



Law Firm Diversity Survey

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Survey Introduction

Since 1997, the Minority Corporate Counsel Association (MCCA) has studied and measured the legal industry's efforts to improve diversity, equity, and inclusion in corporate legal departments and at law firms. Over the last 24 years, we have slowly but surely led a shift in the industry's long-term vision—making diversity not just an abstract priority, but one that now features prominently on boardroom agendas.

Our success is rooted in our data-driven approach. Only with data, we believe, can organizations understand these problems, measure progress, and hold themselves accountable. By investing in transparency and accountability, we can diversify the talent pipeline readying to become the next generation of corporate lawyers. And in doing so, we can lift up diverse lawyers and leaders in every sector—whose rich experiences and expertise will enhance equity and inclusion for firms and their clients, corporations and their employees, in counsel's offices and c-suites across America.

The MCCA Law Firm Diversity Survey, first released in 2004, has been a powerful tool in bringing issues of diversity, equity, and inclusion to the forefront of the legal profession. Each year, participating firms provide data on diversity in hiring, retention, and promotion, and we compile this data into a report that helps law firms benchmark their progress.

This year, 225 law firms responded to our 18th annual survey. We thank them for their participation and their commitment to living up to our shared ideals. We hope the 2021 Law Firm Diversity Survey Report gives you—law firms, corporations, nonprofit leaders, prospective lawyers—the information you need to make our vision for a more equitable profession a reality.

That is how we raise awareness. That's how we will inspire progress and accelerate our collective impact.

Executive Summary

For workplaces worldwide, 2020 was a call to reassess traditional operating procedures—and to set about redefining the status quo of work cultures that have not supported all workers. Following the devastation of the COVID-19 pandemic, the violent murder of George Floyd by a police officer, the fatal shooting of Breonna Taylor, and a sharp rise in violent hate crimes against Asian Americans, collective conversations have finally centered the often discriminatory and long-ignored social and economic experiences of historically underrepresented racial and ethnic communities. Consequently, equitable representation has become a critical component of corporate social responsibility, and diversity, equity, and inclusion (DEI) strategies have taken center stage in many workplaces.

Amidst constantly evolving health and safety concerns, sustained uncertainty about the future of work, and widespread calls for each individual and entity to actively confront systemic racism and inequity, a widespread appetite for change has emerged. However, law firms have yet to make noticeable waves in advancing DEI.

The legal industry has long known that it lacks diverse racial and ethnic representation, particularly at the partner level, and there is growing interest in changing that—but as MCCA's annual Law Firm Diversity Surveys show, little has changed in the past ten years. And our latest survey of law firm employee demographics indicates that, in 2020, underrepresentation of racial and ethnic groups, women, non-binary and LGBTQ people, and individuals with disabilities has persisted.

In assessing a decade of law firm employee demographics (Figures 1-3) across more than 200 firms representing most of the AmLaw100 and the NLJ250, we found an increase in the overall share of working attorneys identifying as members of underrepresented racial and ethnic groups including multiracial, from 14% in 2010 to 20% in 2020. In 2020, 89% of partners across surveyed U.S. law firms identified as White/Caucasian, down from over 93% in 2010. Meanwhile, representation of historically underrepresented racial and ethnic groups improved more noticeably among summer associates (from 28% in 2010 to 36% in 2020) and associates (from 21% in 2010 to 28% in 2020).

This minimal progress did not boost representation for all underrepresented racial and ethnic groups. While the share of Asian, Hispanic or Latinx, and multiracial attorneys at firms increased slightly between 2010 and 2020, there was no change in the share of associates and partners who are African American or Black. And surveyed firms reported having very few Indigenous and Native Hawaiian or Pacific Islander attorneys.

Gender disparities in representation also persist at law firms, as does low representation of other historically underrepresented groups (Table 1). About 39% of all attorneys at surveyed firms are women, including 48% of associates but just 26% of partners. This year, MCCA collected data on attorneys who identify as non-binary and military veterans. In 2020, firms reported that attorneys who identified as follows: non-binary (0%), LGBTQ (4%), military veterans (less than 2%), or as having a disability (1%).

Figure 1

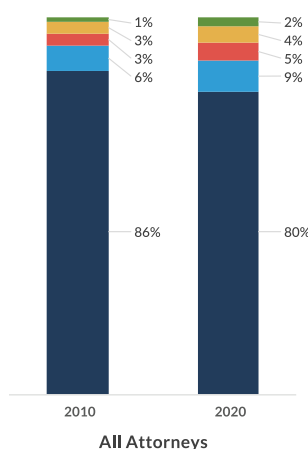


Figure 2

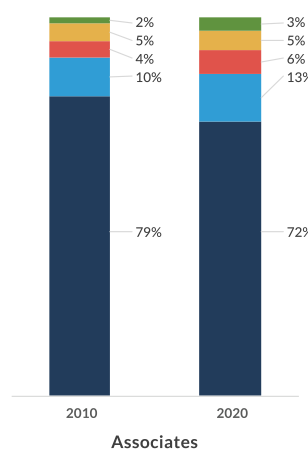
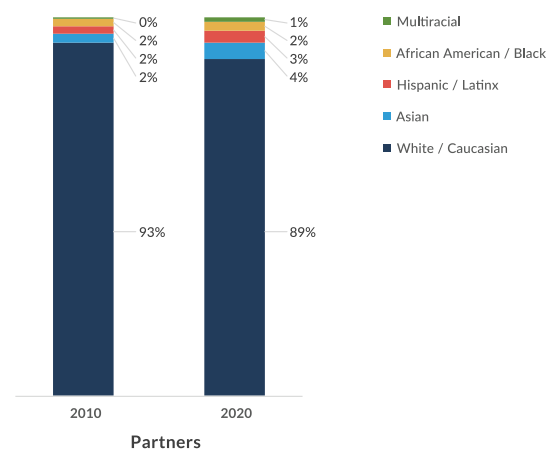


Figure 3



Law firms have an opportunity to do more. If attorneys from diverse summer associate and associate pools are supported and promoted, firms can boost diversity among partners and at other senior levels. However, as our findings highlight, full-time offer rates and attrition rates are critical for assessing how to diversify the pipeline of early-career attorneys for the long term.

In 2020, 36% of the summer associates who received offers of full-time positions were from underrepresented racial and ethnic groups. At the same time, however, 32% of the associates who left their firms were from those same underrepresented groups. As firms consider where they can do more to diversify their team, it will be critical to

concurrently increase diversity at senior levels and ensure that early-career attorneys are supported and empowered to advance.

A decade of slow progress towards equity and inclusion in law is disappointing. But it also underscores how critical it is to be proactive towards progress—because we have seen that little will change if we are not. The annual survey data and analysis are just the beginning or many firms who are committed to a much more equitable vision for the future of law. In this watershed moment of envisioning workplaces of the future, we look forward to supporting firms in making that vision a reality.

Table 1

Law Firm Demographics (2010 and 2020)								
Demographic	Year	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
White/Caucasian	2020	63.9%	72.2%	85.8%	87.5%	89.6%	88.9%	79.8%
	2010	71.8%	79.0%	90.2%	91.2%	93.7%	93.1%	85.6%
Asian	2020	14.4%	12.6%	5.8%	4.4%	4.3%	4.3%	8.6%
	2010	12.4%	10.2%	3.7%	3.0%	2.2%	2.4%	6.4%
Hispanic/Latinx	2020	7.5%	6.2%	3.5%	3.6%	2.8%	3.1%	4.7%
	2010	5.3%	4.2%	2.5%	2.3%	1.9%	2.0%	3.2%
African American/Black	2020	9.0%	5.3%	2.9%	2.8%	2.2%	2.4%	4.2%
	2010	7.7%	4.5%	2.8%	2.8%	1.6%	1.9%	3.4%
Multiracial	2020	4.9%	3.4%	1.7%	1.4%	1.0%	1.1%	2.4%
	2010	2.4%	1.8%	0.6%	0.5%	0.4%	0.4%	1.1%
All Underrepresented Racial/Ethnic groups	2020	36.1%	27.8%	14.2%	12.5%	10.4%	11.1%	20.2%
	2010	28.2%	21.0%	9.8%	8.8%	6.3%	6.9%	14.4%
All Women	2020	53.6%	48.3%	40.8%	31.8%	23.5%	26.0%	38.8%
	2010	48.1%	45.8%	37.3%	26.8%	17.0%	19.4%	34.2%
Women of Color	2020	21.6%	16.0%	7.6%	5.5%	3.7%	4.2%	10.8%
	2010	15.9%	11.6%	5.0%	3.3%	1.8%	2.2%	7.2%

