



2019

REPORT ON DIVERSITY IN U.S. LAW FIRMS

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INTRODUCTION

Women and people of color continued to make incremental gains in representation at major U.S. law firms in 2019 compared with 2018, according to the latest law firm demographic findings from the National Association for Law Placement (NALP). In another bright spot from 2019 — Black or African-American representation among associates has finally surpassed the 2009 figures for the first time since the Great Recession, albeit by just one-tenth of a percentage point. However, the percentage of associates that are Black or African-American women remains slightly below the 2009 figure, despite increasing one-quarter of a percentage point in 2019. NALP's recent analyses of the 2019-2020 *NALP Directory of Legal Employers* (NDLE) — the annual compendium of legal employer data published by NALP — shows that women and people of color continued to make small improvements in their representation among law firm partners in 2019. While the overall percentage of women associates has decreased almost as often as not since 2009, it has been on a steady rise for the past four consecutive years. Likewise, the percentage of Black or African-American associates has declined in more years than not since 2009, while also increasing in each of the past four years. Women accounted for the majority of all summer associates (52.66%) for the second year in a row.

NEW FOR 2019

There are several new and expanded tables within the report this year. The trend data in Table 1 now dates back to 1993. Counsel and non-traditional track/staff attorneys have also been added to Table 1 and more detailed 2019 data for these lawyer categories are presented in Table 7. Additionally, for the first time this report includes findings on the demographics of equity partners, which are reported in Tables 3–5. It is important to note that this information is reported in the NDLE separately from the demographics grid information used for the other analyses in this report. Table 13 is a new trend table on LGBT lawyers and Table 14 presents, for the first time in this report, data on lawyers who are military veterans.

COMMENTARY & ANALYSIS

BY JAMES LEIPOLD, EXECUTIVE DIRECTOR

The highlight of NALP's *2019 Report on Diversity in U.S. Law Firms* is the finding that for the first time since the Great Recession, the percent of Black or African-American associates in large law firms finally eclipsed, albeit barely, the percent measured in 2009. While that is a positive sign, it is barely so, and it strikes me as somewhat of a tragedy that it has taken more than 10 years to achieve such a meager benchmark, and it is notable that the number remains well below five percent.

The overall arc of the storyline for large law firm diversity remains the same — it is one of slow incremental gains for women and people of color in both the associate and partnership ranks, interrupted by some recession-era setbacks, but at a rate so slow as to almost seem imperceptible at times. Women and people of color continue to be well represented in law school and in the summer associate class, but at each year after that women and people of color leave the lawyer ranks at law firms at a higher rate than white men, and women of color remain the most underrepresented of all, with Asian women making up just 1.46% of law firm partners, Latinx women making up just 0.80% of law firm partners, and Black or African-American women making up just 0.75% of law firm partners. Women overall remain grossly underrepresented among the equity ranks of law firms, with just one in five equity partners being women (worse, only 7.6% of equity partners are people of color).

The number of LGBT lawyers in large law firms continues to rise, with the highest representation among the summer associate ranks, where nearly 7% of all summer associates were reported as LGBT. At the largest law firms of more than 700 lawyers, the figure was over 7%. By contrast, lawyers with disabilities of all sorts remain vastly underreported, with only about one half of one percent of all lawyers in large law firms being reported as having a disability, a figure that is dramatically at odds with the numbers of students in both the undergraduate and law school settings who report having disabilities.

Finally, diversity in U.S. law firms remains a story of geography, with law firms in some cities reporting far higher rates of diversity than others, with Seattle and San Francisco firms reporting the highest percent of women partners, and Miami far outstripping all other cities in reporting partners who are people of color, at nearly 35% — New York's percentage by contrast was just a third of that.

Having watched these numbers carefully for more than 15 years, I have become convinced that despite steady gains, great structural and cultural hurdles remain that prevent law firms from being able to measure more rapid progress in increasing diversity, particularly among the partnership ranks.

HIGHLIGHTS

ASSOCIATES

- Women, people of color, and women of color all made steady gains in representation at the associate level. Some of the largest increases were realized for people of color, jumping about 1.2 percentage points from 24.22% in 2018 to 25.44% in 2019.
- Black or African-American associates surpassed the 2009 level of 4.66% for the first time since the recession, rising to 4.76%; however, the share of Black or African-American women (2.80%) remains just below the 2009 figure of 2.93%.

PARTNERS

- In 2019, women, people of color, and women of color all made small improvements in representation at the partner level. Women experienced the biggest gains, increasing by approximately 0.8 percentage points from 23.36% in 2018 to 24.17% in 2019.
- Women of color continued to be the most dramatically underrepresented group at the partnership level; however, the percentage of partners that are women of color has nearly doubled since 2009, growing from 1.88% in 2009 to 3.45% in 2019.

EQUITY PARTNERS

- Equity partners in multi-tier law firms continue to be disproportionately white men. In 2019, just 1 in 5 equity partners were women (20.3%) and only 7.6% were people of color.
- Almost 61% of men partners were equity partners as of February 2019, while somewhat less than half, not quite 47%, of women partners, and about 49% of partners of color, were equity partners.
- Among non-equity partners, almost 69% were men, just over 31% were women, and 10.7% were people of color.

COUNSEL

- Representation of women among counsel increased by about 1.5 percentage points to 36.90% in 2019.

