

Raising the Bar: An Analysis of African American and Hispanic/Latino diversity in the legal profession

Microsoft

2013

http://blogs.technet.com/cfs-file.ashx/_key/communityserver-blogs-components-weblogfiles/00-00-00-82-95/5460.Raising-the-Bar_5F00_FINAL.pptx

Microsoft commissioned a report on diversity in the legal profession and found that while African Americans make up 25% of the United States workforce, they only make up 8.4% of the nation's attorneys. This percentage is also low as compared with African Americans in other industries like financial managers (18.9%), physicians and surgeons (12.3%) and accountants and auditors (16.5%). One of the reasons for the disparity that Microsoft cites is the low bar passage rates for minorities. The study suggests providing financial assistance for minorities to take bar preparation courses which are often very expensive and making bar preparation part of law school curriculum.

Do Good, Do Well List 2013

MCCA

http://www.mcca.com/_data/global/downloads/research/reports/2013-Do_Good_Do_Well-01.pdf

In its first ever Do Good, Do Well list, the MCCA seeks to establish diversity and inclusion are not at odds with a financially booming business. The report broke up firms into three tiers: 1) firms with 20% or more racial or ethnically diverse partners; 2) firms with 15%-19.99% racial or ethnically diverse partners; and 3) firms with 10%-14.99% of racial or ethnically diverse partners. Next, the MCCA linked the percentage of racial and ethnically diverse partners with the firm's profit per partner number to come up with the list. The firms with the highest percentage of minority partners were: 1) Lewis Brisbois Bisgaard & Smith; 2) White & Case; and 3) Wilson Sonsini Goodrich & Rosati. Profits per partner at these firms were \$720,000; \$1.7 million; and \$1.645 million respectively.

Representation of Women Associates Falls for Fourth Straight Year as Minority Associates Continue to Make Gains – Women and Minority Partners Continue to make Small Gains

NALP

December 11, 2013

http://www.nalp.org/lawfirmdiversity_2013

In its annual report on women and minority associates, NALP found for the fourth straight year that the number of women associates is falling. The research is based on the race/ethnicity and gender information of over 110,000 lawyers in over 1,100 law offices. In 2009 women accounted for 45.66% of associates and today is 44.79%. The NALP report also found that minority women are the most dramatically underrepresented group at the partnership level coming in at only 2.26%. Minority women associates come in at 11.29%. The research included an analysis of several categories including partners, associates, summer associates, disabled attorneys and geographical differences.

Human Rights Campaign Foundation

Top Law Firms for Equality, 2014

http://www.hrc.org/files/assets/resources/2014_CEI-LawFirms-OnePager.pdf

A survey conducted by the Human Rights Campaign Foundation found that 81 of the 145 largest national law firms surveyed got a perfect score on the index which rates law firms on 40 specific LGBT policies and practices. Thirty eight firms received a 90% score. To achieve a perfect score, law firms must: 1) have fully inclusive equal opportunity policies; 2) provide equal employment benefits; 3) demonstrate organizational LGBT competency; 4) evidence their commitment to equality publicly; and 5) exercise responsible citizenship.

LGBT Representation Up Again in 2013

NALP

January, 2014

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

Between 2012 and 2013, the number of openly gay, lesbian, bisexual and transgendered attorneys has gone up from 2.07% to 2.19%. The percentage of LGBT attorneys is higher in the associate ranks than in the partnership at the surveyed law firms and the percentage of openly LGBT attorneys is higher in certain geographic areas (New York, San Francisco, Washington, D.C. and Los Angeles). The data for this report was gathered from 949 reporting law firms.

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