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2018 Report on Diversity in U.S. Law Firms

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Introduction

Women and Black/African Americans made small gains in representation at major U.S. law firms in 2018 compared with 2017, according to the latest law firm demographic findings from the National Association for Law Placement (NALP). However, representation of Black/African-Americans among associates remains below 2009 levels. NALP's recent analyses of the 2018-2019 *NALP Directory of Legal Employers* (NDLE) — the annual compendium of legal employer data published by NALP — shows that women and minorities continued to make small gains in their representation among law firm partners in 2018. However, the overall percentage of women associates has decreased almost as often as not since 2009, and the percentage of Black/African-American associates has declined most years since 2009, and despite small increases in the last three years remains below its 2009 level.

— COMMENTARY AND ANALYSIS BY JAMES LEIPOLD, EXECUTIVE DIRECTOR —

NALP Executive Director James Leipold commenting on these new findings noted, "The story of NALP's *2018 Report on Diversity in U.S. Law Firms* is a good news/bad news story. On the good news side, representation of women associates has finally rebounded and surpassed pre-recession highs for the first time, the jump in the representation of minorities among partners is the largest since NALP began tracking this data, and the number and percentage of LGBT lawyers reached all-time highs with the percentage of LGBT summer associates at firms of more than 700 hundred lawyers reaching 6.42%. On the bad news side, representation of Black/African-American associates remains below its pre-recession level, the representation of Black/African-American partners has barely changed since the recession, and minority women continue to be the most underrepresented group at the partnership level, with Black/African-American women least well represented of all."

Leipold continued, "There are also good news/bad news stories to be told when we parse the data by geography. Miami, for instance, stands alone with its law firms reporting a higher percentage of minority partners, a higher percentage of minority women partners, a higher percentage of minority associates, a higher percentage of minority women associates, and a higher percentage of minority and minority women summer associates than law firms in any other city. On the other hand, Boston law firms report minority partner and associate numbers well below the national mean, and well below other cities of its size and importance in the legal market, and report that just 0.9% of the partners in that city are Black/African-American, and only 0.26 of the partners are Black/African-American women. Worse, firms in Phoenix, report no Black/African-American partners. So, while progress towards greater diversity and inclusion among lawyers in US law firms continues to be made, and underlying population demographics play a role, much, much work remains to be done."

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Highlights

ASSOCIATES

- Despite small increases in the past three years, representation of Black/African-American associates remains just below its 2009 level of 4.66% and is now 4.48%.

PARTNERS

- An increase of about seven-tenths of a percentage point in representation of minorities among partners is noted as the largest over the entire span of NALP's compilation of these figures.
- Minority women continue to be the most dramatically underrepresented group at the partnership level.
- Representation of Black/African-Americans among partners has barely increased since 2009.

SUMMER ASSOCIATES

- Over one-third — 35% — of summer associates were racial/ethnic minorities.

LAWYERS WITH DISABILITIES

- The reporting of lawyers with disabilities (of any race or gender) remains scant, both at the associate and partner levels.

LGBT LAWYERS

- There are wide geographic disparities in these numbers, and in fact about 55% of the reported LGBT lawyers are accounted for by just four cities: New York City, Washington, DC, Los Angeles, and San Francisco.
- The percentage of LGBT summer associates continues to suggest that there is still potential for some growth of the presence of LGBT associates at these firms.
- In firms of more than 700 lawyers, the percentage of LGBT associates has exceeded 5% in the five most recent years. In firms of 251+ lawyers, the figures were above 5% for the first time.

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Significant Findings

ASSOCIATES:

Representation of women, minorities, and minority women among associates saw small gains in 2018. Representation of women has climbed for three years in a row and now exceeds the high previously reached in 2009.

NALP's analysis found that representation of minority associates has continued to increase since 2010 (from 19.53% to 24.22%) following widespread layoffs in 2009. Over the same period of time, however, representation of women finally saw a net increase in 2018. In 2018, the percentage of women stood at 45.91%, compared with 45.48% in 2017, and higher than the 2009 figure, but by just 0.25 percentage points.

In contrast to the pattern for women as a whole, representation of minority women among associates has increased from about 11% (2009-2012) to 13.52% in 2018, though some backsliding in 2010 is noted. (See Table 1.)

Much of the increase in minority representation since 2011 can be attributed to increased representation of Asians among associates. While overall minority representation fell in 2010, this was not the case for Asian associates. Asian associates now make up 11.69% of all associates, with representation having risen about 2.4 percentage points, from 9.28% in 2009 to 11.69% in 2018. Hispanic associate representation has also risen. After fluctuating between 3.81% and 3.95% of associates between 2009 and 2014, Hispanics have slightly outnumbered Black/African-Americans among associates since 2015. In 2018, Hispanics accounted for 4.71% of associates. In contrast to trends among Asian associates and even Hispanic associates, representation of Black/African-Americans among associates fell every year from 2010 to 2015. **Despite small increases in the past three years, representation of Black/African-American associates remains just below its 2009 level of 4.66% and is now 4.48%.** (See Table 2.)

