



2025 Report on Diversity in U.S. Law Firms



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CONTENTS

Overview	4
The Story of Vanishing Data	6
Understanding This Year's Data Landscape	8
Highlights	10
Significant Findings	12
Definitions and Reporting	18
Table 1. Women and People of Color at Law Firms, 1991-2025	19
Chart 1. Percentage of Partners Who are Women and People of Color at Law Firms, 1991-2025	21
Chart 2. Percentage of Associates Who are Women and People of Color at Law Firms, 1991-2025	21
Chart 3. Percentage of Counsel Who are Women and People of Color at Law Firms, 2012-2025	22
Chart 4. Percentage of Non-traditional Track/Staff Attorneys Who are Women and People of Color at Law Firms, 2012-2025	22
Chart 5. Percentage of Total Lawyers Who are Women and People of Color at Law Firms, 1991-2025	23
Chart 6. Percentage of Summer Associates Who are Women and People of Color at Law Firms, 1991-2025	23
Table 2. Partners at Law Firms by Gender, Race/Ethnicity, and Firm Size, 2016-2025	24
Table 3. Associates at Law Firms by Gender, Race/Ethnicity, and Firm Size, 2016-2025	25
Table 4. All Lawyers at Law Firms by Gender, Race/Ethnicity, and Firm Size, 2016-2025	26
Table 5. Summer Associates at Law Firms by Gender, Race/Ethnicity, and Firm Size, 2016-2025	27
Chart 7. Percentage of Women Partners by Firm Size (in # of lawyers), 2016-2025	28
Chart 8. Percentage of Partners of Color by Firm Size (in # of lawyers), 2016-2025	28
Chart 9. Percentage of Women Partners of Color by Firm Size (in # of lawyers), 2016-2025	29
Chart 10. Percentage of Women Associates by Firm Size (in # of lawyers), 2016-2025	29
Chart 11. Percentage of Associates of Color by Firm Size (in # of lawyers), 2016-2025	30
Chart 12. Percentage of Women Associates of Color by Firm Size (in # of lawyers), 2016-2025	30
Chart 13. Percentage of Women Lawyers by Firm Size (in # of lawyers), 2016-2025	31
Chart 14. Percentage of Lawyers of Color by Firm Size (in # of lawyers), 2016-2025	31

CONTENTS

Chart 15. Percentage of Women Lawyers of Color by Firm Size (in # of lawyers), 2016-2025	32
Chart 16. Percentage of Women Summer Associates by Firm Size (in # of lawyers), 2016-2025	32
Chart 17. Percentage of Summer Associates of Color by Firm Size (in # of lawyers), 2016-2025	33
Chart 18. Percentage of Women Summer Associates of Color by Firm Size (in # of lawyers), 2016-2025	33
Table 6. Partners at Law Firms by Race/Ethnicity, 2006-2025	34
Table 7. Associates at Law Firms by Race/Ethnicity, 2006-2025	35
Table 8. Total Lawyers at Law Firms by Race/Ethnicity, 2006-2025	36
Table 9. Summer Associates at Law Firms by Race/Ethnicity, 2006-2025	37
Table 10. Percentage of Partners Reported as Equity Partners by Gender and Race/Ethnicity, 2011-2025	38
Table 11. Distribution of Equity and Non-equity Partners by Gender and Race/Ethnicity, 2011-2025	39
Table 12. Distribution of All Partners by Equity Status, Gender, and Race/Ethnicity, 2011-2025	40
Table 13. Women and People of Color at Law Firms: Partners and Associates, 2025	41
Table 14. Women and People of Color at Law Firms: Counsel and Non-traditional Track/Staff Attorneys, 2025	43
Table 15. Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2025	45
Chart 19. Percentage of Women and People of Color at Law Firms, 2025	47
Table 16. Partner Demographics at Law Firms, 2025	48
Table 17. Associate Demographics at Law Firms, 2025	50
Table 18. Total Lawyer Demographics at Law Firms, 2025	52
Table 19. Lawyers with Disabilities at Law Firms, 2025	54
Table 20. LGBTQ+ Lawyers at Law Firms, 2025	55
Table 21. LGBTQ+ Lawyers at Law Firms, 2004-2025	56
Chart 20. Percentage of LGBTQ+ Lawyers, 2004-2025	57
Table 22. Lawyers who are Military Veterans, 2025	58

OVERVIEW



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As detailed in the subsequent *Understanding the Data Landscape* section, this year's figures should be interpreted cautiously when making comparisons to longer-term trends due to the significant shifts in the composition of the 2025 respondent pool. Nevertheless, the 2025 findings reinforce the concerns highlighted in the 2024 report about the fragile pipeline of diverse talent. These analyses are based on the latest demographic findings from the [2025 NALP Directory of Legal Employers](#) (NDLE) — the annual compendium of legal employer data published by NALP.

Women saw mixed progress in their levels of representation at U.S. law firms in 2025. On a positive front, the representation of women among partners and associates both reached new record highs, with women comprising nearly 30% of partners and more than 52% of associates. However, because of changes in the mix of firms responding, this year's dataset includes a higher proportion of more senior lawyers, particularly partners, than is typical. As women are less represented in these more senior levels at law firms, this composition shift led to a slight overall decline in the percentage of women among all lawyers, which fell to just over 40%.

For the second consecutive year, the representation of women summer associates decreased, now standing at just over 55%. In recent years, women have been represented in these pipeline positions at rates similar to or even slightly higher than their representation among new law graduate classes. However, with the declines observed in 2024 and 2025, women are now underrepresented in summer associate classes by about one percentage point.

The data on racial diversity at law firms was more challenging to interpret this year because the year-to-year changes for these cohorts

are particularly sensitive to shifts in the respondent pool, as described in greater detail in the section that follows. Therefore, there are limitations on the comparability of these figures to longer-term trends. For example, firms of more than 700 lawyers have consistently been among the most racially diverse, but these larger firms comprised a smaller share of participating offices in 2025.

Nonetheless, there was little evidence of progress. The 2025 data demonstrates that racial diversity among partners stagnated this year, with partners of color remaining at just under 13% of all partners. Among associates and lawyers overall, the percentage of people of color declined by more than a percentage point, standing at about 30% and 20%, respectively. However, the most prominent decrease was observed among summer associates, where the representation of summer associates of color dropped by 5.5 points to approximately 37.5%, with some of the largest declines noted for Asian and Black summer associates. Concerningly, 2025 marked the third consecutive year of decreasing representation for Black summer associates, whose percentage has declined by 3.5 percentage points since 2022.

Progress was almost mixed for LGBTQ+ lawyers. In 2024, the share of LGBTQ+ lawyers topped 5% for the first time, but it slid just below that threshold in 2025, a change that may also, in part, reflect shifts in the respondent pool. While LGBTQ+ representation among partners declined slightly, the percentage of LGBTQ+ associates reached a new high of nearly 8%. However, the proportion of summer associates identifying as LGBTQ+ fell

by more than a point compared to 2024. Even with this decline, the share of LGBTQ+ summer associates (12%) remains substantially higher than that of associates (8%) and partners (3%).

Although the summer associate data suggests that the pipeline concerns noted in the 2024 report have intensified, the representation of summer associates of color at law firms remains a few percentage points higher than their representation among recent law graduates. However, the 2025 findings suggest that this advantage could erode in the years ahead, against the backdrop of already existing representation gaps for women and LGBTQ+ students at this entry point into law firm employment.

The tables and charts that follow provide an in-depth analysis of the state of diversity in U.S. law firms in 2025 and how these figures have changed over time.

NEW FOR 2025

To provide additional context to the changes in the 2025 respondent pool and the comparability of this year's findings to historical data, the report includes new trend data on lawyer and summer associate diversity by firm size over the past decade. These data are presented in Tables 2-5 and Charts 7-18.

Commentary & Analysis

THE STORY OF VANISHING DATA



Nikia L. Gray,
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This year's *Report on Diversity in U.S. Law Firms* tells a new and deeply consequential story: that of vanishing data.

The 2025 dataset, drawn from demographic information provided through the *NALP Directory of Legal Employers* (NDLE), reflects a dramatic shift in the willingness of legal employers to publicly disclose demographic information. In this reporting cycle 230 fewer law offices provided demographic information as part of their NDLE profiles compared to last year, representing the loss of data for roughly 47 firms and 31,000 lawyers.

This new reluctance should concern all of us. Demographic data is not merely a collection of numbers. It represents real people, real experiences, and real disparities. It allows institutions to measure opportunity, assess barriers, and evaluate whether policies are producing equitable outcomes. What is lost then, when the data vanishes, is our profession's collective visibility into itself and, with it, our capacity for self-assessment.

Demographic data has always existed within a broader political and social context. As a reflection of whose lives, experiences, and needs are recognized and valued, it shapes whose stories are heard and what actions are taken. It is no surprise, therefore, in this moment of intense anti-DEI backlash, that demographic data has come under scrutiny and organizations are wary of collecting or publicly reporting such information.

“Demographic data is not merely a collection of numbers. It represents real people, real experiences, and real disparities.”

The legal industry, however, bears a heightened responsibility to engage in the kind of rigorous self-assessment that is only possible with reliable and valid data. As stewards of a judicial system grounded in fairness, equal protection, and the rule of law, our profession holds a distinct, ethical obligation to identify and reform systems that cause inequities. We cannot meaningfully address

weakening. Across all levels, the representation of racially diverse lawyers either stagnated or decreased, but it was most profound at the summer associate level where the representation of summer associates of color dropped by 5.5 percentage points. For now, representation among summer associates is still a few points higher than among recent law school graduates, but as the expected

“The story of this era can be one of loss, retrenchment, and diminished visibility — or one of principled leadership, courage, and renewed commitment to understanding the shifting portrait of our profession. The choice begins though with ensuring that the data does not vanish.”

those disparities, however, if we choose not to measure them. To be clear, the transparency that comes with that data does not predetermine outcomes, nor does it mandate specific programs or policies. It simply ensures that decisions — whatever they may be — are grounded in fact rather than assumption.

The 2025 dataset fortunately remains sufficiently robust to draw meaningful conclusions — and those conclusions warrant attention. While we need to exercise some caution in interpreting this year’s results, particularly around year-to-year changes in racial diversity, which are uniquely sensitive to shifts in the respondent pool, the broader pattern is clear. The fragile pipeline of racially diverse talent identified in the 2024 report appears to be

effects of the Supreme Court’s affirmative action decision plays out and firms move further away from their diversity commitments, that may change.

This moment is undeniably difficult, but there are no foregone conclusions. The story of this era can be one of loss, retrenchment, and diminished visibility — or one of principled leadership, courage, and renewed commitment to understanding the shifting portrait of our profession. The choice begins, though, with ensuring that the data does not vanish. NALP will continue to call on all legal employers to participate fully in demographic reporting, starting with providing demographic information as part of their NDLE listing. This report, which the legal industry has relied on for 35 years, is only possible with sustained transparency.

UNDERSTANDING THIS YEAR'S DATA LANDSCAPE



When interpreting the 2025 data, it is important to recognize that year-to-year changes in the participant pool can create limitations on the comparability of longitudinal data. NALP's *Diversity Report* relies on information that law firms voluntarily publish each year in the *NALP Directory of Legal Employers* (NDLE). The NDLE is a widely used, searchable database that enables law students to research and compare prospective employers on factors such as practice areas, compensation and benefits, recruitment and hiring, and lawyer demographics. This report is only made possible by law firms participating in the NDLE and providing their lawyer demographic information in aggregate. The 2025 report draws on demographic data from 488 law offices, approximately 230 fewer than in 2024. As seen in the table below, from 2016-2024, NALP's *Diversity Report* included data on approximately 99,000-112,000 lawyers each year. However, the 2025 dataset only covers about 76,000 lawyers, roughly 31,000 fewer than last year.

Overall, the 2025 report reflects a substantially smaller respondent pool than is typical. Compared to 2024, the dataset includes approximately 29% fewer lawyers and 32% fewer law offices. In particular, participation from firms with more than 700 lawyers — firms that often have some of the highest levels of racial and gender diversity — declined both as a share of participating offices and as a share of lawyers represented. Offices in firms of 701+ lawyers accounted for 51.2% of respondents in 2025, a decrease of 4.4 percentage points from 2024, and their lowest share since 2018. Similarly, 56.3% of lawyers included in the report work at firms of this size, down 6.9 percentage points from 2024, and also the smallest proportion since 2018. These trends are further explored in the table on the following page.

Historical Participation in the NDLE by Firm Size, 2016-2025

Participation	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total Number of Lawyers Included in Report	112,475	112,090	109,459	108,529	100,952	102,285	99,292	107,688	107,227	75,993
By Firm Size - % of Offices										
100 or fewer lawyers	10.5%	8.3%	8.9%	7.9%	5.8%	6.2%	5.7%	5.7%	5.6%	6.8%
101-250 lawyers	13.4%	14.2%	13.3%	12.2%	11.4%	12.3%	11.9%	9.4%	9.7%	12.5%
251-500 lawyers	19.8%	20.0%	19.7%	16.3%	20.8%	19.2%	16.6%	13.4%	12.4%	15.0%
501-700 lawyers	11.2%	10.4%	10.3%	12.4%	8.0%	9.0%	10.8%	13.5%	16.7%	14.5%
701+ lawyers	45.1%	47.1%	47.8%	51.3%	53.9%	53.4%	55.0%	58.0%	55.6%	51.2%
By Firm Size - % of Lawyers										
100 or fewer lawyers	5.4%	4.3%	4.8%	3.8%	2.7%	2.9%	2.7%	2.4%	2.1%	2.5%
101-250 lawyers	15.2%	15.3%	14.0%	13.7%	10.8%	12.0%	11.4%	9.3%	8.5%	10.5%
251-500 lawyers	19.7%	18.8%	17.5%	15.6%	16.6%	16.4%	13.3%	15.3%	13.6%	16.7%
501-700 lawyers	12.6%	13.0%	12.5%	10.3%	8.2%	8.8%	11.7%	12.5%	12.6%	13.9%
701+ lawyers	47.1%	48.6%	51.2%	56.6%	61.6%	59.9%	60.8%	60.5%	63.2%	56.3%

Notes: The total number of lawyers reflects all lawyers (partners, associates, counsel, and non-traditional track/staff attorneys) at participating law offices that reported diversity data. The first firm-size breakout shows the percentage of responding offices by firm size, while the second shows the percentage of all lawyers in the report who work at firms of that size.

As detailed in the analyses that follow, this year's report shows declines in several diversity measures as compared to 2024, particularly with respect to racial diversity among summer associates, associates, and lawyers overall as well as in the largest firms. Given the magnitude of the changes in the respondent pool this year, we urge caution in drawing conclusions about the overall shifts in diversity based solely on the aggregate 2025 national data.

To provide additional context, the report includes new analyses examining trends in gender and racial diversity by firm size over the past decade. These

analyses should also be interpreted carefully, as the composition of the respondent pool within each firm-size category can also change from year to year. In addition to changes in the number of participants, a law firm merger or acquisition may shift a firm into a different size category.

That said, NALP does not want to dismiss or minimize the significance of these findings and any changes in representation, overall or within a firm size category. We believe any statistically significant changes in the representation of any cohort should be a cause for reflection by the industry.

HIGHLIGHTS

ASSOCIATES

- After women comprised the majority of associates for the first time in 2023, their representation has continued to grow, reaching 52.09% of all associates in 2025 (a +0.5-percentage point year-over-year increase).
- In contrast, the percentage of associates of color fell by 1.3 percentage points to 30.20%, the first decline since 2010. This decrease was observed across nearly all firm sizes, except for firms of 251-500 lawyers.
- By race/ethnicity, much of this decline can be attributed to a decrease in the representation of Asian and Black associates. The proportion of Asian associates fell by 1.6 percentage points, to 11.70%, while the share of Black associates fell by 0.2 percentage point to 6.18%. These figures represent the lowest recorded since 2018 and 2015, respectively.
- The percentage of Native American or Alaska Native associates dropped to 0.11%, the lowest level observed in NALP's tracking dating back to 2006.

PARTNERS

- The share of women partners grew by 0.7 percentage point in 2025 to a new record high of 29.55%. However, women and people of color remain significantly underrepresented within the partnership ranks.
- The representation of partners of color was largely unchanged in 2025 at 12.67%, compared to 12.73% in 2024. However, representation of Black partners declined by 0.2 percentage points, to 2.42%, marking the first decrease since 2014.
- The share of women of color in the partnership ranks held steady at 5.28%.

EQUITY AND NON-EQUITY PARTNERS

- Within multi-tier law firms, white men remain disproportionately represented among equity partners. In 2025, however, women accounted for 26.5% of equity partners — a 1.7 percentage point improvement from 2024 and the largest year-over-year gain observed in NALP's reporting dating back to 2011. The share of equity partners of color also grew, reaching 10.5%, a 0.3 percentage point increase. Both figures are all-time highs.
- There is somewhat greater racial and gender diversity among non-equity partners. In 2025, women comprised 34.4% of non-equity partners, while people of color represented 15.0%.
- With firms increasingly introducing a two-tier partnership, the proportion of equity partners has been trending downward since 2011, when they accounted for 61.3% of all partners. By 2025, equity partners fell to 55.7% of all partners; marking a nearly six-point decline over 14 years, and a 0.6 percentage point decrease from 2024.
- Within the different cohorts of partners tracked, men are most likely to be equity partners. More than 58% of men partners in multi-tier firms were equity partners in 2025, compared to 49% of women partners, and 47% of partners of color.



COUNSEL

- The percentage of women counsel declined by 0.4 percentage point in 2024 to 38.40%; while the percentage of counsel who are people of color decreased by 0.2 percentage point to 13.43%.

NON-TRADITIONAL TRACK/STAFF ATTORNEYS

- The percentage of women who are non-traditional track/staff attorneys has fluctuated between 54-58% since NALP began tracking these figures in 2012. In 2025, the share of women staff attorneys declined by nearly 0.6 percentage point to 55.10%. This lawyer category had the highest overall representation of women.
- The representation of staff attorneys of color fell by 1.4 percentage points to 22.41%, marking the lowest level since 2018.

SUMMER ASSOCIATES

- Although women still comprise the majority of summer associates, for the second year in a row their representation declined, this year decreasing by 0.2 percentage point to 55.26%.
- Following a record high of 43.07% in 2024, the proportion of summer associates of color fell by 5.5 percentage points to 37.53% in 2025, the lowest level recorded since 2020. Year-over-year decreases were observed across firms of every size. Among summer associates of color, representation declined across nearly every racial/ethnic group, except for Native Hawaiian/other Pacific Islander and multiracial students. However, these decreases may be influenced in part by changes in the composition of the firm participant pool in 2025.

LAWYERS WITH DISABILITIES

- The reporting of lawyers with disabilities (of any race or gender) has been increasing over the past six years, but remains limited, both at the associate and partner levels. For offices/firms reporting this data, lawyers with disabilities represented 3.06% of all lawyers, up from 2.54% in 2024. Associates are almost twice as likely to identify as having a disability as compared to partners (3.80% vs. 2.13%).

