

Talent Advisory Board - Research Summary – February 11, 2014
Legal Industry Diversity Reports

Women and Minorities at Law Firms by Race and Ethnicity - An Update

NALP Bulletin

February, 2014

<http://www.nalp.org/0214research>

This month NALP updated its reported data from December, 2013 to clarify that although minority representation among associates has indeed increased from 2009-2010, a more detailed look at the data reveals that this increase is mainly attributable to an increase in Asian associates. Asian attorneys account for 50% of minority associates at the national level. Representation of Black/African American associates has actually decreased for four straight years. Representation of Black/African American attorneys is highest in the staff attorney category.

LGBT Representation Up Again in 2013

NALP Bulletin

February, 2014

<http://www.nalp.org/jan14research>

NALP's latest LGBT data reveals an increase in percentage of LGBT attorneys – up from 2.07% to 2.19% in the past year. There were increases in both the partner and associate ranks. There was a higher percentage of LGBT associates than partners and more LGBT representation at larger law firms. About 60% of the LGBT attorneys came from only four cities – New York City, Washington D.C., San Francisco, and Los Angeles. The reported percentage of LGBT attorneys has doubled in the last 10 years.

Workplace 2020 – Sustaining Pathways to Diversity

Minority Corporate Counsel Association

January/February, 2014

http://www.mcca.com/data/global/downloads/research/pathways_research/2013-Research-Workplace2020-Gen_Y-01.pdf

The MCCA's latest study in its Sustaining Pathways to Diversity series focuses on the experiences and expectations of millennial attorneys (attorneys born after 1980). Nine hundred and thirty eight millennial attorneys responded to the survey that gathered information about their selections of employers, experiences and expectations. The survey found that minority millennial attorneys ranked learning and training opportunities as a more important factor of job selection than the opportunity to work with great colleagues and women rated an organization's values and culture higher than any other criteria for job selection. Most millennial attorneys felt that they would not be with their current employers long term and a significant portion expressed frustration with underutilization of technology by their employers. The respondents seemed to think that informal work environments, flexibility with time and place of work, and individual office space would increase their productivity.

Talent Advisory Board Inc. is committed to advancing workforce diversity.

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