NON-TRADITIONAL TRACK/STAFF ATTORNEYS

- The percentage of people of color and women of color increased among non-traditional track/staff attorneys.
- Overall, women experienced a small decrease of approximately 0.2 percentage points in their representation among non-traditional track/staff attorneys; however, they still account for the majority (57.45%) of these attorneys.

HIGHLIGHTS

SUMMER ASSOCIATES

- Women accounted for over half of all summer associates (52.66%) for the second year in a row.
- The percentage of summer associates that are people of color increased for the third year in a row, rising to 35.26%.

LAWYERS WITH DISABILITIES

- The reporting of lawyers with disabilities (of any race or gender) remains limited, both at the associate and partner levels.

LGBT LAWYERS

- While the percentage of LGBT lawyers overall only grew by approximately one-tenth of a percentage point from 2018 to 2019, the percentage of LGBT summer associates increased by about 1.1 percentage points, climbing from 5.73% in 2018 to 6.86% in 2019. This suggests that there is still the potential for some growth in the presence of LGBT associates at these firms.

LAWYERS WHO ARE MILITARY VETERANS

- The percentage of lawyers overall who are military veterans was 1.76%. The percentage of summer associates who are military veterans was 1.55%.

SIGNIFICANT FINDINGS

ASSOCIATES

Representation of women, people of color, and women of color among associates saw positive gains in 2019. Representation of women has climbed four years in a row and exceeded the high previously reached in 2009 each of the past two years. The percentage of associates that are people of color and women of color are also at historic highs.

NALP's analysis found that representation of associates of color has continued to increase since 2010 (from 19.53% to 25.44%) following widespread layoffs in 2009. Over the same period of time, however, representation of women didn't realize a net increase until 2018. In 2019, the percentage of women increased to 46.77% from 45.91% in 2018. The 2019 figure exceeds the 2009 figure of 45.66% by 1.1 percentage points and is the highest percentage on record in the 27 years in which NALP has been reporting data.

In contrast to the pattern for women as a whole, representation of women of color among associates has increased from about 11% (2009-2012) to 14.48% in 2019, though some backsliding in 2010 is noted. (See Table 1.) However, nearly one percentage point of this gain occurred within the last year.

Much of the increase in the representation of people of color since 2011 can be attributed to increased representation of Asians among associates. While overall representation of people of color fell in 2010, this was not the case for Asian associates. Asian associates now make up 12.17% of all associates, with representation having risen about 2.9 percentage points, from 9.28% in 2009.

Latinx associate representation has also grown in more recent years. After fluctuating between 3.81% and 3.95% of associates between 2009 and 2014, Latinx associates have slightly outnumbered Black or African-American associates since 2015. In 2019, 5.17% of associates were Latinx, increasing almost half a percentage point from 2018.

In contrast to trends among Asian and Latinx associates, representation of Black or African-Americans among associates fell every year from 2010 to 2015, but has grown slightly in each of the past four years from 2016-2019, and finally surpassed the 2009 level of 4.66% in 2019 by 0.1 percentage points, reaching 4.76% (See Table 2.)

PARTNERS

In 2019, representation of women, people of color, and women of color among partners in law firms all increased over 2018, with women overall experiencing the largest gains.

During the 27 years that NALP has been compiling this information, law firms have made steady incremental — though very slow — progress in increasing the presence of women and people of color in the partner ranks. In 2019, that upward trend continued, with people of color accounting for 9.55% of partners in major U.S. firms and women accounting for 24.17% of the partners in these firms, up from 9.13% and 23.26%, respectively, in 2018. An increase of about eight-tenths of a percentage point in representation of women among partners is noted as the second largest on record during the entire span of NALP's compilation of these figures, exceeded only by the growth seen in 2014.

Nevertheless, over the period of time that NALP has been reporting these data, the gains for women and partners of color have been minimal at best. In 1993 people of color accounted for 2.55% of partners and women accounted for 12.27% of partners. And at just 3.45% of partners in 2019, women of color continue to be the most dramatically underrepresented group at the partnership level, a pattern that holds across all firm sizes and most jurisdictions. The representation of women of color at the partnership level is somewhat higher (4.06%) at the largest firms with more than 700 lawyers. Men of color, meanwhile, accounted for just 6.10% of partners in 2019, compared with 5.94% in 2018.

But, as is the case with associates, most of the increase in representation of partners of color since 2009 can be attributed to an increase of Asian and Latinx men partners in particular. Representation of Black or African-Americans among partners has only increased about a quarter of one percent during this period and was 1.97% in 2019, up slightly from 1.83% in 2018. (See Table 2.) Black or African-American and Latinx women each still account for less than one percent of all partners, at 0.75% and 0.80% respectively, in 2019.

EQUITY PARTNERS

In 2019, the percentage of women and people of color that are equity partners increased; however, both groups are still considerably underrepresented.

For the first time this report includes findings on the demographics of equity partners. It is important to note that equity partner information is reported in the NALP Directory separately from the demographics grid information used for the other analyses in this report.

The demographics of equity figures reflect firms with multi-tier partnerships which also provided equity/non-equity partner demographics in 2019. This

reporting accounted for 20,308 partners, or about 65% of the partners reported in offices with multi-tier partnerships reported in the NALP Directory. Note that figures by gender also include the count of people of color.

To the extent that broad trends in the data can be identified over the period for which this information has been collected, it appears that the distribution of all partners by equity status has moved by only a bit towards greater proportions of women and people of color, just as women and people of color have made small gains in representation among partners as a whole. For instance, between 2011 and 2019, the percent of all partners who were men equity partners fell from 51.7% to 45.7%, while the percent of all partners who were women equity partners rose from 9.5% to 11.6%, and the percent of all partners who were equity partners of color rose from 2.9% to 4.4%. Notably, over the same period, the percentage of partners overall who are equity partners has decreased. (See Table 5.)