LGBTQ+ LAWYERS

- The percentage of LGBTQ+ lawyers fell by 0.2 percentage point in 2025 to 4.90%, the first decline since NALP first began tracking LGBTQ+ representation in 2004. Likewise, the proportion of LGBTQ+ summer associates declined by 1.3 points to 11.65%, the first decrease observed since 2017. However, some of these declines may be partially attributed to changes in the 2025 respondent pool.
- Despite an overall drop in the representation of LGBTQ+ lawyers, the proportion of LGBTQ+ associates reached a record high of 7.87%, growing by 0.1 percentage point from 2024. Associates were almost three times more likely to identify as LGBTQ+ than partners (7.87% vs. 2.67%).

LAWYERS WHO ARE MILITARY VETERANS

- The share of military veteran lawyers increased by nearly 0.3 percentage point to 2.20% in 2025. Representation of military veterans was lower among associates (1.78%) compared to partners (2.31%).



SIGNIFICANT FINDINGS

Readers are encouraged to read the section on Understanding This Year's Data Landscape on page 8 for further context on the interpretation of the 2025 data.

ASSOCIATES:

Although the representation of women associates reached a new record high in 2025, the percentage of people and women of color declined.

Following widespread layoffs in 2009 at the height of the Great Recession, the overall representation of associates of color declined in 2010, but recovered by the following year and continued to grow through 2024. During the 2010-2024 period, the percentage of associates of color increased from 19.53% to 31.46%. However, in 2025, for the first time since 2010, the proportion of associates of color declined, dropping by 1.3 percentage points to 30.20%. Much of that decrease can be attributed to a decline in the representation of Asian (-1.6 percentage points) and Black (-0.2 percentage points) associates, while the percentage of multiracial, Latinx, and Native Hawaiian and other Pacific Islander associates grew.

The share of women associates also fell during the recession; however, it was not until 2018 that women fully regained the representation that they lost during this period. Since that 2018 recovery, the share of women associates has improved by more than six additional percentage points, and they now account for the majority of associates (52.09%) — a figure that could continue to rise as women have comprised 55-56% of summer associates for the last five years.

Although women in aggregate faced nearly a decade of stagnant representation, women of color specifically experienced a net decline for only two years— in 2010 and 2011, before their percentages started to surpass pre-Great Recession levels once more. Since 2012, the proportion of women associates of color has increased by seven percentage points. However, when this trend data is further disaggregated by race/ethnicity, there are significant differences in that recovery timeline — particularly for Black women — who did not see a net gain until 2020.

Despite overall long-term growth, in 2025, the percentage of women of color among associates decreased, falling by 0.7 percentage point to 18.07%. However, at the summer associate level, the representation of women and associates of color remain four to seven percentage points higher than that of associates, suggesting these figures have the potential to rebound in the years ahead. (See Table 1.)

Much of the increase in the representation of associates of color from 2011-2019 can be attributed to increased representation of Asian associates, which grew steadily during this period before leveling off around 12% from 2019-2022. In 2023 and 2024, the percentage of Asian associates rose again, reaching 13.29% in 2024. In 2025, however, the share of Asian associates declined by 1.6 percentage points to 11.70%, closer to their 2019-2022 figures. Since 2011, there has been an overall two-percentage point net increase in the representation of Asian associates.

Growth in the representation of Latinx associates has been more consistent in recent years. After remaining somewhat flat at between 3.81% and 3.95% of all associates from 2008-2014, the percentage of Latinx associates has increased, and they have outnumbered Black and African American associates since 2015. In 2025, 7.68% of associates identified as Latinx, a 0.3 percentage point increase from 2024. Overall, the share of Latinx associates has grown by 2.5 percentage points since 2019, and has doubled since 2011.

In contrast to trends among Asian and Latinx associates, representation of Black and African American associates declined annually from 2009-2015, before increasing from 2016-2024, although year-to-year growth was relatively modest during that period. In 2025, the percentage of Black associates declined for the first time in a decade, falling by 0.2 percentage points to 6.18%. This decline in 2025, coupled with the prolonged post-Great Recession recovery for Black associates, has resulted in a smaller overall improvement in representation compared with Latinx associates — with Black

associates realizing a net increase of less than two percentage points since 2011.

As with Latinx associates, the percentage of multiracial associates has also been steadily rising, and in 2025, 4.33% of associates identified as multiracial, an improvement of 0.2 percentage point as compared to 2024. Since 2011, the share of multiracial associates has more than doubled. Except for 2019, the representation of multiracial associates has increased or held steady in every year throughout NALP's tracking.

Just 0.11% of all associates identified as Native American or Alaska Native in 2025, down from 0.15% in 2024 and a record low in NALP's reporting dating back to 2006. Since 2019, the representation of Native American and Alaska Native associates has been cut nearly in half. Additionally, 0.19% of associates identified as Native Hawaiian or other Pacific Islander in 2025, an increase of nearly 0.1 percentage point from 0.10% in 2024, and the highest level recorded since 2010. Notably, these two cohorts are the only underrepresented racial/ethnic groups to experience net declines in representation among associates since NALP began tracking these figures. (See Table 7.)

However, these are national figures and there are significant geographic differences in these demographic patterns. For example, Silicon Valley had the highest proportion of women associates in 2025, followed by San Francisco, and Miami and Silicon Valley had the largest percentage of associates of color — both well above 50%. The latter percentages can be attributed to a large population of Latinx associates in Miami and Asian associates in Silicon Valley. (See Tables 13 and 17.)

When interpreting the changes described in associate representation in 2025, it is important to keep in mind the shifts in the respondent pool that were described earlier on page 8. Changes in participation, especially amongst the largest firms, which have historically reported some of the highest levels of racial diversity, likely contributed to the declines observed in this year's report. Notwithstanding these respondent shifts, trend analyses by firm size show that the percentage of associates of color dropped across firms of nearly every size, except for those with 251-500 lawyers. However, despite a 1.6 percentage point decrease this year, firms of more than 700 lawyers remain the most racially diverse with 31.19% of associates identifying as people of color. That compares to figures of 25-26% among firms of 250 or fewer lawyers. (See Table 3 and Charts 10-12.)

PARTNERS:

While the share of women partners rose to a new record high in 2025, representation of partners of color stalled, and both women and people of color remain significantly underrepresented among partners. This is particularly pronounced for woman of color, who comprise just over 5% of all partners.

Historically, law firms have made steady, incremental — though excruciatingly slow — progress in increasing the presence of women and people of color in the partnership ranks. In 2025, this pattern changed for some cohorts. The percentage of women partners continued to increase, improving by 0.7 percentage point to 29.55%; however, growth in the representation of partners of color stagnated this year. Overall, 12.67% of partners identified as people of color in 2025, essentially flat from 12.73% in 2024. Women of color accounted for 5.28%, unchanged from 2024, and **a figure that remains abysmally low due to the significant underrepresentation of both women and people of color at the partnership level. This underrepresentation is evident across all firm sizes and most jurisdictions.** (See Tables 1 and 13.)

Over the period that NALP has been reporting this data, the gains for women and partners of color have been minimal at best. In 1991, people of color accounted for 2.14% of partners and women accounted for 10.84%. Thirty-four years later, these figures only improved by approximately 11 and 19 percentage points, respectively. Even amongst the largest firms, which tend to be the most diverse, representation remains limited. Among firms of more than 1,000 lawyers, the share of women and people of color is only about two percentage points higher compared to the overall 2025 figures. Smaller firms were even less diverse. For example, in firms of 250 or fewer lawyers, only about 9-10% of partners were people of color.

Bearing in mind the limitations of this year's respondent pool, 2025 marked the first year in NALP's reporting in which the overall percentage of partners of color did not increase at least modestly. However, when disaggregated by firm size, nearly all size categories, except those with 501-700 lawyers, realized a net increase in representation compared to 2024, suggesting that the composition shifts in the respondent pool may have driven the apparent stagnation in the 2025 aggregate figures. (See Table 2 and Charts 8-9.)

As is the case with associates, most of the increase that has been observed in the representation of partners of color

since 2009 can be attributed to an increase in the percentage of Asian and Latinx partners, although growth amongst both groups stalled in 2025. The percentage of Asian partners was essentially flat at 5.17% in 2025 compared to 5.21% in 2024, and the percentage of Latinx partners was 3.17% in 2025, compared to 3.12% in the previous year.

Since 2009, representation of Black and African American partners has increased by only 0.7 percentage point overall. In 2025, their representation declined by 0.2 percentage point to 2.42%, marking the first decrease since 2014. For comparison, the percentages of Asian and Latinx partners have grown by approximately three and 1.5 percentage points, respectively, since 2009.

Among other underrepresented racial and ethnic groups in 2025, the representation of multiracial partners increased for the tenth consecutive year, growing by 0.1 percentage point to 1.68%. Since 2009, the percentage of multiracial partners has grown by 1.4 percentage points.

Native Hawaiian and other Pacific Islander partners rose from 0.06% of all partners in 2024 to 0.10% in 2025. However, since NALP began tracking this cohort in 2008, their representation has increased by just 0.04 percentage points overall. In 2025, the percentage of Native American and Alaska Native partners dropped slightly from 0.15% in 2024 to 0.14% in 2025. This is the lowest level of Native American and Alaska Native representation among partners since 2018, and they are the only underrepresented racial/ethnic cohort in NALP's analyses that has realized a net decline in representation among partners since our tracking began.

By geographic location, Connecticut had the highest percentage of women partners (38.21%) in 2025, followed by San Francisco (36.00%). Similar to the associate data, Miami (29.82%) and Silicon Valley (25.00%) had the largest share of partners of color. (See Tables 13 and 16.)

EQUITY AND NON-EQUITY PARTNERS:

In 2025, the percentage of both women and equity partners of color increased to all-time highs; however, equity partners remain the least diverse group among all categories of lawyers.

This report includes findings on the demographics of both equity and non-equity partners. Equity partner information is reported in the NDLE separately from the demographic information used for the other analyses included in the report. The equity and non-equity partner demographic figures reflect firms with multi-tier partnerships which also provided

detailed information on their partner counts by equity status. These firms collectively reported 20,036 partners, of which 55.7% were equity partners and 44.3% were non-equity partners.

Since 2011, **the distribution of partners by equity status has shown only a slight shift toward greater representation of women and partners of color**, just as women and people of color have made modest gains in representation among partners overall. For example, between 2011 and 2025, the percentage of men equity partners declined from 84.4% to 73.5%, while the percentage of women equity partners increased from 15.6% to 26.5%, and the percentage of equity partners of color grew from 4.7% to 10.5%. In 2025, the share of women equity partners grew by 1.7 percentage points, while the share of equity partners of color grew by 0.3 percentage point.

Women and partners of color are somewhat better represented in the non-equity ranks, where they accounted for 34.4% and 15.0% of all non-equity partners, respectively, in 2025. (See Tables 10-12.)

COUNSEL:

Among counsel, the percentage of women and people of color both declined modestly in 2025.

After reaching record highs the year before, the percentage of women among counsel decreased by 0.4 percentage points to 38.40% in 2025, and the percentage of people of color fell by 0.2 percentage points to 13.43%. Over the 14-year period in which NALP has been collecting data exclusively for counsel, the proportion of people of color and women of color has increased by approximately five and four points, respectively. (See Tables 1 and 14.)

NON-TRADITIONAL TRACK/STAFF ATTORNEYS:

Since 2012, the percentage of non-traditional track/staff attorneys who are women has fluctuated between 54 and 58%. In 2025, there were declines in the percentages of both women and people of color among staff attorneys.

The representation of women in non-traditional track/staff attorney positions decreased by half a percentage point in 2025 to 55.10%, while the share of staff attorneys of color fell by 1.4 percentage points to 22.41%. Although women constitute the majority of all associates, their representation within the associate ranks is approximately three percentage points lower as compared to their staff attorney figures. (See Tables 1 and 14.)

LAWYERS OVERALL:

After reaching record highs in 2024, the representation of women, people of color, and women of color among all lawyers in U.S. law firms declined in 2025. This decrease is partially attributable to a higher concentration of partners in this year's dataset.

Among all lawyers in U.S. law firms (inclusive of partners, associates, counsel, and non-traditional track/staff attorneys), the percentage of women lawyers fell by 0.4 percentage points to 40.50% in 2025, the first decline observed since 2015. This decline may seem surprising because the share of women partners and associates grew this year. However, partners comprised a larger share of the lawyers included in the 2025 dataset (44.7%) compared to the 2024 dataset (41.5%), and NALP's data shows that the partnership ranks have the lowest levels of representation for both women and people of color. Representation of lawyers of color declined even more, dropping by 1.3 percentage points, of which 0.8 percentage point can be attributed to a decline in the representation of women of color. This is the first dip in the proportion of lawyers of color and women of color since 2010 during the Great Recession. (See Table 1.)

Over a longer arc of time, women's representation among all lawyers peaked at 32.97% in 2009 at the start of the Great Recession, before they experienced a net loss in representation through 2013. Despite 2025's dip, the share of women lawyers has risen since 2014 by seven percentage points overall, with women now comprising more than 40% of all lawyers. Similarly, notwithstanding this year's decrease, the share of all lawyers of color has increased by more than six percentage points over this same period and stands at over 20%.

However, there were differences in these figures by firm size in 2025. While larger firms continue to employ more women lawyers as compared to smaller firms, the percentage of women lawyers in firms of more than 500 lawyers declined in 2025, while women's representation improved across firms of 500 or fewer lawyers. Among lawyers of color, firms of 101-500 lawyers reported increases in representation, while firms of 100 or fewer lawyers and firms of 501+ lawyers reported decreases. Keep in mind that shifts in the respondent pool that were described on page 8, may have also played a role in these changes, both overall and within firm size categories. (See Tables 4, 8, and 15 and Charts 14-16.)

SUMMER ASSOCIATES:

Although women remain the majority of summer associates, their representation declined for the second year in a row during 2025. Additionally, the percentage of summer associates of color fell sharply, decreasing by 5.5 percentage points, the largest decline on record.

According to data from the Council of the Section of Legal Education and Admissions to the Bar of the American Bar Association (the Council), since 2017, the percentage of graduates of color has ranged from 30-35%, while women have accounted for 50-57% of graduates, with the Class of 2024 representing a new high-water mark for both demographic groups. As law graduate classes have diversified, law firm summer programs have as well, particularly as it pertains to racial diversity. In NALP's 2024 *Diversity Report*, our analyses showed a record 43.07% of all summer associates were people of color.

However, the 2025 data reflect a decline both in the representation of women and students of color. Women comprised 55.26% of summer associates, a decline of 0.2 percentage point from 2024, and the second consecutive decrease. The representation of summer associates of color in 2025 dropped significantly, falling by 5.5 percentage points to 37.53%, which is the lowest level since 2020. Of that total decrease, 3.3 percentage points were attributable to declining representation among women of color.

According to the Council's Class of 2024 data, women accounted for 56.5% of all graduates who reported their gender, meaning that women are now underrepresented by more than a percentage point within law firms' summer associate classes. In contrast, even with this year's declines, the representation of summer associates of color within law firms continues to outpace their representation among recent law graduates, where graduates of color comprised 35.1% of the Class of 2024 who shared race/ethnicity information with the Council.

While most underrepresented racial/ethnic groups saw a decline in representation within the 2025 summer associate class, that was not the case for multiracial and Native Hawaiian or other Pacific Islander summer associates. The share of multiracial summer associates was 5.17% in 2025, on par with their representation in 2024 (5.14%), while the percentage of Native Hawaiian or other Pacific Islander summer associates grew from 0.16% in 2024 to 0.24% in 2025.

Among all other underrepresented racial/ethnic groups, the decreases were greatest for Asian and Black or African American summer associates. The percentage of Asian summer associates fell by 2.9 percentage points to 15.02% and the percentage of Black summer associates dropped by 1.9 percentage points to 8.36%. This is the third consecutive year in which the proportion of Black summer associates has declined, representing a 3.5 percentage point decline since their representation peaked at 11.85% in 2022. The share of Latinx summer associates also decreased, but to a lesser extent, falling by 0.8 percentage point to 8.48%. Notably, 2025 was the first year in which the percentage of Latinx summer associates exceeded that of Black summer associates. The percentage of Native American or Alaska Native summer associates also decreased in 2025, dropping from 0.35% in 2024 to 0.26%, the lowest figure on record. (See Tables 1 and 9.)

Of course, as with other figures included in this year's report, the 2025 numbers should be interpreted with caution based on the changes to the respondent pool this year. However, in contrast to some of the other lawyer data included in this report, large firms have not been leaders when it comes to gender diversity among the summer associate ranks. In fact, in seven out of the past ten years, the share of women summer associates at firms with more than 700 lawyers has trailed that of the overall rate across all firms. As a result, the smaller presence of large firms in this year's dataset is unlikely to be a major driver of the decline in women's representation among summer associates in 2025. For example, in 2025, 54.79% of all summer associates in firms of more than 700 lawyers were women, which is half a percentage point below the overall rate, and the second lowest percentage by firm size.

Large firms tend to have more racial/ethnic diversity, and over the last decade firms of 701+ lawyers have consistently employed a higher percentage of summer associates of color compared to firms overall. In 2025, these large firms had the second highest rate of representation for summer associates of color at 38.41%, only behind that of firms with 251-500 lawyers (39.22%). Thus, shifts in this year's respondent pool may have played a more significant role in the declines observed in the representation of summer associates of color in the 2025 data. (See Table 5 and Charts 16-18.)

LAWYERS WITH DISABILITIES:

Despite increases in recent years, figures for lawyers with disabilities in law firms remain below the levels for recent law graduates and are likely underreported.

The percentage of lawyers with disabilities (of any race or gender) has been rising over the past six years, but figures remain low, both at the associate and partner levels. For offices/firms reporting this information, lawyers with disabilities represented 3.06% of all lawyers, up from 2.54% in 2024 and 1.99% in 2023. Although the NDLE collects information about lawyers with disabilities, this information is less widely reported (and likely underreported) as compared to information on race/ethnicity and gender, making it more difficult to draw definitive conclusions.

In 2025, the percentage of partners reported as having a disability grew by nearly 0.4 percentage point to 2.13%, approximately five times greater than the 2019 figure of 0.46%. The representation of associates with disabilities increased by 0.6 percentage point to 3.80%, up from 3.20% in 2024 and 2.44% in 2023. The 2025 figure is more than six times higher than the 2019 figure of 0.59%. However, despite increases over the past few years, these figures are still small, and more than 10% of the offices included in the 2025 NDLE did not report data on lawyers with disabilities. Further, other NALP research about the employment outcomes of recent law graduates shows that 7.7% of the Class of 2024 self-identified as having a disability, a rate that is about double that of associates within this report. (See Table 19.)

LGBTQ+ LAWYERS:

The percentage of lawyers identifying as LGBTQ+ fell by 0.2 percentage points to 4.90%. The share of LGBTQ+ associates reached a new record of 7.87%, but far fewer partners identify as LGBTQ+ (2.67%).

The proportion of all lawyers identifying as LGBTQ+ fell from the record of 5.13% in 2024 to 4.90% in 2025. However, some of this decline may be attributed to the changes in the respondent pool in 2025 as larger firms typically have greater representation of LGBTQ+ lawyers. Despite a drop in 2025, LGBTQ+ representation among summer associates continues to outpace that of associates and partners, with 11.65% of summer associates identifying as LGBTQ+, down

from 12.92% in 2024. This was the first decrease in summer associate LGBTQ+ representation since 2017. Additionally, representation of LGBTQ+ summer associates is currently about five percentage points lower compared to the 16.6% of the Class of 2024 law graduates who identified as LGBTQ+ within NALP's annual *Employment Report and Salary Survey*. Consistent with long-term trends, NALP's analyses from the Class of 2024 show that LGBTQ+ graduates are significantly less likely to work in private practice upon graduation as compared to their peers, likely contributing to this gap in LGBTQ+ representation between recent graduates and summer associates.