Participating Law Firms

- A** Adams and Reese LLP*
- Akerman LLP*
- Akin Gump Strauss Hauer & Feld LLP*
- Allen & Overy LLP*
- Allen Matkins Leck Gamble Mallory & Natsis LLP
- Alston & Bird*
- Arent Fox LLP*
- Arnold & Porter Kaye Scholer LLP*
- Axinn Veltrop & Harkrider LLP
- B** Baird Holm LLP*
- Baker Botts LLP*
- Baker McKenzie*
- Ballard Spahr LLP
- Banner & Witcoff, Ltd.
- Barack Ferrazzano Kirschbaum & Nagelberg LLP
- Barclay Damon LLP
- Barnes & Thornburg LLP
- Barry McTiernan & Moore LLC
- Barta, Jones & Foley, P.C.
- Barze Taylor Noles Lowther LLC
- Beveridge & Diamond PC
- Blank Rome LLP*
- Bodman Attorneys & Counselors
- Boies Schiller Flexner LLP*
- Bookoff McAndrews, PLLC
- Bowman and Brooke LLP
- Bressler, Amery & Ross, P.C.
- Brown & James, P.C.
- Brownstein Hyatt Farber Schreck, LLP
- Bryan Cave Leighton Paisner*
- Buchalter
- Buchanan, Ingersoll & Rooney, PC*
- Buckley LLP
- Burns White LLC
- Burr & Forman LLP
- Butler Snow LLP
- C** Cadwaladar, Wickersham & Taft LLP*
- Caplin & Drysdale, Chartered
- Carlton Fields P.A. *
- Chapman and Cutler LLP
- Cleary Gottlieb Steen & Hamilton LLP*
- Constangy, Brooks, Smith & Prophete, LLP
- Cooley LLP*
- Covington & Burling LLP*
- Cozen O'Connor
- Cravath, Swaine & Moore LLP*
- Crowell & Moring LLP*
- Curley, Hurtgen & Johnsrud LLP
- D** Davis Graham & Stubbs LLP
- Davis Polk & Wardwell LLP*
- Davis Wright Tremaine LLP*
- Debevoise & Plimpton LLP*
- Dechert LLP*
- Dentons US LLP*
- Dinsmore & Shohl LLP*
- DLA Piper LLP- US*
- Dority & Manning, P.A.
- Dorsey & Whitney LLP*
- Drew Eckl & Farnham LLP*
- Duane Morris LLP
- Dykema Gossett PLLC*
- E** Epstein, Becker & Green, PC*
- Eversheds Sutherland (US) LLP*
- F** Faegre Drinker Biddle & Reath LLP*
- Fenwick & West LLP*
- Finnegan, Henderson, Farabow, Garrett & Dunner, LLP*
- Fish & Richardson P.C.*
- Fisher & Phillips LLP
- Fletcher Yoder, P.C.
- Foley & Lardner LLP*
- Foley Hoag LLP*
- Fox Rothschild LLP*
- Fredrikson & Byron, P.A.
- Freshfields Bruckhaus Deringer LLP
- Fried, Frank, Harris, Shriver & Jacobson LLP*
- Frost Brown Todd LLC
- G** GableGotwals
- Galloway, Johnson, Tompkins, Burr & Smith, APLC
- Gentry Locke Attorneys *
- Gibbons P.C.*
- Gibson Dunn & Crutcher LLP*
- Goldberg Segalla
- Goodwin Procter LLP*
- Gordon Rees Scully Mansukhani, LLP*
- Goulston & Storrs PC
- Greenberg Traurig*
- Greensfelder, Hemker & Gale, P.C
- Groom Law Group
- H** Hanson Bridgett LLP
- Harrity & Harrity, LLP
- Haynes & Boone, LLP*
- Higgs Fletcher & Mack
- Hinshaw & Culbertson LLP*
- Hogan Lovells (US) LLP*
- Holland & Hart*
- Holland & Knight LLP*
- Honigman LLP
- Hunton Andrews Kurth LLP*
- Husch Blackwell LLP*
- I** Ice Miller LLP*
- InfoLawGroup LLP
- J** Jaburg & Wilk, P.C.
- Jackson Lewis P.C.*
- Jackson Walker L.L.P.*
- Jenner & Block LLP*
- Jones Walker LLP

*Law firms that have participated in the MCCA Survey every year for the past 10 years.

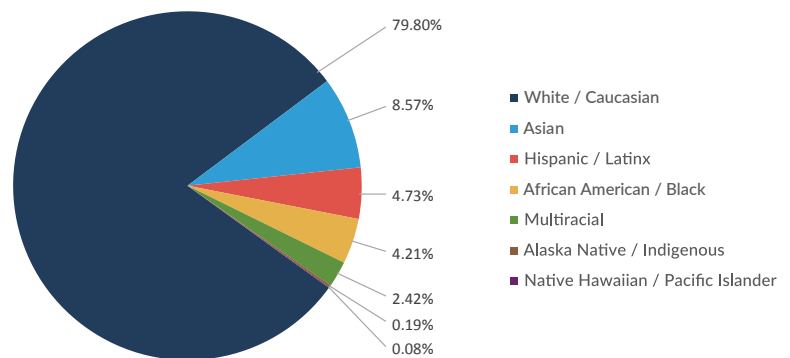
- K** K&L Gates LLP
Kaplan Hecker & Fink LLP
Kasowitz Benson Torres LLP
Katten Muchin Rosenman LLP*
Kaufman Dolowich & Voluck, LLP
Keller and Heckman LLP
Kelley Drye & Warren LLP*
Kilpatrick Townsend & Stockton LLP
King & Spalding LLP*
Kirkland & Ellis LLP*
Knobbe Martens
Kobre & Kim LLP
Kopka Pinkus Dolin
Kramer Levin Naftalis & Frankel LLP*
Kutak Rock LLP*
- L** Lane Powell PC*
Latham & Watkins*
Lathrop GPM LLP
Law Offices of Lloyd B. Sarakin LLC
Lazaro Law Group
Lindow Stephens Treat
Linklaters LLP*
Littler Mendelson P.C.*
Locke Lord*
Loeb & Loeb LLP*
Lowenstein Sandler LLP
LTL Attorneys LLP
- M** Mahamedi IP Law LLP
Manatt Phelps & Phillips LLP*
Massey & Gail LLP
Mayer Brown LLP*
Maynard Cooper & Gale PC
McDermott Will & Emery LLP
McGlinchey Stafford
McGuireWoods, LLP*
Merchant Gould
Meyers Nave
MG+M The Law Firm
Michael Best & Friedrich LLP
Milbank LLP*
Miller & Chevalier
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C. *
Mitchell Silberberg & Knupp LLP
Moore & Van Allen PLLC*
Morgan, Lewis & Bockius, LLP*
Moritt Hock & Hamroff LLP
Morrison & Foerster LLP*
Morrison Mahoney LLP
Munger, Tolles & Olson LLP*
- N** Neal, Gerber & Eisenberg LLP*
Nelson Mullins Riley & Scarborough LLP
Nilan Johnson Lewis, P.A.
Norton Rose Fulbright US LLP*
Nossaman LLP
- O** Ogletree, Deakins, Nash, Smoak & Stewart, P.C.*
O'Melveny & Myers LLP*
Orgain Bell & Tucker, LLP
Orrick, Herrington & Sutcliffe LLP*
- P** Parker Poe
Parsons, Lee & Juliano, P.C.*
Paul Hastings LLP*
Paul, Weiss, Rifkind, Wharton & Garrison LLP*
Pearne & Gordon LLP
Perkins Coie LLP*
Phillips Spallas & Angstadt LLP*
Pillsbury Winthrop Shaw Pittman LLP*
Polsinelli PC
Proskauer Rose LLP*
- Q** Quarles & Brady LLP*
- R** Reed Smith LLP*
Reilly, McDevitt & Henrich, P.C.
Reinhart Boerner Van Deuren S.C.
Reminger Co., LPA*
Richards, Layton & Finger, P.A.
Riley Safer Holmes & Cancila LLP
Robins Kaplan LLP*
Robinson & Cole LLP
Robinson Bradshaw & Hinson, P.A.
ROIG Lawyers
Ropes & Gray LLP*
Rumberger Kirk & Caldwell
- S** Schnader Harrison Segal & Lewis LLP
Schulte Roth & Zabel LLP*
Scott Douglass & McConico LLP
Seyfarth Shaw LLP*
Shearman & Sterling*
Sheppard, Mullin, Richter & Hampton LLP*
Shook, Hardy & Bacon LLP*
SimpsonThacher & Bartlett LLP*
Skadden, Arps, Slate, Meagher & Flom LLP*
Smith, Mills, & Schrock Law
Sterne, Kessler, Goldstein & Fox, P.L.L.C.
Stinson LLP*
Stoel Rives LLP*
Sullivan & Cromwell*
Swift, Currie, McGhee & Hiers, LLP
- T** Taft Stettinius & Hollister LLP
Thompson Coburn LLP
Thompson Hine LLP*
Thompson, Coe, Cousins & Irons, LLP*
- V** Vedder Price
Venable LLP*
Vinson & Elkins LLP
Vorys, Sater, Seymour and Pease LLP*
- W** Wachtell, Lipton Rosen & Katz*
Waller Lansden Dortch & Davis, LLP
Weil Gotshal & Manges LLP*
White & Case*
Wiggin and Dana LLP
Williams & Connolly LLP
Willkie Farr & Gallagher LLP*
WilmerHale*
Wilson Elser Moskowitz Edelman & Dicker LLP*
Wilson Sonsini Goodrich & Rosati*
Wilson Turner Kosmo LLP
Winston & Strawn, LLP*
Womble Bond Dickinson (US) LLP*
- Y** Young Conaway Stargatt & Taylor, LLP
- Z** ZwillGen PLLC

*Law firms that have participated in the MCCA Survey every year for the past 10 years.

