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DIVERSITY SCORECARD 2017

THE 2017 DIVERSITY SCORECARD

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 2016. Lawyer counts are average full-time-equivalent (FTE) figures. Partner statistics include both equity and non-equity partners. Nonpartner figures include associates as well as special counsel, of counsel and other staff attorneys. The survey does not include contract attorneys. The heading “Other Minority” includes Native Americans and attorneys who said they were multiracial.

Lawyers of Middle Eastern heritage are counted as nonminority attorneys for the purposes of this survey.

THE FIVE TOP-RANKED FIRMS

2016 DIVERSITY RANK	2015 DIVERSITY RANK	FIRM NAME	DIVERSITY SCORE*	% OF MINORITY ATTORNEYS	% OF MINORITY PARTNERS	TOTAL U.S. ATTORNEYS
1	1	White & Case	54.00	33.4%	20.6%	656
2	2	Fragomen	51.60	29.4%	22.2%	312
3	3	WILSON SONSINI	47.40	27.1%	20.3%	719
4	5	Fenwick	43.30	29.6%	13.7%	302
5	10	Curtis	42.30	23.3%	19.0%	150

“For the fourth consecutive year, White & Case tops the Diversity Scorecard rankings. (Each firm earned a score that is based on its percentage of minority lawyers plus its percentage of minority partners.) Of White & Case’s 656 lawyers in the United States in 2016, 33.4 percent were minority lawyers, including 20.6 percent of U.S. partners.

Fragomen, Del Rey, Bernsen & Loewy, a New York-based firm that specializes in immigration, held the No. 2 spot for the third year in a row. Minority attorneys represented

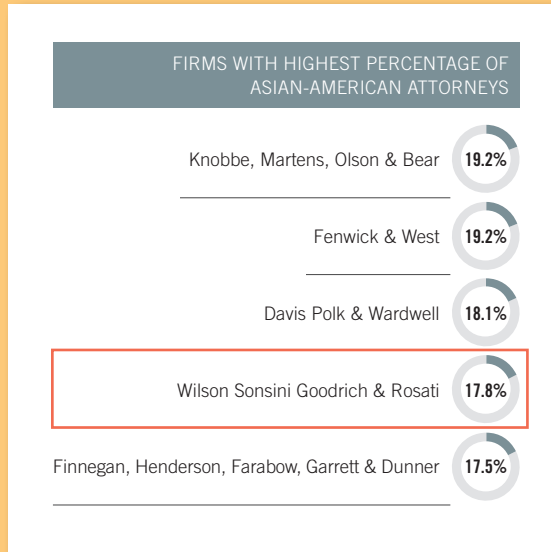
29.4 percent of the firm’s 312 U.S. attorneys, an increase of 0.1 percent from last year. Wilson Sonsini Goodrich & Rosati again ranked third in diversity, followed by Fenwick & West, which rose from fifth place to fourth and displaced Los Angeles-based Wood Smith Henning & Berman, which dropped from the top five to No. 18. Curtis, Mallet-Prevost, Colt & Mosle rounded out the top firms, jumping from 10th last year to fifth this year.

“Even as some general counsel of major U.S. corporations take a harder line with Big Law on diversity, the results of our Diversity Scorecard show that the proportion of minorities in large law firms continues to stagnate.

Minority lawyers working in Am Law 200 firms and NLJ 250 firms stood at just 15.6 percent in 2016, up from 15.0 percent in 2015. The percentage of minority partners among the firms also saw only incremental growth, up only 0.4 percentage points to reach 8.6 percent last year.

Trying to boost those percentages, especially in the partner ranks, general counsel at Facebook Inc., HP and Metropolitan Life Insurance Co. have all announced in recent months initiatives that will require more diversity among their outside counsel—or put those firms at risk of losing fees.

Other diversity mandates have been pushed by corporate GCs for almost two decades, but improvement has been slow. In 2000 the Diversity Scorecard found that large U.S. law firms were 9.7 percent minority; almost 20 years later, that proportion has increased by just 6 percentage points. By contrast, the



proportion of minorities in the United States increased about 13 percentage points from 2000 to 2015, according to data from the U.S. Census.

The small gains registered in this year’s Diversity Scorecard were not evenly distributed among different minority groups. Asian-American lawyers remain the best-represented minority group in large

law firms, comprising 6.9 percent of Big Law lawyers, up from 6.7 percent in 2015. The proportion of Asian-American nonpartners increased by 0.2 percentage points to 9.9 percent. Asian-American partners also saw growth, up to 3.3 percent of all Big Law partners from 3.0 percent the year prior.

The total number of Hispanic attorneys increased by 0.2 percent to 3.7 percent. There were similar gains among partner and nonpartner ranks, to 2.6 percent and 4.5 percent, respectively.

However, there was no change in the total percentage of African-American attorneys across all levels. In 2016, as was the case in 2015, African-Americans comprised only 3.0 percent of Big Law attorneys: 3.9 percent of nonpartners and 1.9 percent of partners.”

The original article published in print under the title “A Slow Rise.” This reprint has been excerpted with permission to focus on the firm Wilson Sonsini Goodrich & Rosati. Reprinted with permission from the May 24, 2017 edition of THE AMERICAN LAWYER © 2017 ALM Media Properties, LLC. All rights reserved. Further duplication without permission is prohibited. For information, contact 877-257-3382 or reprints@alm.com. # 001-05-17-15



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