Growth in LGBTQ+ representation has been slowest at the partnership level, where the share of LGBTQ+ partners fell this year by about 0.1 percentage point, dropping from 2.75% in 2024 to 2.67% in 2025. In comparison, the percentage of associates identifying as LGBTQ+ rose by just over 0.1 percentage point to 7.87% — five points greater than that of partners. Since 2018, the proportion of LGBTQ+ associates has more than doubled, while the share of LGBTQ+ partners has only increased by 0.6 percentage point. Approximately 96% of law offices reported LGBTQ+ information; and more than three-quarters (76.6%) of these offices reported at least one LGBTQ+ lawyer in 2025.

However, there are differences in the representation of LGBTQ+ lawyers by market. For example, in 2025, Washington, DC (7.6%) and San Francisco (7.2%) had the highest rate of LGBTQ+ lawyer representation, followed by Portland, OR (6.5%) and New York City (6.3%).

Among all categories of lawyers, the presence of LGBTQ+ lawyers continues to be highest among associates, at 7.87%. LGBTQ+ associates were somewhat better represented at the smallest firms of 100 or fewer lawyers (9.01%), as well as the largest law firms with more than 1,000 lawyers (9.00%). The largest firms also had the highest proportion of LGBTQ+ partners (3.30%). However, firms of 501-700 lawyers reported the greatest levels of LGBTQ+ summer associate representation, at 13.43%, while firms of 1,001+ lawyers had the lowest (11.47%).

The higher percentage of LGBTQ+ summer associates compared to associates and all lawyers suggests that there is the potential for considerable growth in the representation of LGBTQ+ associates at these reporting firms. For example, the percentage of LGBTQ+ associates reported in 2025 was similar to the summer associate figure from 2020. (See Tables 20-21 and Chart 20.)

LAWYERS WHO ARE MILITARY VETERANS:

Among lawyers overall, just over 2% are military veterans. Associates are less likely to be veterans compared to partners.

NALP began collecting data on military veterans in 2018, and in 2025 approximately 97% of offices/firms reported counts, including zero, of military veterans. Reporting on veteran status for summer associates was more limited, with 49% of offices/firms reporting veteran data. A higher percentage of partners (2.31%) and other lawyers, such as staff attorneys and counsel (2.99%) were military veterans as compared to associates (1.78%). Firms of 251-500 lawyers reported the highest percentage of lawyer veterans (2.88%), while veteran representation was lowest in firms of 701-1,000 lawyers (1.81%). Among summer associates, 2.01% were military veterans. (See Table 22.)

GENDER NON-BINARY LAWYERS:

This was the sixth year in which information on gender non-binary lawyers was collected in the NDLE. Approximately 78% of offices/firms reported counts, including zero, of gender non-binary lawyers in 2025, on par with 2024. As with other demographic data, reporting for non-binary summer associates was more limited with about 43% of offices providing 2025 figures, down from 51% in 2024. Overall, 87 non-binary lawyers were reported in 2025, of which 68 were associates, seven were partners, seven were counsel, and five were non-traditional track/staff attorneys. This is down from 108 non-binary lawyers in 2024; however, the respondent pool was smaller this year. In prior years, 79 non-binary lawyers were reported in 2023, 42 in 2022, 20 in 2021, and nine in 2020.

Additionally, 18 gender non-binary summer associates were reported by firms in 2025, compared with 32 in 2024, 27 in 2023, 17 in 2022, 11 in 2021, and eight in 2020.

BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The *2025 NALP Directory of Legal Employers (NDLE)*, which provides the individual firm listings on which these aggregate analyses are based, includes race/ethnicity and gender information for nearly 76,000 lawyers in 488 offices, and for nearly 4,200 summer associates in 259 offices nationwide. The NDLE is available at www.nalpdirectory.com.

For more information on how your law firm can participate in the directory, contact support@nalp.org.

DEFINITIONS AND REPORTING

Law offices reported aggregate demographic data for their lawyers as of February 1, 2025. If an office utilized the “not collected” or “unknown” reporting options for any demographic items, they are excluded from the aggregate figures for that particular demographic(s).

With minor modifications, at the time of data reporting, NALP utilizes the U.S. Equal Employment Opportunity Commission (EEOC) race/ethnicity demographic categories within the *NALP Directory of Legal Employers*. Definitions for the race/ethnicity categories included in this report are listed below.

Latinx — A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Asian — A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American — A person having origins in any of the black racial groups of Africa.

Native American or Alaska Native — A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Native Hawaiian or other Pacific Islander — A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Multiracial — A person who self-reports as belonging to more than one racial category.

In some tables and charts, NALP reports aggregate figures for people of color or lawyers of color.

People of color include Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers (or summer associates) as reported by law firms.

Tables 16-18 do not include separate columns for Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers due to the relatively small number of lawyers reported, preventing more detailed analysis by firm size and city. However, the overall figures for these racial groups in 2025 and prior years are included in Tables 6-8.

Limited reporting of gender non-binary lawyers and summer associates also precludes more detailed analysis; however, counts are included in the text of the report.

The partner numbers in this report include both equity and non-equity partners, unless otherwise noted in Tables 10-12.

Equity Partners are those who file a Schedule K-1 tax form and receive no more than half their compensation on a fixed-income basis.

Non-equity Partners are those who receive more than half their compensation on a fixed basis. These attorneys may or may not be generally eligible for equity partnership.

Table 1. Women and People of Color at Law Firms, 1991-2025

Year	Partners			Associates			Counsel		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
2025	29.55%	12.67%	5.28%	52.09%	30.20%	18.07%	38.40%	13.43%	7.18%
2024	28.83	12.73	5.28	51.62	31.46	18.76	38.79	13.67	7.29
2023	27.76	12.01	4.86	50.31	30.15	17.54	37.25	13.39	6.83
2022	26.65	11.40	4.39	49.42	28.32	16.51	38.00	12.68	6.45
2021	25.92	10.75	4.08	48.21	27.60	15.94	36.87	12.37	6.04
2020	25.05	10.23	3.79	47.45	26.48	15.17	36.81	11.72	5.80
2019	24.17	9.55	3.45	46.77	25.44	14.48	36.90	11.51	5.53
2018	23.36	9.13	3.19	45.91	24.22	13.52	35.37	10.70	4.80
2017	22.70	8.42	2.90	45.48	23.32	12.86	34.53	10.24	4.59
2016	22.13	8.05	2.76	45.00	22.72	12.42	34.31	10.00	4.64
2015	21.46	7.52	2.55	44.68	22.00	11.78	34.03	9.11	4.19
2014	21.05	7.33	2.45	44.94	21.63	11.51	34.63	8.56	4.18
2013	20.22	7.10	2.26	44.79	20.93	11.29	33.55	8.14	3.70
2012	19.91	6.71	2.16	45.05	20.32	11.08	32.97	8.04	3.52
2011	19.54	6.56	2.04	45.35	19.90	10.96	NA	NA	NA
2010	19.43	6.16	1.95	45.41	19.53	10.90	NA	NA	NA
2009	19.21	6.05	1.88	45.66	19.67	11.02	NA	NA	NA
2008	18.74	5.92	1.84	45.34	19.08	10.73	NA	NA	NA
2007	18.34	5.40	1.65	45.06	18.07	10.07	NA	NA	NA
2006	17.90	5.01	1.48	44.33	16.72	9.16	NA	NA	NA
2005	17.29	4.63	NA	44.12**	15.62**	NA	25.73	5.19	NA
2004	17.06	4.32	NA	43.96**	15.06**	NA	25.17	4.66	NA
2003	16.81	4.04	NA	43.02**	14.63**	NA	25.03	4.79	NA
2002	16.30	3.71	NA	42.42**	14.27**	NA	25.03	4.02	NA
2001	15.80	3.55	NA	41.94**	13.70**	NA	24.73	4.08	NA
2000	15.63	3.35	NA	41.69**	12.86**	NA	23.77	3.95	NA
1999	15.04	3.25	NA	41.39**	12.06**	NA	22.45	3.62	NA
1998	14.55	3.07	NA	40.90**	11.81**	NA	20.89	3.91	NA
1997	14.21	2.95	NA	40.11**	11.06**	NA	18.95	4.31	NA
1996	14.19**	2.93**	NA	39.79**	10.17**	NA	NA	NA	NA
1995	13.43**	2.79**	NA	38.98**	9.29**	NA	NA	NA	NA
1994	12.91**	2.68**	NA	38.99**	8.36**	NA	NA	NA	NA
1993	12.27**	2.55**	NA	38.78**	7.69**	NA	NA	NA	NA
1992	11.63**	2.37**	NA	38.68**	7.13**	NA	NA	NA	NA
1991	10.84**	2.14**	NA	38.37**	6.47**	NA	NA	NA	NA

(Continued on page 20)

Table 1. Women and People of Color at Law Firms, 1991-2025

Year	Non-traditional Track/ Staff Attorneys			Total Lawyers			Summer Associates		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
2025	55.10%	22.41%	13.81%	40.50%	20.18%	10.96%	55.26%	37.53%	22.75%
2024	55.65	23.83	15.05	40.87	21.46	11.77	55.44	43.07	26.08
2023	54.20	23.63	14.30	39.51	20.45	10.91	56.17	42.27	26.40
2022	54.85	22.88	13.77	38.68	19.21	10.15	55.11	43.03	26.10
2021	55.99	22.62	13.93	37.68	18.52	9.69	55.06	41.34	25.14
2020	55.35	25.14	14.65	37.14	17.95	9.32	53.62	36.48	22.12
2019	57.45	23.18	14.05	36.33	16.98	8.73	52.66	35.26	21.16
2018	57.66	21.71	13.60	35.41	16.10	8.08	51.42	35.04	20.83
2017	56.36	21.48	13.47	34.54	15.18	7.54	49.87	32.23***	18.23
2016	56.36	20.59	13.06	33.89	14.62	7.23	48.71	32.33	18.05
2015	56.35	19.94	12.85	33.38	13.97	6.81	47.78	31.16	16.99
2014	55.74	20.79	13.34	33.48	13.83	6.74	46.33	30.27	16.63
2013	56.27	21.95	14.38	32.78	13.36	6.49	45.32	29.51	15.78
2012	55.85	22.78	14.21	32.67	12.91	6.32	46.26	29.55	16.26
2011	NA	NA	NA	32.61	12.70	6.23	47.71	27.11	15.19
2010	NA	NA	NA	32.69	12.40	6.20	47.35	26.99	14.92
2009	NA	NA	NA	32.97	12.59	6.33	46.62	24.04	12.90
2008	NA	NA	NA	32.58	12.26	6.18	45.42	24.04	12.99
2007	NA	NA	NA	31.98	11.43	5.70	45.58	24.19	13.25
2006	NA	NA	NA	31.32	10.58	5.18	46.67	23.05	12.40
2005	NA	NA	NA	30.96	10.05	NA	47.92	22.85	NA
2004	NA	NA	NA	30.67	9.70	NA	47.74	20.15	NA
2003	NA	NA	NA	30.64	9.48	NA	49.20	18.67	NA
2002	NA	NA	NA	30.39	9.21	NA	48.22	19.19	NA
2001	NA	NA	NA	29.87	8.84	NA	48.23	17.26	NA
2000	NA	NA	NA	29.35	8.22	NA	46.26	17.28	NA
1999	NA	NA	NA	28.55	8.05	NA	45.97	17.67	NA
1998	NA	NA	NA	27.76	7.54	NA	44.41	18.47	NA
1997	NA	NA	NA	26.96	7.04	NA	43.95	18.66	NA
1996	NA	NA	NA	26.41	6.45	NA	43.34	19.27	NA
1995	NA	NA	NA	25.78	5.92	NA	44.14	19.28	NA
1994	NA	NA	NA	25.80	5.51	NA	42.16	19.74	NA
1993	NA	NA	NA	25.72	5.10	NA	41.16	18.91	NA
1992	NA	NA	NA	25.69	4.84	NA	40.75	16.02	NA
1991	NA	NA	NA	25.72	4.48	NA	41.83	13.88	NA

Source: The NALP Directory of Legal Employers, 1991-2025

Notes: NA: Not available.

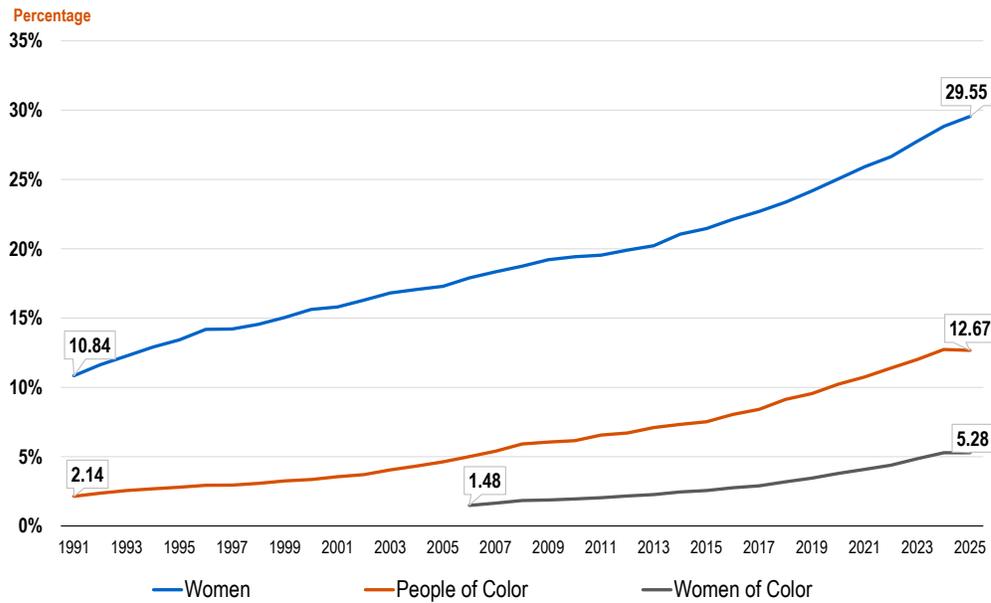
* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

** A double asterisk indicates that the partner figure includes of counsel, or that the associate figure includes senior attorneys and staff attorneys.

*** In previous iterations of the Diversity Report, this figure was erroneously reported in the trend figures as 32.33%. It has been corrected in the 2023-2025 reports.

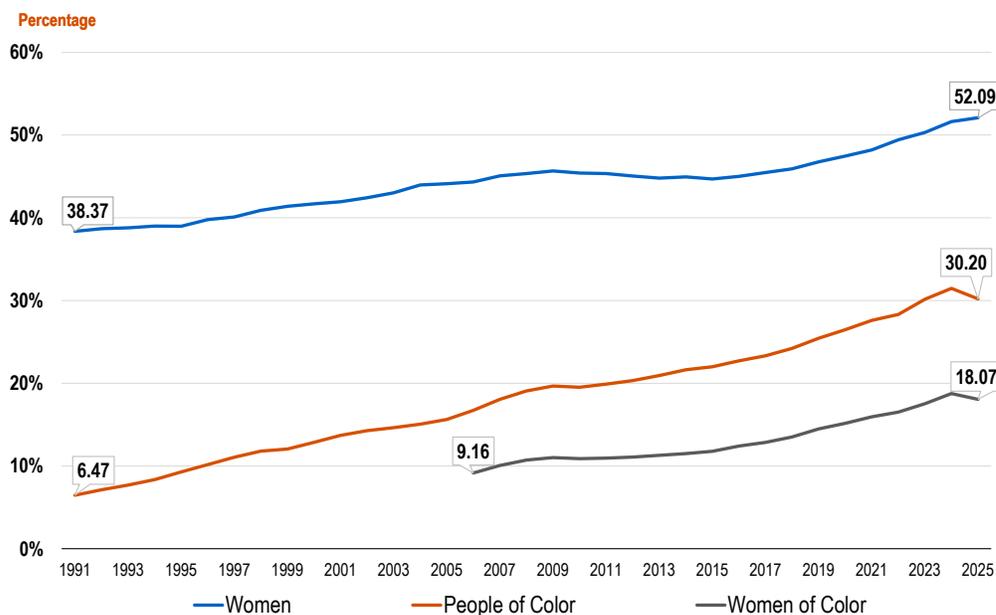
Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. Data specifically for counsel positions is available from 1997-2005 and 2012-present, and for non-traditional track/staff attorneys from 2012-present.

Chart 1. **Percentage of Partners Who are Women and People of Color at Law Firms, 1991-2025**



Note: Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. From 1991-1996, partner figures include of counsel.

Chart 2. **Percentage of Associates Who are Women and People of Color at Law Firms, 1991-2025**



Note: Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. From 1991-2005, associate figures include senior attorneys and staff attorneys.

