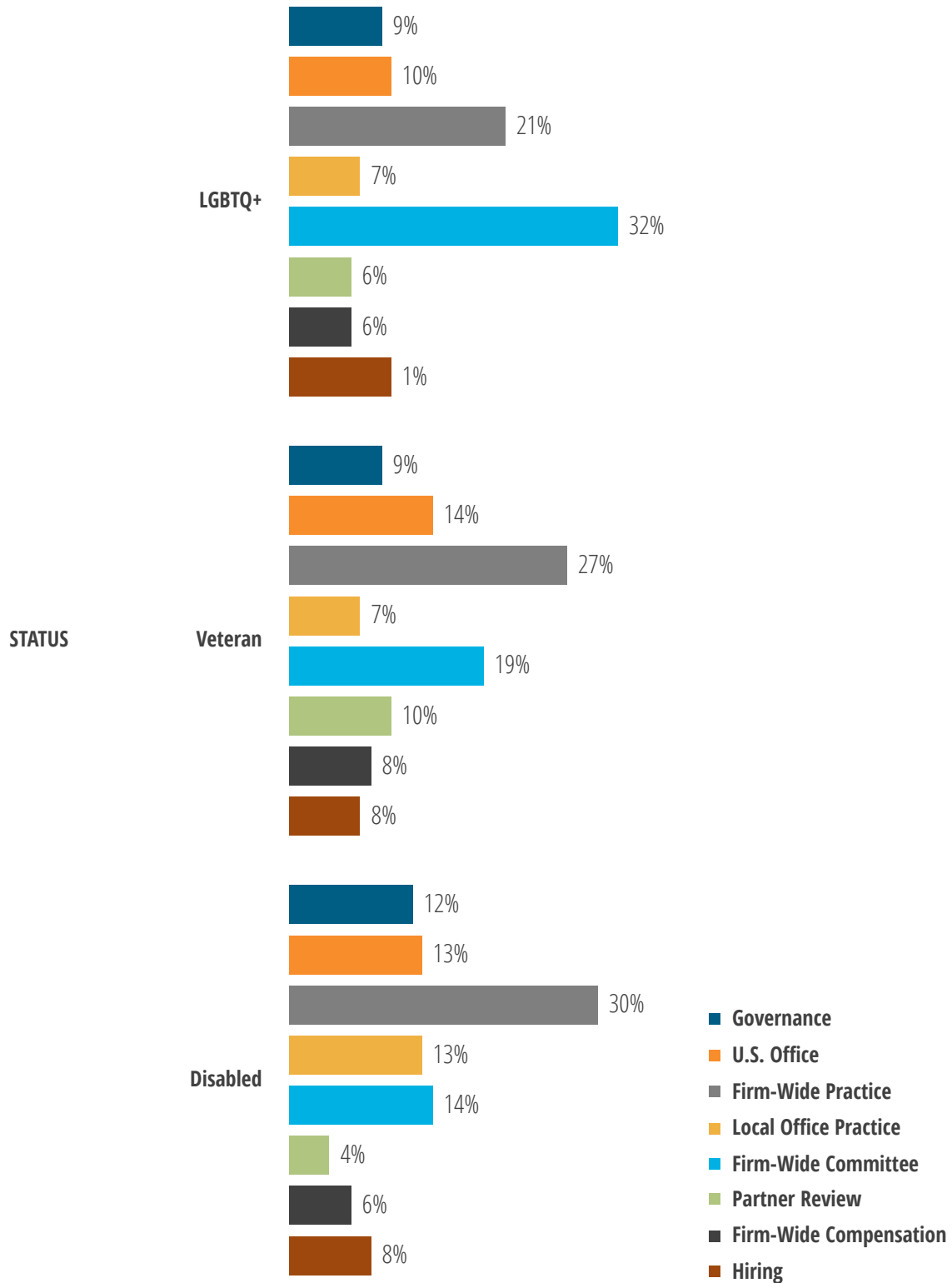
FIG 26:  
DISTRIBUTION OF GENDER/MINORITY STATUS ACROSS LEADERSHIP COMMITTEES



**LGBTQ+.** LGBTQ+ attorneys were most likely to serve on Firm Wide general committees (32%) followed by Firm Wide Practice (21%) committees. They were least likely to serve on Partner Review (6%) and Firm Wide Compensation (6%) committees

**Disabled.** Disabled attorneys were most likely to serve on Firm Wide Practice (30%) committees followed by Firm Wide general committees (14%). They were least likely to serve on Firm Wide Compensation (6%) and Partner Review (4%) committees.