PARTNERS:

In 2018, representation of women, minorities, and minority women among partners in law firms across the nation all increased a bit over 2017.

During the 26 years that NALP has been compiling this information, law firms have made steady, though very slow, incremental progress in increasing the presence of women and minorities in the partner ranks. In 2018, that slow upward trend continued, with minorities accounting for 9.13% of partners in the nation's major firms, and women accounting for 23.36% of the partners in these firms, up from 8.42% and 22.70%, respectively, in 2017. **An increase of about seven-tenths of a percentage point in representation of minorities among partners is noted as the largest over the entire span of NALP's compilation of these figures.** Increases have generally been in the 0.1 to 0.4 percentage point range. The next largest increases of about 0.5 percentage points occurred only in 2008 and 2016.

Nonetheless, over this period, the gains have been minimal at best. In 1993 minorities accounted for 2.55% of partners and women accounted for 12.27% of partners. And at just 3.19% of partners in 2018, **minority women continue to be the most dramatically underrepresented group at the partnership level,** a pattern that holds across all firm sizes and most jurisdictions. The representation of minority women partners is somewhat higher (3.66%) at the largest firms with more than 700 lawyers. Minority men, meanwhile, accounted for just 5.94% of partners in 2018, compared with 5.52% in 2017. This means that the increase in minorities among partners was not quite three-tenths of one percent

for women and somewhat more than four-tenths of one percent for men.

But, as is the case with associates, most of the increase in minority representation among partners since 2009 can be attributed to an increase of Asian and Hispanic male partners in particular. **Representation of Black/African-Americans among partners has barely changed over the period** and was 1.83% in 2018, flat compared with 2017, and not much higher than the 1.71% figure in 2009. (See Table 2.)

LAWYERS OVERALL:

Overall, representation of women among lawyers as a whole was up, and has more than recouped losses in 2010, 2011, and 2015, and has exceeded the 2009 level since 2014.

This increase reflects both the increase among partners and associates noted above and also among lawyers other than partners and associates such as "of counsel" and staff attorneys who, in 2018, accounted for almost 15% of attorneys at these firms. For example, women accounted for 41% of these other attorneys in 2018, compared with 40% in 2016. Although the overall figure for women fell in 2010 and 2011, and again in 2015, the overall percentage for women (35.41% in 2018) and has exceeded the 2009 figure of 32.97% since 2014.

The representation of minorities among lawyers as a whole rose some in 2018, to 16.10%. Consistent with findings for minority women among partners and associates, representation of minority women as a whole also increased slightly from 7.54% in 2017 and minority women now make up 8.08% of lawyers at these law firms. (See Table 1.)

SUMMER ASSOCIATES:

The representation of women and minorities in the summer associate ranks compares much more favorably to the population of recent law school graduates. The 2018 minority representation figure of just about 35% is an almost 3 percentage point increase over the 2017 figure of 32.33%.

According to the American Bar Association (ABA), since 2000, the percentage of minority law school graduates has ranged from 20% to 30%, while women have accounted for 46% to 49% of graduates with the high point coming in the mid-2000s. In 2018, women comprised 51.42% of summer associates, minorities accounted for 35.04%, and 20.83% of summer associates were minority women. Although measures for women have improved steadily since 2013, when representation of women as a whole and minority women specifically edged down, the gains in 2018 were preceded by an unchanged percentage for minorities as a whole in 2017 compared with 2016. It also should be kept in mind that these percentages are in the context of far fewer summer associates overall, with the number of summer associates off by about 25% compared with 2009, despite increases in the numbers after they bottomed out in 2010 and 2011. The number of summer associates accounted for in the Directory was about 6,900 in 2018, compared with about 7,100 in the prior two years.

LAWYERS WITH DISABILITIES:

Lawyers with disabilities (of any race or gender) are scarce, both at the associate and partner levels.

The *NALP Directory of Legal Employers* also collects information about lawyers with disabilities, though this information is much less widely reported than information on race/ethnicity and gender, making it much harder to conclude anything definitive about the representation of lawyers with disabilities. About one-half of one percent of partners self-reported as having a disability in 2018, compared with about four-tenths of one percent in 2017 and about one-third of one percent from 2012-2016. Representation of associates with disabilities declined some, from 0.60% in 2017 to 0.46% in 2018. However, these figures are still tiny,

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making it difficult to draw any conclusions about movement going forward. Although the presence of individuals with disabilities among law school graduates is not precisely known, other NALP research suggests that between 1 and 2% of graduates self-identify as having a disability. Disability figures for partners, associates, and all attorneys with disabilities are reported in Table 7.