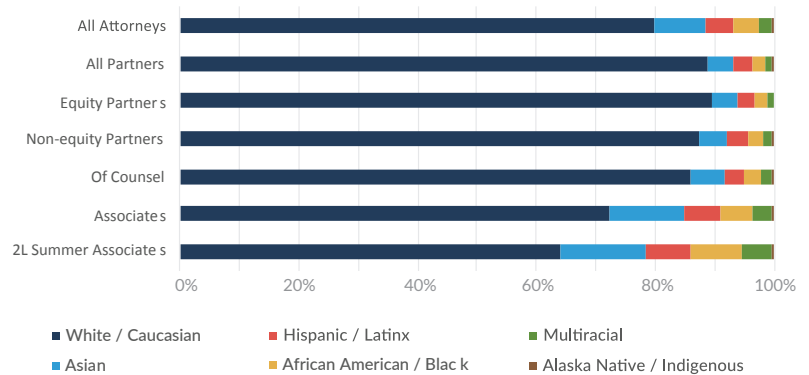
Overall Demographics

Similar to previous years, across firms participating in the survey, roughly four in five attorneys are White/Caucasian. Surveyed firms are most racially and ethnically diverse among 2L summer associates and associates, and are least racially and ethnically diverse among non-equity partners and equity partners. Across surveyed firms, 3.9% of attorneys identify as LGBTQ+ – similarly more often at the two associate levels than at more senior levels. Additionally, 1.7% of attorneys at surveyed firms identify as military veterans (which the survey assessed for the first time this year), and just about 1.0% of attorneys identify as having a disability. Representation of attorneys who are LGBTQ+, have disabilities, and are from underrepresented racial and ethnic groups has increased over the past year, by 0.8%, 0.3%, and 2.0%, respectively. Although increased racial and ethnic diversity at the associate level could offer a more diverse pipeline for future partnership – if diverse associates stay at their firms – firms must concurrently increase diversity at all levels.

All Attorneys



Overall Demographics



Overall Law Firm Demographics

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
White/Caucasian	63.9%	72.2%	85.8%	87.5%	89.6%	88.9%	79.8%
Asian	14.4%	12.6%	5.8%	4.4%	4.3%	4.3%	8.6%
Hispanic/Latinx	7.5%	6.2%	3.5%	3.6%	2.8%	3.1%	4.7%
African American/Black	9.0%	5.3%	2.9%	2.8%	2.2%	2.4%	4.2%
Multiracial	4.9%	3.4%	1.7%	1.4%	1.0%	1.1%	2.4%
Alaska Native/Indigenous	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Native Hawaiian/Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Openly LGBTQ+	8.0%	5.2%	2.6%	2.2%	2.3%	2.3%	3.9%
Individuals with Disabilities	0.7%	0.9%	1.2%	1.4%	0.8%	1.0%	1.0%
Military Veterans	1.4%	1.1%	2.9%	2.3%	1.9%	2.0%	1.7%
All Underrepresented Racial/Ethnic Groups	36.1%	27.8%	14.2%	12.5%	10.4%	11.1%	20.2%
All Women	53.6%	48.3%	40.8%	31.8%	23.5%	26.0%	38.8%
Women of Color	21.6%	16.0%	7.6%	5.5%	3.7%	4.2%	10.8%



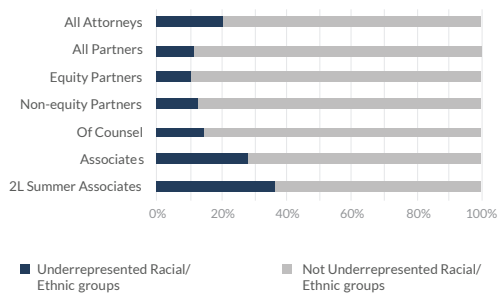
Survey Results

Underrepresented Racial/Ethnic Groups

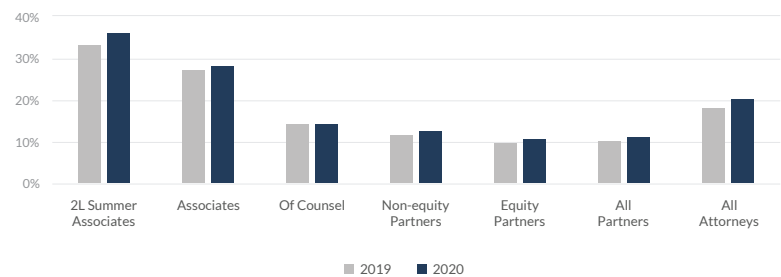
Overall Demographics

Approximately nine out of twenty-five 2L summer associates at surveyed firms are attorneys of color – the highest concentration by position of individuals from underrepresented racial and ethnic groups. At each successive rank within surveyed law firms, there are fewer individuals from underrepresented racial and ethnic groups. The greatest decline in racial and ethnic representation from one role to the next occurs from the associate to counsel level (a decline by 13.6 percentage points). Surveyed firms have more partners who are men (74%) than who are women (26%), and no partners who are non-binary. Between 2019 and 2020, law firms reported having more attorneys from underrepresented racial and ethnic backgrounds (18.2% vs 20.2%). The greatest increase in underrepresented representation occurred in the 2L summer associate positions. Although increased racial and ethnic diversity at the associate level could offer a more diverse pipeline for future partnership – if diverse associates are retained – firms must concurrently increase diversity at all levels.

Overall Demographics
Underrepresented Racial/Ethnic Groups



Prior Year Comparison
Underrepresented Racial/Ethnic Groups



Percentage of Underrepresented Racial/Ethnic Group Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
All Underrepresented Racial/Ethnic groups	36.1%	27.8%	14.2%	12.5%	10.4%	11.1%	20.2%
Women of Color	21.6%	16.0%	7.6%	5.5%	3.7%	4.2%	10.8%
Men of Color	14.5%	11.8%	6.6%	6.9%	6.7%	6.8%	9.4%
Non-Binary People of Color	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	33.2%	26.8%	14.1%	11.6%	9.8%	10.3%	18.2%

*Note some totals may not sum due to rounding.

Attrition

At surveyed firms, attrition is higher for women than for men at the associate and non-equity partner level. Among attorneys from underrepresented racial and ethnic groups who left their firm, 31.6% were associates; a smaller share who left were equity partners (12.4%), non-equity partners (14.3%), or of counsel (16%).

Percentage of Attrition for Underrepresented Racial/Ethnic Group Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
All Underrepresented Racial/Ethnic Groups	31.6%	12.4%	14.3%	16.0%
Women of Color	17.6%	4.0%	7.4%	8.5%
Men of Color	14.0%	8.4%	6.9%	7.5%
Non-Binary People of Color	0.1%	0.0%	0.0%	0.0%
2019	30.0%	N/A	N/A	N/A

*Note some totals may not sum due to rounding.

Recruitment & Promotion

The share of new hires from underrepresented racial and ethnic backgrounds increased by 2.3 percentage points between 2019 and 2020.

Recruitment and Promotion Percentages for Underrepresented Racial/Ethnic Group Attorneys

	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
All Underrepresented Racial/Ethnic Groups	36.1%	36.0%	30.0%	32.5%	21.2%	17.3%	16.4%	17.7%
Women of Color	21.6%	21.6%	16.9%	18.5%	11.3%	5.8%	7.1%	9.4%
Men of Color	14.5%	14.2%	13.1%	14.0%	9.9%	11.4%	9.2%	8.4%
Non-Binary People of Color	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	33.2%	N/A	27.7%	N/A	N/A	N/A	N/A	16.9%

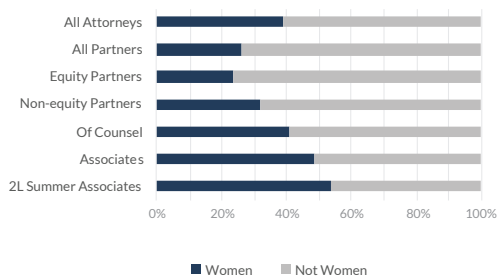
*Note some totals may not sum due to rounding.

Representation of Women

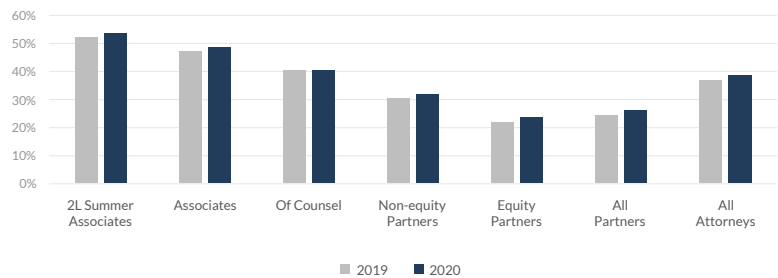
Overall Demographics

Women make up 38.8% of all attorneys at surveyed firms. They are highly represented at the 2L summer associate level – the only rank at which women make up more than half of attorneys. While there was a 1.2 percentage point increase between 2019 and 2020 in the share of women working as equity partners at law firms, this continues to be the position in which women are least represented as attorneys.

