



2016

Report on

Diversity

In U.S. Law Firms

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Introduction

Women and Black/African-Americans made small gains in representation at major U.S. law firms in 2016 compared with 2015, according to the latest law firm demographic findings from the **National Association for Law Placement** (NALP). However, representation of both these groups remains below 2009 levels. NALP's recent analyses of the *2016-2017 NALP Directory of Legal Employers* (NDLE) — the annual compendium of legal employer data published by NALP — shows that although women and minorities continue to make small gains in their representation among law firm partners in 2016, the overall percentage of women associates has decreased more often than not since 2009, and the percentage of Black/African-American associates has declined every year since 2009, except for the small increase in 2016.

NALP Executive Director James Leipold commented on the new findings noting, “These national benchmark data are helpful in highlighting the overall progress, or lack thereof, in achieving greater diversity among the lawyers working in U.S. law firms, but the national figures mask many significant differences by law firm size and geography. In many ways these stories tell a narrative of difference, with the largest law firms having achieved much greater diversity than smaller law firms. And while it is encouraging to see small gains in most areas this year, the incredibly slow pace of change continues to be discouraging.”

Leipold continued, “Minority women and Black/African-American men and women continue to be the least well represented in law firms, at every level, and law firms must double down to make more dramatic headway among these groups most of all. And, while the relatively high levels of diversity among the summer associate classes is always encouraging, the fact that representation falls off so dramatically for associates, and then again for partners, underscores that retention and promotion remain the primary challenges that law firms face with respect to diversity.”

Highlights

Women & Minorities

Associates

Representation of women, minorities, and minority women among associates saw small gains in 2016, but representation of women is still below pre-recession levels.

Partners

In 2016, representation of women, minorities, and minority women among partners in law firms across the nation all increased a small amount over 2015.

Women Lawyers Overall

Overall, representation of women lawyers as a whole was up and remains higher than in 2009, despite losses in 2010, 2011, and 2015.

Summer Associates

The representation of women and minorities in the summer associate ranks compares much more favorably to the population of recent law school graduates.

Lawyers with Disabilities

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

Openly LGBT Lawyers

The percentage of LGBT lawyers has generally been trending upward over the period since 2002 when NALP first began compiling these figures, and small increases from 2015 to 2016 occurred across all lawyer types, though this was not necessarily the case for every firm size.

Significant Findings

ASSOCIATES:

Representation of women, minorities, and minority women among associates saw small gains in 2016, but representation of women is still below pre-recession levels.

NALP's analysis found that representation of minority associates has continued to increase since 2010 (from 19.53% to 22.72%) following widespread layoffs in 2009. Over the same period of time, however, representation of women has seen a net decrease, despite small upticks in 2014 and again in 2016. The representation of women increased steadily from 38.99% in 1993 to its peak of 45.66% in 2009. In 2016, the percentage of representation sits at 45%, compared with 44.68% in 2015.

In contrast to the pattern for women as a whole, representation of minority women among associates has increased from about 11% (2009-2012) to 12.48% in 2016. (See Table 1.)

Much of the increase in minority representation since 2011 can be attributed to increased representation of Asians among associates. While overall minority representation fell in 2010, this was not the case for Asian associates in particular. Asian associates now make up over 11% of all associates, with representation having risen almost two percentage points from 9.28% in 2009 to 11.25% in 2016. Hispanic associate representation has also risen. After fluctuating between 3.81% and 3.95% of associates between 2009 and 2014, Hispanics have slightly outnumbered Black/African-Americans among associates since then. In 2016, Hispanics accounted for 4.42% of associates. In contrast to trends among Asian associates and even Hispanic associates, representation of Black/African-Americans among associates has fallen every year from 2010 to 2015. **Despite a small**

increase in 2016 to 4.11%, representation of Black/African-American associates remains below its 2009 level of 4.66%. (See Table 2.)

PARTNERS:

In 2016, representation of women, minorities, and minority women among partners in law firms across the nation all increased a small amount over 2015.

During the 24 years that NALP has been compiling this information, law firms have made steady, though very slow, incremental progress in increasing the presence of women and minorities in the partner ranks. In 2016, that slow upward trend continued, with minorities accounting for 8.05% of partners in the nation's major firms, and women accounting for 22.13% of the partners in these firms, up from 7.52% and 21.46%, respectively, in 2015.

