

Talent Advisory Board Research Update – March 1, 2011
Legal Industry Diversity Reports

A Closer Look at NALP Findings on Women and Minorities in Law Firms by Race and Ethnicity

NALP Bulletin, January 2011

Filename: No PDF available

http://nalp.org/jan2011wom_min

According to the *2010 – 2011 NALP Directory of Legal Employers*, 6.2% of partners were minorities. The aggregate statistics revealed that representation of minority partners by specific race varied by size of law firm and geographic location. For instance, the representation of Black and Hispanic partners increased as firm size increased while the smallest and largest firms had the highest concentration of Asian partners. For associates, the percentage of minority associates dropped from 19.67% in 2009 to 19.53% in 2010. When the analysis was broken down by specific ethnicity, Black associates experienced a larger percentage decline, from 4.66% in 2009 to 4.36% in 2010. Asian associates, on the other hand, experienced a slight increase over the same time period.

Part-Time Lawyers Continue to be the Exception at Law Firms

NALP, 1/6/2011

Filename: 2011.01.06 – NALP – Part-time by Geography

http://nalp.org/uploads/pressreleases/PartTimePressRel_2011.pdf

In 2010, only 6.4% of lawyers worked part-time despite the fact that 98% of the law firms listed in the *NALP Directory* had made part-time schedules available to their attorneys. Among the attorneys who took advantage of the part-time policy, 70% were women. Since the part-time information was first collected, the percentage of law firms adopting part-time schedule policy has increased from 86% in 1994 to 98% in 2010. However, the percentage of attorneys working part-time only increased from 2.4% to 6.4% over the same time period. Although the gender distribution of part-time associates remains relatively unchanged longitudinally, the distribution of part-time partners among men and women shifted in a more notable way over the course of the years. In 2010, 64% of the part-time partners were women whereas the figure was almost 72% in 2006. In the statistics provided of part-time attorneys organized by city, firm size, part-time availability and use, and attorney level, NALP's analysis showed that part-time work among attorneys varied by geographic location. In the three largest U.S. markets which make up one-third of the *Directory*, part-time schedules were twice as common in both Chicago and Washington, D.C. (4.7%) than in New York City (2.0%). In terms of cities, Portland, Seattle, San Diego, San Francisco and Sacramento were cities with the highest concentration of part-time partners, and Sacramento, Portland and San Diego also had the highest percentage of part-time associates. While the majority of firms preclude entry-level associates from part-time work, part-time work was still more common among associates than partners. Nonetheless, the average percentage of part-time workers in major law firms (6.4%) is still considerably less than that of the national average in the U.S. workforce (14%).

NLJ Staffing Survey

ALM Legal Intelligence, November 2010

Filename: No PDF available

http://www.lawcatalog.com/product_detail.cfm?productID=15452&setlist=0&return=listview&CFID=19408558&CFTOKEN=ad59b8e8109bb316-52A232A3-COC0-0A4D-220171C30907C06D

Based on the NLJ 250, the Staffing Survey provided information on the top 250 law firms in various staffing aspects, including –

- Number of associates hired in the previous year
- Number of associates hired laterally in the previous year
- Number of associates lost in the previous year
- Number of new partners hired in the previous year
- Number of partners promoted within in previous year
- Number of partners lost in previous year
- Number of part-time and non-staff, i.e. contract, attorneys used in previous year

The survey report is available for purchase for a cost of \$300 online at ALM Legal Intelligence.

Report of the Fifth Annual National Survey on Retention and Promotion of Women in Law Firms

Stephanie A. Scharf and Barbara M. Flom, NAWL and the NAWL Foundation, October 2010

Filename: 2010.10.00 – NAWL – Retention and Promotion of Women

[http://nawl.timberlakepublishing.com/files/NAWL%202010%20Final\(1\).pdf](http://nawl.timberlakepublishing.com/files/NAWL%202010%20Final(1).pdf)

In this year of the annual survey, NAWL continued to survey the AmLaw 200 law firms in terms of their efforts in retaining and promoting female attorneys. Consistent with previous years' survey findings, female attorneys were highly concentrated at the staff level, and they were not given the same advancement opportunities within firms as their male counterparts despite an increasing pipeline and continued expressed commitment to advance female lawyers. Female attorneys also fared worse in law firms that offer two-tiers or mixed-tiers partnerships in terms of equity partner representation as well as turnover in the recent economic downturn. In terms of compensation, the survey revealed the widest compensation gap existed at the equity partner level, where female equity partners earned only about 85% as much as their male counterparts in the year 2010. Overall, the survey showed rather slow progress in terms of retaining and promoting female attorneys.