Overall Demographics - All Women



Prior Year Comparison - All Women



Percentage of Women Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
2020	53.6%	48.3%	40.8%	31.8%	23.5%	26.0%	38.8%
2019	52.2%	47.3%	40.4%	30.6%	22.3%	24.7%	36.9%

Attrition

47.4% of women associates left surveyed law firms in 2020 – approximately the same attrition as the prior year.

Percentage of Attrition for Women Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
2020	47.4%	24.3%	31.7%	42.4%
2019	47.1%	N/A	N/A	N/A

Recruitment & Promotion

In 2020, there was a 1.7 percentage point increase in the share of total hires that were women, from 45.2% in 2019 to 46.9% in 2020. At surveyed firms, women were more likely to become a partner via promotion than through a lateral hire.

Recruitment and Promotion Percentages for Women Attorneys

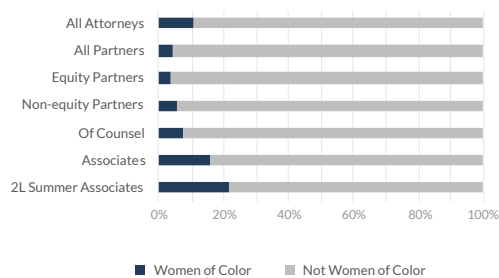
	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
2020	53.6%	53.9%	46.9%	49.2%	42.6%	29.7%	35.8%	42.0%
2019	52.2%	N/A	45.2%	N/A	N/A	N/A	N/A	41.1%

Representation of Women of Color

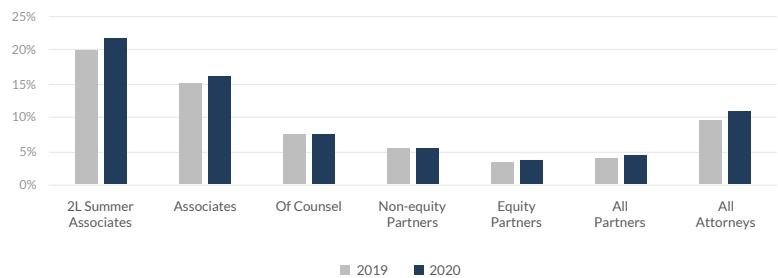
Overall Demographics

Surveyed firms indicated women of color are least represented at the equity partner level and most represented at the 2L summer associate level. Between 2019 and 2020, there was 1.4 percentage point increase in the share of women of color serving as attorneys in any position.

Overall Demographics - Women of Color



Prior Year Comparison - Women of Color



Percentage of Women of Color Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
2020	21.6%	16.0%	7.6%	5.5%	3.7%	4.2%	10.8%
2019	19.9%	15.2%	7.4%	5.3%	3.3%	3.9%	9.4%

Attrition

Women of color in different positions at law firms leave at different rates. In 2020, participating law firms reported that attrition for women of color was lowest at the equity partner level. Women of color at these firms are more likely to leave if they are associates than if they hold more senior positions. There was a 0.6 percentage point increase from 2019 to 2020 in the share of women associates who left their firm.

Percentage of Attrition for Women of Color Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
2020	17.6%	4.0%	7.4%	8.5%
2019	17.0%	N/A	N/A	N/A

Recruitment & Promotion

Surveyed firms hired more women of color in 2020 than in 2019 (16.9% vs 15.4% of all new hires). Women of color were more likely to be hired for associate level positions than for senior roles.

Recruitment and Promotion Percentages for Women of Color Attorneys								
	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
2020	21.6%	21.6%	16.9%	18.5%	11.3%	5.8%	7.1%	9.4%
2019	19.9%	N/A	15.4%	N/A	N/A	N/A	N/A	8.8%

A background image showing three business professionals in a meeting. On the left, a Black man with a beard and glasses is looking towards the center. In the middle, a woman with blonde hair and glasses is looking down at a tablet. On the right, an Asian woman with glasses is gesturing with her hands while holding a folder. The image is overlaid with a dark blue filter.

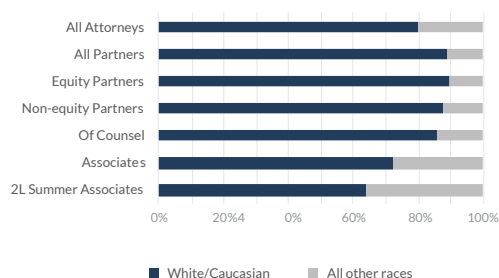
Individual Racial / Ethnic Groups

Representation of White / Caucasian Attorneys

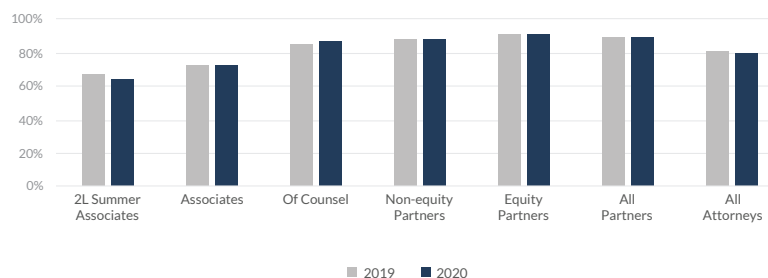
Overall Demographics

Across surveyed firms, the majority of attorneys at all levels are White/Caucasian – as was the case in 2019. At the 2L summer associate level, slightly fewer associates were White/Caucasian in 2020 relative to 2019. Among 2L summer associates, an equal share of White/Caucasian employees are men and women – but as their level of seniority increases, White/Caucasian attorneys are more likely to be men.

Overall Demographics - White/Caucasian



Prior Year Comparison - White/Caucasian



Percentage of White/Caucasian Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
White/Caucasian	63.9%	72.2%	85.8%	87.5%	89.6%	88.9%	79.8%
Women	32.0%	32.3%	33.2%	26.3%	19.8%	21.8%	28.0%
Men	31.8%	39.8%	52.6%	61.2%	69.8%	67.2%	51.8%
Non-Binary	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	66.1%	72.3%	85.2%	87.5%	89.9%	89.2%	81.1%

*Note some totals may not sum due to rounding.

Attrition

Among the White/Caucasian attorneys who left surveyed firms, more men than women left roles as partners.

Percentage of Attrition for White/Caucasian Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
White/Caucasian	68.4%	87.6%	85.7%	84.0%
Women	29.8%	20.3%	24.3%	33.9%
Men	38.5%	67.3%	61.4%	50.1%
Non-Binary	0.0%	0.0%	0.1%	0.0%

*Note some totals may not sum due to rounding.

Recruitment & Promotion

The majority of all new hires at surveyed firms were White/Caucasian (70%). Approximately 40% of all new hires were White/Caucasian men. Eight out of ten new partners who were promoted from associate or of counsel rank were White/Caucasian in 2020, with approximately five being men and three being women.

Recruitment and Promotion Percentages for White/Caucasian Group Attorneys

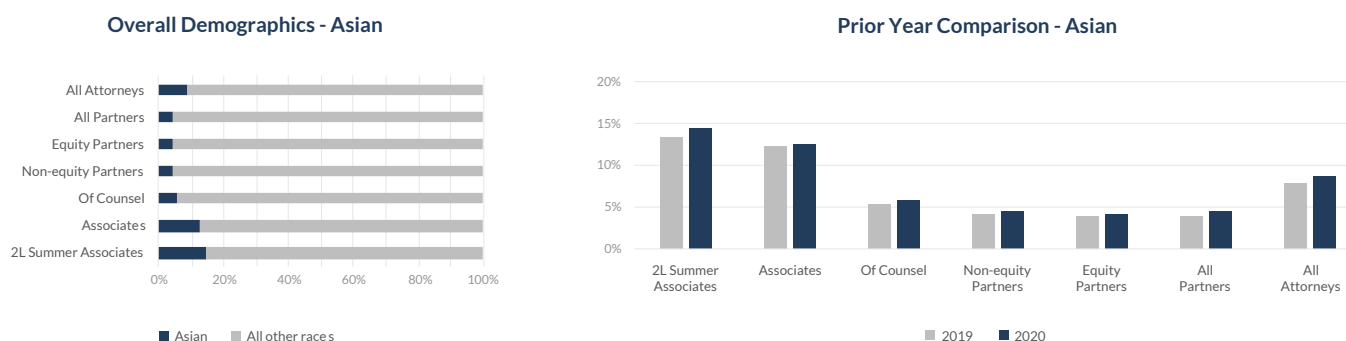
	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
White/Caucasian	63.9%	64.0%	70.0%	67.5%	78.8%	82.7%	83.6%	82.3%
Women	32.0%	32.4%	29.9%	30.7%	31.4%	23.9%	28.7%	32.7%
Men	31.8%	31.6%	40.1%	36.8%	47.5%	58.8%	55.0%	49.6%
Non-Binary	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Representation of Asian Attorneys

Overall Demographics

Asian attorneys represent the second largest racial or ethnic group among all attorneys at surveyed firms (8.6%). There was about a 1.0 percentage point increase from 2019 to 2020 in the share of all 2L summer associates who are Asian, and a greater share of both 2L summer associates and associates are Asian women than are Asian men. A slightly greater share of partners are Asian men (2.5%) than are Asian women (1.8%).



