

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

Under-represented Minority Pipeline

June 2014

Talent Advisory Board

<https://taborg.sharepoint.com/sites/tab.legal.research/Shared%20Documents/TAB%20Research/Under%20represented%20Minorities%20Pipeline%20Custom%20Research.pdf>

Talent Advisory Board June research report documents the statistics about minority enrollment in law schools and provides a sampling of pipeline programs law firms can get involved in to increase the number of diverse attorneys in their firms and the profession at large. Some of these programs include the Street Law Program which provides legal education to high school students and The California Bar Foundation's Diversity Scholarship program which provides financial assistance to diverse first year law students.

The 2014 Diversity Scorecard: How the Firms Rate

May 29, 2014

The American Lawyer

<http://www.americanlawyer.com/id=1202657037862/The-2014-Diversity-Scorecard%3A-How-the-Firms-Rate#ixzz34G0w3uFs>

The American Lawyer recently published 2014 diversity rankings for the top diverse AmLaw firms noting that the most diverse firms were slightly more diverse this year than last. Firms were rated on the number of partners and total attorneys who are African American, Hispanic, Asian and "other" or "multicultural." Overall, African-Americans accounted for 3% of attorneys and 1.9% of partners, Hispanics accounted for 3.2% of attorneys and 2.3% of partners, and Asians accounted for 6.3% of attorneys and 2.7% of partners. The top ranked diverse firm was White & Case followed by Wilson Sonsini. Morrison Foerster and Fenwick & West took the 10th and 11th spots respectively. Skadden Arps was the 34th most diverse firm in the 2014 diversity rankings but came in 29th place for the highest number of African American attorneys.

Getting to work on diversity at Google

May 28, 2014

<http://googleblog.blogspot.ca/2014/05/getting-to-work-on-diversity-at-google.html>

For the first time ever, Google publically revealed its workforce diversity demographics. The data reveals that Google employees are 70% male and 61% white. Asians make up 30% of Google's workforce and Blacks and Hispanics combined make up 5% (2% Black, 3% Hispanic) of Google's employees. Google cited the lack of women and minorities in the field of computer science as the reason for women, Blacks and Hispanics being under-represented. Google has attempted to address their concern about the under-representation of women and minorities by donating to groups that bring women and girls into the computer science fields and working with historically Black colleges to increase enrollment in computer science classes.

Big Data Reveals Gender Inequality in Big Law

May 6, 2014

Chris Bullock

Sky Analytics

<http://www.skyanalytics.com/media/bid/344534/Big-Data-Reveals-Gender-Inequality-in-Big-Law>

Sky Analytics, a legal department software tool that analyzes legal spending, revealed data about the billable rates of male and female attorneys nationwide. In an analysis that spanned 40,000 attorneys, 3,000 law firms and 73 of the AmLaw100 law firms, the data showed that women partners were billed out 10% lower than their male counterparts but billed 24 minutes more a day. No women were billed at \$1,000 or over, as opposed to 2% of male attorneys. Women attorneys were more likely to bill word processing jobs and male attorneys were more likely to bill juror research and on-site discovery inspections, to name a few.

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

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