Nonetheless, over this period, the total change has been marginal at best. In 1993 minorities accounted for 2.55% of partners and women accounted for 12.27% of partners. At just 2.76% of partners in 2016, **minority women continue to be the most dramatically under-represented group at the partnership level**, a pattern that holds across all firm sizes and most jurisdictions. The representation of minority women partners is somewhat higher (3.22%) at the largest firms with more than 700 lawyers. Minority men, meanwhile, account for just 5.29% of partners this year, compared with 4.97% in 2015. This means that the increase in minorities among partners was about two-tenths of one percent for women and about three-tenths of one percent for men. (See Table 1.)

But, as is the case with associates, most of the increase in minority representation among partners since 2009 can be attributed to an increase of Asian and Hispanic male partners in particular. **Representation of Black/African-Americans among partners has barely budged over the period** and was 1.81% in 2016, compared with 1.71% in 2009. (See Table 2.)

WOMEN LAWYERS OVERALL:

Overall, representation of women lawyers as a whole was up and remains higher than in 2009, despite losses in 2010, 2011, and 2015.

This increase reflects both the increase among partners and associates noted above and also among lawyers other than partners and associates such as “of counsel” and staff attorneys who, in 2016, accounted for 14% of attorneys at these firms. For example, women accounted for 39.7% of these other attorneys in 2016, compared with 39.5% in 2015. Although the overall figure for women fell in 2010 and 2011, and again in 2015, the overall percentage for women (33.89%) remains higher than in 2009, when the figure was 32.97%.

The representation of minorities among lawyers as a whole rose some in 2016, to 14.62%. Consistent with findings for minority women among partners and associates, representation of minority women as a whole also increased slightly from 6.81% in 2015 and minority women now make up 7.23% of lawyers at these law firms. (See Table 1.)

SUMMER ASSOCIATES:

The representation of women and minorities in the summer associate ranks compares much more favorably to the population of recent law school graduates.

According to the American Bar Association (ABA), since 2000, the percentage of minority law school

graduates has ranged from 20% to 28%, while women have accounted for 46% to 49% of graduates with the high point coming in the mid-2000s. In 2016, women comprised 48.71% of summer associates, minorities accounted for 32.33%, and 18.05% of summer associates were minority women. All of these measures have improved steadily since 2013, when representation of women edged down and minority presence was virtually flat. However, these percentages are in the context of far fewer summer associates overall, with the number of summer associates off by about 25% compared with 2009, despite increases in the numbers after they bottomed out in 2010 and 2011.

LAWYERS WITH DISABILITIES:

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

The NALP Directory of Legal Employers also collects information about lawyers with disabilities, though this information is much less widely reported than information on race/ethnicity and gender, making it much harder to conclude anything definitive about the representation of lawyers with disabilities. About one-third of 1 percent of partners self-reported as having a disability in 2016, similar to findings from 2012-2015; however these figures are higher than the less than one-quarter of one percent figures for the two years prior to that (2010 and 2011). Similarly, representation of associates with disabilities has nearly doubled from 0.17% in 2011 to 0.33% of associates in law firms in 2016 — still just a tiny fraction. Although the presence of individuals with disabilities among law school graduates is not precisely known, other NALP research suggests that between 1 and 2% of graduates self-identify as having a disability. Disability figures for partners, associates, and all attorneys with disabilities are reported in Table 7.

LGBT LAWYERS:

The percentage of LGBT lawyers has generally been trending upward over the period since 2002 when NALP first began compiling these figures, and small increases from 2015 to 2016 occurred across all lawyer types, though this was not necessarily the case for every firm size.

The overall percentage of openly lesbian, gay, bisexual, and transgender (LGBT) lawyers reported in 2016 increased by a small amount to 2.48% compared with 2.34% in 2015. Increases were seen across all lawyer types and ranged from not quite 0.1 percentage point for partners to almost 0.2 percentage points for counsel and non-traditional track attorneys. About 40% of offices reported at least one LGBT lawyer among partners and associates. The percentage of offices reporting LGBT counts has been relatively stable at about 88-89% of offices since 2008.

The overall count in 2016 of 2,431 LGBT lawyers is up by almost 6% from 2015, and because the total number of lawyers was relatively flat, overall representation of LGBT lawyers increased somewhat. **Over a longer span of time, the numbers have more than doubled.** In the 2002-2003 NDLE, the number of openly LGBT lawyers reported was just over 1,100 — less than 1% of the total lawyers represented. It took until 2012 for the overall percentage to exceed 2%.