COUNSEL

Representation of women, people of color, and women of color among counsel in law firms grew in 2019. Women, in particular, experienced the largest year-over-year increase in representation among counsel since NALP began reporting data on counsel separately in 2012.

Representation among women has generally increased since NALP first began reporting data on counsel specifically in 2012, with some small declines from the 2014 figure experienced from 2015-2017. These declines have since been erased and representation among women are at all-time highs, increasing from 35.37% in 2018 to 36.90% in 2019.

The share of people of color and women of color among counsel has also, for the most part, increased over the last seven years, with one small dip in the

percentage of women of color in 2017. However, at just 11.51% and 5.53% respectively, representation of people of color and women of color among counsel is still quite low and only slightly better than the percentages at the partnership level.

NON-TRADITIONAL TRACK/ STAFF ATTORNEYS

Non-traditional track/staff attorney positions are the only attorney positions in which women are over-represented. The share of non-traditional track/staff attorney positions that are held by people of color and women of color are similar to those of associate positions.

Representation among women declined for the first time since NALP first began reporting data on non-traditional track/staff attorney positions as a category in 2014, although women remain the majority (57.45%).

The percentage of people of color in non-traditional/staff attorney positions grew by 1.5 percentage points to 23.18% in 2019, the largest gain since NALP began collecting these data. The percentage of women of color also increased by about half a percentage point, to 14.05% in 2019.

LAWYERS OVERALL

Representation of women, people of color, and women of color among lawyers as a whole was up, reaching historic highs across the board. Women of color experienced the greatest year-over-year increase, 0.65 percentage points, since NALP began collecting data by gender within each race/ethnicity category.

These increases reflect the growth experienced across all lawyer categories — for partners, associates, counsel, and non-traditional track/staff attorneys as noted above. Although the overall figure for women

fell in 2010 and 2011, and again in 2015, the overall percentage for women (36.33% in 2019) has exceeded the 2009 figure of 32.97% since 2014.

The representation of lawyers of color as a whole rose nearly nine-tenths of a percentage point in 2019, to 16.98%. Consistent with findings for women of color among partners and associates, representation of women lawyers of color as a whole reached a historic high, increasing from 8.08% in 2018 to 8.73% in 2019. (See Table 1.)

SUMMER ASSOCIATES

The representation of women and people of color in the summer associate ranks compares much more favorably to the population of recent law school graduates and hit all-time highs in 2019. Women accounted of over half of all summer associates (52.66%) for the second year in a row.

According to the American Bar Association (ABA), since 2000, the percentage of graduates of color has ranged from 20% to 31%, while women have accounted for 46% to 50% of graduates, with the Class of 2018 being a high-water mark. In 2019, 52.66% of summer associates were women, 35.26% were people of color, and 21.16% were women of color.

While the demographics of summer associates are much more representative of the recent law graduate population, it should be kept in mind that 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 bottoming out in 2010 and 2011. The number of summer associates in the NDLE was about 7,000 in 2019, up from approximately 6,900 in 2018.

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 draw definitive conclusions about the representation of lawyers with disabilities. Just under half of one percent of partners (0.46%) self-reported as having a disability in 2019, down slightly from 0.52% in 2018. Previously, this percentage has hovered around approximately one-third of one percent from 2012-2016. In contrast, representation of associates with disabilities improved somewhat, from 0.46% in 2018 to 0.59% in 2019. However, these figures are still small, making it difficult to draw any conclusions about trends going forward. Although the presence of individuals with disabilities among law school graduates is not precisely known, other NALP research suggests that between 2.5% and 3.5% of graduates self-identify as having a disability. Disability figures for partners, associates, and all attorneys with disabilities by firm size are reported in Table 11.

LGBT LAWYERS

The percentage of lesbian, gay, bisexual, and transgender (LGBT) lawyers has generally been trending upward over the period since 2002 when NALP first began compiling these figures. While the percentage of LGBT lawyers overall was up slightly in 2019, LGBT representation among partners and other lawyers (such as counsel and staff attorneys) was essentially flat in comparison to 2018.

The overall percentage of LGBT lawyers reported in 2019 increased slightly to 2.99% compared with 2.86% in 2018. However, LGBT representation among summer associates jumped over 1.1 percentage points, from 5.73% in 2018 to 6.86% in 2019. Although the

percentage of LGBT lawyers was up overall, increases were not universal across lawyer types. Representation among partners and other lawyers, such as counsel and non-traditional track/staff attorneys, was essentially flat, with the percentage of LGBT partners dropping marginally from 2.11% in 2018 to 2.07% in 2019 and the percentage for other lawyers declining a small amount from 2.37% in 2018 to 2.32% in 2019.

However, associates saw an increase of about one-third of a percentage point in comparison to 2018, increasing from 3.80% in 2018 to 4.14% in 2019. The percentage of offices reporting LGBT data has been around 90% or higher since 2008, and in 2019, 93% of offices reported LGBT counts. About two-thirds of these offices reported at least one LGBT lawyer among partners and associates in 2019.

The overall count in 2019 of 3,028 LGBT lawyers is up by 7.1% from 2018. Over a longer span of time, the number now is approximately 2.75 times larger than it was in the 2002 NDLE, when the data were first collected/compiled. In the 2002 NDLE, the number of 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% and the 2019 figure is now just shy of 3%.