Percentage of Asian Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Asian	14.4%	12.6%	5.8%	4.4%	4.3%	4.3%	8.6%
Women	8.9%	7.4%	3.3%	2.1%	1.6%	1.8%	4.8%
Men	5.5%	5.1%	2.4%	2.3%	2.6%	2.5%	3.8%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	13.5%	12.1%	5.4%	4.0%	4.0%	4.0%	7.8%

*Note some totals may not sum due to rounding.

Attrition

The percentage of Asian associate attorneys who left surveyed firms decreased slightly, from 13.8% in 2019 to 12.8% in 2020.

Percentage of Attrition for Asian Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
Asian	12.8%	4.1%	4.6%	6.1%
Women	7.4%	1.1%	2.4%	3.4%
Men	5.4%	3.1%	2.3%	2.7%
Non-Binary	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Recruitment & Promotion

At surveyed firms, the share of total new hires who are Asian increased slightly to 12.6% in 2020, up from 11.6% in 2019. A larger share of Asian 2L summer associates who received offers and all who accepted offers who were women than men. The percentage of new partners promoted who are Asian increased from 6.6% in 2019 to 7.4% in 2020.

Recruitment and Promotion Percentages for Asian Attorneys

	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
Asian	14.4%	14.6%	12.6%	13.8%	6.5%	5.1%	6.9%	7.4%
Women	8.9%	9.1%	7.2%	7.9%	3.9%	1.7%	3.0%	3.9%
Men	5.5%	5.5%	5.4%	5.9%	2.5%	3.3%	4.0%	3.5%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

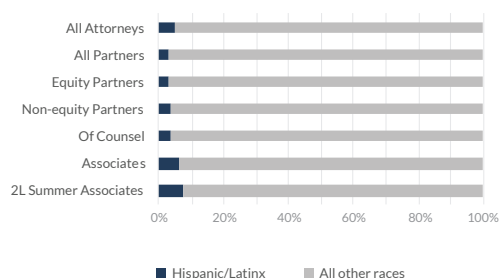
*Note some totals may not sum due to rounding.

Representation of Hispanic / Latinx Attorneys

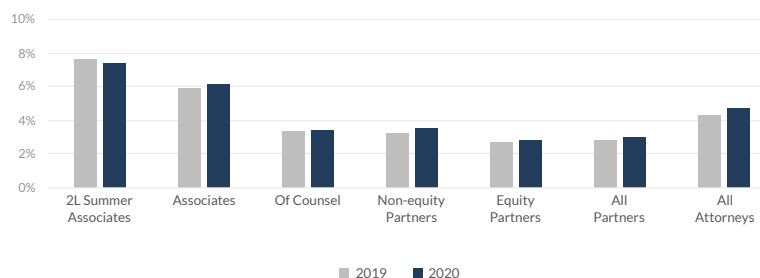
Overall Demographics

Hispanic or Latinx attorneys represent approximately 4.7% of all attorneys at surveyed firms. The percentage of 2L summer associates who are Hispanic or Latinx decreased slightly in 2020 compared to 2019. The percentage of attorneys who are Hispanic or Latinx increased slightly among associates, of counsel, and partners.

Overall Demographics - Hispanic/Latinx



Prior Year Comparison - Hispanic/Latinx



Percentage of Hispanic / Latinx Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Hispanic / Latinx	7.5%	6.2%	3.5%	3.6%	2.8%	3.1%	4.7%
Women	3.9%	3.3%	1.6%	1.5%	0.8%	1.0%	2.2%
Men	3.5%	2.9%	1.9%	2.1%	2.0%	2.0%	2.5%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	7.7%	6.0%	3.4%	3.3%	2.7%	2.9%	4.4%

*Note some totals may not sum due to rounding.

Attrition

The percentage of Hispanic or Latinx associate attorneys who left surveyed firms increased from 5.8% in 2019 to 6.7% in 2020.

Percentage of Attrition for Hispanic / Latinx Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
Hispanic / Latinx	6.7%	3.9%	3.5%	3.4%
Women	3.3%	1.4%	1.7%	1.5%
Men	3.4%	2.5%	1.9%	1.9%
Non-Binary	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Recruitment & Promotion

At surveyed firms, the percentage of total new hires who are Hispanic or Latinx remained the same from 2019 to 2020. Compared to their White/Caucasian and Asian peers, Hispanic or Latinx attorneys at surveyed firms are less likely to be promoted to partner.

Recruitment and Promotion Percentages for Hispanic / Latinx Attorneys

	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
Hispanic / Latinx	7.5%	7.5%	6.7%	7.0%	5.8%	4.5%	3.9%	4.7%
Women	3.9%	4.1%	3.5%	3.6%	2.8%	1.2%	1.4%	2.3%
Men	3.5%	3.4%	3.2%	3.4%	3.0%	3.3%	2.5%	2.4%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

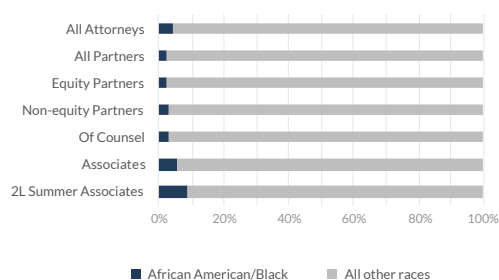
*Note some totals may not sum due to rounding.

Representation of African American / Black Attorneys

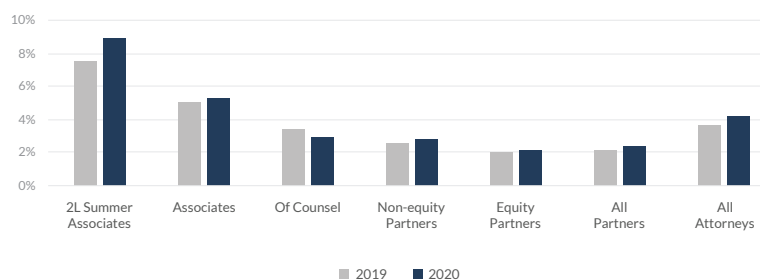
Overall Demographics

Approximately 4.2% of all attorneys at surveyed firms are African American or Black. From 2019 to 2020, the share of African American or Black attorneys increased slightly, largely among 2L summer associates. The percentage of African American or Black associates, non-equity partners, and equity partners remained about the same in 2020. More associates (5.3%) than partners (2.4%) and of counsel (2.9%) are African American or Black.

Overall Demographics - African American/Black



Prior Year Comparison - African American/Black



Percentage of African American / Black Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
African American / Black	9.0%	5.3%	2.9%	2.8%	2.2%	2.4%	4.2%
Women	5.2%	3.2%	1.5%	1.1%	0.8%	0.9%	2.3%
Men	3.8%	2.1%	1.3%	1.7%	1.3%	1.4%	1.9%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	7.6%	5.1%	3.5%	2.6%	2.0%	2.2%	3.7%

*Note some totals may not sum due to rounding.

Attrition

The percentage of African American or Black associate attorneys who left surveyed firms increased, from 6.9% in 2019 to 7.9% in 2020.

Percentage of Attrition for African American / Black Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
African American / Black	7.9%	2.8%	3.8%	4.5%
Women	4.6%	1.2%	2.6%	2.5%
Men	3.3%	1.6%	1.3%	2.0%
Non-Binary	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Recruitment & Promotion

The percentage of total new hires at surveyed firms who are African American or Black increased slightly, from 6.2% in 2019 to 6.9% in 2020. More 2L summer associates were African American or Black women than African American or Black men.