The presence of LGBT lawyers continues to be highest among associates, at 3.24% (see Table 8), and is up from the figure of 3.08% reported in 2015. Openly LGBT associates are also better represented at large law firms — with firms of 701+ lawyers reporting 3.81% openly LGBT associates. However, LGBT representation among associates at firms of 101-250 lawyers and 251-500 lawyers declined compared with 2015. Similarly, in the U.S. openly LGBT partners are best represented at the largest firms — with firms of 701+ lawyers reporting 2.15% openly LGBT partners, compared with 1.89%

among partners overall. The 2016 level at the largest firms is the highest recorded, after hovering at about 2% for the previous five years. After steady increases in openly LGBT partners in firms of 100 or fewer lawyers from 0.63% in 2009 to just over 2% in 2015, the figure dropped back to 1.88% in 2016.

There are wide geographic disparities in these numbers, and in fact about 56% of the reported openly LGBT lawyers are accounted for by just four cities: New York City, Washington, DC, Los Angeles, and San Francisco. These same four cities accounted for about 38% of the just over 98,000 lawyers included in these analyses. Thus the percentage of openly LGBT lawyers in these cities is correspondingly higher — about 3.6% overall (and highest in San Francisco specifically at 5.7%) compared with the 2.48% nationwide figure. In these same four cities, the percentage of openly LGBT summer associates is also higher — about 6.1% compared with 4.86% nationwide.

However, figures for summer associates suggest that there is still potential for some growth in the presence of LGBT associates at these firms. The overall figure for summer associates was 4.86%, compared with 4.43% in 2015. In firms of more than 700 lawyers, it has exceeded 5% in the three most recent years. In firms of 251+ lawyers as a whole, the figure was about 5.3% compared with just over 2% at the smaller firms.

BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The 2016-2017 NALP Directory of Legal Employers (NDLE), which provides the individual firm listings on which these aggregate analyses are based, includes attorney race/ethnicity and gender information for over 112,000 partners, associates, and other lawyers in 1,082 offices, and for over 7,000 summer associates in 804 offices nationwide. The NDLE is available online at www.nalpdirectory.com.

Tables

Table 1. Women and Minorities at Law Firms — 2009-2016

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

Source: *The NALP Directory of Legal Employers.*

Table 2. Partner and Associate Demographics at Law Firms — 2009-2016

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

Source: *The NALP Directory of Legal Employers.*

For purposes of the figures in Tables 1-6, minority attorneys include those whose race or ethnicity is Black, Hispanic, American Indian/Alaskan Native, Asian, Native Hawaiian or other Pacific Islander, and those of multi-racial heritage, as reported by the law firms in the NDLE. The partner numbers include both equity and non-equity partners.