The presence of LGBT lawyers continues to be highest among associates, at 4.14% (see Table 12). LGBT associates are also better represented at large law firms — with firms of 701+ lawyers reporting 4.45% LGBT associates. Conversely, small firms of 100 or fewer lawyers reported the highest percentage of LGBT partners in 2019, at 2.42%.

Across the U.S., the percentage of LGBT summer associates continues to suggest that there is still potential for some growth in the presence of LGBT associates at these reporting firms. The overall figure for summer associates was 6.86%, compared with 5.73% in 2018. However, there is considerable variability by firm size, ranging from 3.55% in firms

of 100 or fewer lawyers to 8.09% in firms of 501-700 lawyers. LGBT figures by attorney type and firm size are reported in Table 12 and historical trend data are presented in Table 13.

LAWYERS WHO ARE MILITARY VETERANS

Among lawyers overall, 1.76% are military veterans. A slightly smaller percentage (1.55%) of summer associates are veterans.

NALP began collecting data on military veterans in the *NALP Directory of Legal Employers* in 2018 and in 2019, nearly 70% of offices/firms reported counts, including zero, of military veterans. Reporting on veteran status for summer associates was more limited, with less than half of offices/firms reporting data. Overall, partners had a higher percentage of military veterans (1.81%) than associates (1.27%). There was variability by firm size, with firms of 100 or fewer lawyers generally having higher percentages of military veterans than larger firm sizes, with the exception of the “other lawyers” category. Military veteran figures by attorney type and firm size are reported in Table 14.

BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The 2019-2020 *NALP Directory of Legal Employers*, which provides the individual firm listings on which these aggregate analyses are based, includes attorney race/ethnicity and gender information for over 108,500 partners, associates, and other lawyers in 979 offices, and for almost 7,000 summer associates in 668 offices nationwide. The NDLE is available online at www.nalpdirectory.com.

TABLES

For purposes of the figures in Tables 1-10, attorneys of color include those whose race or ethnicity is Black or African-American, Latinx, American Indian or Alaska Native, Asian, Native Hawaiian or other Pacific Islander, and those of multi-racial heritage, as reported by the law firms in the NDLE. The term Hispanic/Latino was used as the racial/ethnicity category within the 2019-2020 NDLE form; however, the term Latinx, a gender-neutral term for people of Latin American descent, is used within this report when referring to the Hispanic/Latino population.

The partner numbers include both equity and non-equity partners, unless otherwise noted in Tables 3-5. The data in Table 2 (“Partner and Associate Demographics at Law Firms — 2009-2019”) does not include data for attorneys of color whose race/ethnicity is American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, and those of multi-racial heritage, as these groups are a very small fraction of the overall proportion of people of color reported.

Table 1. Women and People of Color at Law Firms — 1993–2019

	Partners			Associates			Counsel		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
2019	24.17%	9.55%	3.45%	46.77%	25.44%	14.48%	36.90%	11.51%	5.53%
2018	23.36	9.13	3.19	45.91	24.22	13.52	35.37	10.70	4.80
2017	22.70	8.42	2.90	45.48	23.32	12.86	34.53	10.24	4.59
2016	22.13	8.05	2.76	45.00	22.72	12.42	34.31	10.00	4.64
2015	21.46	7.52	2.55	44.68	22.00	11.78	34.03	9.11	4.19
2014	21.05	7.33	2.45	44.94	21.63	11.51	34.63	8.56	4.18
2013	20.22	7.10	2.26	44.79	20.93	11.29	33.55	8.14	3.70
2012	19.91	6.71	2.16	45.05	20.32	11.08	32.97	8.04	3.52
2011	19.54	6.56	2.04	45.35	19.90	10.96	NA	NA	NA
2010	19.43	6.16	1.95	45.41	19.53	10.90	NA	NA	NA
2009	19.21	6.05	1.88	45.66	19.67	11.02	NA	NA	NA
2008	18.74	5.92	1.84	45.34	19.08	10.73	NA	NA	NA
2007	18.34	5.40	1.65	45.06	18.07	10.07	NA	NA	NA
2006	17.90	5.01	1.48	44.33	16.72	9.16	NA	NA	NA
2005	17.29	4.63	NA	44.12**	15.62**	NA	NA	NA	NA
2004	17.06	4.32	NA	43.96**	15.06**	NA	NA	NA	NA
2003	16.81	4.04	NA	43.02**	14.63**	NA	NA	NA	NA
2002	16.30	3.71	NA	42.42**	14.27**	NA	NA	NA	NA
2001	15.80	3.55	NA	41.94**	13.70**	NA	NA	NA	NA
2000	15.63	3.35	NA	41.69**	12.86**	NA	NA	NA	NA
1999	15.04	3.25	NA	41.39**	12.06**	NA	NA	NA	NA
1998	14.55	3.07	NA	40.90**	11.81**	NA	NA	NA	NA
1997	14.21	2.95	NA	40.11**	11.06**	NA	NA	NA	NA
1996	14.19**	2.93**	NA	39.79**	10.17**	NA	NA	NA	NA
1995	13.43**	2.79**	NA	38.98**	9.29**	NA	NA	NA	NA
1994	12.91**	2.68**	NA	38.99**	8.36**	NA	NA	NA	NA
1993	12.27**	2.55**	NA	38.78**	7.69**	NA	NA	NA	NA