Recruitment and Promotion Percentages for African American / Black Attorneys

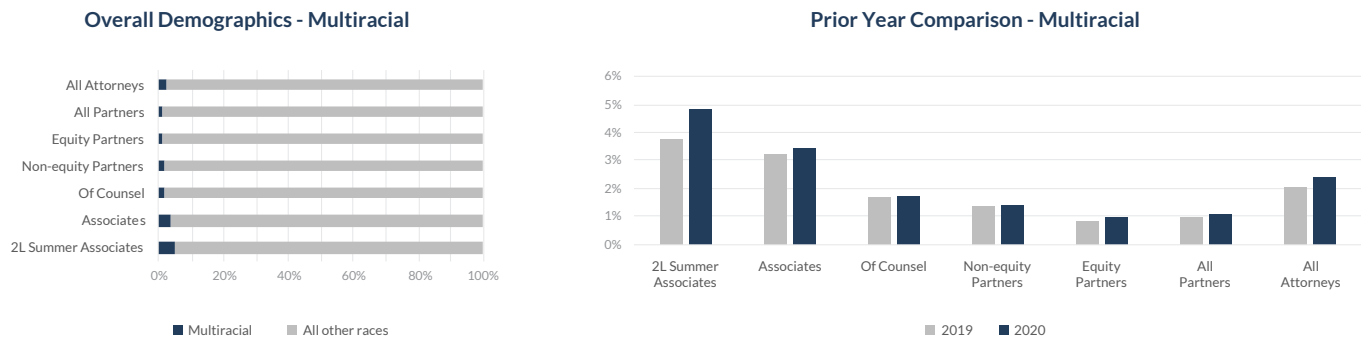
	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
African American / Black	9.0%	8.5%	6.9%	7.5%	5.9%	5.3%	3.7%	3.3%
Women	5.2%	4.7%	3.8%	4.3%	2.7%	1.9%	1.8%	1.8%
Men	3.8%	3.5%	3.1%	3.1%	3.2%	3.4%	1.9%	1.5%
Non-Binary	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Representation of Multiracial Attorneys

Overall Demographics

Multiracial attorneys represent approximately 2.4% of all attorneys across surveyed firms. The share of 2L summer associates who are multiracial increased from 3.8% in 2019 to 4.9% 2020, while the share of associates, of counsel, non-equity partners, and equity partners who are multiracial remained about the same.



Percentage of Mutiracial Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Multiracial	4.9%	3.4%	1.7%	1.4%	1.0%	1.1%	2.4%
Women	3.3%	1.9%	0.9%	0.7%	0.3%	0.4%	1.3%
Men	1.6%	1.5%	0.8%	0.7%	0.7%	0.7%	1.1%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	3.8%	3.3%	1.7%	1.4%	0.9%	1.0%	2.1%

*Note some totals may not sum due to rounding.

Attrition

The percentage of associate attorneys who left surveyed firms increased from 3.3% in 2019 to 3.7% in 2020.

Percentage of Attrition for Multiracial Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
Multiracial	3.7%	1.2%	2.0%	1.6%
Women	2.0%	0.3%	0.7%	0.9%
Men	1.7%	0.8%	1.3%	0.7%
Non-Binary	0.1%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Recruitment & Promotion

The share of total new hires who are multiracial increased slightly from 3.1% in 2019 to 3.4% in 2020. The share of 2L summer associates who are multiracial increased from 3.8% in 2019 to 4.9% in 2020. The share of promoted new partners who are multiracial decreased from 2.3% in 2019 to 2.0% in 2020. A larger share of 2L summer associates were multiracial women than were multiracial men.

Recruitment and Promotion Percentages for Multiracial Attorneys

	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
Multiracial	4.9%	5.1%	3.4%	3.7%	2.4%	2.0%	1.5%	2.0%
Women	3.3%	3.4%	2.1%	2.2%	1.5%	0.9%	0.8%	1.2%
Men	1.6%	1.7%	1.2%	1.5%	0.9%	1.1%	0.7%	0.8%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

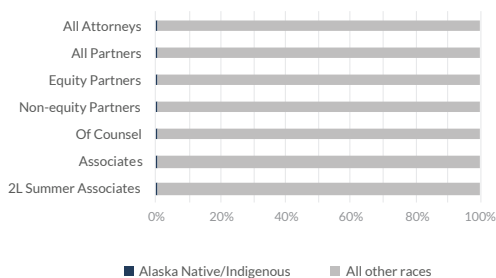
*Note some totals may not sum due to rounding.

Representation of Alaska Native / Indigenous Attorneys

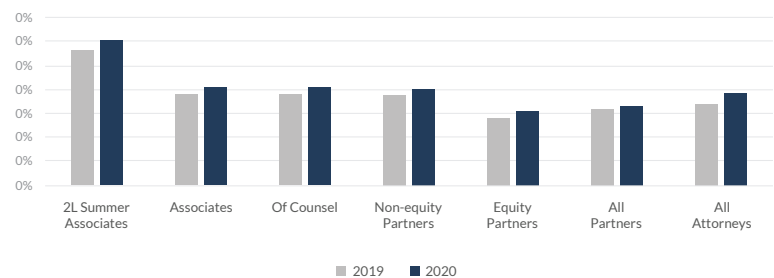
Overall Demographics

Alaska Native/Indigenous attorneys represent approximately less than 1% of all attorneys across surveyed firms. In 2020, firms reported that 205 attorneys are Alaska Native/Indigenous, compared to 195 in 2019. Among Alaska Native/Indigenous attorneys, 43% are associates, 13% are of counsel, and 35% are partners.

Overall Demographics - Alaska Native/Indigenous



Prior Year Comparison - Alaska Native/Indigenous



Percentage of Alaska Native / Indigenous Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Alaska Native / Indigenous	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Women	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Men	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	0.3%	0.2%	0.2%	0.2%	0.1%	0.2%	0.2%

*Note some totals may not sum due to rounding.

Attrition

Of the 31 Alaska Native/Indigenous attorneys who left surveyed firms in 2020, 20 were associates, 5 were partners, and 6 were of counsel. A greater share of Alaska Native/Indigenous associates left their firms in 2020 than in 2019 (0.4% vs 0.1%).

Percentage of Attrition for Alaska Native / Indigenous Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
Alaska Native / Indigenous	0.4%	0.3%	0.2%	0.4%
Women	0.2%	0.1%	0.1%	0.2%
Men	0.1%	0.2%	0.1%	0.2%
Non-Binary	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Recruitment & Promotion

The percentage of total new hires who are Alaska Native/Indigenous attorneys remained about same from 2019 to 2020 (0.2% and 0.3%, respectively). The share of new partners promoted who are Alaska Native/Indigenous remained approximately the same from 2019 to 2020 (0.3% and 0.2%, respectively). In 2020, 18 Alaska Native/Indigenous 2L summer associates received an offer, and 15 accepted their offers.

Recruitment and Promotion Percentages for Alaska Native / Indigenous Attorneys

	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral of Counsel hires	Lateral Partner hires	All new equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
Alaska Native / Indigenous	0.3%	0.3%	0.3%	0.3%	0.4%	0.4%	0.3%	0.2%
Women	0.2%	0.2%	0.1%	0.2%	0.3%	0.1%	0.2%	0.1%
Men	0.1%	0.1%	0.1%	0.1%	0.1%	0.3%	0.1%	0.2%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

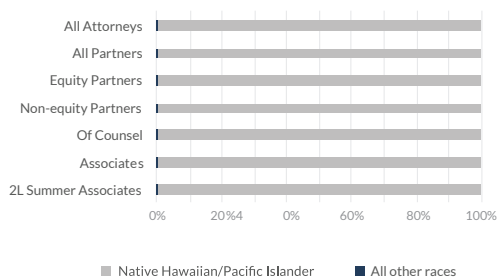
*Note some totals may not sum due to rounding.

Representation of Native Hawaiian / Pacific Islander Attorneys

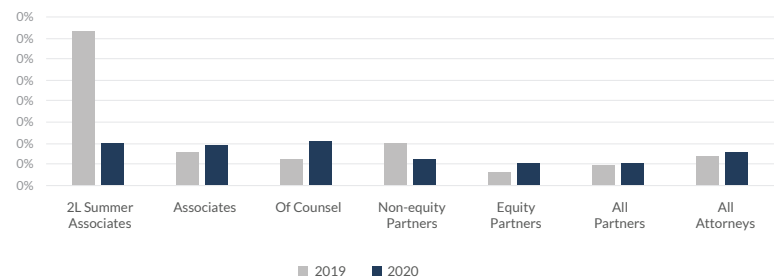
Overall Demographics

Native Hawaiian or Pacific Islander attorneys represent approximately less than 0.1% of all attorneys at participating firms. Firms reported having a total of 82 attorneys who are Native Hawaiian or Pacific Islander in 2020, an increase from 74 in 2019. Of the Native Hawaiian or Pacific Islander attorneys reported this year, 50% were associates, 16% were of counsel, and 28% were partners.

Overall Demographics - Native Hawaiian/Pacific Islander



Prior Year Comparison - Native Hawaiian/Pacific Islander



Percentage of Native Hawaiian / Pacific Islander Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Native Hawaiian / Pacific Islander	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
Women	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Men	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	0.4%	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%

*Note some totals may not sum due to rounding.

Attrition

Of the 7 Native Hawaiian or Pacific Islander attorneys who left their firms, 5 were associates and 2 were partners.

Percentage of Attrition for Native Hawaiian / Pacific Islander Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
Native Hawaiian / Pacific Islander	0.0%	0.1%	0.1%	0.0%
Women	0.1%	0.0%	0.0%	0.0%
Men	0.0%	0.1%	0.1%	0.0%
Non-Binary	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Recruitment & Promotion

In 2019 and 2020, the same share of total new hires were Native Hawaiian or Pacific Islander, as was the share of partners promoted who are Native Hawaiian or Pacific Islander. In 2020, four 2L summer associates who are Native Hawaiian or Pacific Islander received offers, all of whom accepted their offers. The percentage of 2L summer associates who are Native Hawaiian or Pacific Islander decreased from 0.4% in 2019 to 0.1% in 2020.