LGBT LAWYERS:

The percentage of LGBT lawyers has generally been trending upward over the period since 2002 when NALP first began compiling these figures, and small increases from 2017 to 2018 occurred across all lawyer types.

The overall percentage of lesbian, gay, bisexual, and transgender (LGBT) lawyers reported in 2018 increased to 2.86% compared with 2.64% in 2017. Increases were seen across all lawyer types and ranged from less than 0.1 percentage point for counsel and non-traditional track attorneys to about 0.35 percentage points for associates. The percentage of offices reporting LGBT counts has been relatively stable at about 90% of offices since 2008. About half of these reporting offices reported at least one LGBT lawyer among partners and associates in 2018.

The overall count in 2018 of 2,827 LGBT lawyers is up by just over 6% from 2017. Over a longer span of time, the number now is over 2.5 times larger than it was in the 2002 NDLE, when the numbers were first collected/compiled. In the 2002 NDLE, the number of LGBT lawyers reported was just over 1,100 — less than 1% of the total lawyers represented. It took until 2012 for the overall percentage to exceed 2%.

The presence of LGBT lawyers continues to be highest among associates, at 3.80% (see Table 8), and is up from the figure of 3.45% reported in 2017. LGBT associates are also better represented at large law firms — with firms of 701+ lawyers reporting 4.17% LGBT associates. Firms of 701+ lawyers reported 2.33% LGBT partners, compared to 2.17% in 2017. For smaller firms, the percentages are closer to 2%.

There are wide geographic disparities in these numbers, and in fact about 55% of the reported LGBT lawyers are accounted for by just four cities: New York City, Washington, DC, Los Angeles, and San Francisco. These same four cities accounted for about 39% of the not quite 99,000 lawyers included in these analyses. Thus the percentage of LGBT lawyers in these cities is correspondingly higher — about 4% overall (and highest in San Francisco specifically at 5.8%) compared with the 2.86% nationwide figure. In these same four cities, the percentage of LGBT summer associates is also higher — about 7% compared with 5.73% nationwide.

The percentage of LGBT summer associates continues to suggest that there is still potential for some growth of the presence of LGBT associates at these firms. The overall figure for summer associates was 5.73%, compared with 4.66% in 2017. **In firms of more than 700 lawyers, it has exceeded 5% in the five most recent years. In firms of 251+ lawyers, the figures were above 5% for the first time.**

BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The 2018-2019 *NALP Directory of Legal Employers* (NDLE), which provides the individual firm listings on which these aggregate analyses are based, includes attorney race/ethnicity and gender information for over 109,000 partners, associates, and other lawyers in 1,009 offices, and for almost 6,900 summer associates in 725 offices nationwide. The NDLE is available online at www.nalpdirectory.com.

Tables

For purposes of the figures in Tables 1-6, minority attorneys include those whose race or ethnicity is Black, Hispanic, American Indian/Alaskan Native, Asian, Native Hawaiian or other Pacific Islander, and those of multi-racial heritage, as reported by the law firms in the NDLE. The partner numbers include both equity and non-equity partners. The data in Table 2 ("Partner and Associate Demographics at Law Firms — 2009-2018") does not include data for minority attorneys whose race or ethnicity is American Indian/Alaskan Native, Native Hawaiian or other Pacific Islander, and those of multi-racial heritage, as these groups are a very small fraction of minorities reported.

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Table 1. Women and Minorities at Law Firms — 2009-2018

	Partners			Associates			Total Lawyers			Summer Associates		
	% Women	% Minority	% Minority Women	% Women	% Minority	% Minority Women	% Women	% Minority	% Minority Women	% Women	% Minority	% Minority Women
2009	19.21%	6.05%	1.88%	45.66%	19.67%	11.02%	32.97%	12.59%	6.33%	46.62%	24.04%	12.90%
2010	19.43	6.16	1.95	45.41	19.53	10.90	32.69	12.40	6.20	47.35	26.99	14.92
2011	19.54	6.56	2.04	45.35	19.90	10.96	32.61	12.70	6.23	47.71	27.11	15.19
2012	19.91	6.71	2.16	45.05	20.32	11.08	32.67	12.91	6.32	46.26	29.55	16.26
2013	20.22	7.10	2.26	44.79	20.93	11.29	32.78	13.36	6.49	45.32	29.51	15.78
2014	21.05	7.33	2.45	44.94	21.63	11.51	33.48	13.83	6.74	46.33	30.27	16.63
2015	21.46	7.52	2.55	44.68	22.00	11.78	33.38	13.97	6.81	47.78	31.16	16.99
2016	22.13	8.05	2.76	45.00	22.72	12.42	33.89	14.62	7.23	48.71	32.33	18.05
2017	22.70	8.42	2.90	45.48	23.32	12.86	34.54	15.18	7.54	49.87	32.33	18.23
2018	23.36	9.13	3.19	45.91	24.22	13.52	35.41	16.10	8.08	51.42	35.04	20.83