Chart 3. **Percentage of Counsel Who are Women and People of Color at Law Firms, 2012-2025**

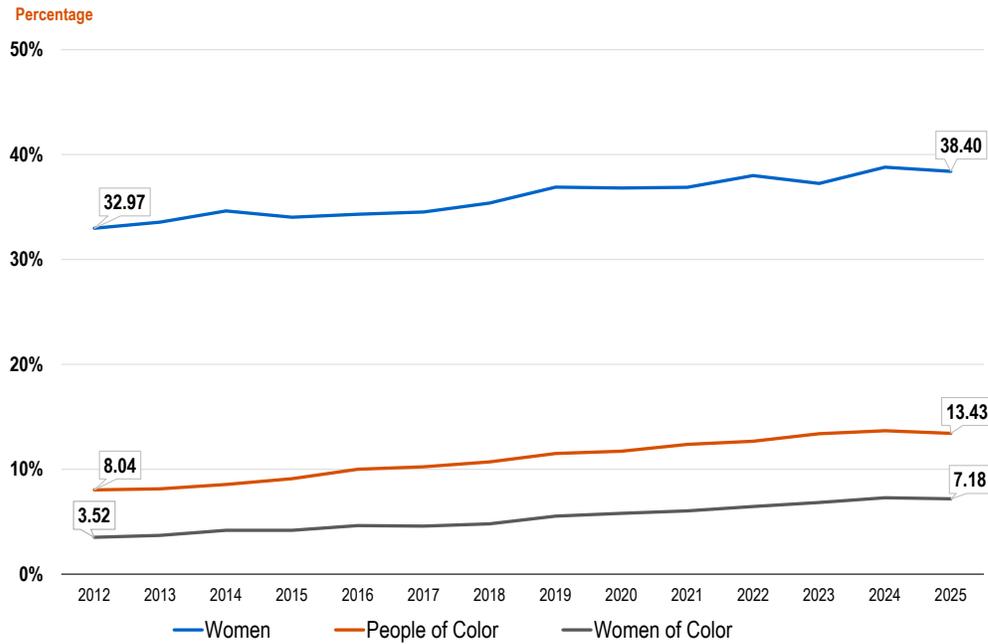


Chart 4. **Percentage of Non-traditional Track/Staff Attorneys Who are Women and People of Color at Law Firms, 2012-2025**

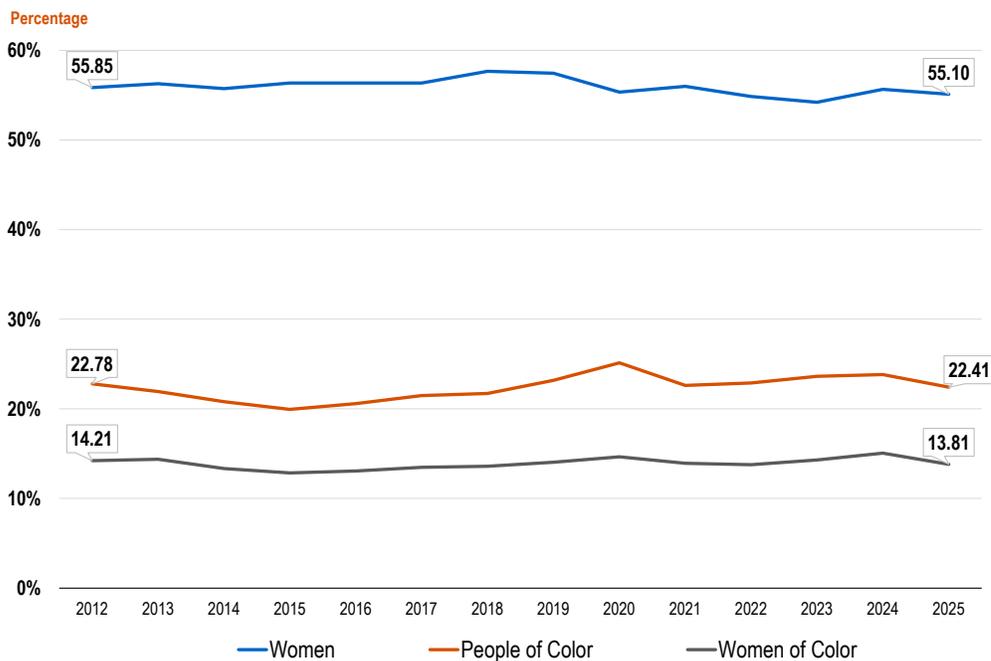
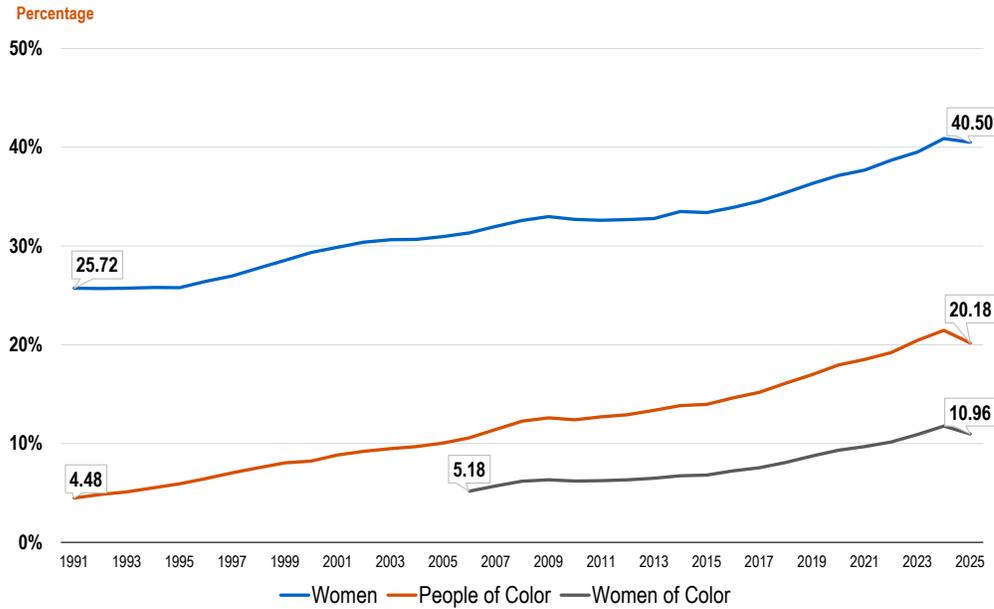
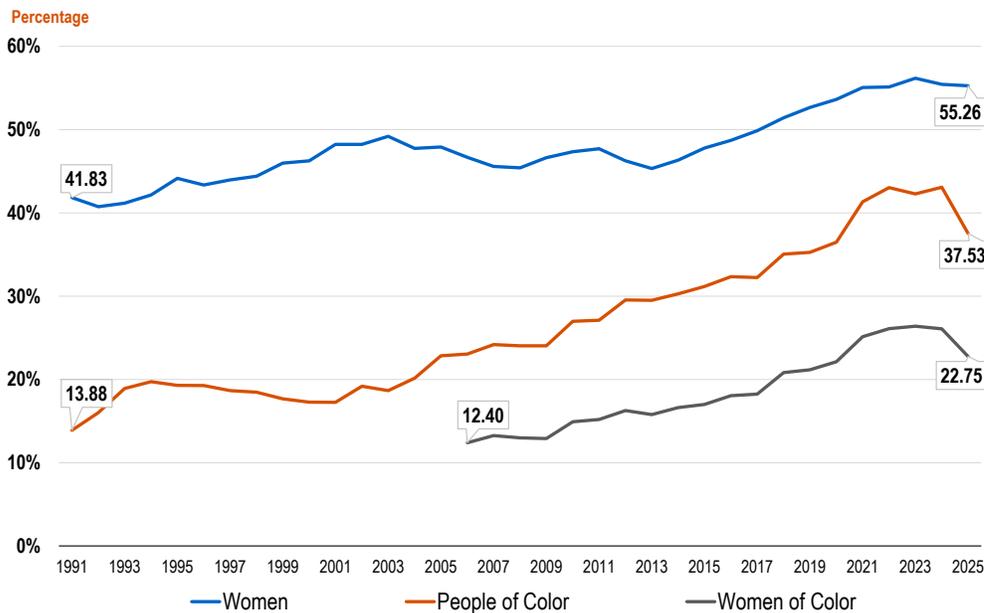


Chart 5. **Percentage of Total Lawyers Who are Women and People of Color at Law Firms, 1991-2025**



Note: Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years.

Chart 6. **Percentage of Summer Associates Who are Women and People of Color at Law Firms, 1991-2025**



Note: Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years.

Table 2. Partners at Law Firms by Gender, Race/Ethnicity, and Firm Size, 2016-2025

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
% Women										
All Firms	22.13%	22.70%	23.36%	24.17%	25.05%	25.92%	26.65%	27.76%	28.83%	29.55%
100 or fewer lawyers	22.01	22.37	22.15	22.67	23.71	23.92	24.72	26.96	25.34	25.57
101-250 lawyers	22.04	23.29	23.18	24.05	24.40	25.70	25.79	26.00	27.67	28.11
251-500 lawyers	22.22	22.73	24.05	24.08	24.97	25.69	26.21	26.72	28.28	29.23
501-700 lawyers	21.82	22.32	22.70	24.45	26.41	25.67	27.65	28.86	29.16	29.06
701+ lawyers	22.23	22.57	23.47	24.33	25.12	26.25	26.92	28.29	29.31	30.20
% People of Color*										
All Firms	8.05%	8.42%	9.13%	9.55%	10.23%	10.75%	11.40%	12.01%	12.73%	12.67%
100 or fewer lawyers	6.68	7.61	7.94	7.18	8.57	8.73	8.53	9.08	9.41	10.13
101-250 lawyers	6.20	6.50	6.63	7.26	7.56	8.64	8.77	9.04	9.24	9.38
251-500 lawyers	7.40	7.71	8.40	9.01	8.97	9.79	9.37	10.10	10.11	10.93
501-700 lawyers	8.21	8.11	8.67	8.03	9.74	9.15	12.01	11.94	12.76	12.04
701+ lawyers	9.44	9.87	10.76	11.16	11.54	12.14	12.78	13.54	14.35	14.45
% Women of Color*										
All Firms	2.76%	2.90%	3.19%	3.45%	3.79%	4.08%	4.39%	4.86%	5.28%	5.28%
100 or fewer lawyers	2.42	2.86	3.01	2.44	3.36	3.35	3.40	4.26	3.78	4.17
101-250 lawyers	2.04	2.36	2.42	2.61	2.61	3.20	3.38	3.54	3.54	3.91
251-500 lawyers	2.65	2.73	3.08	3.23	3.34	3.63	3.49	4.00	4.26	4.51
501-700 lawyers	2.75	2.73	2.86	2.91	3.91	3.79	4.79	4.71	5.23	4.91
701+ lawyers	3.22	3.31	3.66	4.06	4.25	4.60	4.91	5.52	6.02	6.08

Source: The NALP Directory of Legal Employers, 2016-2025

Note:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

Table 3. Associates at Law Firms by Gender, Race/Ethnicity, and Firm Size, 2016-2025

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
% Women										
All Firms	45.00%	45.48%	45.91%	46.77%	47.45%	48.21%	49.42%	50.31%	51.62%	52.09%
100 or fewer lawyers	42.08	40.69	40.96	40.39	41.18	40.97	47.17	47.66	49.52	51.75
101-250 lawyers	44.45	45.29	45.71	47.53	47.11	47.69	48.99	49.70	51.93	51.76
251-500 lawyers	44.59	45.21	45.10	46.21	45.93	47.51	47.40	49.33	49.27	50.56
501-700 lawyers	44.46	44.94	45.44	47.00	47.54	48.27	50.86	51.75	53.28	54.10
701+ lawyers	45.59	46.00	46.55	46.99	47.96	48.62	49.63	50.38	51.76	52.15
% People of Color*										
All Firms	22.72%	23.32%	24.22%	25.44%	26.48%	27.60%	28.32%	30.15%	31.46%	30.20%
100 or fewer lawyers	17.05	17.95	19.87	18.39	21.30	23.48	23.02	26.17	27.50	25.87
101-250 lawyers	16.43	17.22	18.50	19.51	20.74	22.20	22.57	23.35	25.35	24.97
251-500 lawyers	21.64	22.37	22.62	24.38	24.51	26.01	25.25	29.30	27.08	28.78
501-700 lawyers	22.22	22.72	24.42	24.57	26.80	26.94	29.38	30.02	31.61	31.10
701+ lawyers	24.96	25.29	25.86	26.95	27.64	28.81	29.46	31.08	32.75	31.19
% Women of Color*										
All Firms	12.42%	12.86%	13.52%	14.48%	15.17%	15.94%	16.51%	17.54%	18.76%	18.07%
100 or fewer lawyers	8.80	9.04	9.75	9.93	12.07	12.18	12.45	15.23	15.73	15.56
101-250 lawyers	9.02	9.73	10.55	11.42	12.22	12.77	13.25	13.24	14.73	14.43
251-500 lawyers	11.78	12.22	12.40	13.67	13.36	14.94	14.01	16.59	15.28	17.13
501-700 lawyers	11.51	12.33	13.61	14.32	15.44	15.78	17.54	17.72	18.95	18.80
701+ lawyers	13.84	14.02	14.54	15.31	15.92	16.68	17.24	18.15	19.69	18.71

Source: The NALP Directory of Legal Employers, 2016-2025

Note:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

Table 4. All Lawyers at Law Firms by Gender, Race/Ethnicity, and Firm Size, 2016-2025

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
% Women										
All Firms	33.89%	34.54%	35.41%	36.33%	37.14%	37.68%	38.68%	39.51%	40.87%	40.50%
100 or fewer lawyers	29.23	29.21	31.70	29.33	31.39	30.45	32.95	34.23	34.32	35.27
101-250 lawyers	30.85	31.56	31.79	33.10	33.26	34.08	34.54	34.62	36.75	36.94
251-500 lawyers	32.54	33.12	34.12	34.87	34.91	35.94	36.30	37.30	38.27	39.43
501-700 lawyers	33.75	34.38	34.98	36.02	37.25	36.73	39.00	39.45	40.28	39.43
701+ lawyers	36.01	36.53	37.29	38.04	38.67	39.36	40.18	41.04	42.32	41.98
% People of Color*										
All Firms	14.62%	15.18%	16.10%	16.98%	17.95%	18.52%	19.21%	20.45%	21.46%	20.18%
100 or fewer lawyers	9.94	10.92	11.89	11.16	13.80	13.78	12.75	14.73	15.33	14.79
101-250 lawyers	9.73	9.99	10.59	11.12	11.79	12.95	13.21	13.57	14.48	14.56
251-500 lawyers	12.87	13.29	13.84	15.00	15.15	16.20	15.43	17.61	16.83	18.23
501-700 lawyers	14.33	14.86	16.19	15.35	17.56	16.62	19.48	19.63	20.58	19.02
701+ lawyers	17.55	18.02	18.75	19.63	20.02	20.77	21.41	22.63	23.79	22.33
% Women of Color*										
All Firms	7.23%	7.54%	8.08%	8.73%	9.32%	9.69%	10.15%	10.91%	11.77%	10.96%
100 or fewer lawyers	4.41	4.86	5.44	5.21	7.21	6.54	6.13	8.15	7.99	8.10
101-250 lawyers	4.61	4.86	5.15	5.54	5.90	6.40	6.71	6.74	7.26	7.58
251-500 lawyers	6.25	6.46	6.82	7.50	7.50	8.27	7.79	9.12	8.84	9.87
501-700 lawyers	6.82	7.25	8.07	7.97	9.26	8.92	10.40	10.39	11.14	10.14
701+ lawyers	8.91	9.12	9.57	10.21	10.51	11.00	11.45	12.23	13.26	12.24

Source: The NALP Directory of Legal Employers, 2016-2025

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

These figures collectively include partners, associates, counsel, and non-traditional track/staff attorneys.

Table 5. Summer Associates at Law Firms by Gender, Race/Ethnicity, and Firm Size, 2016-2025

	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
% Women										
All Firms	48.71%	49.87%	51.42%	52.66%	53.62%	55.06%	55.11%	56.17%	55.44%	55.26%
100 or fewer lawyers	46.32	42.50	46.12	47.79	54.35	51.78	49.38	60.23	53.51	55.08
101-250 lawyers	50.52	52.93	52.03	56.27	52.43	57.73	54.57	58.02	58.05	55.86
251-500 lawyers	47.14	48.72	50.16	51.13	55.58	55.65	57.49	55.60	53.24	53.99
501-700 lawyers	50.07	53.77	52.94	56.42	58.86	56.57	55.04	57.18	55.10	59.76
701+ lawyers	48.77	49.16	51.58	52.28	52.88	54.67	55.04	55.88	55.64	54.79
% People of Color*										
All Firms	32.33%	32.23%	35.04%	35.26%	36.48%	41.34%	43.03%	42.27%	43.07%	37.53%
100 or fewer lawyers	23.16	22.92	28.57	21.24	27.72	27.41	35.19	35.67	35.14	30.51
101-250 lawyers	30.64	32.56	32.09	35.36	32.04	39.65	40.28	38.27	37.56	37.04
251-500 lawyers	30.43	27.43	36.16	36.54	34.81	41.59	35.33	39.20	40.28	39.22
501-700 lawyers	30.28	31.05	35.40	36.91	40.91	41.87	45.74	41.53	43.28	31.71
701+ lawyers	34.10	34.11	35.51	35.48	37.08	41.98	44.14	43.39	44.03	38.41
% Women of Color*										
All Firms	18.05%	18.23%	20.83%	21.16%	22.12%	25.14%	26.10%	26.40%	26.08%	22.75%
100 or fewer lawyers	11.40	9.58	16.73	11.95	19.02	13.20	18.52	21.05	21.62	16.95
101-250 lawyers	18.54	19.44	20.78	22.62	17.96	23.53	25.76	26.67	22.93	23.77
251-500 lawyers	16.71	15.35	20.63	22.06	22.21	25.51	22.16	24.60	23.86	21.90
501-700 lawyers	16.60	17.66	21.90	24.39	25.68	25.78	27.00	26.26	25.00	20.98
701+ lawyers	19.05	19.34	20.89	20.86	22.25	25.66	26.77	26.87	26.87	23.34

Source: The NALP Directory of Legal Employers, 2016-2025

Note:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial summer associates.

Chart 7. Percentage of Women Partners by Firm Size (in # of lawyers), 2016-2025

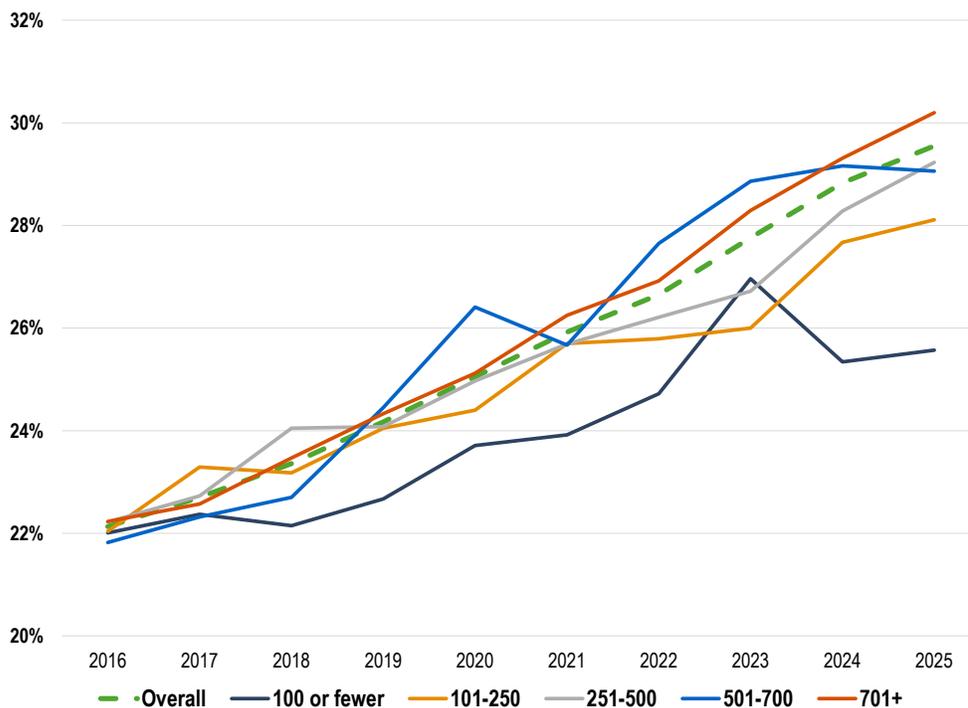


Chart 8. Percentage of Partners of Color by Firm Size (in # of lawyers), 2016-2025