Source: *The NALP Directory of Legal Employers*

Table 1. Women and People of Color at Law Firms — 1993–2019 *(continued)*

	Non-traditional Track/ Staff Attorneys			Total Lawyers			Summer Associates		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
2019	57.45%	23.18%	14.05%	36.33%	16.98%	8.73%	52.66%	35.26%	21.16%
2018	57.66	21.71	13.60	35.41	16.10	8.08	51.42	35.04	20.83
2017	56.36	21.48	13.47	34.54	15.18	7.54	49.87	32.33	18.23
2016	56.36	20.59	13.06	33.89	14.62	7.23	48.71	32.33	18.05
2015	56.35	19.94	12.85	33.38	13.97	6.81	47.78	31.16	16.99
2014	55.74	20.79	13.34	33.48	13.83	6.74	46.33	30.27	16.63
2013	NA	NA	NA	32.78	13.36	6.49	45.32	29.51	15.78
2012	NA	NA	NA	32.67	12.91	6.32	46.26	29.55	16.26
2011	NA	NA	NA	32.61	12.70	6.23	47.71	27.11	15.19
2010	NA	NA	NA	32.69	12.40	6.20	47.35	26.99	14.92
2009	NA	NA	NA	32.97	12.59	6.33	46.62	24.04	12.90
2008	NA	NA	NA	32.58	12.26	6.18	45.42	24.04	12.99
2007	NA	NA	NA	31.98	11.43	5.70	45.58	24.19	13.25
2006	NA	NA	NA	31.32	10.58	5.18	46.67	23.05	12.40
2005	NA	NA	NA	NA	NA	NA	47.92	22.85	NA
2004	NA	NA	NA	NA	NA	NA	47.74	20.15	NA
2003	NA	NA	NA	NA	NA	NA	49.20	18.67	NA
2002	NA	NA	NA	NA	NA	NA	48.22	19.19	NA
2001	NA	NA	NA	NA	NA	NA	48.23	17.26	NA
2000	NA	NA	NA	NA	NA	NA	46.26	17.28	NA
1999	NA	NA	NA	NA	NA	NA	45.97	17.67	NA
1998	NA	NA	NA	NA	NA	NA	44.41	18.47	NA
1997	NA	NA	NA	NA	NA	NA	43.95	18.66	NA
1996	NA	NA	NA	NA	NA	NA	43.34	19.27	NA
1995	NA	NA	NA	NA	NA	NA	44.14	19.28	NA
1994	NA	NA	NA	NA	NA	NA	42.16	19.74	NA
1993	NA	NA	NA	NA	NA	NA	41.16	18.91	NA

Notes:

NA: Not available.

* Refers to race/ethnicity and includes individuals who reported a race/ethnicity other than White, non-Hispanic.

** A double asterisk indicates that the partner figure includes of counsel, or that the associate figure includes senior attorneys and staff attorneys.

Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. Figures for all lawyers were calculated beginning in 2006. Data specifically for counsel positions is available from 2012-present and for non-traditional track/staff attorneys from 2014-present.

Chart 1. Percentage of Partners that are Women and People of Color at Law Firms, 1993–2019

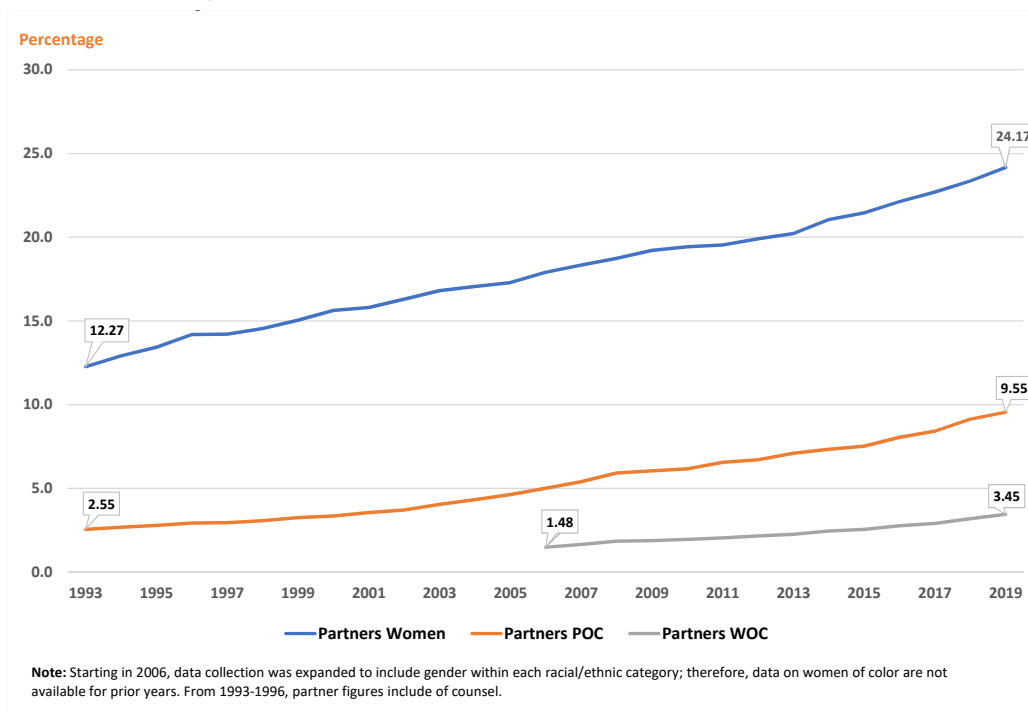


Chart 2. Percentage of Associates that are Women and People of Color at Law Firms, 1993–2019