Source: *The NALP Directory of Legal Employers.*

Table 2. Partner and Associate Demographics at Law Firms — 2009-2018

	Partners						Associates					
	Asian		Black/ African-American		Hispanic		Asian		Black/ African-American		Hispanic	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2009	2.20%	0.76%	1.71%	0.57%	1.65%	0.41%	9.28%	5.12%	4.66%	2.93%	3.89%	2.00%
2010	2.30	0.81	1.70	0.56	1.70	0.44	9.39	5.15	4.36	2.75	3.81	1.94
2011	2.36	0.82	1.71	0.58	1.92	0.48	9.65	5.31	4.29	2.61	3.83	1.92
2012	2.48	0.89	1.73	0.60	1.91	0.48	10.01	5.40	4.19	2.55	3.90	1.95
2013	2.67	0.91	1.78	0.60	1.99	0.54	10.48	5.64	4.10	2.43	3.82	1.89
2014	2.74	0.99	1.72	0.63	2.16	0.60	10.80	5.81	4.01	2.31	3.95	1.89
2015	2.89	1.07	1.77	0.64	2.19	0.63	10.93	6.00	3.95	2.25	4.28	2.03
2016	3.13	1.17	1.81	0.64	2.31	0.68	11.25	6.35	4.11	2.32	4.42	2.15
2017	3.31	1.23	1.83	0.66	2.40	0.73	11.40	6.52	4.28	2.42	4.57	2.23
2018	3.63	1.38	1.83	0.68	2.49	0.77	11.69	6.64	4.48	2.55	4.71	2.45

Source: *The NALP Directory of Legal Employers.*

Table 3. Women and Minorities at Law Firms — Partners and Associates — 2018

	Partners				Associates				
	Total #	% Women	% Minority	% Minority Women	Total #	% Women	% Minority	% Minority Women	# of Offices
Total	47,625	23.36	9.13	3.19	45,807	45.91	24.22	13.52	1,009
By # of Lawyers Firm-wide:									
100 or fewer	2,759	22.15	7.94	3.01	1,631	40.96	19.87	9.75	90
101-250	8,497	23.18	6.63	2.42	4,815	45.71	18.50	10.55	134
251-500	9,577	24.05	8.40	3.08	6,587	45.10	22.62	12.40	199
501-700	5,779	22.70	8.67	2.86	5,856	45.44	24.42	13.61	104
701+	21,013	23.47	10.76	3.66	26,918	46.55	25.86	14.54	482
Offices in:									
Atlanta	1,051	21.98	7.99	2.66	919	47.01	20.46	11.43	23
Austin	301	25.58	11.96	4.32	199	42.71	20.60	13.07	17
Boston area	1,563	24.25	4.48	1.66	1,832	45.85	19.43	11.19	34
Charlotte	430	16.05	4.65	1.40	297	42.09	14.14	7.74	13
Chicago	3,260	22.94	7.91	2.70	2,575	44.12	21.32	11.18	53
Cincinnati	308	24.35	3.25	0.97	152	41.45	9.87	4.61	6
Cleveland	405	18.52	2.96	0.74	283	43.46	5.65	3.53	6
Columbus	378	24.07	6.88	2.91	199	42.71	15.58	7.04	10
Dallas	985	20.30	9.75	3.65	908	40.97	21.92	9.69	32
Denver	511	27.59	6.65	2.15	491	48.27	13.85	8.55	22
Detroit area	550	25.82	6.18	2.55	227	44.93	17.18	9.25	9
Ft. Lauderdale/W. Palm Beach	158	23.42	6.33	3.16	95	46.32	14.74	10.53	8
Houston	1,129	17.98	12.05	3.90	1,281	39.27	25.92	12.02	43
Indianapolis	335	24.48	2.99	1.19	162	50.62	14.20	9.26	6
Kansas City, MO	493	24.54	3.85	1.22	274	47.08	13.50	7.30	7
Los Angeles area	1,832	24.45	16.65	6.33	2,294	48.78	32.13	18.09	72
Miami	384	25.78	37.76	11.72	282	47.87	47.16	25.53	14
Milwaukee	631	25.04	3.96	1.90	320	38.75	8.13	3.13	8

