

TAB Q1 2016 Research Update

[Women and Minorities at Law Firms by Race and Ethnicity – New Findings for 2015](#)

January 2016

NALP

In an update to NALP research released in November 2015, new findings show that of all of the law firms in the NALP legal directory – over 1,000 law firms – only 7.52% of partners are minorities and only 2.55% of partners are minority women. Moreover, while the number of minority associates has increased steadily over the past five years ([19.5% in 2010](#) to 22% in 2015), this is due to an increase in Asian associates only. While Asian associates make up nearly 11% of all associates, they are less than 3% of partners. The percentage of black associates has declined for the past 5 years and is now less than 4 percent. Hispanic associates account for a little over 4 percent of the minority associates. Of the 22% of minority associates, half are Asian.

[Vault/MCCA Law Firm Diversity Survey Report](#)

2016

Vault/MCCA

Vault and MCCA released the findings of their annual survey of law firm diversity for the year 2014. Roughly 250 law firms participate each year including nearly all of the Am Law 100 firms. Highlights of the survey show that black and Hispanic attorneys amount to only 3.05% and 3.41% of all attorneys respectively. Minority attorneys represent just less than 15% of all attorneys. Asians are the best represented minority group coming in at just under 7 percent. While women represent just under 34% of all attorneys, women of color make up only 7.4 percent. The numbers for women in the partnership are stark. Women make up less than 19% of equity partnership, and women of color make up only 2.27% of equity partnership. Black attorneys are represented more strongly on executive committees than Asians (2.34% to 1.76%). While the firms have a roughly one to one ratio of white partners to associates, there are about 3.65 Asian attorneys to each Asian partner. African American women are the most likely group to leave law firms with an attrition rate of 17 percent.

[Is Gender Diversity Profitable? Evidence from a Global Survey](#)

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In a study that included nearly 22,000 global publically traded companies, findings show that companies with 30% women in the leadership boost their net profit margin by 15 percent compared to companies with no women in the leadership. Of all of the companies in the study, nearly one third had absolutely no women on the board or in C-Suite positions, 60% had no women on the board, 50% had no female executives and less than 5% had a woman CEO. One of the study's authors noted that they did not find a point of diminishing returns to indicate exactly how many women should be a part of a company's leadership to increase profits. He did say that the more women a company had in leadership roles, the more profitable the company tended to be.