FIG 27:  
 DISTRIBUTION OF LGBTQ+, VETERANS STATUS, AND DISABLED ATTORNEYS  
 WITHIN LEADERSHIP COMMITTEES



**Veteran Status.** Attorneys with Veteran Status were most likely to serve on Firm Wide general committees (19%) and Firm Wide Practice (27%) committees. They were least likely to serve on Local Office (7%) and Hiring (7%) committees.

TABLE 19:  
GENDER PERCENTAGE ACROSS LEADERSHIP COMMITTEES

	Male	Female	Baseline
Governance	14	13	14
U.S. Office	11	08	10
Firm-Wide Practice	23	2	22
Local Office Practice	7	6	7
Firm-Wide Committee	16	22	17
Partner Review	10	10	10
Firm-Wide Compensation	11	10	12
Hiring	10	12	10

TABLE 20:  
RACE BY GENDER PERCENTAGE ACROSS LEADERSHIP COMMITTEES

	Governance	U.S. Office	Firm-Wide Practice	Local Office Practice	Firm-Wide Committee	Partner Review	Firm-Wide Compensation	Hiring
<b>Male</b>								
<b>HUR*</b>	12	10	19	07	23	10	8	13
<b>White</b>	14	11	23	07	15	10	11	9
<b>Female</b>								
<b>HUR*</b>	10	7	14	08	30	9	9	14
<b>White</b>	13	8	21	6	21	10	9	12
<b>Baseline</b>	14	10	22	7	17	10	12	10

\* HUR: Historically Underrepresented racial/ethnic groups



TABLE 21:  
LGBTQ+, VETERANS STATUS, AND DISABLED PERCENTAGE WITHIN LEADERSHIP COMMITTEES

	Gover- nance	U.S. Office	Firm- Wide Practice	Local Office Practice	Firm- Wide Commit- tee	Partner Review	Firm- Wide Compen- sation	Hiring
<b>LGBTQ+</b>	9	10	21	7	32	6	6	10
<b>Veterans Status</b>	9	14	27	7	19	10	8	7
<b>Disabled</b>	12	13	30	13	14	4	6	8

# APPENDIX A

## SURVEY INSTRUCTIONS

PLEASE NOTE: You will not be able to save your entries. Please see the pdf version of the survey on the homepage, gather all of your firm data, and plan accordingly. You may only make one submission. We will only use your original submission and any later submissions will not be processed. This is to ensure the signatories requesting your data all receive the same report and to protect the integrity of the data we have.

PURPOSE: The American Bar Association (“ABA”) has designed this Model Diversity Survey to assist law firms and clients in analyzing the role of minorities, women, LGBTQ, and disabled lawyers in law firms and on client matters. As firms and clients track information over time, the Model Diversity Survey can become a vehicle for benchmarking the diversity of lawyers providing legal services as well as regular discussions between clients and their outside counsel on the topic of diversity. To provide the broadest possible base of information about diverse lawyers at all levels of practice, we have included firms of all sizes in this survey.

The information you provide will be used for two purposes. First, the ABA will share your law firm’s responses with companies who are interested in evaluating law firms for purposes of hiring or retaining them as outside counsel. Second, the ABA will use your law firm’s responses to analyze the state of diversity and inclusion in the legal profession.

Participating companies will receive your responses to the survey in a manner that will allow them to identify your law firm’s name, your law firm’s CEO/ Managing Partner names, and your law firm’s survey respondent’s name and email. While the names of firms participating in the survey will be listed, all response information will be aggregated and released in a statistical or summary form. In addition, ABA will not report results in categories small

enough to allow the identity of any participating law firm or individuals to be inferred. Thus, the ABA's research findings will not identify the names of individual attorneys.