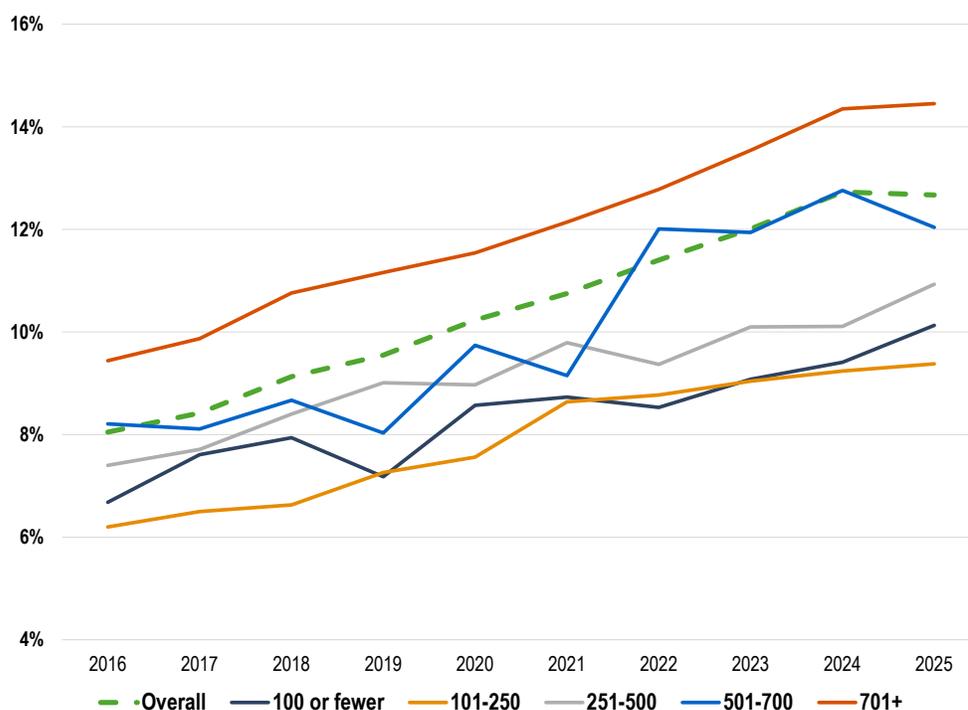


Chart 9. **Percentage of Women Partners of Color by Firm Size (in # of lawyers), 2016-2025**

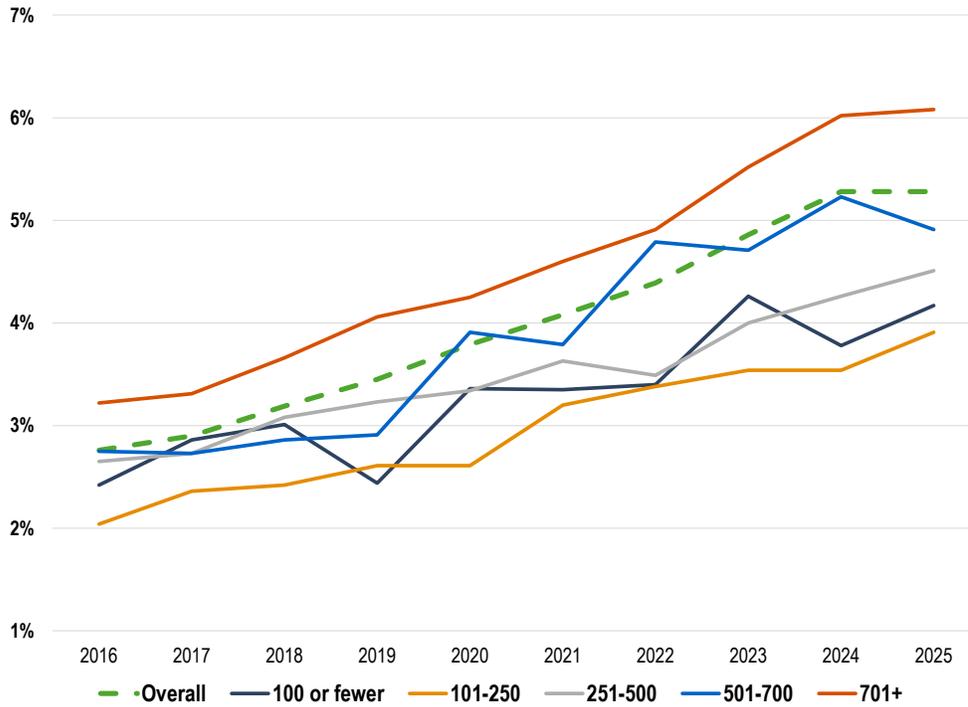


Chart 10. **Percentage of Women Associates by Firm Size (in # of lawyers), 2016-2025**

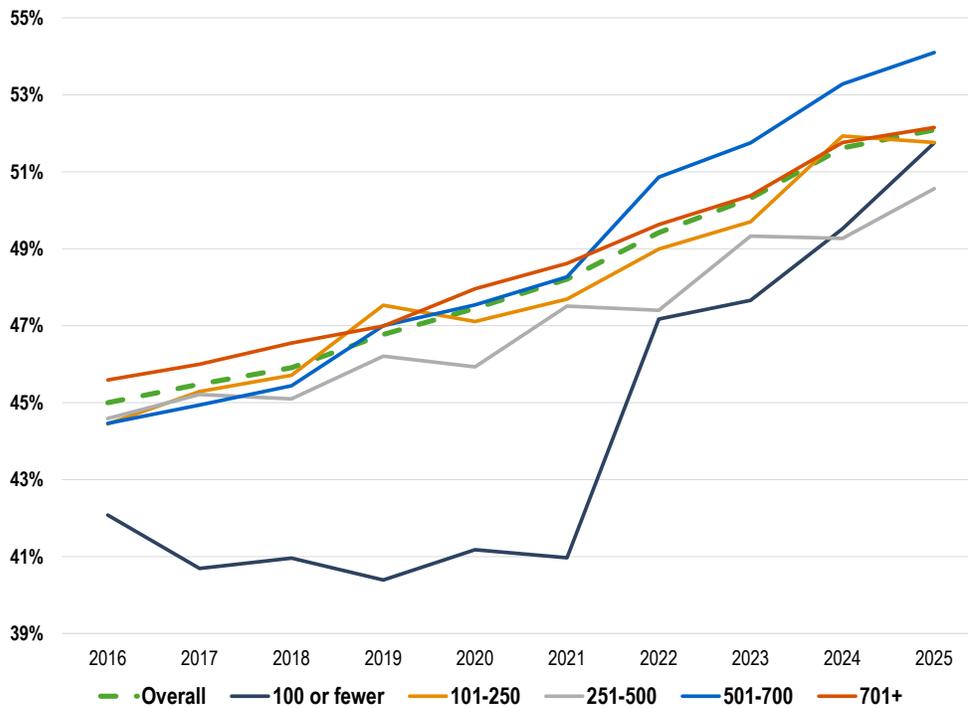


Chart 11. Percentage of Associates of Color by Firm Size (in # of lawyers), 2016-2025

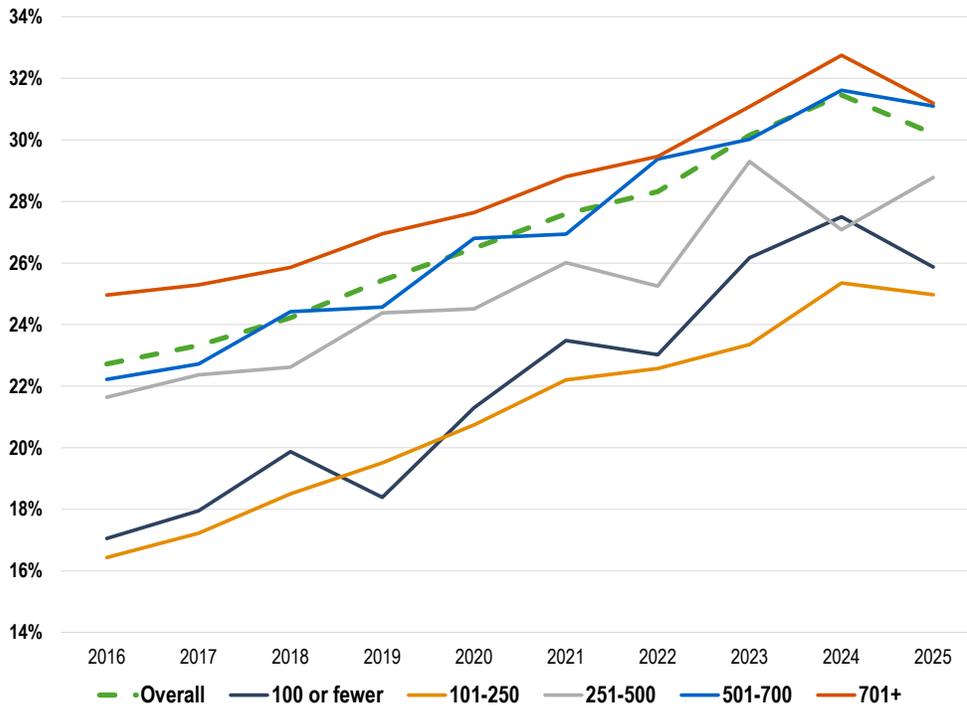


Chart 12. Percentage of Women Associates of Color by Firm Size (in # of lawyers), 2016-2025

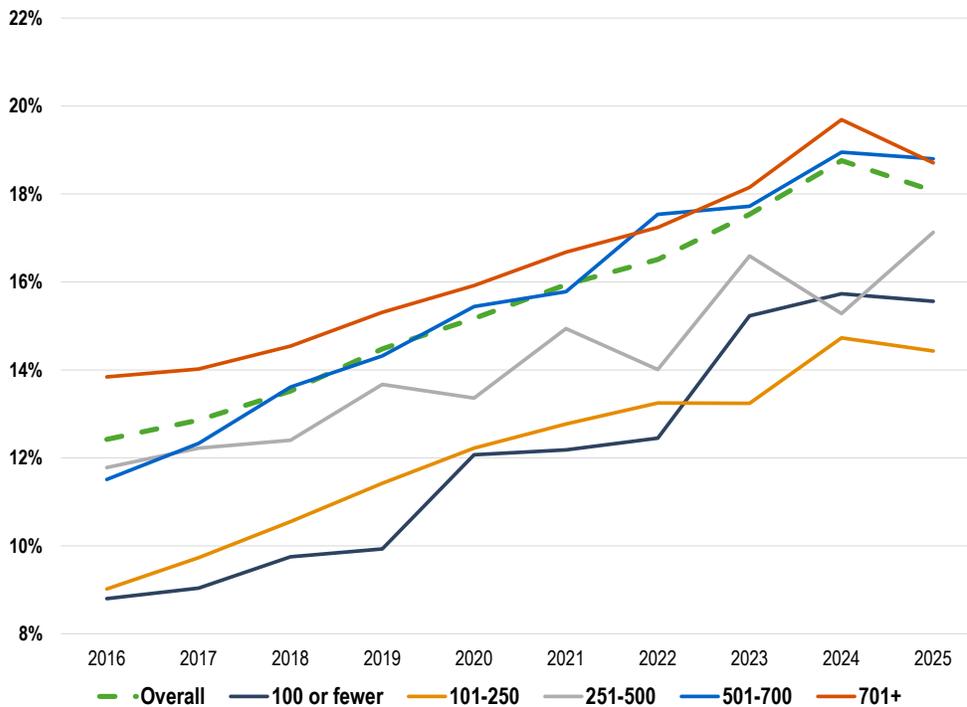
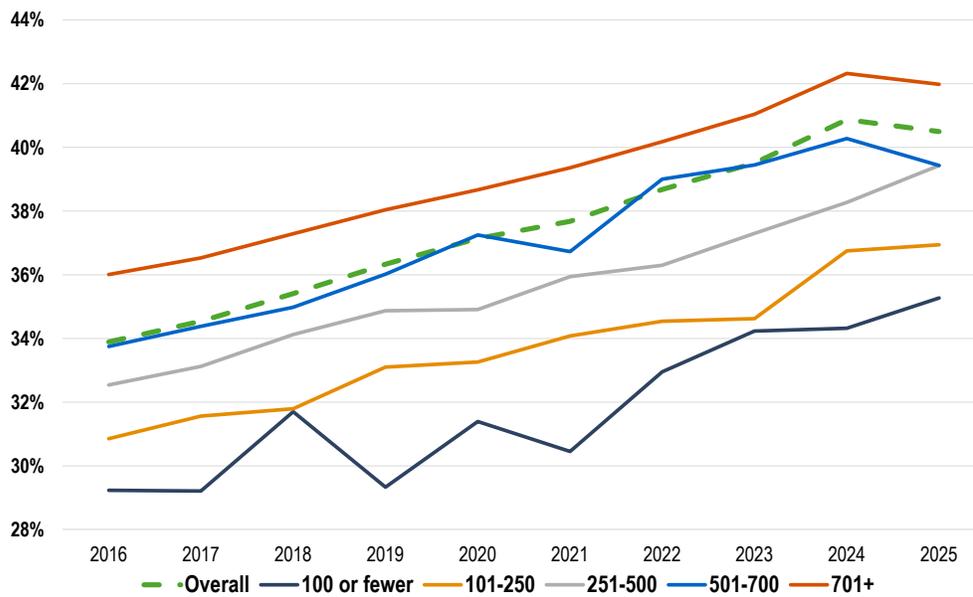
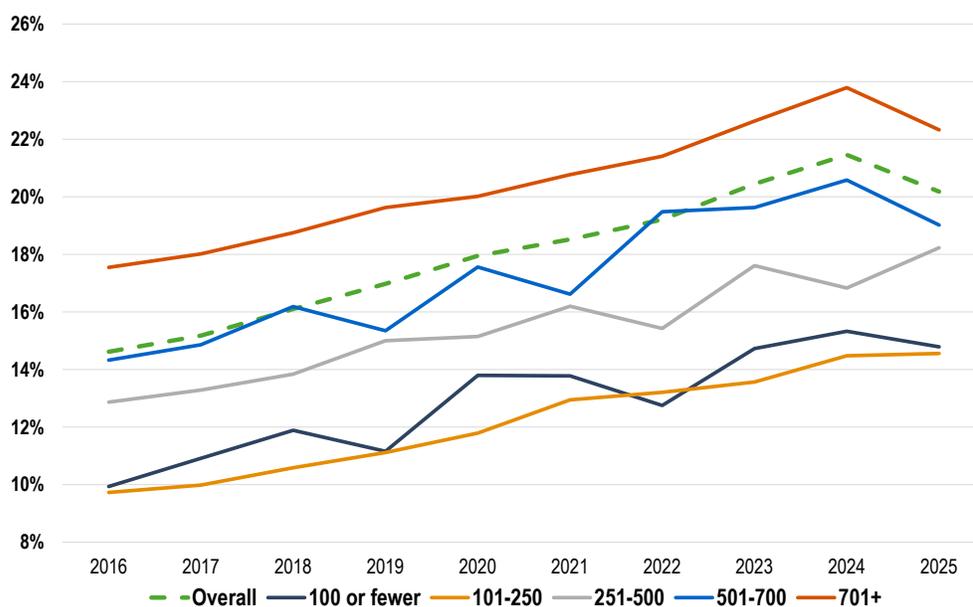


Chart 13. Percentage of Women Lawyers by Firm Size (in # of lawyers), 2016-2025



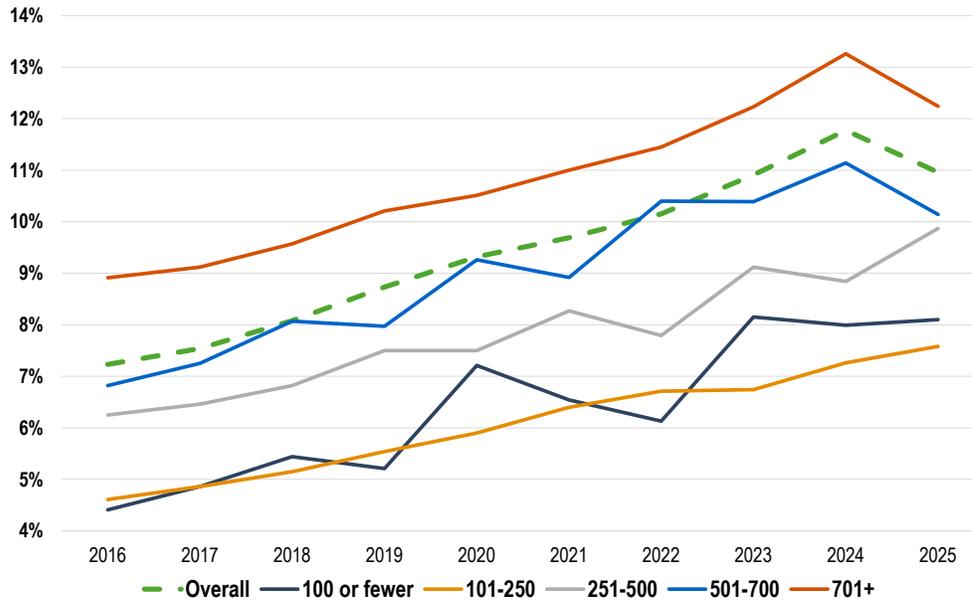
Note: These figures collectively include partners, associates, counsel, and non-traditional track/staff attorneys.

Chart 14. Percentage of Lawyers of Color by Firm Size (in # of lawyers), 2016-2025



Note: These figures collectively include partners, associates, counsel, and non-traditional track/staff attorneys.

Chart 15. **Percentage of Women Lawyers of Color by Firm Size (in # of lawyers), 2016-2025**



Note: These figures collectively include partners, associates, counsel, and non-traditional track/staff attorneys.