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	Partners				Associates				
	Total #	% Women	% Minority	% Minority Women	Total #	% Women	% Minority	% Minority Women	# of Offices
Minneapolis	1,127	29.19	4.08	1.86	606	41.75	13.70	6.77	20
New York City	6,254	20.37	10.89	3.31	12,270	45.76	28.40	16.19	95
Northern NJ/Newark area	426	19.48	5.63	1.88	331	47.13	21.15	11.18	8
Northern Virginia	152	15.79	6.58	2.63	130	49.23	22.31	10.77	8
Orange Co., CA	510	18.04	12.94	4.12	463	41.47	32.40	15.77	17
Philadelphia	630	19.84	5.24	1.90	538	50.00	14.87	9.11	11
Phoenix	524	22.33	6.87	1.91	214	44.86	14.95	6.07	12
Pittsburgh	325	21.23	4.31	1.54	234	40.17	8.97	3.85	6
Portland, OR area	448	27.01	6.25	2.68	204	43.14	16.18	6.37	11
Salt Lake City	156	16.03	3.85	1.28	102	30.39	7.84	2.94	7
San Diego	277	21.66	13.36	4.33	355	39.72	27.61	12.96	16
San Francisco	1,311	27.99	15.48	5.34	1,581	53.26	33.08	20.24	49
San Jose area	709	22.99	19.18	6.35	1,189	47.35	42.72	23.13	36
Seattle area	831	28.76	10.11	3.85	551	46.28	24.68	14.16	23
St. Louis	774	24.81	5.43	1.42	394	45.69	16.75	9.39	11
Tampa	145	15.86	5.52	0.69	88	43.18	12.50	6.82	7
Washington, DC	4,558	23.56	10.14	3.93	4,947	46.31	23.47	13.40	96
Wilmington	282	22.34	4.96	2.13	279	41.94	11.83	6.45	13
States:									
Other areas in Connecticut	408	26.72	4.90	2.94	247	51.01	17.41	12.15	6
Other areas in Florida	221	21.72	4.07	0.90	110	49.09	14.55	5.45	11
Kentucky	351	25.07	2.28	0.57	130	46.92	12.31	6.15	5
Other areas in New York State	513	23.39	3.51	0.78	224	49.55	9.82	5.80	6

Source: The 2018-2019 *NALP Directory of Legal Employers*. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, and Westfield. Northern Virginia includes offices in McLean/Tyson's Corner, and Reston. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firms lawyers are in that city.

Table 4. Women and Minorities at Law Firms — Total Lawyers and Summer Associates — 2018

	Total Lawyers					Summer Associates			
	Total #	% Women	% Minority	% Minority Women	# of Offices	Total #	% Women	% Minority	% Minority Women
Total	109,459	35.41	16.10	8.08	1,009	6,875	51.42	35.04	20.83
By # of Lawyers Firm-wide:									
100 or fewer	5,290	31.70	11.89	5.44	90	245	46.12	28.57	16.73
101-250	15,349	31.79	10.59	5.15	134	592	52.03	32.09	20.78
251-500	19,121	34.12	13.84	6.82	199	921	50.16	36.16	20.63
501-700	13,694	34.98	16.19	8.07	104	918	52.94	35.40	21.90
701+	56,005	37.29	18.75	9.57	482	4,199	51.58	35.51	20.89
Offices in:									
Atlanta	2,403	35.96	13.86	7.12	23	144	55.56	22.92	14.58
Austin	589	33.11	15.96	7.81	17	59	44.07	25.42	15.25
Boston area	3,879	37.46	12.32	6.63	34	271	56.46	25.83	18.82
Charlotte	864	29.63	9.14	4.51	13	46	43.48	30.43	17.39
Chicago	6,638	32.98	13.60	6.40	53	392	46.94	30.61	18.11
Cincinnati	523	31.36	5.35	2.10	6	18	33.33	27.78	11.11
Cleveland	819	30.77	4.88	2.44	6	39	48.72	15.38	10.26
Columbus	703	30.87	9.25	3.98	10	34	67.65	32.35	23.53
Dallas	2,223	31.31	15.52	6.30	32	173	46.24	23.12	10.98
Denver	1,202	38.02	9.73	4.99	22	39	56.41	33.33	25.64
Detroit area	881	32.24	9.53	4.88	9	45	44.44	20.00	15.56
Ft. Lauderdale/ W. Palm Beach	282	32.62	10.99	6.74	8	—	—	—	—
Houston	2,730	31.14	19.05	8.17	43	296	51.01	27.70	15.88
Indianapolis	565	34.51	7.43	4.42	6	32	37.50	28.13	9.38
Kansas City, MO	917	35.33	7.09	3.60	7	39	48.72	23.08	10.26
Los Angeles area	4,694	38.56	24.86	12.82	72	270	54.81	40.00	22.96
Miami	741	36.84	41.03	17.95	14	30	50.00	60.00	33.33
Milwaukee	1,090	29.91	5.05	2.02	8	49	55.10	28.57	20.41
Minneapolis	1,973	33.76	7.20	3.50	20	90	55.56	43.33	22.22
New York City	21,346	37.54	21.67	11.42	95	2,270	50.44	39.91	23.35
Northern NJ/Newark area	935	33.37	11.98	5.67	8	43	62.79	23.26	20.93