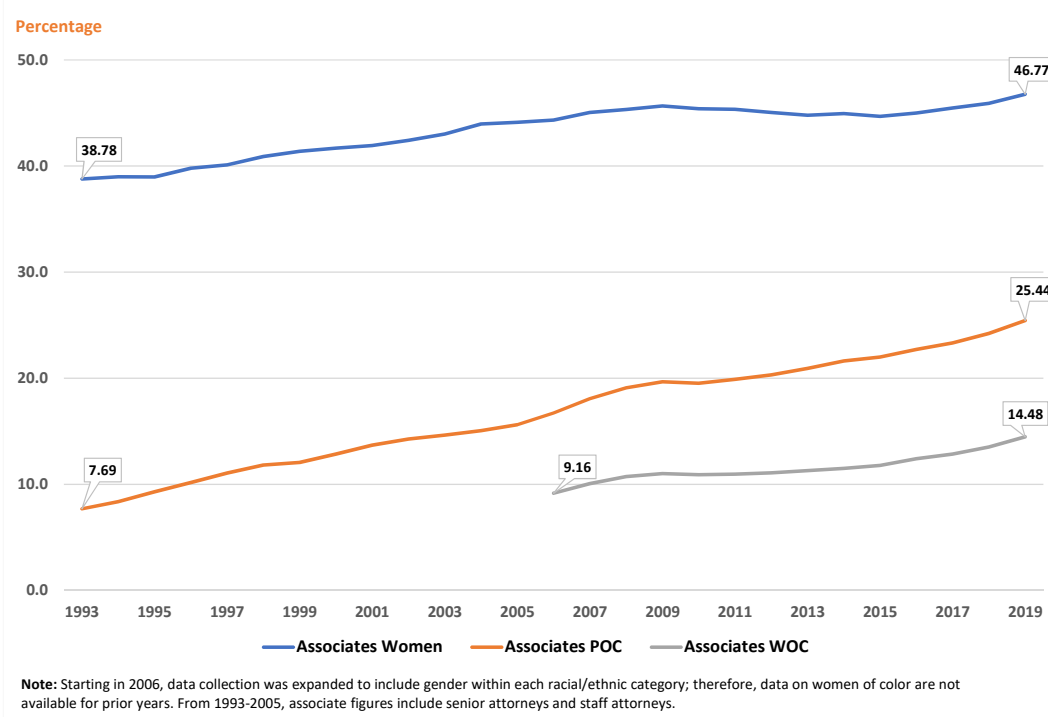


Chart 3: Percentage of Counsel that are Women and People of Color at Law Firms, 2012–2019

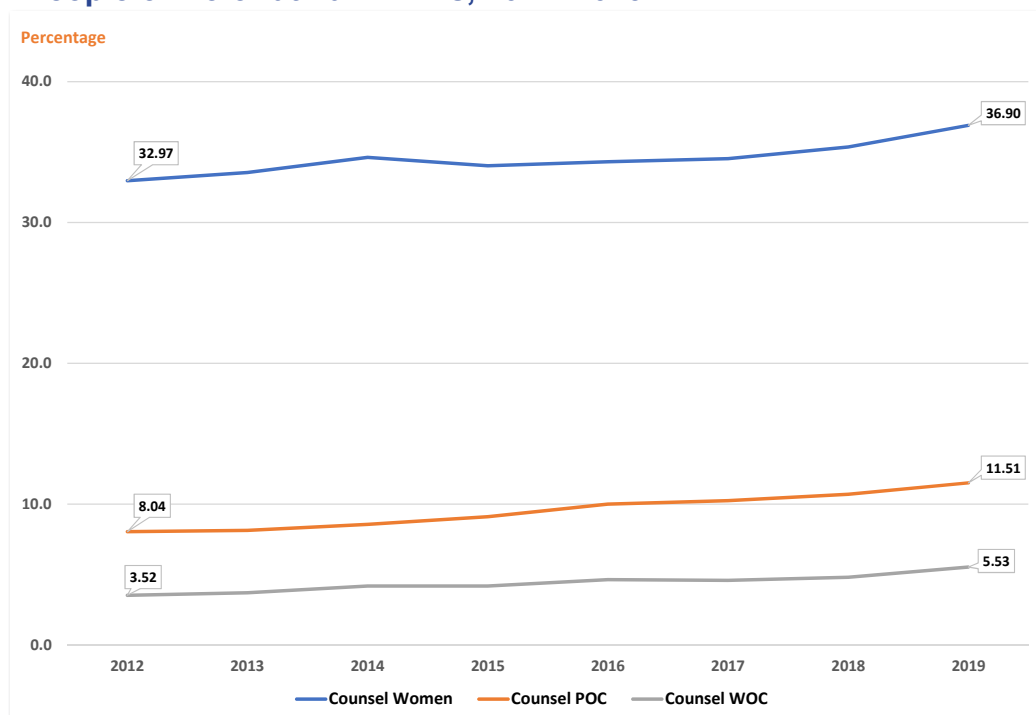


Chart 4: Percentage of Non-traditional Track/Staff Attorneys that are Women and People of Color at Law Firms, 2014–2019

