

THE AMERICAN LAWYER

An **ALM** Publication

americanlawyer.com

JUNE 2018



DIVERSITY SCORECARD 2018

THE 2018 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 2017. 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 are multiracial.

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

THE FIVE TOP-RANKED FIRMS

2017 DIVERSITY RANK	2016 DIVERSITY RANK	FIRM NAME	DIVERSITY SCORE*	% OF MINORITY ATTORNEYS	% OF MINORITY PARTNERS	TOTAL U.S. ATTORNEYS
1	1	White & Case	54.8	33.8%	21.0%	717
2	2	Fragomen	54.5	30.9%	23.6%	330
3	3	WILSON SONSINI	48.7	27.1%	21.6%	712
4	4	Fenwick	43.1	30.0%	13.1%	310
5	12	Best	42.2	22.2%	20.0%	186

For the fifth consecutive year, White & Case holds the top spot on the Diversity Scorecard rankings. (Each law firm earned a score that is based on its percentage of minority lawyers plus its percentage of minority partners.) Of the firm’s 717 attorneys in the United States in 2017, 33.8 percent were minorities, including 21 percent of U.S. partners. These percentages are up slightly from 2016, when the firm reported that 33.4 percent of its attorneys and 20.6 percent of its partners belonged to a minority group.

Fragomen, Del Rey, Bernsen & Loewy, a New York-based firm that focuses on immigration law, held the second spot on the Scorecard

for the fourth year in a row. Wilson Sonsini Goodrich & Rosati and Fenwick & West again ranked third and fourth, respectively, while Best Best & Krieger jumped from No. 12 to the fifth spot on the scorecard. Procopio, Cory, Hargreaves & Savitch; Morrison & Foerster; Curtis, Mallet-Prevost, Colt & Mosle; Kobre & Kim; and Cleary Gottlieb Steen & Hamilton rounded out the top 10 firms.

Last year, general counsel of major U.S. corporations issued a strong mandate to their outside counsel. Give us diverse teams of attorneys, they said, or else. While such strategies had been

implemented before by clients, this time the request took a much more serious tone that threatened to affect firms' bottom lines.

General counsel at Hewlett-Packard, Facebook Inc. and Metropolitan Life Insurance Co. announced initiatives in early 2017 that required more diversity among their outside counsel at the risk of decreased fees.

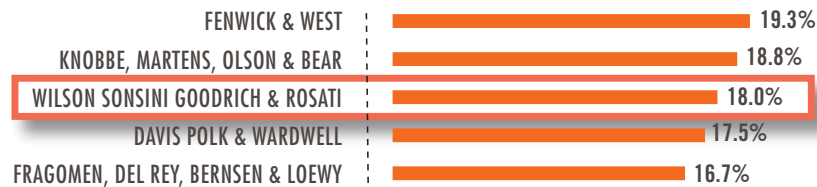
In the year since these mandates, Big Law has worked to meet the new demands, crafting and implementing diversity and inclusion initiatives that strive to increase the recruitment of diverse talent and develop opportunities for minorities to rise through the ranks.

General counsel have used this year as a training ground to prepare law firms for the expectations ahead—and now they're ready to get serious.

There is still a long road ahead for Big Law, as the results of our 2018 Diversity Scorecard show. The proportion of minorities in Big Law still continues to increase incrementally.

Minority lawyers working in Am Law 200 firms and NLJ 250 firms increased just 0.5 percent in 2017, making up only 16.1 percent of attorneys in Big Law, up from 15.6 percent in

FIRMS WITH HIGHEST PERCENTAGE OF ASIAN-AMERICAN ATTORNEYS



2016. The percentage of minority partners also saw 0.5 percent growth in 2017, to 9.1 percent from 8.6 percent the year prior. The total number

of minority nonpartners at law firms inched up to 21.7 percent from 21.2 percent in 2016.

The slight increase in the number of diverse attorneys in Big Law was mirrored among the different minority groups in this year's Diversity Scorecard. Asian-American lawyers still remain the best-represented group, comprising 7.1 percent of Big Law attorneys in 2017, up from 6.9 percent the year prior. The proportion of Asian-American partners increased 0.2 percent from 2016 to 3.5 percent last year while nonpartners only increased 0.1 percent across Big Law to 10 percent.

The total number of African-American attorneys only increased from 3 percent to 3.1 percent last year. Likewise, the number of African-American partners and nonpartners only increased 0.1 percent to 2 percent and 4.1 percent, respectively.

The total number of Hispanic attorneys also grew 0.1 percent to 3.8 percent in 2017. The same went for increases among partner and non-partner ranks, which grew to 2.7 percent and 4.6 percent, respectively.



Wilson Sonsini Goodrich & Rosati
PROFESSIONAL CORPORATION

650 Page Mill Road, Palo Alto, California 94304-1050
Phone 650-493-9300 | Fax 650-493-6811 | www.wsgr.com