Chart 16. **Percentage of Women Summer Associates by Firm Size (in # of lawyers), 2016-2025**

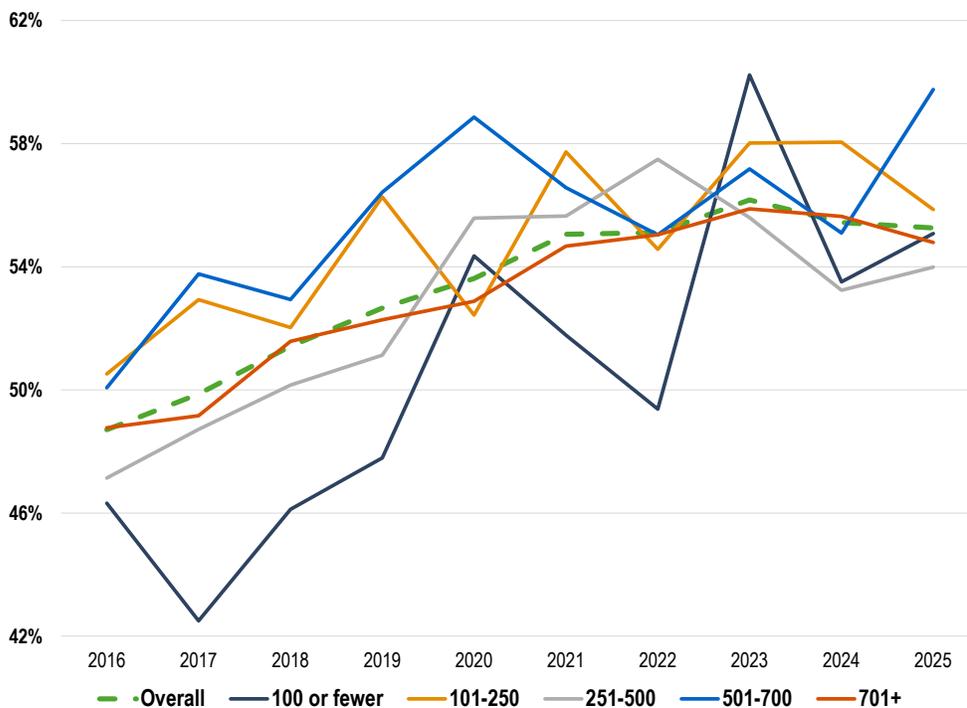


Chart 17. **Percentage of Summer Associates of Color by Firm Size (in # of lawyers), 2016-2025**

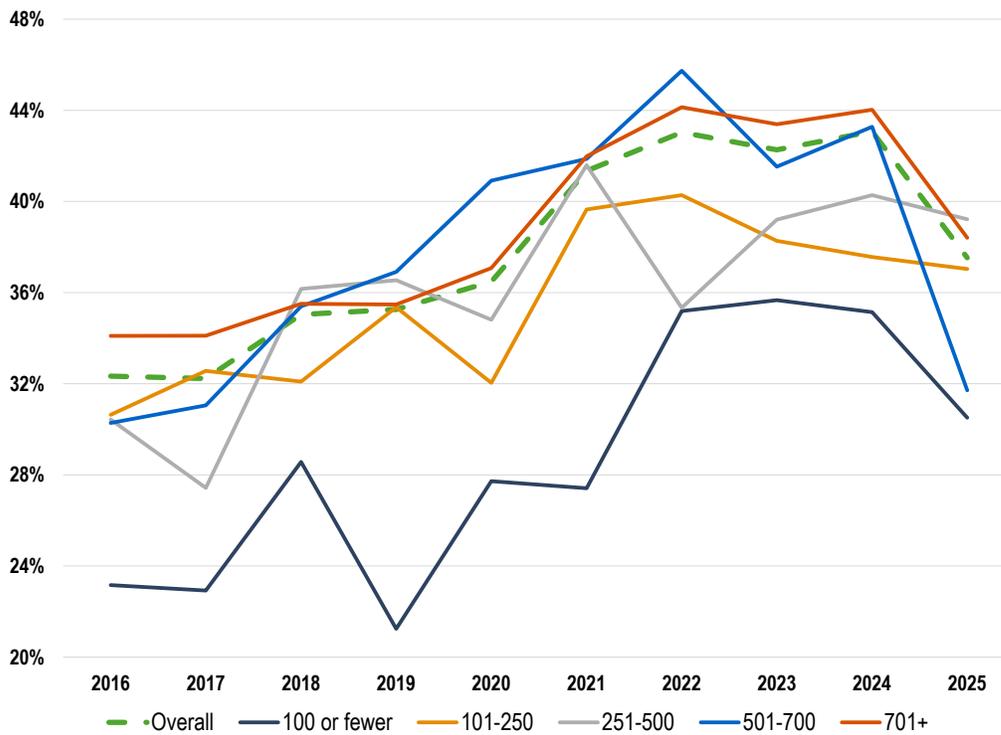


Chart 18. **Percentage of Women Summer Associates of Color by Firm Size (in # of lawyers), 2016-2025**

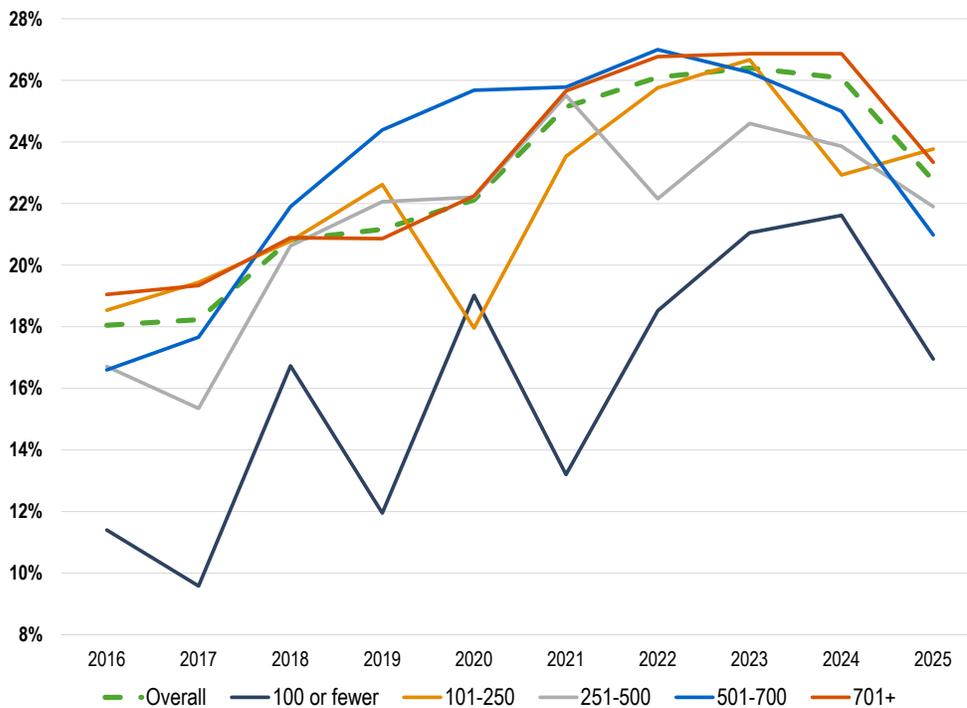


Table 6. Partners at Law Firms by Race/Ethnicity, 2006-2025

Year	Partners											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or Other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2025	5.17%	2.30%	2.42%	1.04%	3.17%	1.17%	0.14%	0.05%	0.10%	0.06%	1.68%	0.67%
2024	5.21	2.28	2.61	1.11	3.12	1.12	0.15	0.06	0.06	0.03	1.59	0.69
2023	4.87	2.10	2.47	1.03	3.01	1.00	0.15	0.06	0.08	0.04	1.44	0.62
2022	4.57	1.85	2.32	0.94	2.97	0.97	0.17	0.06	0.07	0.03	1.30	0.53
2021	4.30	1.73	2.22	0.86	2.86	0.92	0.18	0.06	0.06	0.02	1.13	0.48
2020	4.08	1.62	2.10	0.80	2.80	0.90	0.18	0.07	0.06	0.02	1.02	0.38
2019	3.89	1.46	1.97	0.75	2.52	0.80	0.18	0.07	0.05	0.02	0.92	0.35
2018	3.63	1.38	1.83	0.68	2.49	0.77	0.14	0.05	0.19	0.02	0.84	0.28
2017	3.31	1.23	1.83	0.66	2.40	0.73	0.13	0.04	0.05	0.02	0.70	0.24
2016	3.13	1.17	1.81	0.64	2.31	0.68	0.12	0.04	0.06	0.02	0.62	0.20
2015	2.89	1.07	1.77	0.64	2.19	0.63	0.11	0.04	0.05	0.02	0.50	0.16
2014	2.74	0.99	1.72	0.63	2.16	0.60	0.13	0.05	0.05	0.01	0.55	0.18
2013	2.67	0.91	1.78	0.60	1.99	0.54	0.15	0.06	0.04	0.01	0.46	0.15
2012	2.48	0.89	1.73	0.60	1.91	0.48	0.15	0.06	0.07	0.01	0.37	0.12
2011	2.36	0.82	1.71	0.58	1.92	0.48	0.13	0.04	0.05	0.01	0.37	0.10
2010	2.30	0.81	1.70	0.56	1.70	0.44	0.12	0.04	0.06	0.02	0.28	0.08
2009	2.20	0.76	1.71	0.57	1.65	0.41	0.15	0.04	0.07	0.02	0.26	0.08
2008	2.05	0.71	1.71	0.56	1.68	0.42	0.17	0.10	0.06	0.02	0.24	0.07
2007	1.94	0.68	1.64	0.50	1.56	0.39	0.13	0.04	NA	NA	0.13	0.04
2006	1.78	0.59	1.55	0.48	1.38	0.32	0.15	0.05	NA	NA	0.14	0.04

Source: The NALP Directory of Legal Employers, 2006-2025

Notes:

NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander partners were included in the figures for Asian partners.

Table 7. Associates at Law Firms by Race/Ethnicity, 2006-2025

Year	Associates											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2025	11.70%	7.25%	6.18%	3.85%	7.68%	4.21%	0.11%	0.07%	0.19%	0.11%	4.33%	2.57%
2024	13.29	8.15	6.40	3.95	7.40	4.13	0.15	0.09	0.10	0.04	4.12	2.39
2023	12.84	7.77	6.15	3.68	7.05	3.75	0.17	0.08	0.10	0.05	3.84	2.22
2022	12.12	7.29	5.77	3.45	6.55	3.57	0.18	0.10	0.08	0.04	3.62	2.05
2021	12.49	7.39	5.22	3.17	6.11	3.25	0.18	0.10	0.09	0.05	3.52	1.98
2020	12.12	7.18	5.10	3.04	5.64	2.99	0.17	0.09	0.08	0.04	3.36	1.83
2019	12.17	7.17	4.76	2.80	5.17	2.70	0.21	0.11	0.08	0.04	3.05	1.67
2018	11.69	6.64	4.48	2.55	4.71	2.45	0.19	0.11	0.08	0.04	3.08	1.73
2017	11.40	6.52	4.28	2.42	4.57	2.23	0.18	0.10	0.08	0.04	2.81	1.56
2016	11.25	6.35	4.11	2.32	4.42	2.15	0.19	0.09	0.08	0.04	2.67	1.46
2015	10.93	6.00	3.95	2.25	4.28	2.03	0.19	0.08	0.09	0.04	2.56	1.38
2014	10.80	5.81	4.01	2.31	3.95	1.89	0.22	0.10	0.10	0.05	2.56	1.35
2013	10.48	5.64	4.10	2.43	3.82	1.89	0.24	0.09	0.11	0.07	2.20	1.17
2012	10.01	5.40	4.19	2.55	3.90	1.95	0.21	0.11	0.10	0.06	1.91	1.02
2011	9.65	5.31	4.29	2.61	3.83	1.92	0.18	0.09	0.15	0.09	1.79	0.94
2010	9.39	5.15	4.36	2.75	3.81	1.94	0.19	0.10	0.20	0.11	1.58	0.85
2009	9.28	5.12	4.66	2.93	3.89	2.00	0.24	0.11	0.21	0.13	1.39	0.74
2008	9.05	5.04	4.75	2.97	3.86	1.94	0.22	0.10	0.23	0.13	0.97	0.54
2007	8.94	4.96	4.65	2.85	3.68	1.84	0.21	0.09	NA	NA	0.59	0.32
2006	8.13	4.42	4.49	2.72	3.44	1.66	0.24	0.12	NA	NA	0.42	0.24

Source: The NALP Directory of Legal Employers, 2006-2025

Notes:

NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander associates were included in the figures for Asian associates.

Table 8. Total Lawyers at Law Firms by Race/Ethnicity, 2006-2025

Year	Total Lawyers											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2025	7.98%	4.52%	4.03%	2.27%	5.12%	2.54%	0.12%	0.06%	0.14%	0.08%	2.79%	1.49%
2024	9.01	5.14	4.36	2.47	5.13	2.57	0.14	0.07	0.08	0.04	2.74	1.49
2023	8.57	4.81	4.18	2.28	4.93	2.34	0.16	0.07	0.09	0.04	2.53	1.37
2022	8.06	4.45	3.92	2.12	4.64	2.21	0.17	0.08	0.07	0.04	2.34	1.24
2021	8.06	4.40	3.63	1.97	4.37	2.04	0.18	0.08	0.08	0.04	2.21	1.16
2020	7.88	4.30	3.55	1.91	4.17	1.92	0.17	0.08	0.07	0.04	2.10	1.06
2019	7.71	4.15	3.31	1.77	3.79	1.72	0.19	0.09	0.07	0.03	1.91	0.97
2018	7.29	3.84	3.09	1.61	3.55	1.59	0.17	0.08	0.13	0.03	1.87	0.95
2017	6.94	3.65	2.94	1.49	3.42	1.47	0.16	0.07	0.06	0.03	1.66	0.84
2016	6.75	3.53	2.84	1.43	3.30	1.40	0.15	0.06	0.07	0.03	1.53	0.77
2015	6.44	3.29	2.79	1.42	3.11	1.30	0.15	0.06	0.06	0.03	1.41	0.70
2014	6.34	3.21	2.83	1.48	2.98	1.24	0.16	0.07	0.06	0.03	1.45	0.71
2013	6.14	3.07	2.88	1.50	2.83	1.20	0.18	0.07	0.07	0.04	1.25	0.62
2012	5.85	2.93	2.92	1.56	2.83	1.20	0.18	0.08	0.08	0.04	1.06	0.52
2011	5.64	2.88	3.00	1.58	2.81	1.18	0.16	0.07	0.10	0.05	0.99	0.47
2010	5.54	2.83	3.00	1.64	2.71	1.17	0.16	0.07	0.13	0.06	0.86	0.43
2009	5.54	2.84	3.18	1.75	2.73	1.20	0.19	0.08	0.14	0.07	0.80	0.39
2008	5.37	2.80	3.26	1.77	2.71	1.16	0.19	0.08	0.15	0.08	0.59	0.29
2007	5.23	2.72	3.12	1.66	2.56	1.09	0.16	0.07	NA	NA	0.35	0.17
2006	4.75	2.40	3.00	1.59	2.35	0.96	0.20	0.09	NA	NA	0.42	0.14

Source: The NALP Directory of Legal Employers, 2006-2025

Notes:

NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander lawyers were included in the figures for Asian lawyers.

Table 9. Summer Associates at Law Firms by Race/Ethnicity, 2006-2025

Year	Summer Associates											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2025	15.02%	9.49%	8.36%	5.03%	8.48%	4.93%	0.26%	0.17%	0.24%	0.10%	5.17%	3.02%
2024	17.94	11.19	10.24	6.40	9.24	5.19	0.35	0.24	0.16	0.13	5.14	2.94
2023	16.14	10.37	11.69	7.65	9.31	5.46	0.35	0.14	0.15	0.09	4.64	2.70
2022	16.07	10.10	11.85	7.33	9.23	5.36	0.29	0.19	0.11	0.04	5.48	3.08
2021	16.08	10.03	11.17	7.14	8.81	4.61	0.39	0.27	0.13	0.10	4.76	2.99
2020	13.86	8.59	10.45	6.35	7.73	4.42	0.27	0.19	0.18	0.10	4.01	2.46
2019	14.26	8.70	9.39	5.70	7.84	4.60	0.37	0.14	0.20	0.10	3.21	1.92
2018	14.45	8.70	9.09	5.51	7.63	4.33	0.31	0.13	0.17	0.12	3.39	2.04
2017	13.10	7.55	9.07	5.46	7.04	3.54	0.31	0.14	0.10	0.08	2.61	1.45
2016	14.79	8.05	8.42	4.89	5.91	3.19	0.32	0.20	0.20	0.13	2.68	1.64
2015	13.47	7.70	8.43	4.76	6.02	2.83	0.35	0.26	0.12	0.08	2.75	1.37
2014	13.04	7.48	8.03	4.34	6.13	3.32	0.35	0.19	0.18	0.10	2.53	1.21
2013	13.59	7.66	7.52	3.94	5.57	2.63	0.35	0.18	0.12	0.09	2.39	1.30
2012	13.00	7.30	7.94	4.35	5.66	2.92	0.37	0.12	0.26	0.15	2.32	1.41
2011	11.97	6.73	7.88	4.43	4.81	2.71	0.30	0.04	0.09	0.06	2.05	1.23
2010	11.96	6.74	8.21	4.67	4.78	2.43	0.44	0.18	0.15	0.09	1.45	0.81
2009	10.73	5.59	7.41	4.19	4.11	2.19	0.37	0.17	0.14	0.08	1.28	0.67
2008	10.54	5.52	7.02	4.27	4.00	1.92	0.27	0.17	0.23	0.10	1.15	0.54
2007	11.06	5.74	7.68	4.70	4.02	2.07	0.28	0.16	NA	NA	0.81	0.38
2006	10.23	5.15	8.13	4.93	3.87	1.90	0.28	0.15	NA	NA	0.54	0.27

Source: The NALP Directory of Legal Employers, 2006-2025

Notes:

NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander summer associates were included in the figures for Asian summer associates.

Table 10. **Percentage of Partners Reported as Equity Partners by Gender and Race/Ethnicity, 2011-2025**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Men partners	16,134	18,278	18,083	17,641	17,476	17,456	16,309	15,930	15,247	12,734	13,020	12,656	14,706	15,068	14,019
% equity	64.9%	64.2%	63.6%	63.5%	61.8%	62.5%	62.9%	60.9%	60.8%	59.3%	60.6%	61.6%	60.5%	59.5%	58.4%
Women partners	4,104	4,578	4,778	4,835	4,971	5,145	5,041	5,096	5,057	4,435	4,703	4,629	5,666	6,144	6,017
% equity	47.0%	46.4%	47.4%	47.7%	45.8%	46.9%	47.0%	46.4%	46.7%	45.9%	47.5%	49.1%	48.8%	48.3%	49.2%
Partners who are people of color*	1,229	1,423	1,562	1,549	1,617	1,696	1,670	1,752	1,820	1,667	1,822	1,857	2,344	2,627	2,507
% equity	47.1%	46.8%	47.2%	48.5%	45.5%	45.9%	45.9%	45.3%	48.8%	46.3%	49.8%	48.5%	47.9%	46.5%	46.7%

Source: The NALP Directory of Legal Employers, 2011-2025

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

Figures for 2025 are based on 130 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2024.

Table 11. **Distribution of Equity and Non-equity Partners by Gender and Race/Ethnicity, 2011-2025**

Type of Partner	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Equity partners	12,396	13,864	13,760	13,508	13,078	13,323	12,630	12,067	11,633	9,581	10,129	10,067	11,657	11,936	11,154
% men	84.4%	84.7%	83.5%	82.9%	82.6%	81.9%	81.3%	80.4%	79.7%	78.7%	78.0%	77.4%	76.3%	75.2%	73.5%
% women	15.6%	15.3%	16.5%	17.1%	17.4%	18.1%	18.7%	19.6%	20.3%	21.3%	22.0%	22.6%	23.7%	24.8%	26.5%
% people of color*	4.7%	4.8%	5.4%	5.6%	5.6%	5.8%	6.1%	6.6%	7.6%	8.1%	9.0%	9.0%	9.6%	10.2%	10.5%
Non-equity partners	7,842	8,992	9,101	8,968	9,369	9,278	8,720	8,959	8,675	7,588	7,594	7,218	8,715	9,276	8,882
% men	72.3%	72.7%	72.4%	71.8%	71.2%	70.6%	69.3%	69.5%	68.9%	68.4%	67.5%	67.3%	66.7%	65.7%	65.6%
% women	27.7%	27.3%	27.6%	28.2%	28.8%	29.4%	30.7%	30.5%	31.1%	31.6%	32.5%	32.7%	33.3%	34.3%	34.4%
% people of color*	8.3%	8.4%	9.1%	8.9%	9.4%	9.9%	10.4%	10.7%	10.7%	11.8%	12.0%	13.2%	14.0%	15.2%	15.0%

Source: The NALP Directory of Legal Employers, 2011-2025

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

Figures for 2025 are based on 130 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2024. Since partners of color are also counted in the men and women categories, percentages across these three categories do not add up to 100%.