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	Total Lawyers					Summer Associates			
	Total #	% Women	% Minority	% Minority Women	# of Offices	Total #	% Women	% Minority	% Minority Women
Northern Virginia	334	32.63	13.47	5.99	8	19	31.58	31.58	15.79
Orange Co., CA	1,063	31.33	22.86	10.35	17	84	42.86	41.67	20.24
Philadelphia	1,397	35.29	9.23	4.80	11	40	50.00	27.50	17.50
Phoenix	830	29.16	10.48	3.61	12	42	50.00	30.95	19.05
Pittsburgh	604	29.64	6.29	2.65	6	—	—	—	—
Portland, OR area	742	33.29	9.57	4.18	11	28	39.29	28.57	10.71
Salt Lake City	292	22.95	5.82	2.05	7	—	—	—	—
San Diego	729	33.88	20.71	9.47	16	49	46.94	32.65	18.37
San Francisco	3,291	42.05	24.46	13.55	49	232	53.88	44.40	28.45
San Jose area	2,112	39.30	33.10	16.48	36	219	47.95	47.03	26.48
Seattle area	1,587	36.61	15.82	8.07	23	64	43.75	43.75	23.44
St. Louis	1,377	32.61	8.93	4.21	11	53	50.94	22.64	13.21
Tampa	266	27.44	7.89	3.38	7	—	—	—	—
Washington, DC	11,597	36.13	16.80	8.67	96	740	55.27	34.19	21.89
Wilmington	614	32.41	8.14	3.91	13	72	41.67	23.61	15.28
States:									
Other areas in Connecticut	803	36.86	8.97	5.60	6	27	59.26	55.56	33.33
Other areas in Florida	389	33.93	7.46	3.08	11	17	58.82	5.88	0.00
Kentucky	558	32.26	4.84	2.15	5	23	56.52	21.74	17.39
Other areas in New York State	1,048	40.46	5.34	2.67	6	22	59.09	18.18	9.09

Source: The 2018-2019 *NALP Directory of Legal Employers*. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, and Westfield. Northern Virginia includes offices in McLean/Tyson's Corner, and Reston. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firms lawyers are in that city.

Note: The number of offices reporting one or more summer associates, including demographic information, was 725. Dashes in the summer associates columns indicate that fewer than five offices in that city reported summer associates, or the total number of summer associates reported was less than 10.

Table 5. Partner Demographics at Law Firms — 2018

				Partners by Race or Ethnicity						
	All Partners			Asian		Black/African-American		Hispanic		
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	# of Offices
Total	47,625	9.13	3.19	3.63	1.38	1.83	0.68	2.49	0.77	1,009
By # of Lawyers Firm-wide:										
100 or fewer lawyers	2,759	7.94	3.01	3.66	1.56	1.34	0.43	1.49	0.58	90
101-250 lawyers	8,497	6.63	2.42	2.70	1.07	1.32	0.52	1.75	0.56	134
251-500 lawyers	9,577	8.40	3.08	2.88	1.16	1.83	0.80	2.56	0.77	199
501-700 lawyers	5,779	8.67	2.86	3.27	1.12	1.89	0.61	2.27	0.66	104
701+ lawyers	21,013	10.76	3.66	4.44	1.65	2.09	0.75	2.96	0.90	482
Offices in:										
Atlanta	1,051	7.99	2.66	2.38	0.76	3.62	1.05	0.86	0.38	23
Austin	301	11.96	4.32	1.66	0.33	2.99	1.33	6.64	2.66	17
Boston area	1,563	4.48	1.66	1.98	1.02	0.90	0.26	1.22	0.32	34
Charlotte	430	4.65	1.40	0.93	0.23	2.33	1.16	0.93	0.00	13
Chicago	3,260	7.91	2.70	3.65	1.29	1.78	0.61	1.84	0.46	53
Cincinnati	308	3.25	0.97	0.97	0.00	0.65	0.00	0.97	0.97	6
Cleveland	405	2.96	0.74	1.23	0.25	1.23	0.49	0.25	0.00	6
Columbus	378	6.88	2.91	1.85	1.32	2.91	1.06	0.53	0.00	10
Dallas	985	9.75	3.65	2.34	0.71	1.73	0.91	3.45	1.12	32
Denver	511	6.65	2.15	1.57	0.39	0.59	0.00	2.74	0.39	22
Detroit area	550	6.18	2.55	1.27	0.55	3.09	1.82	0.91	0.00	9
Ft. Lauderdale/W. Palm Beach	158	6.33	3.16	1.27	0.63	1.90	1.27	3.16	1.27	8
Houston	1,129	12.05	3.90	3.90	1.51	2.75	1.15	4.78	1.06	43
Indianapolis	335	2.99	1.19	1.19	0.60	0.90	0.00	0.60	0.30	6
Kansas City	493	3.85	1.22	0.81	0.41	2.03	0.20	0.61	0.20	7
Los Angeles area	1,832	16.65	6.33	8.68	3.66	2.02	0.82	4.15	1.36	72
Miami	384	37.76	11.72	1.30	1.04	2.86	1.30	32.81	9.11	14
Milwaukee	631	3.96	1.90	0.79	0.48	0.63	0.16	2.22	1.11	8
Minneapolis	1,127	4.08	1.86	1.15	0.89	0.62	0.35	0.80	0.00	20
New York City	6,254	10.89	3.31	4.81	1.65	1.63	0.54	2.61	0.78	95
Northern NJ/Newark area	426	5.63	1.88	2.11	0.70	1.17	0.47	1.64	0.47	8