Your submission of a complete questionnaire will be taken by the ABA and an identified research firm engaged by the ABA as consent by you to participate in this process. For additional information, please review the ABA's Privacy Policy, which you can find at: <https://www.americanbar.org/utility/privacy.html> FAQs

## Instructions

1. Only numerical data may be entered in charts. When completing charts, please enter "0" where the number is zero. Please enter "N/A" if the question is not applicable to your firm.
2. Unless otherwise stated, all answers should reflect **full-time U.S. lawyers only**. Do not include temporary or contract attorneys in your responses
3. The information you provide should be correct as of **December 31, 2017 (2018, 2019)**.
4. Where a lawyer fits more than one diversity category, that lawyer may be counted in all applicable categories (e.g., an African-American female, disabled lawyer may be counted as a minority lawyer, a female lawyer and a disabled lawyer).
5. **All questions are mandatory**, and you will be unable to submit without completing the survey. If your survey data is incomplete, we will be unable to share your submission with the requesting corporation.
6. **Each firm may submit only one survey annually**. There will not be an opportunity to fill out an additional survey or to amend your submission. Should you not have certain data asked for in the survey, there is an option of filling in N/A. At the end of the survey, you have the option of filling in a "comments box" where you may provide any information you'd like clients to know generally about your firm. Keep in mind, your client(s) may request more specific team data, and you will likely need to provide the client(s) with a further explanation outside of the Model Diversity Survey. **You will not be able to upload any documents to supplement your responses to the Model Diversity Survey.**

PLEASE USE THE FOLLOWING DEFINITIONS TO ANSWER ALL QUESTIONS:

1. For purposes of this survey, diversity is limited to ABA Goal III categories and is defined as “minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities.” If you would like more information about Goal III categories, please see <http://www.americanbar.org/groups/diversity/DiversityCommission/goal3.html>.
2. For purposes of this survey, “minorities” are defined as: those whose race is other than White/Caucasian and include the following categories designated by the Equal Employment Opportunity Commission: “African-American/Black (not Hispanic/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).”  
**PLEASE NOTE: no attorney can be counted in more than one minority category.**

1. **“Equity partner”/ “Shareholder”/“Principal”** is a lawyer who owns a fraction of their law firm. **“Non-equity partner”** is a lawyer whose law firm identifies that lawyer as such for marketing or other purposes but does not own any portion of said law firm.
2. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior attorney, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract attorney.
3. **“Other lawyer”** means a lawyer who is not a counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract attorney.
4. **“Lead lawyer”** means having the primary role and responsibility for directing the firm’s work for the client on a particular matter or matters.
5. **“Reduced Hours Schedule”** means the schedule of a lawyer who works less than full-time hours and remains eligible for partnership, including equity partnership.

6. **“Minority-owned firm”** means a firm that is at least 51 percent owned, operated and controlled by minority group members, as described in the above definition of “minorities.”
7. **“LGBTQ+-owned firm”** means a firm that at least 51 percent owned, operated and controlled by individuals who are self-identified as LGBTQ.
8. **“Women-owned firm”** means a firm that is at least 51 percent owned, operated and controlled by women.
9. **“Disabled-owned firm”** means a firm that at least 51 percent owned, operated and controlled by one or more individuals with disabilities.
10. **“Homegrown Partner”** means an individual whose career began at the firm as an associate and who became a partner in the firm

## ACKNOWLEDGEMENTS

The Model Diversity Survey was initially designed by the ABA 360 Commission's Economic Case Working Group in 2015. Upon the approval of Resolution 113 in August 2016 through 2022. It was initially designed and administered by Gretchen C. Bellamy.

This report was prepared by Dr. Richard D. Harvey<sup>1</sup>, Dr. Tommy DeRossett, Dr. Spondita Goswami, and Krystani Thrower Harvey, M.Ed, MSHRM, with assistance from Dr. Marcus Bolton<sup>2</sup> and Dr. Ubong Attah Prince<sup>2</sup>.

<sup>1</sup> R&K Harvey, LLC and Saint Louis University

<sup>2</sup> Ambivista

