



2017 DIVERSITY SNAPSHOT

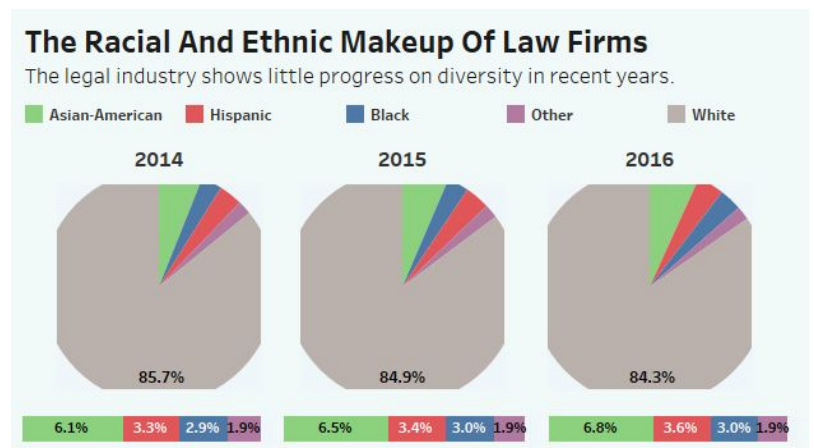
The 2017 Law360 Diversity Snapshot shows that law firms have stagnated in the drive to diversify their attorney workforce. At every level of a typical law firm, minority attorney representation grew by less than a percentage point from the prior year's survey.

Despite years of research, initiatives and goal-setting, law firms as a whole struggle with diversity. Minorities are still significantly underrepresented at every level, from nonpartners to equity partners, and progress over the past three years has been incremental at best.

American Bar Association statistics show that minorities have made up more than 20 percent of law students for almost two decades – and that they recently surpassed 30 percent.

Several top-tier law schools have even higher levels of minority representation. Harvard Law School and Yale Law School, for example, both report that minorities make up well over 40 percent of incoming students.

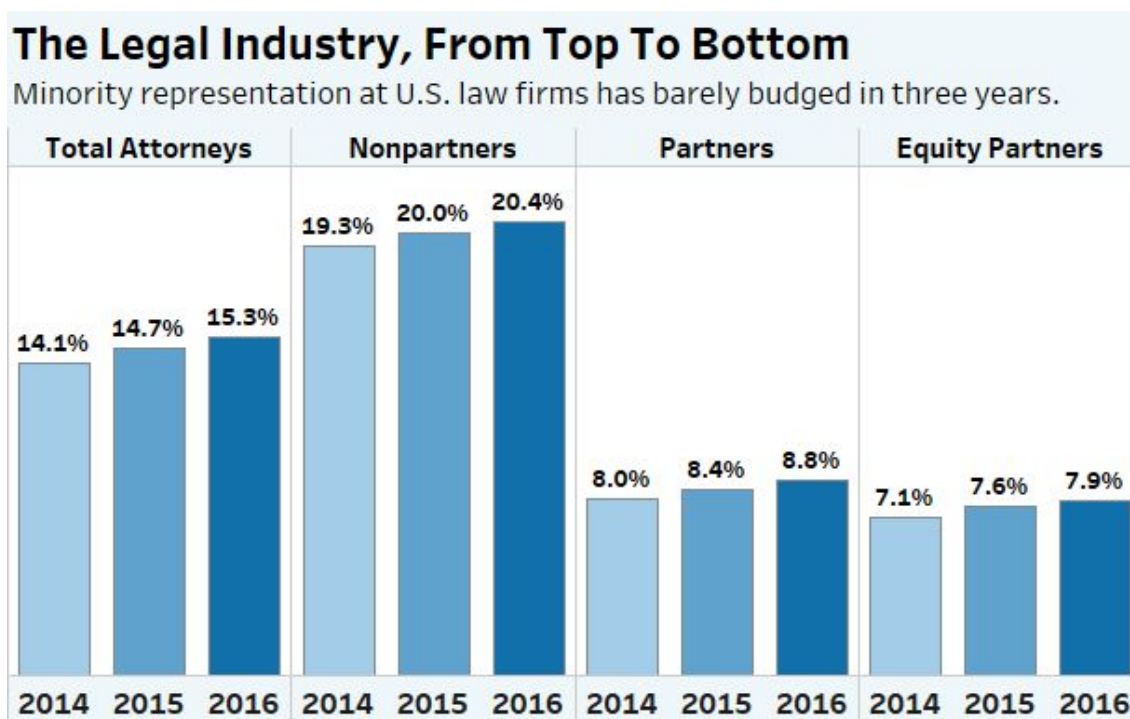
But just over 15 percent of attorneys and less than 9 percent of partners at surveyed law firms identify as a minority, according to the 2017 Law360 Diversity Snapshot, numbers that haven't budged significantly since Law360 first began collecting data from law firms three years ago.



