

The Rise of Asian Americans

Pew Research Center, Social & Demographic Trends, June 19, 2012

<http://www.pewsocialtrends.org/2012/06/19/the-rise-of-asian-americans/>

<http://www.pewsocialtrends.org/asianamericans/> (Additional graphics, maps, and video)

This report discusses the recent phenomenon of the rapidly growing number of Asian American immigrants in the US, surpassing even Latino immigrants. Asian Americans are the best-educated and best-paid immigrant group in the US, with over 61 percent of Asian immigrants ages 25-69 with at least a bachelor's degree, as well as a median household income of \$66,000 (compared to \$49,800 for the general US population). Asian Americans are also the most rapidly assimilated immigrant group, with 37 percent of Asian women marrying non-Asian men. According to the Pew telephone survey of 3,511 Asian Americans in 2012, 82 percent of Asian Americans are satisfied with their overall lives, compared to 75 percent of the general US population.

From Visible Invisibility to Visibly Successful: Success Strategies for Law Firms and Women of Color in Law Firms

Arin N. Reeves, J.D., Ph.D., for the ABA Commission on Women in the Profession, 2008

<http://www.americanbar.org/content/dam/aba/migrated/women/woc/VisiblySuccessful.pdf>

The report interviewed 28 successful women of color partners. Interviewees had varied educational backgrounds and most of them did not have any lawyers in their family. Many noted negative experiences, so many either created or were involved in diversity committees at their firms. The diversity committees had varying levels of success, yet the interviewees noted that these diversity committees had difficulty retaining women of color at the firms. The interviewees noted that mentors were essential to developing their client base, which could determine their career success. The report recommends success strategies for law firms, including: use the firm's recruiting efforts to grow and sustain active outreach to minority women; develop concrete measurement tools that can effectively track, analyze, and measure progress; develop channels for inclusive formal and informal networking to occur; and ensure clear planning, firm leadership, and adequate resources to create an effective diversity committee. The report also recommends success strategies for women of color in law firms, such as the importance of networking, perseverance, and confidence.

Visible Invisibility

Janet E. Gans Epner, Ph.D., for the ABA Commission on Women in the Profession, 2006

http://www.lgbtbar.org/annual/CLE_materials/4C/Visible_Invisibility.pdf

According to this report, despite recent diversity efforts by law firms, women of color attorneys have largely been ignored. The National Association of Law Placement (NALP) found that in 2005, 81 percent of women of color associates had left their law firms within five years after they were hired. The American Bar Association (ABA) Commission on Women surveyed 920 attorneys; survey responses of minority women were compared to the survey responses of white men, white women, and minority men to compare their career experiences, salaries, and decisions to stay at the law firm or leave. According to this survey, nearly 50 percent of minority women experienced harassment or demeaning comments, compared to only 3 percent of white men. Whereas over 65 percent of minority women had been excluded from informal and formal networking opportunities, only 4 percent of white men had been. Sixty-seven percent of minority women (versus 32 percent of white men) do not think they have adequate mentoring from senior attorneys, 44 percent of minority women (versus 2 percent of white men) have been denied desirable assignments, and 20 percent of minority women (versus 1 percent of white men) felt that they had been denied promotion opportunities.

The A-List

The American Lawyer, June 27, 2012

<http://www.americanlawyer.com/PubArticleTAL.jsp?id=1202560786566>

For each firm, the total score was calculated by doubling the firm's revenue per lawyer and pro bono scores and then adding to the firm's associate satisfaction and diversity scores. In the 2012 A-List, Hughes Hubbard & Reed was ranked first among all firms. Munger, Tolles & Olson, Morrison & Foerster, Hughes Hubbard & Reed, and Paul, Weiss, Rifkind, Wharton, & Garrison had the highest diversity scores among the top 20 firms on the 2012 A-List.

The Marriage Crisis

Aja Gabel, *The University of Virginia Magazine*, Summer 2012

http://uvamagazine.org/features/article/the_marriage_crisis

According to census data, since 1960, the percentage of married Americans has declined from 72 percent to 50 percent, the age at which Americans first marry has increased six years, the divorce rate has doubled to around 50 percent, and the number of unmarried couples living together has increased fifteen times. Only 20 percent of Americans marry before age 30 today, and the number of new marriages each year has been slowly declining. According to the Pew Research Center, 40 percent of Americans now think that marriage is becoming obsolete, yet half of that 40 percent still want to marry. The divorce rate among the college-educated and the top 30 percent of income earners is lower than the divorce rate among high school graduates and the bottom 70 percent of income earners.

Class of 2011 Has Lowest Employment Rate Since Class of 1994

NALP Bulletin, July 2012

<http://www.nalp.org/0712research>

According to the NALP 1985-2011 Employment Trends table, the employment rate of new law school graduates has been declining since 2008, with the employment rate of the Class of 2011 at 85.6 percent, the lowest rate since 1994. The study also notes changes in the distribution of law firm jobs by firm size (Class of 1982-2011) over the years. From 1998 to 2010, the number of jobs in firms of more than 100 lawyers outnumbered those in small firms of 2-10 lawyers, and, starting with the Class of 2010 and increasing with the Class of 2011, jobs in small firms of 2-10 lawyers now outnumber jobs in large firms with more than 100 lawyers.