Table 3. Women and Minorities at Law Firms — Partners and Associates — 2016

	Partners				Associates				# of Offices
	Total #	% Women	% Minority	% Minority Women	Total #	% Women	% Minority	% Minority Women	
Total	50,909	22.13%	8.05%	2.76%	45,398	45.00%	22.72%	12.42%	1,082
By # of Lawyers Firm-wide:									
100 or fewer	3,471	22.01%	6.68%	2.42%	1,818	42.08%	17.05%	8.80%	114
101-250	9,516	22.04	6.20	2.04	5,446	44.45	16.43	9.02	145
251-500	11,162	22.22	7.40	2.65	7,672	44.59	21.64	11.78	214
501-700	6,283	21.82	8.21	2.75	5,657	44.46	22.22	11.51	121
701+	20,477	22.23	9.44	3.22	24,805	45.59	24.96	13.84	488
Offices in:									
Atlanta	1,149	20.45	8.01	2.35	852	47.07	19.48	10.92	24
Austin	331	24.17	11.48	4.83	219	42.01	21.92	10.96	18
Boston area	1,610	22.61	4.53	1.68	1,814	46.69	16.76	10.53	33
Charlotte	455	16.26	6.15	1.54	302	37.75	13.91	4.97	14
Chicago	3,413	21.95	7.00	2.34	2,533	44.69	20.37	11.21	55
Cincinnati	336	22.62	3.27	1.19	147	34.69	16.33	7.48	9
Cleveland	496	19.96	3.83	0.81	322	37.89	6.83	4.04	8
Columbus	419	21.24	5.97	1.67	229	44.54	12.66	6.11	12
Dallas	1,024	20.12	8.30	2.83	957	36.47	21.00	7.94	32
Denver	638	27.27	5.49	1.88	468	46.37	13.89	7.91	24
Detroit area	553	25.14	5.79	2.35	230	44.78	16.96	8.70	9
Ft. Lauderdale/W. Palm Beach	186	23.12	4.84	2.69	109	44.95	15.60	9.17	9
Grand Rapids	263	19.77	2.28	0.76	74	37.84	12.16	6.76	6
Houston	1,040	18.46	10.87	3.46	1,110	40.54	21.53	10.99	39
Indianapolis	343	23.03	2.92	1.17	140	48.57	10.00	5.00	7
Kansas City, MO	439	23.46	4.10	1.14	244	42.21	17.21	9.43	6
Los Angeles area	2,042	23.46	15.18	5.53	2,282	46.41	31.33	17.57	77
Miami	576	25.69	31.08	9.03	342	45.32	44.15	23.10	17
Milwaukee	632	24.05	3.48	1.58	313	43.77	8.95	4.47	7
Minneapolis	1,132	27.39	3.53	1.59	566	42.93	12.37	6.18	19
New York City	6,340	18.86	8.45	2.73	11,387	45.20	26.74	15.19	102
Northern NJ/Newark area	505	18.61	4.75	1.78	410	42.93	18.29	10.00	10
Northern Virginia	193	11.40	8.29	1.55	187	35.29	25.13	9.09	9
Orange Co., CA	524	17.18	13.74	4.39	520	40.38	28.85	12.88	20
Philadelphia	722	20.36	3.88	1.66	646	46.59	12.85	6.19	12
Phoenix	560	23.04	6.25	1.61	255	38.04	14.12	6.27	13

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	Partners				Associates				
	Total #	% Women	% Minority	% Minority Women	Total #	% Women	% Minority	% Minority Women	# of Offices
Pittsburgh	564	20.74	3.72	1.60	369	45.26	14.09	7.86	7
Salt Lake City	180	12.78	5.00	1.11	123	29.27	8.13	3.25	8
San Diego	272	20.59	12.50	2.94	321	43.93	26.79	13.08	16
San Francisco	1,362	26.58	13.44	4.63	1,531	51.86	30.57	17.18	51
San Jose area	792	20.33	17.30	5.56	1,388	44.09	40.63	20.46	40
Seattle area	895	27.37	9.27	3.35	511	45.60	22.11	12.72	23
St. Louis	766	23.11	4.31	1.57	400	43.25	12.25	6.00	11
Washington, D.C.	4,809	21.94	9.07	3.39	5,006	45.61	22.31	12.37	100
Wilmington	263	22.81	4.18	1.52	257	42.02	12.06	6.23	12
States:									
Other areas in California	238	28.57	11.76	5.04	148	47.30	20.27	8.78	9
Other areas in Connecticut	357	24.93	2.80	2.24	199	50.75	17.09	11.56	8
Other areas in Florida	699	23.18	8.87	3.58	309	42.39	14.89	6.47	22
Kentucky	358	24.86	2.23	0.56	130	46.15	12.31	6.92	6
Other areas in New Jersey	221	20.81	7.69	2.71	120	41.67	17.50	7.50	7
Other areas in New York State	744	21.64	3.63	0.67	420	44.52	11.19	5.48	10
Other areas in Texas	152	15.79	9.21	1.32	137	45.26	13.87	5.11	7

Source: The 2016-2017 NALP Directory of Legal Employers. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, and Westfield. Northern Virginia includes offices in Alexandria, McLean/Tyson's Corner, and Reston. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firms lawyers are in that city.

