THE DIVERSITY SCORECARD RECORDS THE average number of full-time-equivalent minority attorneys—Asian-American, African-American, Latino or Hispanic, Native American and self-described multiracial attorneys—at Am Law 200 and National Law Journal 250 law firms in the calendar year 2019. Lawyer counts are average full-time-equivalent (FTE) figures. Partner statistics include both equity and nonequity partners. Nonpartner figures include associates as well as special counsel, of counsel and other staff attorneys. The survey does not include contract attorneys. Lawyers of Middle Eastern heritage are counted as nonminority attorneys for the purposes of this survey.

Berry Appleman & Leiden, a new firm on this list, takes the top spot thanks to an attorney pool that is nearly half minority. That bumps last year’s first-place finisher, Fragomen, down to second. In all, 71 firms had at least 20% minority attorneys, and seven had at least 20% minority partners.

Prior to 2009, Diversity Scorecard rankings were based only on the minority percentage of all U.S. attorneys. Starting in 2009, we revised our rankings to stress the importance of hiring and promoting minority attorneys to partnership positions. Each firm’s diversity score is calculated by adding the minority percentage of all U.S. attorneys at the firms surveyed to the minority percentage of all U.S. partners at those firms.

A total of 38 Am Law 200 and NLJ 250 firms declined to provide us with numbers. The Am Law 200 firms that did not submit their diversity numbers were: Arnall Golden Gregory, Boies Schiller Flexner, Buchanan Ingersoll & Rooney, Cole Schotz, Cole, Scott & Kissane, Pryor Cashman, Spencer Fane, Williams Mullen, and Womble Bond Dickinson.