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WOMEN AND DIVERSITY

THE DIVERSITY SCORECARD

THE SHARE OF MINORITIES WORKING IN THE United States at the largest law firms in 2014 remained about the same as the year before, inching up to 14.4 percent from 14.1 percent in 2013, according to our annual Diversity Scorecard.

14.4%
OF ALL LAWYERS AT LARGE FIRMS ARE MINORITIES.

Minority representation at law firms at best has reached a plateau, the results suggest. No substantial increase in the overall percentage of minority lawyers has been measured since 2008, when the share reached 13.9 percent before falling in the recession and recovering in 2012.

That is far below the approximately 37 percent of the population that are racial or ethnic

minorities in the United States, according to the U.S. Census. Yet it marks some progress since 2000, when minorities overall accounted for just 9.7 percent of lawyers at the largest firms.

The total proportion of partners, both equity and nonequity, also rose incrementally last year, to 7.7 percent from 7.6 percent a year earlier and 7.3 percent in 2012. There were still 10 law firms in our survey, however, that reported no minority equity partners, and one reported no minority partners at all.

2014 DIVERSITY RANK	2013 DIVERSITY RANK	FIRM NAME	DIVERSITY SCORE	% OF MINORITY ATTORNEYS	% OF MINORITY PARTNERS	TOTAL U.S. ATTORNEYS
1	1	White & Case	52.3	28.2%	24.1%	563
2	4	Fragomen	51.3	30.5%	20.8%	281
3	2	Wilson Sonsini	46.1	25.9%	20.2%	643
4	6	Curtis	42.9	23.3%	19.6%	150
5	5	Munger Tolles	42.4	22.6%	19.8%	190
6	8	Knobbe Martens	40.5	23.0%	17.5%	275
7	N/A	Wood Smith	39.3	24.7%	14.6%	158
8	18	Carlton Fields ¹	38.2	20.4%	17.8%	339
9	11	Fenwick	37.3	25.7%	11.6%	284
10	10	Morrison & Foerster	37.2	23.2%	14.0%	737

THIS YEAR'S FINDINGS

The American Lawyer diversity survey measures the average number of full-time-equivalent Asian or Asian-American, black or African-American, Latino or Hispanic and self-described multiracial attorneys at Am Law 200 and National Law Journal 250 law firms employing 154 lawyers or more in 2014. Lawyers of Middle Eastern heritage are not counted as minorities. Each firm's rank is based on the percentage of minority lawyers in its U.S. offices added to the share of U.S.-based minority partners. The larger the number, the higher the firm's ranking. This year 220 firms reported their diversity numbers to us; 15 declined to provide diversity information.

As has been the case since at least 2004, when we first broke out results by race and ethnicity, Asian or Asian-American attorneys were the best-represented minority group, with 6.4 percent of lawyers and 2.8 percent of partners. However, the large gap between the number of Asian partners and Asian nonpartners (9.3 percent) suggests that they encounter obstacles to promotion.



Latinos or Hispanics made up 3.2 percent of lawyers and 2.4 percent of partners in our survey. Blacks or African-Americans were 3.0 percent of lawyers and 1.8 percent of partners. Lawyers who identified themselves as multiracial constituted 1.7 percent of the total and 0.7 percent of partners. The share of lawyers describing themselves as multiracial has risen steadily since the category was introduced in 2005, from 0.2 that year to 1.7 percent in 2014. American Indian and Alaska natives made up 0.2 percent of lawyers and 0.2 percent of partners. These are some of the survey's highlights:

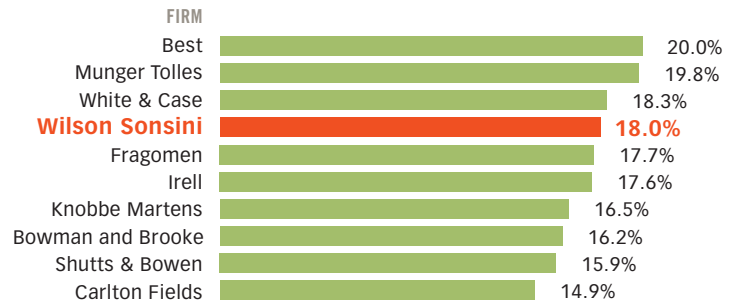
Top Finishers. In a repeat, White & Case again topped our Diversity Scorecard. The firm reported that 28.2 percent of its 563 attorneys in the U.S. are members of minority groups, up from 27.5 percent in 2013. (Most of the firm's lawyers are outside the United States.) White & Case also had the survey's highest share of minority partners in the U.S. Minorities made up 24.1 percent of White & Case U.S. partners, two percentage points higher than a year earlier, when the share was 21.8 percent. The firm also had the third-highest share of minority equity partners at 18.3 percent. The total number of lawyers at White & Case, however, declined slightly from 2013.

Fragomen, Del Rey, Bernsen & Loewy climbed to second place from fourth place a year earlier, displacing Wilson Sonsini Goodrich & Rosati. Wilson Sonsini took the third slot. Fragomen also had the second-highest share of minority partners, after White & Case. Minority partners also were nearly a fifth or more of partners at Wilson Sonsini; Munger, Tolles & Olson and Curtis, Mallet-Prevost, Colt & Mosle.

Partnership Standouts. White & Case, Fragomen, Wilson Sonsini and Munger Tolles led in percentage of minority partners, which helped propel them to the top of the overall diversity rankings. Twelve other firms also had percentages of minority partners exceeding 12 percent.

TOP OF THE CHARTS

These firms had the survey's highest percentages of minority partners.



Equity partners range from 0 to 20 percent. Best, Best & Krieger had the largest share of equity partners with 20 percent. Munger Tolles, White & Case, Wilson Sonsini, Fragomen and Irell also had shares of equity partners that exceeded 17 percent.

The original article published in print under the title "A Snail's Pace." This reprint has been excerpted with permission to focus on the firm Wilson Sonsini Goodrich & Rosati. Reprinted with permission from the June 2015 edition of THE AMERICAN LAWYER © 2015 ALM Media Properties, LLC. All rights reserved. Further duplication without permission is prohibited. For information, contact 877-257-3382 or reprints@alm.com. # 001-05-15-10



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