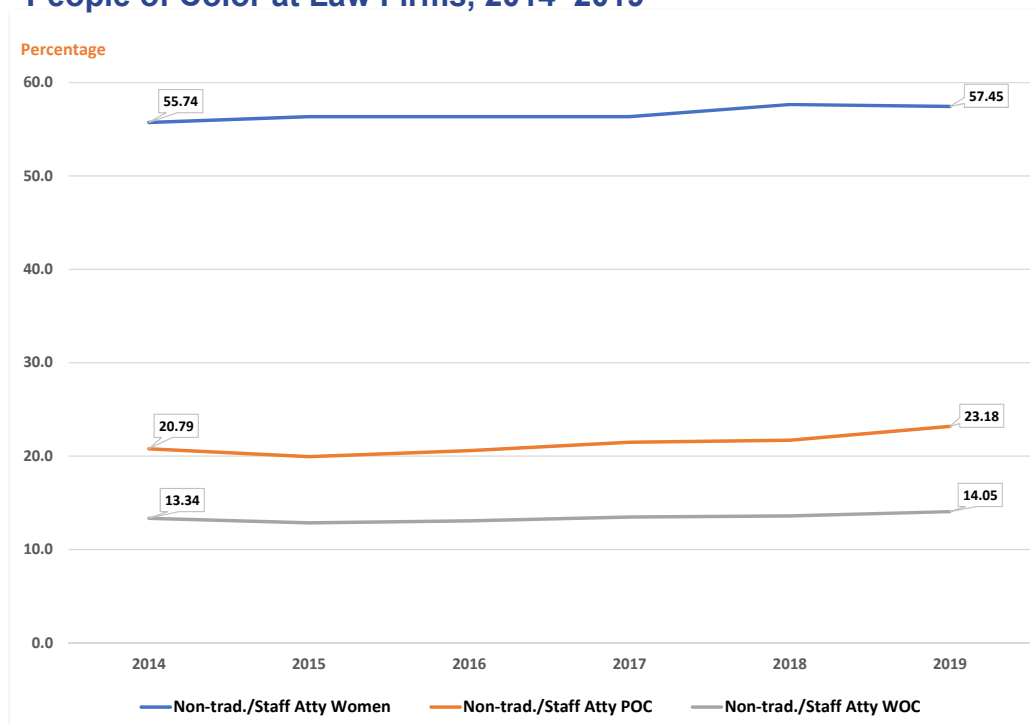


Chart 5: Percentage of All Lawyers that are Women and People of Color at Law Firms, 2006–2019

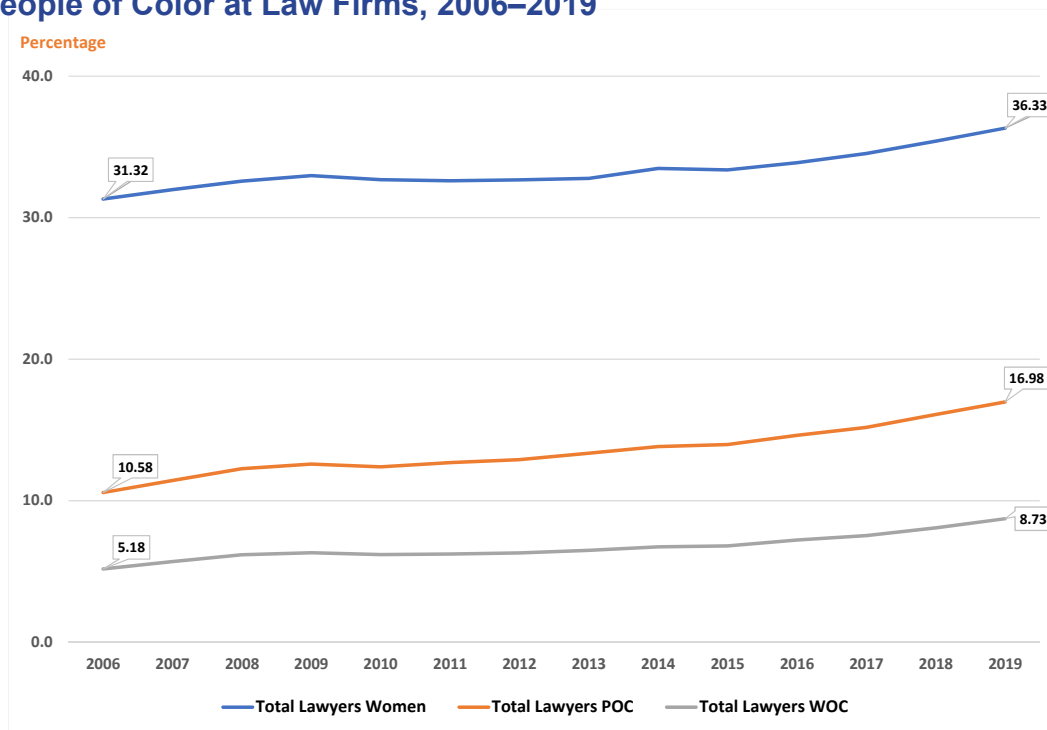


Chart 6: Percentage of Summer Associates that are Women and People of Color at Law Firms, 1993–2019