Table 12. **Distribution of All Partners by Equity Status, Gender, and Race/Ethnicity, 2011-2025**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Total partners	20,238	22,856	22,861	22,476	22,447	22,601	21,350	21,026	20,308	17,169	17,723	17,285	20,372	21,212	20,036
% Equity partners	61.3%	60.7%	60.2%	60.1%	58.3%	58.9%	59.2%	57.4%	57.3%	55.8%	57.2%	58.2%	57.2%	56.3%	55.7%
% men	51.7%	51.4%	50.3%	49.8%	48.1%	48.3%	48.1%	46.2%	45.7%	43.9%	44.6%	45.1%	43.7%	42.3%	40.9%
% women	9.5%	9.3%	9.9%	10.3%	10.1%	10.7%	11.1%	11.2%	11.6%	11.9%	12.6%	13.1%	13.6%	14.0%	14.8%
% people of color*	2.9%	2.9%	3.2%	3.3%	3.3%	3.4%	3.6%	3.8%	4.4%	4.5%	5.1%	5.2%	5.5%	5.8%	5.8%
% Non-equity partners	38.7%	39.3%	39.8%	39.9%	41.7%	41.1%	40.8%	42.6%	42.7%	44.2%	42.8%	41.8%	42.8%	43.7%	44.3%
% men	28.0%	28.6%	28.8%	28.7%	29.7%	29.0%	28.3%	29.6%	29.4%	30.2%	28.9%	28.1%	28.5%	28.7%	29.1%
% women	10.7%	10.7%	11.0%	11.2%	12.0%	12.1%	12.5%	13.0%	13.3%	14.0%	13.9%	13.6%	14.2%	15.0%	15.3%
% people of color*	3.2%	3.3%	3.6%	3.5%	3.9%	4.1%	4.2%	4.6%	4.6%	5.2%	5.2%	5.5%	6.0%	6.6%	6.7%

Source: The NALP Directory of Legal Employers, 2011-2025

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

Figures for 2025 are based on 130 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2024. Since partners of color are also counted in the men and women categories, percentages across these three categories do not add up to 100%.

Table 13. Women and People of Color at Law Firms: Partners and Associates, 2025

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Total	33,972	29.55%	12.67%	5.28%	30,960	52.09%	30.20%	18.07%	488
By Number of Lawyers Firm-wide									
100 or fewer lawyers	1,056	25.57	10.13	4.17	572	51.75	25.87	15.56	33
101-250 lawyers	4,276	28.11	9.38	3.91	2,523	51.76	24.97	14.43	61
251-500 lawyers	6,185	29.23	10.93	4.51	4,822	50.56	28.78	17.13	73
501-700 lawyers	5,176	29.06	12.04	4.91	3,569	54.10	31.10	18.80	71
701-1,000 lawyers	8,224	28.68	13.89	5.68	8,166	51.89	30.55	18.65	121
1,001+ lawyers	9,055	31.97	14.95	6.45	11,308	52.34	31.64	18.76	129
Offices in									
Atlanta	527	28.27	12.90	5.12	450	50.89	29.11	16.44	11
Austin	146	30.14	15.75	6.16	119	43.70	31.93	14.29	10
Boston	828	32.85	9.54	4.59	788	53.93	31.47	19.29	18
Charlotte	449	25.39	7.35	2.45	398	51.76	18.34	11.81	9
Chicago	1,031	25.90	11.45	3.59	744	47.98	30.11	16.26	20
Columbus	499	29.46	8.42	3.41	289	47.06	21.11	11.42	7
Dallas	414	22.95	11.84	3.86	361	49.86	28.81	15.24	15
Denver	242	32.23	9.09	4.96	204	57.84	20.59	12.75	10
Houston	366	23.77	18.85	6.83	333	48.35	30.03	17.42	13
Los Angeles area	825	29.33	21.70	8.61	945	50.16	40.32	21.69	29
Miami	114	26.32	29.82	8.77	87	55.17	54.02	31.03	7
Minneapolis	713	31.28	5.89	2.81	372	53.23	22.04	12.90	11
New York City	2,077	26.48	13.67	5.78	3,467	51.43	33.83	20.59	37
Northern NJ/ Newark area	200	23.50	9.50	4.00	134	46.27	21.64	12.69	5
Philadelphia	347	29.68	6.34	2.59	266	54.14	21.80	15.79	6
Phoenix	146	28.77	7.53	2.74	95	51.58	21.05	12.63	7
Portland, OR	259	34.75	9.65	5.41	143	51.05	27.27	15.38	9
San Francisco	575	36.00	20.35	7.83	671	59.17	44.26	28.91	21
Seattle area	573	34.21	15.36	7.85	475	53.47	33.89	20.84	15
Silicon Valley	308	30.52	25.00	9.09	400	61.00	57.75	39.25	14
Washington, DC	1,560	29.42	16.79	6.79	1,584	54.10	34.72	21.15	34
Wilmington, DE	229	31.00	6.55	3.49	214	50.47	12.62	7.94	11

(Continued on page 42)

Table 13. Women and People of Color at Law Firms: Partners and Associates, 2025

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
States:									
Other areas in California	446	27.35	18.16	6.73	406	49.51	37.93	22.41	13
Connecticut	513	38.21	10.72	7.02	402	53.98	25.12	14.93	7
Michigan	1,243	28.40	8.53	4.02	528	47.73	21.02	12.69	9
Missouri	1,729	31.41	8.73	4.22	1,116	53.32	23.30	13.71	12
Other areas in Ohio	934	25.80	7.28	2.25	494	46.56	18.83	10.32	9
Other areas in Pennsylvania	611	23.73	8.67	3.11	406	50.25	21.18	12.56	10

Source: The 2025 NALP Directory of Legal Employers

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

Cities and states are included in the table if there are at least five reporting firms and 200 total lawyers. Some city information includes one or more offices in adjacent suburbs. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Hackensack, and Morristown. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in California" excludes data for Los Angeles area and Silicon Valley offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the main office if at least 60% of the firm's lawyers are located in that city.

Table 14. **Women and People of Color at Law Firms: Counsel and Non-traditional Track/ Staff Attorneys, 2025**

	Counsel				Non-traditional Track/Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
Total	8,874	38.40%	13.43%	7.18%	2,187	55.10%	22.41%	13.81%	488
By Number of Lawyers Firm-wide									
100 or fewer lawyers	239	35.15	7.95	5.86	47	53.19	19.15	17.02	33
101-250 lawyers	935	35.94	9.30	4.49	238	42.44	18.07	13.03	61
251-500 lawyers	1,398	42.06	13.66	7.73	319	57.37	20.38	13.48	73
501-700 lawyers	1,448	36.60	13.60	6.70	368	54.08	21.47	13.32	71
701-1,000 lawyers	2,444	40.38	15.75	9.08	536	56.16	22.01	11.75	121
1,001+ lawyers	2,410	36.64	12.99	6.39	679	58.32	25.92	15.91	129
Offices in									
Atlanta	90	44.44	10.00	4.44	48	47.92	29.17	25.00	11
Austin	50	26.00	8.00	0.00	—	—	—	—	10
Boston	205	32.20	11.22	2.93	49	55.10	22.45	16.33	18
Charlotte	113	38.94	12.39	7.08	31	58.06	25.81	16.13	9
Chicago	229	37.12	10.92	6.11	38	55.26	23.68	13.16	20
Columbus	127	41.73	6.30	3.94	28	46.43	14.29	3.57	7
Dallas	73	32.88	20.55	5.48	15	60.00	26.67	20.00	15
Denver	70	51.43	7.14	5.71	20	70.00	10.00	10.00	10
Houston	96	47.92	17.71	10.42	15	80.00	13.33	13.33	13
Los Angeles area	173	50.29	26.59	17.92	30	70.00	40.00	33.33	29
Miami	34	47.06	23.53	20.59	—	—	—	—	7
Minneapolis	148	31.76	2.70	0.68	32	62.50	6.25	3.13	11
New York City	728	36.26	16.90	9.07	143	53.85	31.47	17.48	37
Northern NJ/ Newark area	28	35.71	7.14	0.00	12	83.33	50.00	41.67	5
Philadelphia	83	40.96	4.82	2.41	40	37.50	12.50	2.50	6
Phoenix	27	44.44	18.52	11.11	—	—	—	—	7
Portland, OR	60	28.33	1.67	0.00	18	44.44	16.67	5.56	9
San Francisco	161	41.61	21.74	12.42	22	54.55	27.27	18.18	21
Seattle area	132	42.42	13.64	9.09	41	58.54	21.95	12.20	15
Silicon Valley	63	38.10	22.22	7.94	20	35.00	50.00	20.00	14
Washington, DC	551	37.02	15.61	7.80	203	43.84	36.45	20.20	34
Wilmington, DE	38	31.58	10.53	5.26	29	72.41	37.93	34.48	11

(Continued on page 44)

Table 14. **Women and People of Color at Law Firms: Counsel and Non-traditional Track/Staff Attorneys, 2025**

	Counsel				Non-traditional Track/Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
States									
Other areas in California	135	39.26	23.70	11.11	19	63.16	36.84	21.05	13
Connecticut	134	41.79	11.19	5.97	11	45.45	18.18	9.09	7
Michigan	264	32.95	4.92	3.03	98	38.78	12.24	10.20	9
Missouri	529	45.18	12.48	6.99	77	51.95	18.18	7.79	12
Other areas in Ohio	146	30.14	8.22	3.42	39	53.85	15.38	15.38	9
Other areas in Pennsylvania	253	27.67	7.91	3.56	11	54.55	0.00	0.00	10

Source: The 2025 NALP Directory of Legal Employers

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

Cities and states are included in the table if there are at least five reporting firms and 200 total lawyers. Some city information includes one or more offices in adjacent suburbs. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Hackensack, and Morristown. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in California" excludes data for Los Angeles area and Silicon Valley offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the main office if at least 60% of the firm's lawyers are located in that city.

Dashes in the non-traditional track/staff attorneys columns indicate that the total number of non-traditional track/staff attorneys within a city or state was less than 10; therefore, this information is excluded from the table.

Table 15. **Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2025**

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
Total	75,993	40.50%	20.18%	10.96%	488	4,175	55.26%	37.53%	22.75%
By Number of Lawyers Firm-wide									
100 or fewer lawyers	1,914	35.27	14.79	8.10	33	118	55.08	30.51	16.95
101-250 lawyers	7,972	36.94	14.56	7.58	61	324	55.86	37.04	23.77
251-500 lawyers	12,724	39.43	18.23	9.87	73	589	53.99	39.22	21.90
501-700 lawyers	10,561	39.43	19.02	10.14	71	410	59.76	31.71	20.98
701-1,000 lawyers	19,370	40.70	21.37	11.74	121	763	58.98	41.55	26.74
1,001+ lawyers	23,452	43.04	23.12	12.65	129	1,971	53.17	37.19	22.02
Offices in									
Atlanta	1,115	39.55	19.91	10.49	11	35	65.71	37.14	25.71
Austin	321	34.27	20.56	8.10	10	27	59.26	33.33	18.52
Boston	1,870	42.25	19.30	10.91	18	78	50.00	44.87	25.64
Charlotte	991	38.55	12.92	7.16	9	52	55.77	32.69	17.31
Chicago	2,042	35.75	18.41	8.67	20	53	58.49	47.17	35.85
Columbus	943	37.01	12.20	5.94	7	49	59.18	34.69	24.49
Dallas	863	35.69	19.93	9.04	15	59	59.32	22.03	11.86
Denver	536	45.90	13.25	8.21	10	26	53.85	38.46	19.23
Houston	810	37.78	23.21	11.73	13	70	57.14	28.57	15.71
Los Angeles area	1,973	41.76	31.32	16.07	29	104	54.81	51.92	30.77
Miami	238	39.92	37.82	18.91	7	—	—	—	—
Minneapolis	1,265	38.58	10.28	5.53	11	70	64.29	34.29	22.86
New York City	6,415	41.68	25.33	14.42	37	350	57.43	40.86	26.57
Northern NJ/ Newark area	374	34.49	14.97	8.02	5	—	—	—	—
Philadelphia	736	40.22	12.09	7.34	6	—	—	—	—
Phoenix	272	38.60	13.24	6.99	7	22	54.55	22.73	4.55
Portland, OR	480	39.17	14.17	7.71	9	—	—	—	—
San Francisco	1,429	47.80	31.84	18.40	21	64	53.13	57.81	34.38
Seattle area	1,221	43.41	22.60	13.19	15	41	63.41	43.90	31.71
Silicon Valley	791	46.65	41.97	24.53	14	68	63.24	57.35	41.18
Washington, DC	3,898	41.28	24.94	13.47	34	174	58.05	44.83	29.31
Wilmington, DE	510	41.57	11.18	7.25	11	45	55.56	26.67	11.11

(Continued on page 46)

Table 15. **Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2025**

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
States									
Other areas in California	1,006	38.57	27.24	13.92	13	86	52.33	34.88	23.26
Connecticut	1,060	44.72	16.32	9.91	7	34	67.65	47.06	32.35
Michigan	2,133	34.22	11.35	6.33	9	51	58.82	25.49	15.69
Missouri	3,451	41.06	14.23	7.79	12	169	57.99	34.91	20.71
Other areas in Ohio	1,613	33.23	11.10	5.15	9	59	55.93	28.81	22.03
Other areas in Pennsylvania	1,281	33.18	12.41	6.17	10	—	—	—	—

Source: The 2025 NALP Directory of Legal Employers

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers and summer associates.

Cities and states are included in the table if there are at least five reporting firms and 200 total lawyers. Some city information includes one or more offices in adjacent suburbs. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Hackensack, and Morristown. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in California" excludes data for Los Angeles area and Silicon Valley offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the main office if at least 60% of the firm's lawyers are located in that city.

The number of offices reporting one or more summer associates, including demographic information, was 259. Dashes in the summer associates columns indicate that fewer than five offices in that city reported summer associates and their accompanying demographic information, or the total number of summer associates reported was less than 10.

Chart 19. Percentage of Women and People of Color at Law Firms, 2025

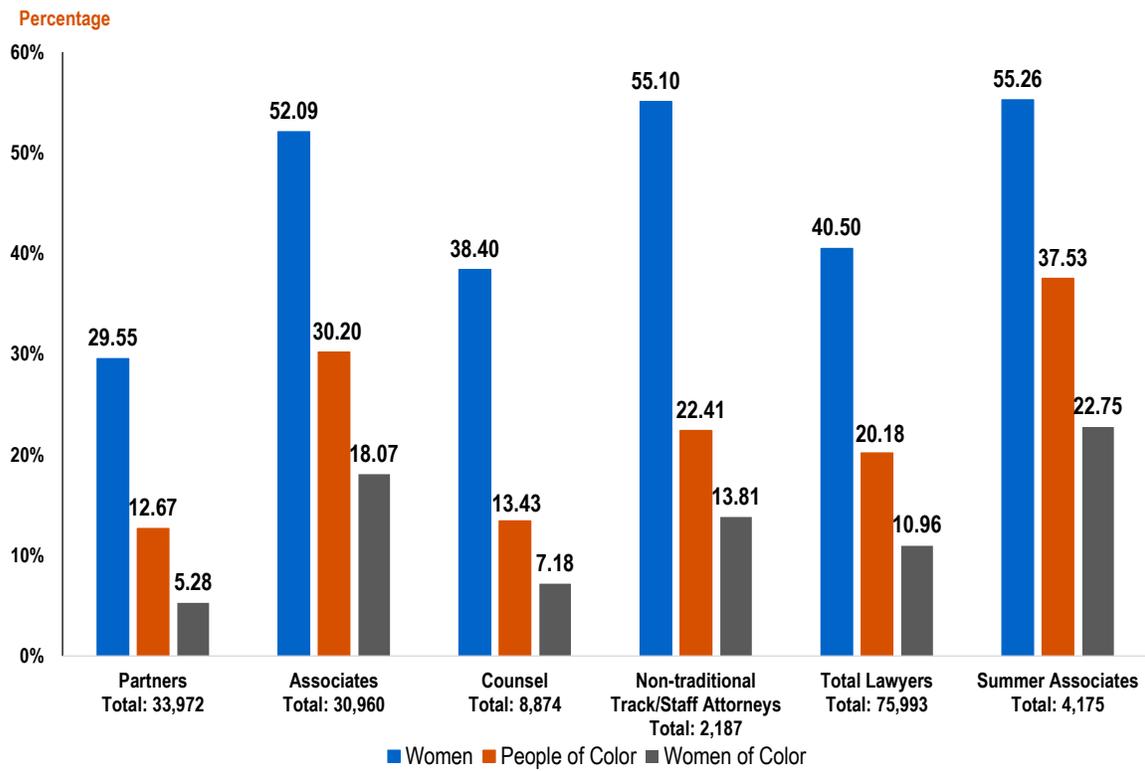


Table 16. Partner Demographics at Law Firms, 2025

	All Partners			Partners by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Total	33,972	12.67%	5.28%	5.17%	2.30%	2.42%	1.04%	3.17%	1.17%	488
By Number of Lawyers Firm-wide										
100 or fewer lawyers	1,056	10.13	4.17	4.55	2.18	1.52	0.19	2.65	1.14	33
101-250 lawyers	4,276	9.38	3.91	3.77	1.59	1.61	0.58	2.25	0.87	61
251-500 lawyers	6,185	10.93	4.51	4.04	1.92	2.18	0.97	2.85	0.91	73
501-700 lawyers	5,176	12.04	4.91	4.54	2.09	2.14	0.99	3.07	1.14	71
701-1,000 lawyers	8,224	13.89	5.68	5.68	2.43	2.97	1.28	3.47	1.16	121
1,001+ lawyers	9,055	14.95	6.45	6.56	2.90	2.73	1.23	3.67	1.52	129
Offices in										
Atlanta	527	12.90	5.12	4.74	1.52	4.74	1.90	1.14	0.95	11
Austin	146	15.75	6.16	3.42	2.05	3.42	0.68	7.53	2.74	10
Boston	828	9.54	4.59	5.07	2.54	1.09	0.72	1.69	0.48	18
Charlotte	449	7.35	2.45	2.67	0.67	1.78	1.11	2.00	0.67	9
Chicago	1,031	11.45	3.59	4.75	1.45	2.13	0.48	2.62	0.78	20
Columbus	499	8.42	3.41	1.80	1.40	2.20	0.40	2.20	0.40	7
Dallas	414	11.84	3.86	2.42	0.72	2.66	1.45	3.14	0.48	15
Denver	242	9.09	4.96	2.48	1.24	1.24	0.00	1.65	0.41	10
Houston	366	18.85	6.83	5.74	1.09	3.28	1.37	6.28	2.73	13
Los Angeles area	825	21.70	8.61	11.76	4.61	1.82	0.73	4.00	1.70	29
Miami	114	29.82	8.77	0.88	0.88	1.75	0.00	27.19	7.89	7
Minneapolis	713	5.89	2.81	2.52	1.68	1.12	0.56	1.26	0.56	11
New York City	2,077	13.67	5.78	6.69	2.94	2.12	0.91	2.89	1.06	37
Northern NJ/ Newark area	200	9.50	4.00	6.00	3.00	1.00	0.00	1.00	0.50	5
Philadelphia	347	6.34	2.59	4.03	1.73	1.73	0.58	0.00	0.00	6
Phoenix	146	7.53	2.74	2.74	0.68	0.00	0.00	4.11	2.05	7
Portland, OR	259	9.65	5.41	4.63	3.09	1.16	0.39	0.77	0.39	9
San Francisco	575	20.35	7.83	12.87	5.04	1.74	0.35	2.61	1.22	21
Seattle area	573	15.36	7.85	8.03	4.71	1.22	0.52	3.14	0.87	15
Silicon Valley	308	25.00	9.09	16.56	7.14	1.62	0.32	4.87	0.65	14
Washington, DC	1,560	16.79	6.79	8.01	2.88	4.23	2.12	2.37	0.83	34
Wilmington, DE	229	6.55	3.49	3.93	2.62	0.87	0.00	1.75	0.87	11

(Continued on page 49)

Table 16. Partner Demographics at Law Firms, 2025

	All Partners			Partners by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
States										
Other areas in California	446	18.16	6.73	8.74	3.81	1.12	0.22	5.83	1.57	13
Connecticut	513	10.72	7.02	4.29	3.12	1.17	0.97	3.12	2.14	7
Michigan	1,243	8.53	4.02	2.74	1.45	2.49	1.13	1.93	0.88	9
Missouri	1,729	8.73	4.22	3.01	1.85	2.37	1.04	1.85	0.87	12
Other areas in Ohio	934	7.28	2.25	1.93	0.75	1.82	0.32	2.57	0.86	9
Other areas in Pennsylvania	611	8.67	3.11	1.15	0.49	1.15	0.82	5.24	1.31	10

Source: The 2025 NALP Directory of Legal Employers

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial partners are included in the overall percentages for people and women of color but are not reported separately due to the small number of partners reported in 2025. Overall, 0.14% of all partners were Native American or Alaska Native and 0.05% were Native American or Alaska Native women, 0.10% of all partners were Native Hawaiian or other Pacific Islander and 0.06% were Native Hawaiian or other Pacific Islander women, and 1.68% of all partners were multiracial and 0.67% were multiracial women.