Table 4. Women and Minorities at Law Firms — Total Lawyers and Summer Associates — 2016

	Total Lawyers					Summer Associates			
	Total #	% Women	% Minority	% Minority Women	# of Offices	Total #	% Women	% Minority	% Minority Women
Total	112,475	33.89%	14.62%	7.23%	1,082	7,040	48.71%	32.33%	18.05%
By # of Lawyers Firm-wide:									
100 or fewer	6,094	29.23%	9.94%	4.41%	114	272	46.32%	23.16%	11.40%
101-250	17,067	30.85	9.73	4.61	145	669	50.52	30.64	18.54
251-500	22,173	32.54	12.87	6.25	214	1,173	47.14	30.43	16.71
501-700	14,215	33.75	14.33	6.82	121	753	50.07	30.28	16.60
701+	52,926	36.01	17.55	8.91	488	4,173	48.77	34.10	19.05
Offices in:									
Atlanta	2,443	33.69	12.85	6.26	24	116	52.59	31.03	20.69
Austin	645	32.56	15.04	6.98	18	56	44.64	21.43	8.93
Boston area	3,888	36.32	10.96	6.15	33	242	45.04	26.03	12.81
Charlotte	897	27.09	9.59	3.23	14	51	49.02	23.53	7.84
Chicago	6,747	32.56	12.42	6.05	55	413	50.85	31.23	16.95
Cincinnati	538	28.07	7.06	3.16	9	.	.	.	.
Cleveland	989	29.73	5.26	2.33	8	53	52.83	15.09	7.55
Columbus	798	30.20	7.64	3.13	12	39	56.41	33.33	28.21
Dallas	2,296	29.44	14.59	5.49	32	193	49.74	27.46	13.47
Denver	1,386	36.15	8.87	4.62	24	48	54.17	35.42	25.00
Detroit area	904	31.08	8.74	4.31	9	42	50.00	28.57	19.05
Ft. Lauderdale/W. Palm Beach	335	33.73	9.55	5.97	9	—	—	—	—
Grand Rapids	417	23.50	4.08	2.16	6	—	—	—	—
Houston	2,412	31.67	16.33	7.26	39	311	42.77	30.87	14.47
Indianapolis	555	31.53	5.77	2.52	7	30	50.00	30.00	23.33
Kansas City, MO	837	33.21	8.00	3.94	6	36	63.89	19.44	13.89
Los Angeles area	4,935	36.58	23.55	11.98	77	363	52.62	39.67	21.76
Miami	1,030	34.08	36.21	14.56	17	44	43.18	40.91	15.91
Milwaukee	1,067	30.74	5.15	2.34	7	49	48.98	16.33	8.16
Minneapolis	1,912	32.90	6.54	3.29	19	90	47.78	34.44	15.56
New York City	20,485	36.14	19.65	10.48	102	2,239	47.97	36.67	21.08
Northern NJ/Newark area	1,104	31.88	10.78	5.43	10	50	48.00	42.00	24.00
Northern Virginia	431	24.36	15.78	4.87	9	15	66.67	13.33	13.33
Orange Co., CA	1,140	29.56	21.14	8.86	20	91	40.66	32.97	16.48
Philadelphia	1,612	34.24	7.94	3.78	12	68	39.71	30.88	11.76
Phoenix	915	27.98	8.63	3.17	13	38	55.26	23.68	10.53

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	Total Lawyers					Summer Associates			
	Total #	% Women	% Minority	% Minority Women	# of Offices	Total #	% Women	% Minority	% Minority Women
Pittsburgh	1,134	31.39	7.94	3.97	7	33	60.61	33.33	21.21
Portland, OR area	715	32.31	8.53	4.34	11	18	55.56	44.44	22.22
Salt Lake City	351	22.22	5.98	1.71	8	17	29.41	17.65	11.76
San Diego	689	35.85	19.30	8.56	16	38	34.21	36.84	15.79
San Francisco	3,314	40.25	21.82	11.13	51	195	50.26	37.95	21.03
San Jose area	2,409	36.49	31.67	14.82	40	236	42.37	45.76	24.15
Seattle area	1,592	34.42	13.63	6.78	23	44	47.73	50.00	20.45
St. Louis	1,360	31.62	6.84	3.01	11	42	52.38	23.81	11.90
Washington, D.C.	12,056	34.78	15.51	7.90	100	808	48.14	27.85	15.97
Wilmington	572	32.87	8.04	3.50	12	65	35.38	16.92	3.08
States:									
Other areas in California	496	37.10	15.32	7.06	9	10	40.00	50.00	20.00
Other areas in Connecticut	638	35.89	7.99	5.33	8	26	46.15	30.77	19.23
Other areas in Florida	1,154	30.42	10.14	4.42	22	38	50.00	10.53	7.89
Kentucky	591	31.64	4.57	2.03	6	32	59.38	21.88	18.75
Other areas in New Jersey	386	29.27	10.10	4.15	7	—	—	—	—
Other areas in New York State	1,371	29.76	5.98	2.33	10	38	60.53	28.95	15.79
Other areas in Texas	334	30.84	10.78	2.99	7	12	41.67	25.00	16.67

Source: The 2016-2017 NALP Directory of Legal Employers. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, and Westfield. Northern Virginia includes offices in Alexandria, McLean/Tyson's Corner, and Reston. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firms lawyers are in that city.