Recruitment and Promotion Percentages for Native Hawaiian / Pacific Islander Attorneys

	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
Native Hawaiian / Pacific Islander	0.1%	0.1%	0.1%	0.3%	0.1%	0.0%	0.1%	0.1%
Women	0.1%	0.0%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%
Men	0.0%	0.0%	0.0%	0.1%	0.1%	0.0%	0.1%	0.0%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

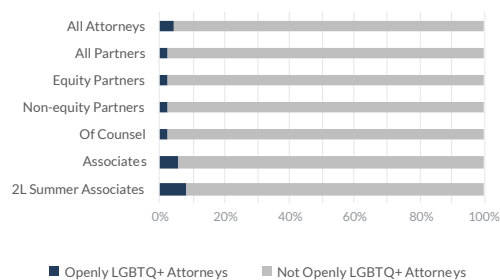
Openly LGBTQ+ Attorneys

Openly LGBTQ+ Attorneys

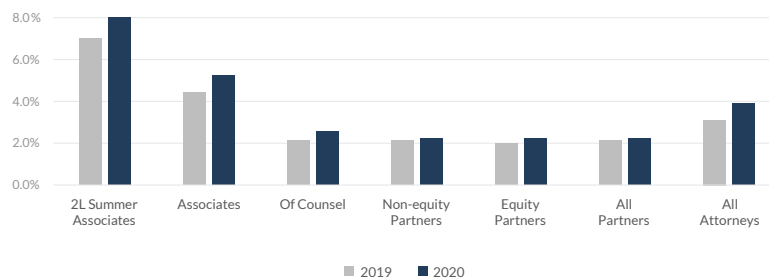
Overall Demographics

Openly LGBTQ+ individuals comprise 3.9% of attorneys, which demonstrates a 0.8% increase over the share reported in 2019. The highest concentration of openly LGBTQ+ attorneys is at the 2L summer associate level (8.0%). A smaller share of attorneys identifying as LGBTQ+ work at each successive level.

Overall Demographics - Openly LGBTQ+ Attorneys



Prior Year Comparison - Openly LGBTQ+ Attorneys



Percentage of Openly LGBTQ+ Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Openly LGBTQ+ Attorneys	8.0%	5.2%	2.6%	2.2%	2.3%	2.3%	3.9%
Women	3.6%	1.9%	0.8%	0.8%	0.7%	0.7%	1.4%
Men	4.4%	3.3%	1.7%	1.4%	1.6%	1.5%	2.5%
Non-Binary	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	7.0%	4.4%	2.1%	2.1%	2.0%	2.1%	3.1%

*Note some totals may not sum due to rounding.

Attrition

In 2020, almost 5% of associates who left surveyed firms were LGBTQ+ employees, compared to about 4% in 2019.

Percentage of Attrition for Openly LGBTQ+ Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
Openly LGBTQ+ Attorneys	4.7%	2.4%	2.8%	2.5%
Women	1.7%	0.8%	1.2%	0.7%
Men	3.0%	1.6%	1.5%	1.8%
Non-Binary	0.0%	0.0%	0.1%	0.0%
2019	3.9%	N/A	N/A	N/A

*Note some totals may not sum due to rounding.

Recruitment & Promotion

Across all openly LGBTQ+ 2L summer associates, new hires, and new equity partners, there was approximately a 1% greater share of males than female that were hired or promoted in 2020. Non-binary employees make up 0.1% of all summer associate hires, which comprises more non-binary new hires than at any other seniority level.

Recruitment and Promotion Percentages for Openly LGBTQ+ Attorneys

	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
Openly LGBTQ+ Attorneys	8.0%	8.0%	5.6%	5.0%	3.7%	3.3%	2.4%	2.9%
Women	3.6%	3.6%	2.2%	1.6%	1.3%	1.3%	0.7%	0.8%
Men	4.4%	4.3%	3.4%	3.4%	2.4%	2.0%	1.7%	2.1%
Non-Binary	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	7.0%	N/A	4.4%	N/A	N/A	N/A	N/A	2.4%

*Note some totals may not sum due to rounding.



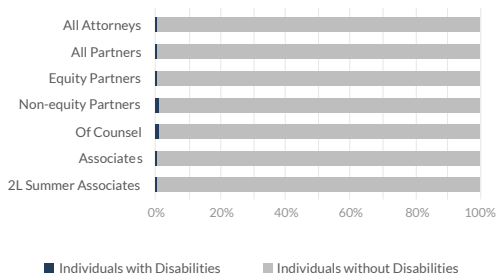
Individuals with Disabilities

Individuals with Disabilities

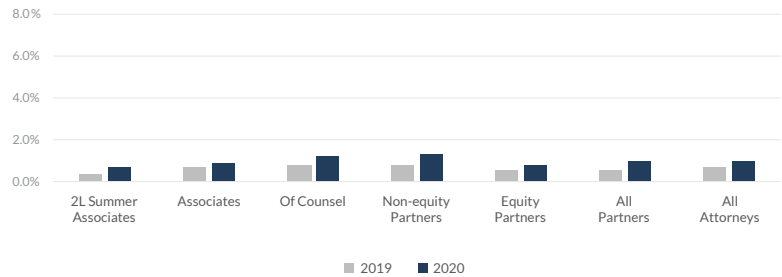
Overall Demographics

In 2020, surveyed firms reported that just 0.7% of all attorneys identify as having a disability. This represents a slight increase from 2019, when law firms reported that only 0.3% of employees identified as having a disability.

Overall Demographics - Individuals with Disabilities



Prior Year Comparison - Individuals with Disabilities



Percentage of Individuals with Disabilities Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Individuals with Disabilities	0.7%	0.9%	1.2%	1.4%	0.8%	1.0%	1.0%
Women	0.4%	0.4%	0.5%	0.5%	0.2%	0.3%	0.4%
Men	0.4%	0.5%	0.7%	0.8%	0.6%	0.7%	0.6%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	0.3%	0.7%	0.8%	0.8%	0.5%	0.6%	0.7%

*Note some totals may not sum due to rounding.

Attrition

In 2020, 0.8% of associates who left surveyed law firms were individuals with disabilities.

Percentage of Attrition for Individuals with Disabilities Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
Individuals with Disabilities	0.8%	0.6%	0.7%	0.9%
Women	0.3%	0.1%	0.1%	0.4%
Men	0.5%	0.5%	0.6%	0.5%
Non-Binary	0.0%	0.0%	0.0%	0.0%
2019	0.4%	N/A	N/A	N/A

*Note some totals may not sum due to rounding.

Recruitment & Promotion

Among all new hires at surveyed firms, just 1.1% were people with disabilities. The percentage of women with disabilities hired as attorneys was the same as the percentage of men with disabilities that were hired as attorneys.

Recruitment and Promotion Percentages for Individuals with Disabilities Attorneys

	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
Individuals with Disabilities	0.7%	0.6%	1.1%	1.3%	0.9%	0.9%	0.8%	0.9%
Women	0.4%	0.3%	0.6%	0.6%	0.4%	0.4%	0.4%	0.4%
Men	0.4%	0.3%	0.6%	0.7%	0.5%	0.5%	0.4%	0.5%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2019	0.3%	N/A	0.7%	N/A	N/A	N/A	N/A	0.3%

*Note some totals may not sum due to rounding.

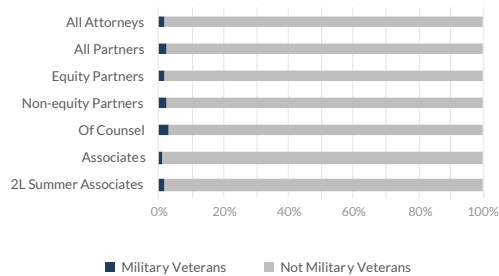
A blue-tinted photograph of two men in business suits. The man on the left is speaking and gesturing with his hand, while the man on the right is listening attentively. The background is a blurred architectural structure.

Military Veterans

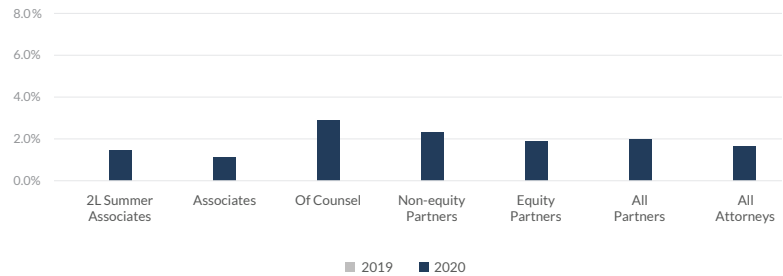
Military Veterans

Overall Demographics

Overall Demographics - Military Veterans



Prior Year Comparison - Military Veterans



Percentage of Military Veterans Attorneys

	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
Military Veterans	1.4%	1.1%	2.9%	2.3%	1.9%	2.0%	1.7%
Women	0.2%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%
Men	1.2%	1.0%	2.7%	2.2%	1.8%	1.9%	1.6%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Attrition

Among the employees who left surveyed law firms, 1.0% of associates who left were military veterans, and about 2.05 percent each of equity partners, non-equity partners, and of counsel were military veterans.