Cities and states are included in the table if there are at least five reporting firms and 200 total lawyers. Some city information includes one or more offices in adjacent suburbs. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Hackensack, and Morristown. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in California" excludes data for Los Angeles area and Silicon Valley offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the main office if at least 60% of the firm's lawyers are located in that city.

Table 17. Associate Demographics at Law Firms, 2025

	All Associates			Associates by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Total	30,960	30.20%	18.07%	11.70%	7.25%	6.18%	3.85%	7.68%	4.21%	488
By Number of Lawyers Firm-wide										
100 or fewer lawyers	572	25.87	15.56	12.41	8.04	4.20	2.62	6.47	3.15	33
101-250 lawyers	2,523	24.97	14.43	9.08	5.19	5.11	3.09	6.54	3.77	61
251-500 lawyers	4,822	28.78	17.13	10.51	6.49	6.06	3.75	7.40	3.90	73
501-700 lawyers	3,569	31.10	18.80	9.75	6.42	6.61	4.06	7.76	4.20	71
701-1,000 lawyers	8,166	30.55	18.65	12.54	7.89	6.65	4.15	7.42	4.26	121
1,001+ lawyers	11,308	31.64	18.76	12.77	7.80	6.10	3.84	8.28	4.47	129
Offices in										
Atlanta	450	29.11	16.44	7.56	4.44	14.00	7.56	6.00	3.56	11
Austin	119	31.93	14.29	8.40	4.20	1.68	1.68	14.29	6.72	10
Boston	788	31.47	19.29	14.34	9.26	4.82	3.30	8.12	4.19	18
Charlotte	398	18.34	11.81	3.02	2.51	7.29	3.77	3.77	2.76	9
Chicago	744	30.11	16.26	8.60	4.70	7.26	3.36	9.14	4.84	20
Columbus	289	21.11	11.42	3.11	2.77	9.34	4.15	6.57	3.46	7
Dallas	361	28.81	15.24	9.14	4.16	5.26	3.60	8.86	4.43	15
Denver	204	20.59	12.75	6.37	3.43	3.92	2.45	6.37	3.92	10
Houston	333	30.03	17.42	11.41	6.01	6.31	3.30	9.01	5.41	13
Los Angeles area	945	40.32	21.69	17.99	9.74	6.03	3.17	10.26	5.93	29
Miami	87	54.02	31.03	3.45	2.30	3.45	3.45	43.68	22.99	7
Minneapolis	372	22.04	12.90	7.53	4.30	5.38	2.69	5.11	2.96	11
New York City	3,467	33.83	20.59	15.34	9.58	6.20	4.07	7.67	4.18	37
Northern NJ/Newark area	134	21.64	12.69	8.96	5.22	1.49	0.75	10.45	6.72	5
Philadelphia	266	21.80	15.79	6.77	4.51	6.39	5.26	3.76	2.26	6
Phoenix	95	21.05	12.63	5.26	3.16	1.05	0.00	8.42	4.21	7
Portland, OR	143	27.27	15.38	6.99	4.20	4.20	2.10	7.69	4.90	9
San Francisco	671	44.26	28.91	22.06	15.35	5.07	2.83	10.58	6.71	21
Seattle area	475	33.89	20.84	13.89	9.05	3.79	1.68	6.95	3.79	15
Silicon Valley	400	57.75	39.25	43.25	29.50	3.00	2.00	6.00	3.75	14
Washington, DC	1,584	34.72	21.15	13.95	8.08	11.30	7.64	5.87	3.22	34
Wilmington, DE	214	12.62	7.94	5.14	3.74	3.27	2.34	1.40	0.00	11

(Continued on page 51)

Table 17. Associate Demographics at Law Firms, 2025

	All Associates			Associates by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
States										
Other areas in California	406	37.93	22.41	14.78	9.11	7.14	4.68	8.37	4.68	13
Connecticut	402	25.12	14.93	7.71	4.73	6.47	4.23	5.97	3.48	7
Michigan	528	21.02	12.69	4.73	2.84	8.14	4.92	5.49	2.84	9
Missouri	1,116	23.30	13.71	5.56	3.41	5.73	3.67	6.81	3.58	12
Other areas in Ohio	494	18.83	10.32	5.06	3.64	5.06	2.83	5.47	2.23	9
Other areas in Pennsylvania	406	21.18	12.56	7.14	3.69	3.94	2.96	7.88	4.19	10

Source: The 2025 NALP Directory of Legal Employers

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial associates are included in the overall percentages for people and women of color but are not reported separately due to the small number of associates reported in 2025. Overall, 0.11% of all associates were Native American or Alaska Native and 0.07% were Native American or Alaska Native women, 0.19% of all associates were Native Hawaiian or other Pacific Islander and 0.11% were Native Hawaiian or other Pacific Islander women, and 4.33% of all associates were multiracial and 2.57% were multiracial women.

Cities and states are included in the table if there are at least five reporting firms and 200 total lawyers. Some city information includes one or more offices in adjacent suburbs. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Hackensack, and Morristown. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in California" excludes data for Los Angeles area and Silicon Valley offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the main office if at least 60% of the firm's lawyers are located in that city.

Table 18. Total Lawyer Demographics at Law Firms, 2025

	Total Lawyers			Total Lawyers by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Total	75,993	20.18%	10.96%	7.98%	4.52%	4.03%	2.27%	5.12%	2.54%	488
By Number of Lawyers Firm-wide										
100 or fewer lawyers	1,914	14.79	8.10	6.79	4.02	2.51	1.20	3.71	1.88	33
101-250 lawyers	7,972	14.56	7.58	5.53	2.83	2.87	1.53	3.68	1.87	61
251-500 lawyers	12,724	18.23	9.87	6.66	3.84	3.74	2.15	4.75	2.23	73
501-700 lawyers	10,561	19.02	10.14	6.67	3.87	3.73	2.08	4.64	2.20	71
701-1,000 lawyers	19,370	21.37	11.74	8.81	5.04	4.52	2.52	5.34	2.68	121
1,001+ lawyers	23,452	23.12	12.65	9.54	5.37	4.42	2.56	5.95	3.03	129
Offices in										
Atlanta	1,115	19.91	10.49	5.92	2.87	8.79	4.57	3.32	2.15	11
Austin	321	20.56	8.10	4.98	2.49	2.80	0.93	9.35	3.74	10
Boston	1,870	19.30	10.91	9.14	5.29	2.89	1.98	4.55	2.14	18
Charlotte	991	12.92	7.16	2.83	1.51	5.15	2.93	2.83	1.61	9
Chicago	2,042	18.41	8.67	6.56	2.99	3.97	1.62	4.90	2.30	20
Columbus	943	12.20	5.94	2.33	2.01	4.24	1.59	3.29	1.27	7
Dallas	863	19.93	9.04	5.91	2.32	3.94	2.43	5.79	2.43	15
Denver	536	13.25	8.21	4.10	2.24	2.05	0.93	3.54	2.05	10
Houston	810	23.21	11.73	8.27	3.70	4.57	2.35	7.28	3.83	13
Los Angeles area	1,973	31.32	16.07	14.90	7.50	3.95	1.93	7.35	4.21	29
Miami	238	37.82	18.91	2.52	1.68	2.94	2.10	31.09	14.29	7
Minneapolis	1,265	10.28	5.53	3.87	2.29	2.29	1.11	2.29	1.26	11
New York City	6,415	25.33	14.42	11.89	7.03	4.38	2.62	5.52	2.74	37
Northern NJ/Newark area	374	14.97	8.02	6.42	3.48	2.41	1.60	5.08	2.67	5
Philadelphia	736	12.09	7.34	4.35	2.45	3.53	2.17	1.49	0.82	6
Phoenix	272	13.24	6.99	3.68	1.84	0.37	0.00	5.88	2.94	7
Portland, OR	480	14.17	7.71	4.79	2.92	1.88	0.83	2.71	1.67	9
San Francisco	1,429	31.84	18.40	17.35	10.50	3.43	1.75	6.51	3.78	21
Seattle area	1,221	22.60	13.19	10.40	6.55	2.21	0.90	4.42	2.05	15
Silicon Valley	791	41.97	24.53	30.59	18.58	2.15	1.14	5.44	2.28	14
Washington, DC	3,898	24.94	13.47	10.36	5.36	7.62	4.69	4.28	2.00	34
Wilmington, DE	510	11.18	7.25	4.31	3.14	3.92	2.55	1.57	0.59	11

(Continued on page 53)

Table 18. Total Lawyer Demographics at Law Firms, 2025

	Total Lawyers			Total Lawyers by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
States										
Other areas in California	1,006	27.24	13.92	11.83	6.26	3.68	2.09	7.16	3.28	13
Connecticut	1,060	16.32	9.91	5.75	3.96	3.30	2.17	3.96	2.36	7
Michigan	2,133	11.35	6.33	3.19	1.83	3.61	1.97	2.77	1.50	9
Missouri	3,451	14.23	7.79	4.06	2.55	3.59	2.00	3.74	1.94	12
Other areas in Ohio	1,613	11.10	5.15	2.91	1.74	2.98	1.24	3.60	1.49	9
Other areas in Pennsylvania	1,281	12.41	6.17	3.20	1.64	2.11	1.48	5.70	2.26	10

Source: The 2025 NALP Directory of Legal Employers

Notes:

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers are included in the overall percentages for people and women of color but are not reported separately due to the small number of lawyers reported in 2025. Overall, 0.12% of all lawyers were Native American or Alaska Native and 0.06% were Native American or Alaska Native women, 0.14% of all lawyers were Native Hawaiian or other Pacific Islander and 0.08% were Native Hawaiian or other Pacific Islander women, and 2.79% of all lawyers were multiracial and 1.49% were multiracial women.

Cities and states are included in the table if there are at least five reporting firms and 200 total lawyers. Some city information includes one or more offices in adjacent suburbs. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Hackensack, and Morristown. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in California" excludes data for Los Angeles area and Silicon Valley offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the main office if at least 60% of the firm's lawyers are located in that city.

Table 19. **Lawyers with Disabilities at Law Firms, 2025**

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701-1,000 Lawyers		Firms of 1,001+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	616	2.13%	82	1.81%	110	2.08%	124	2.78%	165	2.47%	135	1.70%
Associates	980	3.80	67	2.61	161	3.84	162	5.12	262	3.91	328	3.58
Other Lawyers*	371	3.90	33	2.64	61	4.13	64	3.98	115	4.58	98	3.68
All Lawyers	1,967	3.06	182	2.18	332	3.03	350	3.79	542	3.41	561	2.84
Summer Associates	130	3.78	—	—	38	7.65	15	4.76	40	6.48	31	1.84

Source: The 2025 NALP Directory of Legal Employers

Notes:

* Data for counsel and non-traditional track/staff attorneys are combined.

Figures for lawyers with disabilities are based on 437 offices/firms reporting counts, including zero, in all lawyer categories; figures for summer associates with disabilities are based on 220 offices/firms with a summer program and reporting counts, including zero. Dashes in a row indicate that the total number of summer associates identifying as having a disability was less than 10; therefore, data are not reported in the table. Overall, counts of individuals with disabilities, including zero, cover 64,216 lawyers and 3,439 summer associates. Since reporting is still somewhat limited, trend information on lawyers with disabilities is not presented.

Table 20. LGBTQ+ Lawyers at Law Firms, 2025

	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 701-1,000 Lawyers		Firms of 1,001+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	875	2.67%	22	2.52%	94	2.50%	154	2.66%	126	2.43%	181	2.21%	298	3.30%
Associates	2,381	7.87	41	9.01	165	7.30	322	7.01	296	8.29	544	6.69	1,013	9.00
Other Lawyers*	362	3.36	10	4.13	27	2.55	49	3.03	54	2.97	91	3.07	131	4.27
All Lawyers	3,618	4.90	73	4.65	286	4.04	525	4.37	476	4.51	816	4.23	1,442	6.18
Summer Associates	448	11.65	—	—	32	11.68	62	11.68	47	13.43	79	11.95	223	11.47

Source: The 2025 NALP Directory of Legal Employers

Notes:

* Data for counsel and non-traditional track/staff attorneys are combined.

Figures for LGBTQ+ lawyers are based on 470 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBTQ+ summer associates are based on 236 offices/firms with a summer program and reporting counts of LGBTQ+ summer associates, including zero. Dashes in a row indicate that the total number of LGBTQ+ summer associates was less than 10; therefore, data are not reported in the table. Overall, LGBTQ+ counts, including zero, cover 73,834 lawyers and 3,846 summer associates.

Table 21. LGBTQ+ Lawyers at Law Firms, 2004-2025

Year	All Lawyers		Partners		Associates		Summer Associates	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
2025	3,618	4.90%	875	2.67%	2,381	7.87%	448	11.65%
2024	5,388	5.13	1,189	2.75	3,619	7.75	971	12.92
2023	4,774	4.57	1,123	2.57	3,124	6.79	886	11.67
2022	4,006	4.17	999	2.46	2,549	6.14	616	9.37
2021	3,653	3.67	976	2.31	2,276	5.35	522	8.41
2020	3,187	3.31	878	2.19	1,936	4.66	456	7.68
2019	3,028	2.99	892	2.07	1,796	4.14	415	6.86
2018	2,827	2.86	900	2.11	1,581	3.80	333	5.73
2017	2,664	2.64	880	1.99	1,438	3.45	287	4.66
2016	2,431	2.48	825	1.89	1,304	3.24	291	4.86
2015	2,297	2.34	785	1.80	1,244	3.08	248	4.43
2014	2,182	2.30	748	1.77	1,172	2.93	210	3.98
2013	2,085	2.19	695	1.65	1,146	2.83	202	3.76
2012	2,105	2.07	718	1.58	1,169	2.69	182	3.47
2011	2,087	1.88	724	1.44	1,166	2.43	128	2.75
2010	2,137	1.88	752	1.47	1,182	2.35	122	2.83
2009	2,200	1.82	723	1.36	1,280	2.29	172	2.21
2008	2,050	1.71	670	1.27	1,209	2.19	184	1.85
2007	1,884	1.52	666	1.19	1,056	1.89	197	1.75
2006	1,733	1.42	618	1.11	979	1.78	129	1.27
2005	1,458	1.18	504	0.91	869	1.44	93	0.89
2004	1,316	1.07	429	0.79	815	1.33	61	0.61

Source: The NALP Directory of Legal Employers, 2004-2025

Chart 20. Percentage of LGBTQ+ Lawyers, 2004-2025

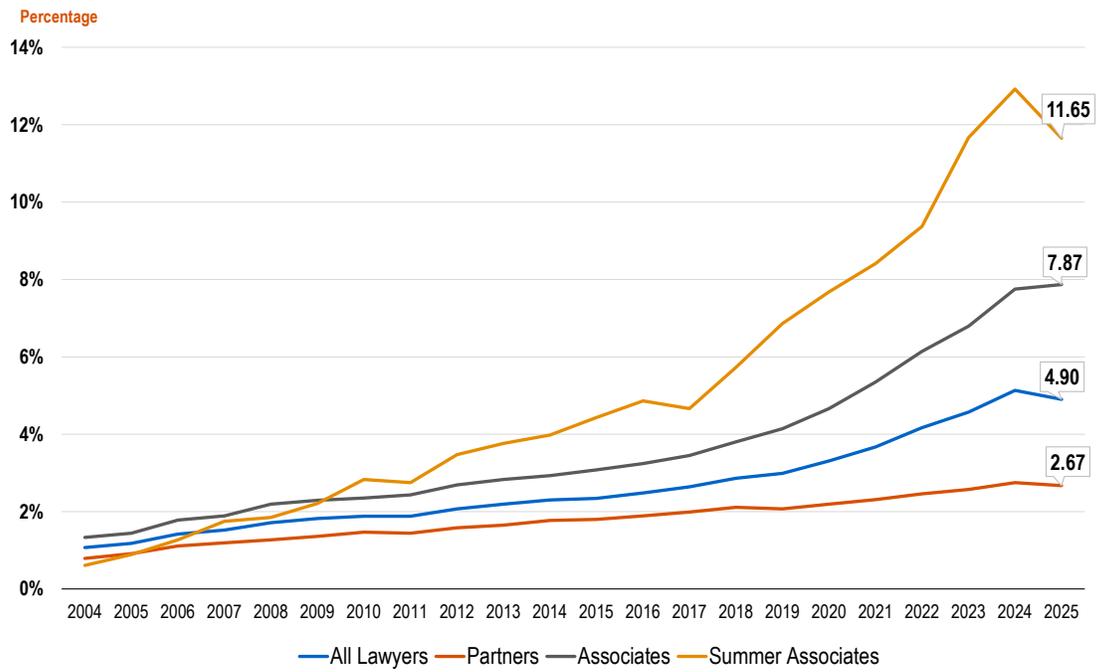


Table 22. **Lawyers who are Military Veterans, 2025**

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701-1,000 Lawyers		Firms of 1,001+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	748	2.31%	121	2.55%	224	3.87%	115	2.22%	140	1.73%	148	1.74%
Associates	512	1.78	39	1.46	84	1.83	84	1.80	122	1.51	183	1.84
Other Lawyers*	315	2.99	43	3.37	38	2.35	65	3.58	84	2.85	85	2.95
All Lawyers	1,575	2.20	203	2.33	346	2.88	264	2.50	346	1.81	416	1.95
Summer Associates	75	2.01	—	—	—	—	—	—	—	—	42	2.37

Source: The 2025 NALP Directory of Legal Employers

Notes:

* Data for counsel and non-traditional track/staff attorneys are combined.

Figures for military veteran lawyers are based on 472 offices/firms reporting counts, including zero, in all lawyer categories; figures for military veteran summer associates are based on 239 offices/firms with a summer program and reporting counts, including zero. Dashes in the summer associates row indicate that the total number of military veterans reported was less than 10; therefore, data are not reported in the table. Overall, military veteran counts, including zero, cover 71,718 lawyers and 3,737 summer associates. Since reporting is still somewhat limited, trend information on military veterans are not presented.

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