Note: The number of offices reporting one or more summer associates, including demographic information, was 804. Dashes in the summer associates columns indicate that fewer than five offices in that city reported summer associates, or the total number of summer associates reported was less than 10.

Table 5. Partner Demographics at Law Firms — 2016

	Partners by Race or Ethnicity									
	All Partners			Asian		Black/African-American		Hispanic		# of Offices
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	
Total	50,909	8.05%	2.76%	3.13%	1.17%	1.81%	0.64%	2.31%	0.68%	1,082
By # of Lawyers Firm-wide:										
100 or fewer lawyers	3,471	6.68%	2.42%	3.28%	1.35%	1.04%	0.26%	1.09%	0.46%	114
101-250 lawyers	9,516	6.20	2.04	2.22	0.81	1.41	0.47	1.87	0.54	145
251-500 lawyers	11,162	7.40	2.65	2.53	1.03	1.88	0.74	2.17	0.63	214
501-700 lawyers	6,283	8.21	2.75	2.82	0.99	2.02	0.67	2.66	0.78	121
701+ lawyers	20,477	9.44	3.22	3.96	1.45	2.03	0.71	2.69	0.79	488
Offices in:										
Atlanta	1,149	8.01	2.35	1.83	0.26	4.26	1.31	1.22	0.44	24
Austin	331	11.48	4.83	1.21	0.30	3.93	1.81	6.04	2.72	18
Boston area	1,610	4.53	1.68	2.30	1.12	0.99	0.25	1.12	0.31	33
Charlotte	455	6.15	1.54	1.10	0.22	3.30	1.10	1.32	0.22	14
Chicago	3,413	7.00	2.34	3.08	1.14	1.96	0.73	1.58	0.29	55
Cincinnati	336	3.27	1.19	1.19	0.30	0.60	0.00	0.89	0.89	9
Cleveland	496	3.83	0.81	1.21	0.20	1.41	0.40	1.01	0.20	8
Columbus	419	5.97	1.67	0.95	0.48	3.10	0.72	0.72	0.24	12
Dallas	1,024	8.30	2.83	1.46	0.49	1.66	0.68	3.52	1.07	32
Denver	638	5.49	1.88	1.72	0.63	0.16	0.00	2.35	0.31	24
Detroit area	553	5.79	2.35	1.63	0.72	2.89	1.45	0.90	0.00	9
Ft. Lauderdale/W. Palm Beach	186	4.84	2.69	0.00	0.00	2.15	1.61	2.69	1.08	9
Grand Rapids	263	2.28	0.76	0.76	0.38	0.00	0.00	1.52	0.38	6
Houston	1,040	10.87	3.46	2.69	1.06	2.60	1.06	4.62	1.06	39
Indianapolis	343	2.92	1.17	0.58	0.29	0.87	0.00	1.17	0.58	7
Kansas City	439	4.10	1.14	0.91	0.46	2.05	0.00	0.68	0.23	6
Los Angeles area	2,042	15.18	5.53	8.23	3.48	1.91	0.59	3.53	1.18	77
Miami	576	31.08	9.03	0.52	0.35	2.78	0.87	27.26	7.47	17
Milwaukee	632	3.48	1.58	0.79	0.47	0.47	0.00	1.42	0.79	7
Minneapolis	1,132	3.53	1.59	1.06	0.80	0.35	0.18	0.97	0.09	19
New York City	6,340	8.45	2.73	3.96	1.34	1.47	0.50	2.41	0.63	102
Northern NJ/Newark area	505	4.75	1.78	1.78	0.79	0.99	0.40	0.99	0.20	10
Northern Virginia	193	8.29	1.55	5.18	1.04	1.04	0.00	1.55	0.52	9
Orange Co., CA	524	13.74	4.39	8.02	2.86	0.76	0.19	3.63	0.95	20