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				Partners by Race or Ethnicity						
	All Partners			Asian		Black/African-American		Hispanic		
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	# of Offices
Northern Virginia	152	6.58	2.63	3.29	0.66	0.66	0.00	1.97	1.97	8
Orange Co., CA	510	12.94	4.12	7.06	2.75	0.78	0.20	3.73	0.98	17
Philadelphia	630	5.24	1.90	2.22	0.79	1.43	0.63	0.48	0.00	11
Phoenix	524	6.87	1.91	1.72	0.76	0.00	0.00	2.67	0.95	12
Pittsburgh	325	4.31	1.54	1.85	0.62	0.92	0.31	1.23	0.62	6
Portland, OR	448	6.25	2.68	1.34	0.89	1.34	0.67	2.23	0.67	11
Salt Lake City	156	3.85	1.28	0.00	0.00	0.00	0.00	2.56	1.28	7
San Diego	277	13.36	4.33	5.78	2.53	0.72	0.36	4.69	1.08	16
San Francisco	1,311	15.48	5.34	9.61	3.51	1.83	0.46	2.44	0.99	49
San Jose area	709	19.18	6.35	13.54	4.51	1.13	0.42	2.96	0.99	36
Seattle area	831	10.11	3.85	5.66	2.53	1.56	0.48	1.44	0.48	23
St. Louis	774	5.43	1.42	0.90	0.00	2.45	0.78	1.29	0.52	11
Tampa	145	5.52	0.69	0.69	0.00	0.00	0.00	4.83	0.69	7
Washington, DC	4,558	10.14	3.93	4.28	1.49	2.81	1.29	2.15	0.66	96
Wilmington	282	4.96	2.13	1.77	1.06	1.77	1.06	0.71	0.00	13

Source: The 2018-2019 *NALP Directory of Legal Employers*. The few Native American, Native Hawaiian and multi-racial lawyers reported are included in the overall minority percentages but are not reported separately. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, and Westfield. Northern Virginia includes offices in McLean/Tyson's Corner, and Reston.

Table 6. Associate Demographics at Law Firms — 2018

				Associates by Race or Ethnicity						
	All Associates			Asian		Black/African-American		Hispanic		
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	# of Offices
Total	45,807	24.22	13.52	11.69	6.64	4.48	2.55	4.71	2.45	1,009
By # of Lawyers Firm-wide:										
100 or fewer lawyers	1,631	19.87	9.75	10.79	5.52	3.25	1.53	3.31	1.66	90
101-250 lawyers	4,815	18.50	10.55	7.50	4.59	4.65	2.51	3.86	2.10	134
251-500 lawyers	6,587	22.62	12.40	10.10	5.71	4.51	2.54	4.86	2.58	199
501-700 lawyers	5,856	24.42	13.61	11.03	6.20	4.99	2.73	4.83	2.53	104
701+ lawyers	26,918	25.86	14.54	13.03	7.40	4.40	2.59	4.88	2.51	482
Offices in:										
Atlanta	919	20.46	11.43	6.86	3.26	8.49	5.01	2.94	1.85	23
Austin	199	20.60	13.07	8.04	3.52	1.51	1.01	3.52	2.01	17
Boston	1,832	19.43	11.19	9.77	5.90	3.55	1.80	3.98	2.24	34
Charlotte	297	14.14	7.74	4.38	2.36	4.71	2.69	2.69	1.01	13
Chicago	2,575	21.32	11.18	9.98	5.20	5.17	2.41	3.84	2.21	53
Cincinnati	152	9.87	4.61	1.32	0.66	4.61	1.97	1.97	1.32	6
Cleveland	283	5.65	3.53	2.47	1.41	1.77	1.06	0.35	0.35	6
Columbus	199	15.58	7.04	4.02	2.01	6.03	1.51	2.51	1.51	10
Dallas	908	21.92	9.69	7.93	2.86	4.07	2.31	6.06	2.86	32
Denver	491	13.85	8.55	3.67	2.44	2.04	1.63	4.68	2.44	22
Detroit area	227	17.18	9.25	4.85	2.64	7.49	3.52	1.76	1.32	9
Ft. Lauderdale/ W. Palm Beach	95	14.74	10.53	1.05	0.00	7.37	4.21	5.26	5.26	8
Houston	1,281	25.92	12.02	9.45	3.67	5.07	2.97	7.88	3.28	43
Indianapolis	162	14.20	9.26	4.94	3.09	4.94	3.70	3.09	1.85	6
Kansas City	274	13.50	7.30	3.65	2.55	2.55	1.09	4.01	1.82	7
Los Angeles	2,294	32.13	18.09	17.00	9.72	3.49	1.83	6.54	3.62	72
Miami	282	47.16	25.53	2.84	1.06	5.67	1.42	36.52	21.63	14
Milwaukee	320	8.13	3.13	2.19	0.94	1.56	0.00	1.88	0.94	8
Minneapolis	606	13.70	6.77	4.95	2.81	3.63	2.15	1.65	0.66	20
New York City	12,270	28.40	16.19	15.46	9.10	4.59	2.64	5.13	2.58	95
Northern NJ/Newark area	331	21.15	11.18	10.57	6.04	3.32	2.11	4.83	2.42	8
Northern Virginia	130	22.31	10.77	16.92	8.46	0.77	0.77	2.31	0.77	8