Through an annual survey, Law360 collected data on the racial and ethnic makeup of more than 300 U.S. firms and vereins with a U.S. component, including 87 of the 100 largest U.S. firms and more than 80 percent of the largest 200.

The results show that firms have made no appreciable progress towards diversifying their attorney ranks.

At all attorney levels, minority representation has grown less than 1 percentage point since last year's survey. Nearly 85 percent of attorneys at law firms surveyed are white, a number that has not meaningfully budged over the past three years.



Still, many law firms tell Law360 that they're working to change things – by examining their recruitment and mentorship programs, by taking a closer look at

how work assignments are made, and by reaching out to diversity experts to review their internal practices.

While the industry as a whole struggles, a few firms surveyed by Law360 stood out from the rest as having above-average minority representation in their attorney workforce.

Law360 grouped firms based on U.S. attorney headcount in order to evaluate them with similar-sized peers. We excluded any firm that had below-average minority representation at even a single level of the firm, and then we ranked the rest based on their percentage of minority attorneys both at the nonpartner and partner level.

Although law firms have long struggled to recruit and retain minority attorneys, the firms on Law360’s list of top firms for minority attorneys are making some headway and enjoying the benefits of a more diverse attorney workforce.

Sizing Up The US Law Firm

The average representation of minorities in law firm roles — from associate to equity partner — varies slightly by firm size.

	20-149 attys	150-299	300-599	600+
Minority Attorneys	13.6%	12.0%	14.0%	17.0%
Minority Non-Partners	17.7%	16.1%	18.9%	21.4%
Minority Partners	9.8%	7.9%	8.0%	9.8%
Minority Equity Partners	8.8%	6.5%	7.0%	8.4%

KEY OBSERVATIONS

- ❑ Law360's study reveals that minorities make up just 15.3 percent of attorneys at law firms surveyed, up only slightly from 14.7 percent the year before. Only 8.8 percent of partners identify as minorities, up from 8.4 percent the year before. When it comes to equity partners, 7.9 percent identify as minorities, up only slightly from 7.6 percent the year before.
- ❑ Only 3 percent of surveyed attorneys identified as black, 3.6 percent as Hispanic and 6.8 percent as Asian-American.
- ❑ While just over 20 percent of nonpartners identified as a minority, under 9 percent of partners and less than 8 percent of equity partners did so.
- ❑ Black attorneys are the least represented at every echelon, especially at the highest ranks. Of all equity partners surveyed, 1.7 percent identified as black. For every black equity partner, there are more than 52 white equity partners.
- ❑ Hispanics make up the second smallest minority group in private practice, but they are the largest minority group among law students.
- ❑ Asian-Americans make up the largest minority in U.S. law firms, but they are the least likely to be partners of any of their peers. Just over 20 percent of Asian-American attorneys at surveyed firms are partners, versus 28 percent of blacks and 33 percent of Hispanics. That number shoots up to 48 percent among white attorneys.

The Best Law Firms For Minority Attorneys

600+

Rank	Firm
1	Lewis Brisbois White & Case
3	Wilson Sonsini
4	Morrison & Foerster* Paul Hastings

300-599

1	Fenwick & West Fragomen, Del Rey
3	Finnegan
4	Debevoise & Plimpton Fish & Richardson Shearman & Sterling

150-299

1	Atkinson Andelson
2	Procopio Cory
3	Curtis Mallet-Prevost
4	Knobbe Martens
5	Shutts & Bowen

<150

1	Bookoff McAndrews
2	Berry Appleman
3	Russ August
4	Linebarger Roig Lawyers

**Some attorneys declined to self-identify a race.*