Table continues on next page

	Partners by Race or Ethnicity									
	All Partners			Asian		Black/African-American		Hispanic		# of Offices
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	
Philadelphia	722	3.88	1.66	1.25	0.55	1.39	0.69	0.28	0.00	12
Phoenix	560	6.25	1.61	1.25	0.54	0.36	0.00	2.14	0.54	13
Pittsburgh	564	3.72	1.60	1.60	0.71	0.35	0.00	1.06	0.53	7
Portland, OR area	437	5.95	2.97	1.60	0.92	1.14	0.69	1.83	0.92	11
Salt Lake City	180	5.00	1.11	1.11	0.00	0.00	0.00	2.78	1.11	8
San Diego	272	12.50	2.94	5.15	1.84	0.37	0.00	4.78	0.74	16
San Francisco	1,362	13.44	4.63	7.86	2.64	2.28	0.51	2.35	1.10	51
San Jose area	792	17.30	5.56	12.37	4.04	1.01	0.25	3.16	1.14	40
Seattle area	895	9.27	3.35	5.47	2.12	1.34	0.45	1.45	0.45	23
St. Louis	766	4.31	1.57	0.52	0.13	2.09	0.65	1.17	0.65	11
Washington, D.C.	4,809	9.07	3.39	3.85	1.31	2.56	1.04	1.89	0.71	100
Wilmington	263	4.18	1.52	1.52	0.76	1.52	0.76	0.76	0.00	12

Source: The 2016-2017 NALP Directory of Legal Employers. The few Native American, Native Hawaiian and multi-racial lawyers reported are included in the overall minority percentages but are not reported separately.

Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, and Westfield. Northern Virginia includes offices in Alexandria, McLean/Tyson's Corner, and Reston.

Table 6. Associate Demographics at Law Firms — 2016

	Associates by Race or Ethnicity									
	All Associates			Asian		Black/African-American		Hispanic		# of Offices
	Total #	% Minority	% Minority Women	Total %	% Women	Total %	% Women	Total %	% Women	
Total	45,398	22.72%	12.42%	11.25%	6.35%	4.11%	2.32%	4.42%	2.15%	1,082
By # of Lawyers Firm-wide:										
100 or fewer lawyers	1,818	17.05%	8.80%	9.90%	5.45%	2.75%	1.21%	2.31%	1.27%	114
101-250 lawyers	5,446	16.43	9.02	7.33	4.30	3.53	1.98	3.65	1.67	145
251-500 lawyers	7,672	21.64	11.78	9.80	5.70	4.50	2.54	4.35	2.10	214
501-700 lawyers	5,657	22.22	11.51	9.93	5.14	4.47	2.53	4.76	2.26	121
701+ lawyers	24,805	24.96	13.84	12.95	7.34	4.13	2.36	4.68	2.32	488
Offices in:										
Atlanta	852	19.48	10.92	7.28	3.40	7.98	5.16	2.00	1.17	24
Austin	219	21.92	10.96	7.31	3.20	2.28	1.37	5.48	2.28	18
Boston area	1,814	16.76	10.53	9.10	5.68	2.54	1.54	3.47	2.04	33
Charlotte	302	13.91	4.97	3.31	1.32	4.97	2.32	2.32	0.33	14
Chicago	2,533	20.37	11.21	9.44	5.33	4.54	2.21	3.67	2.13	55
Cincinnati	147	16.33	7.48	4.76	2.04	6.12	2.72	2.72	1.36	9
Cleveland	322	6.83	4.04	2.48	1.86	3.42	1.55	0.93	0.62	8
Columbus	229	12.66	6.11	3.49	1.31	4.80	2.18	2.18	0.87	12
Dallas	957	21.00	7.94	7.52	1.88	3.45	1.88	5.96	2.30	32
Denver	468	13.89	7.91	4.27	2.99	1.50	1.07	4.49	1.92	24
Detroit area	230	16.96	8.70	2.17	0.00	9.57	5.65	0.87	0.43	9
Ft. Lauderdale/W. Palm Beach	109	15.60	9.17	5.50	1.83	3.67	2.75	5.50	3.67	9
Grand Rapids	74	12.16	6.76	4.05	2.70	2.70	1.35	5.41	2.70	6
Houston	1,110	21.53	10.99	8.92	3.69	4.14	2.52	5.86	3.15	39
Indianapolis	140	10.00	5.00	2.14	0.71	4.29	2.86	2.86	1.43	7
Kansas City	244	17.21	9.43	2.87	1.64	4.51	2.87	4.92	2.46	6
Los Angeles area	2,282	31.33	17.57	17.62	10.43	3.24	1.84	5.78	2.89	77
Miami	342	44.15	23.10	2.05	1.46	5.56	2.34	34.50	18.42	17
Milwaukee	313	8.95	4.47	2.88	1.28	1.92	0.96	3.83	1.92	7
Minneapolis	566	12.37	6.18	5.30	2.83	2.65	1.24	1.77	1.41	19
New York City	11,387	26.74	15.19	14.63	8.68	4.23	2.34	4.99	2.43	102
Northern NJ/Newark area	410	18.29	10.00	8.78	5.37	2.44	1.22	5.12	2.20	10
Northern Virginia	187	25.13	9.09	15.51	4.81	2.67	1.07	4.28	2.14	9
Orange Co., CA	520	28.85	12.88	19.81	9.81	0.77	0.58	4.23	0.96	20
Philadelphia	646	12.85	6.19	4.49	2.32	4.33	2.32	2.01	0.46	12
Phoenix	255	14.12	6.27	4.31	2.35	1.57	0.39	5.10	2.35	13
Pittsburgh	369	14.09	7.86	6.23	3.52	4.88	2.44	2.17	1.08	7
Portland, OR area	203	14.29	7.39	4.43	2.46	0.99	0.49	2.46	0.99	11
Salt Lake City	123	8.13	3.25	1.63	1.63	0.81	0.81	2.44	0.81	8

