

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

Law Firm Diversity Wobbles: Minority Numbers Bounce Back While Women Associates Extend Two-Year Decline

The Association for Legal Career Professionals (NALP), November 3, 2011
http://www.nalp.org/2011_law_firm_diversity

According to the *2011-2012 NALP Directory of Legal Employers*, the representation of minority attorneys increased from 12.4 percent in 2010 to 12.7 percent in 2011. The percentage of female attorneys decreased from 32.69 percent to 32.61 percent over the same time period, driven mostly by the decrease in female associate representation. Minority women continued to be significantly underrepresented at the partnership level when compared to the associate level. The *Directory* revealed geographic differences in the representation of female and minority attorneys. The percentage of women partners ranged from between 14 percent to almost 25 percent and the percentage of minority partners ranged from less than 2 percent to about 24 percent. Among cities with more than 900 partners represented, Los Angeles and San Francisco had the highest percentage of women, minorities, and minority women among both partners and associates.

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

The National Association of Women Lawyers (NAWL), October 2011
[http://nawl.timberlakepublishing.com/files/NAWL%202011%20Annual%20Survey%20Report%20FINAL%20Publication-ready%2011-9-11\(2\).pdf](http://nawl.timberlakepublishing.com/files/NAWL%202011%20Annual%20Survey%20Report%20FINAL%20Publication-ready%2011-9-11(2).pdf)

The National Association of Women Lawyers (NAWL) recently published its sixth annual report on retention and promotion of women in the nation's largest law firms. The Survey revealed a slight decline in the percentage of women lawyers who are associates and non-equity partners for the first time since the Survey was first conducted in 2006, which suggested the narrowing of female attorney pipeline. In addition, women lawyers accounted for 15 percent of equity partners in 2011, which essentially remained unchanged since 2006. Instead, women were more likely to occupy the nontraditional "staff" attorney and of counsel roles. Women partners were also less likely to be credited as rainmakers, which hampered their compensation and advancement opportunities. The report also revealed a consistent pay gap between male and female lawyers, with women equity partners earning only 86 percent of the compensation earned by their male counterparts. In addition, the report suggested that a bonus compensation gap for female vs. male associates exists at all firms and is slightly larger at those firms that have shifted from lock-step to other compensation systems. The report also suggested that female attorneys are negatively impacted as the law firm partnership structures become more complex.