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				Associates by Race or Ethnicity						
	All Associates			Asian		Black/African-American		Hispanic		
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	# of Offices
Orange Co., CA	463	32.40	15.77	20.52	9.72	1.51	1.08	5.18	2.59	17
Philadelphia	538	14.87	9.11	6.32	3.53	4.09	2.97	2.04	1.12	11
Phoenix	214	14.95	6.07	4.21	1.40	2.80	0.93	5.14	2.34	12
Pittsburgh	234	8.97	3.85	2.56	1.71	2.56	0.85	1.71	0.43	6
Portland, OR	204	16.18	6.37	4.41	1.96	3.43	0.98	4.41	0.98	11
Salt Lake City	102	7.84	2.94	0.00	0.00	1.96	0.98	2.94	1.96	7
San Diego	355	27.61	12.96	13.80	6.76	2.25	1.41	6.48	1.97	16
San Francisco	1,581	33.08	20.24	20.43	13.22	2.47	1.39	5.63	3.04	49
San Jose area	1,189	42.72	23.13	30.19	16.23	2.69	1.43	4.96	2.78	36
Seattle area	551	24.68	14.16	12.70	8.53	2.90	1.45	2.90	0.91	23
St. Louis	394	16.75	9.39	5.33	3.55	6.60	4.31	2.28	0.76	11
Tampa	88	12.50	6.82	2.27	1.14	3.41	2.27	5.68	3.41	
Washington, DC	4,947	23.47	13.40	10.71	6.10	6.15	3.76	3.50	2.00	96
Wilmington	279	11.83	6.45	5.38	3.23	3.23	1.79	1.43	0.72	13

Source: The 2018-2019 *NALP Directory of Legal Employers*. The few Native American, Native Hawaiian and multi-racial lawyers reported are included in the overall minority percentages but are not reported separately. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, and Westfield. Northern Virginia includes offices in McLean/Tyson's Corner, and Reston.

Table 7. Lawyers with Disabilities — 2018

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Reported	# Reported	% of Total
Partners	167	0.52%	31	0.33%	33	0.51%	21	0.49%	82	0.69%
Associates	127	0.46	13	0.25	28	0.63	18	0.43	68	0.50
All lawyers	368	0.53	52	0.30	73	0.57	52	0.52	191	0.64

Note: Figures for lawyers with disabilities are based on 693 offices/firms reporting counts, including zero, in all lawyer categories. Counts of individuals with disabilities, including zero, cover 69,854 lawyers. Because so few summer associates with disabilities were reported (15 total), they are not included in the table.

Table 8. LGBT Lawyers — 2018

	All Firms		Firms of 100 or Fewer Lawyers		Firms of 101-250 Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701 + Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Reported	# Reported	% of Total	# Reported	% of Total
Partners	900	2.11%	45	2.08%	130	1.88%	158	1.87%	105	1.93%	462	2.33%
Associates	1,581	3.80	39	2.99	90	2.25	194	3.25	210	4.02	1,048	4.17
Other lawyers	346	2.37	6	0.77	33	1.98	61	2.38	44	2.24	202	2.65
All lawyers	2,827	2.86	90	2.12	253	2.01	413	2.43	359	359	1,7121	3.26
Summer Associates	333	5.73	4	1.94	17	3.77	38	5.11	42	5.32	232	6.42

Note: Figures for LGBT lawyers are based on 914 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBT summer associates are based on 594 offices/firms with a summer program and reporting counts, including zero. Overall, LGBT counts, including zero, cover 98,942 lawyers and 5,807 summer associates.

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