San Diego	321	26.79	13.08	14.95	7.17	1.56	1.25	4.67	1.87	16
San Francisco	1,531	30.57	17.18	18.62	11.23	2.48	1.18	5.81	2.48	51
San Jose area	1,388	40.63	20.46	30.40	15.92	2.67	0.94	3.89	1.95	40
Seattle area	511	22.11	12.72	11.74	8.02	2.74	1.17	3.33	1.37	23
St. Louis	400	12.25	6.00	3.00	1.50	5.00	3.00	2.25	0.75	11
Washington, D.C.	5,006	22.31	12.37	10.45	5.65	5.69	3.58	3.54	1.72	100
Wilmington	257	12.06	6.23	4.67	3.50	2.33	0.78	3.11	1.56	12

Source: The 2016-2017 NALP Directory of Legal Employers. The few Native American, Native Hawaiian and multi-racial lawyers reported are included in the overall minority percentages but are not reported separately. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Los Angeles area includes offices in Santa Monica and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, and Westfield. Northern Virginia includes offices in Alexandria, McLean/Tyson's Corner, and Reston.

Table 7. Lawyers with Disabilities — 2016

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	128	0.36%	27	0.24%	24	0.30%	17	0.38%	60	0.51%
Associates	96	0.33	7	0.11	15	0.27	13	0.36	61	0.45
All lawyers	283	0.38	45	0.22	53	0.34	41	0.42	144	0.48

Note: Figures for lawyers with disabilities are based on 736 offices/firms reporting counts, including zero, in all lawyer categories. Counts of individuals with disabilities, including zero, cover 75,079 lawyers. Because so few summer associates with disabilities were reported (18 total), they are not included in the table.

Table 8. Openly LGBT Lawyers — 2016

	All Firms		Firms of 100 or Fewer Lawyers		Firms of 101-250 Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701 + Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	825	1.89%	53	1.88%	135	1.72%	141	1.59%	100	1.76%	396	2.15%
Associates	1,304	3.24	34	3.56	89	1.98	149	2.33	158	3.21	874	3.81
Other lawyers	302	2.13	12	1.75	38	2.14	45	1.71	29	1.41	178	2.54
All lawyers	2,431	2.48	99	1.98	262	1.86	335	1.87	287	2.27	1,448	2.99
Summer Associates	291	4.86	6	2.50	11	1.91	45	4.67	39	6.15	190	5.31

Note: Figures for openly LGBT lawyers are based on 936 offices/firms reporting counts, including zero, in all lawyer categories; figures for openly LGBT summer associates are based on 662 offices/firms with a summer program and reporting counts, including zero. Overall, LGBT counts, including zero, cover 98,093 lawyers and 5,990 summer associates.



2016 Report on Diversity in U.S. Law Firms

“Women and Black/African-American associates are still below pre-recession numbers despite small gains in 2016 overall.”

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