Percentage of Attrition for Military Veterans Attorneys

	Associates	Equity Partners	Non-equity Partners	Of Counsel
Military Veterans	1.0%	2.0%	1.8%	1.9%
Women	0.2%	0.1%	0.0%	0.3%
Men	0.8%	1.9%	1.8%	1.7%
Non-Binary	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Recruitment & Promotion

Military veterans make up 1.5% of total new hires to participating law firms and 1.4% of total 2L summer associates.

Recruitment and Promotion Percentages for Military Veterans Attorneys

	2L Summer Associates		Hiring				Partners	
	All 2L Summer Associates	2L Summer Associates who accepted an offer	Total new hires	Lateral Associate hires	Lateral Of Counsel hires	Lateral Partner hires	All new Equity Partners (lateral or promoted from within)	New Partners promoted (both equity and non equity) from Associate or Of Counsel rank
Military Veterans	1.4%	1.4%	1.5%	1.4%	1.3%	1.3%	0.8%	0.7%
Women	0.2%	0.2%	0.2%	0.2%	0.1%	0.1%	0.1%	0.1%
Men	1.2%	1.1%	1.3%	1.1%	1.2%	1.2%	0.8%	0.6%
Non-Binary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

*Note some totals may not sum due to rounding.

Appendices

Appendices

Survey Methodology & Definitions

Findings are based on law firm responses to the annual MCCA Law Firm Diversity Survey. All data reported is based on calendar year. The most recent survey, soliciting data as of December 31, 2020, was distributed in the spring of 2021. Survey results for the years 2007 through 2020 will be available online in MCCA's new Law Firm Diversity Database.

More than 220 law firms participate in the survey each year, representing a majority of the AmLaw 100 and the NLJ 250. The 2021 survey includes data for 225 law firms.

The survey collects demographic data for permanent attorney staff in the United States and uses the following definitions:

- **Associate:** A non-partner attorney who has no ownership rights or responsibilities but who has an opportunity to become an owner; associates are employees of the firm and are considered on partnership track, even if they ultimately leave the firm or are not chosen for partnership.
- **Summer associate:** A law student, usually between second and third year (called a 2L, in that case), who serves as a law associate for the summer and is supervised by an attorney or attorneys.
- **Equity partner:** An attorney, generally referred to as a partner, member or shareholder, who has the right to share in the profits of the firm.
- **Non-equity partner:** An attorney who has been promoted from associate to a tier of partnership in which the attorney does not share in the profits or capital of the firm; this position is often an intermediate step toward equity partner. Also known as fixed-dollar, salary, income or non-share partners.
- **Of counsel:** An attorney, who may be known as counsel, of counsel, special counsel, staff attorney or senior attorney, who is neither an associate nor a partner; the attorney does not currently share in the firm's profits but may be on a track that enables consideration for partnership. He or she is a permanent (including part-time) employee of the firm and not a temporary or contract attorney. This category may also include an attorney who has retired from a partnership position but remains an employee, sometimes on a part-time basis in an advisory capacity.
- **New hire:** An attorney who has joined the firm sometime during the year indicated on the table (e.g., in 2020); this includes all first-year associates, laterals and partners (both equity and non-equity). It does not include summer associates hired for the firm's summer program.
- **Attorneys of color:** Those whose race or ethnicity is not White/Caucasian and include the following categories designated by the Equal Employment Opportunity Commission: African American/Black (not Hispanic or Latinx); Hispanic/Latinx; Alaska Native/Indigenous; Asian; Native Hawaiian/Other Pacific Islander; and Multiracial (those who identify with two or more of the above races). Note that individuals having origins in the Middle East or North Africa are defined as White under EEOC designations. Please note that no attorney can be counted in more than one underrepresented racial and ethnic group category.
- **Individuals with disabilities:** Should be understood broadly to include: (a) anyone who has identified himself or herself as having a disability as defined under the Americans with Disabilities Act of 1990 (ADA); (b) anyone who has requested an accommodation due to a disability; and (c) anyone who you can confirm from observation or other objective evidence clearly has a disability. Typical conditions that can result in disability include mental, sensory, or physical impairment or condition, such as epilepsy; muscular dystrophy; multiple sclerosis; fibromyalgia; paraplegia; quadriplegia; amputations; psychiatric disabilities, including depression, anxiety, schizophrenia, post-traumatic stress disorder, bipolar disorder; dementia; learning disabilities; AIDS or HIV status; cancer; diabetes; heart disease; stroke; blindness and other visual impairments; deafness and other hearing impairments; alcoholism or other substance abuse; and age-related impairments.

- **Military veteran:** Military veteran is defined in accordance with the U.S. Department of Veterans Affairs as: a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable.

Where the findings refer to all law firm attorneys, the figures include only those permanent attorney staff defined above: i.e., associates, equity partners, non-equity partners and of counsel.

Changes in Law Firm Demographics

Law Firm Demographics (2018-2020)								
Demographic	Year	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
White / Caucasian	2020	63.9%	72.2%	85.8%	87.5%	89.6%	88.9%	79.8%
	2019	66.1%	72.3%	85.2%	87.5%	89.9%	89.2%	81.1%
	2018	66.4%	73.4%	85.9%	89.8%	89.9%	89.3%	81.7%
Asian	2020	14.4%	12.6%	5.8%	4.4%	4.3%	4.3%	8.6%
	2019	13.5%	12.1%	5.4%	4.0%	4.0%	4.0%	7.8%
	2018	13.1%	12.0%	5.3%	4.2%	3.7%	3.9%	7.7%
Hispanic / Latinx	2020	7.5%	6.2%	3.5%	3.6%	2.8%	3.1%	4.7%
	2019	7.7%	6.0%	3.4%	3.3%	2.7%	2.9%	4.4%
	2018	7.6%	5.5%	3.4%	3.3%	2.6%	2.8%	4.1%
African American / Black	2020	9.0%	5.3%	2.9%	2.8%	2.2%	2.4%	4.2%
	2019	7.6%	5.1%	3.5%	2.6%	2.0%	2.2%	3.7%
	2018	7.8%	4.8%	3.1%	2.5%	1.9%	2.1%	3.5%
Multiracial	2020	4.9%	3.4%	1.7%	1.4%	1.0%	1.1%	2.4%
	2019	3.8%	3.3%	1.7%	1.4%	0.9%	1.0%	2.1%
	2018	3.8%	3.2%	1.4%	1.2%	0.8%	0.9%	2.0%
Alaska Native / Indigenous	2020	0.3%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
	2019	0.3%	0.2%	0.2%	0.2%	0.1%	0.2%	0.2%
	2018	0.3%	0.2%	0.2%	0.2%	0.1%	0.2%	0.2%
Native Hawaiian / Pacific Islander	2020	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
	2019	0.4%	0.1%	0.1%	0.1%	0.0%	0.1%	0.1%
	2018	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.1%
Openly LGBTQ+	2020	8.0%	5.2%	2.6%	2.2%	2.3%	2.3%	3.9%
	2019	7.0%	4.4%	2.1%	2.1%	2.0%	2.1%	3.1%
	2018	5.6%	4.0%	2.2%	2.0%	1.9%	1.9%	2.9%
Individuals with Disabilities	2020	0.7%	0.9%	1.2%	1.4%	0.8%	1.0%	1.0%
	2019	0.3%	0.7%	0.8%	0.8%	0.5%	0.6%	0.7%
	2018	0.4%	0.6%	0.6%	0.6%	0.4%	0.5%	0.5%
Military Veterans	2020	1.4%	1.1%	2.9%	2.3%	1.9%	2.0%	1.7%
	2019	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	2018	N/A	N/A	N/A	N/A	N/A	N/A	N/A
All Underrepresented Racial / Ethnic Groups	2020	36.1%	27.8%	14.2%	12.5%	10.4%	11.1%	20.2%
	2019	33.2%	26.8%	14.1%	11.6%	9.8%	10.3%	18.2%
	2018	32.6%	25.8%	13.4%	11.5%	9.2%	9.8%	17.5%
All Women	2020	53.6%	48.3%	40.8%	31.8%	23.5%	26.0%	38.8%
	2019	52.2%	47.3%	40.4%	30.6%	22.3%	24.7%	36.9%
	2018	51.4%	46.5%	40.0%	30.1%	21.6%	23.9%	36.2%
Women of Color	2020	21.6%	16.0%	7.6%	5.5%	3.7%	4.2%	10.8%
	2019	19.9%	15.2%	7.4%	5.3%	3.3%	3.9%	9.4%
	2018	19.3%	14.6%	7.1%	5.1%	3.1%	3.6%	9.0%



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