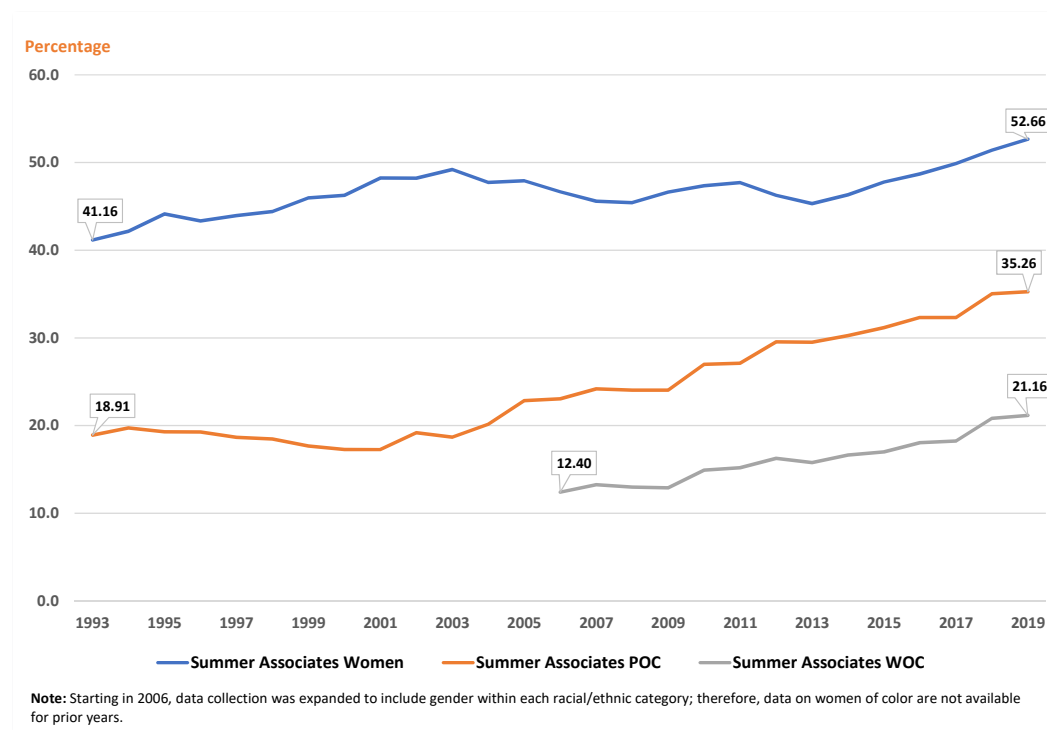


Table 2. Partner and Associate Demographics at Law Firms — 2009–2019

	Partners						Associates					
	Asian		Black or African-American		Latinx*		Asian		Black or African-American		Latinx*	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2019	3.89%	1.46%	1.97%	0.75%	2.52%	0.80%	12.17%	7.17%	4.76%	2.80%	5.17%	2.70%
2018	3.63	1.38	1.83	0.68	2.49	0.77	11.69	6.64	4.48	2.55	4.71	2.45
2017	3.31	1.23	1.83	0.66	2.40	0.73	11.40	6.52	4.28	2.42	4.57	2.23
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
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
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
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
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
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
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
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

Source: *The NALP Directory of Legal Employers*

Note: *The term Hispanic/Latino was used as the racial/ethnicity category within the 2019-2020 *NALP Directory of Legal Employers* form; however, the term Latinx, a gender-neutral term for people of Latin American descent, is used within this report when referring to the Hispanic/Latino population.

Table 3. Percent of Partners Reported as Equity Partners for Men, Women, and People of Color

	2011	2012	2013	2014	2015	2016	2017	2018	2019
Men partners	16,134	18,278	18,083	17,641	17,476	17,456	16,309	15,930	15,247
% equity	64.9%	64.2%	63.6%	63.5%	61.8%	62.5%	62.9%	60.9%	60.8%
Women partners	4,104	4,578	4,778	4,835	4,971	5,145	5,041	5,096	5,057
% equity	47.0%	46.4%	47.4%	47.7%	45.8%	46.9%	47.0%	46.4%	46.7%
Partners who are people of color	1,229	1,423	1,562	1,549	1,617	1,696	1,670	1,752	1,820
% equity	47.1%	46.8%	47.2%	48.5%	45.5%	45.9%	45.9%	45.3%	48.8%

Table 4. Distribution of Equity and Non-equity Partners for Men, Women, and People of Color

	2011	2012	2013	2014	2015	2016	2017	2018	2019
Equity partners	12,396	13,864	13,760	13,508	13,078	13,323	12,630	12,067	11,633
% men	84.4%	84.7%	83.5%	82.9%	82.6%	81.9%	81.3%	80.4%	79.7%
% women	15.6%	15.3%	16.5%	17.1%	17.4%	18.1%	18.7%	19.6%	20.3%
% people of color	4.7%	4.8%	5.4%	5.6%	5.6%	5.8%	6.1%	6.6%	7.6%
Non-equity partners	7,842	8,992	9,101	8,968	9,369	9,278	8,720	8,959	8,675
% men	72.3%	72.7%	72.4%	71.8%	71.2%	70.6%	69.3%	69.5%	68.9%
% women	27.7%	27.3%	27.6%	28.2%	28.8%	29.4%	30.7%	30.5%	31.1%
% people of color	8.3%	8.4%	9.1%	8.9%	9.4%	9.9%	10.4%	10.7%	10.7%

Note: Partners who are people of color are also counted in the men and women categories, hence percentages do not add to 100.

Table 5. Distribution of All Partners by Equity Status for Men, Women, and People of Color

	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total partners	20,238	22,856	22,861	22,476	22,447	22,601	21,350	21,026	20,308
% equity	61.3%	60.7%	60.2%	60.1%	58.3%	58.9%	59.2%	57.4%	57.3%
% equity – men	51.7%	51.4%	50.3%	49.8%	48.1%	48.3%	48.1%	46.2%	45.7%
% equity – women	9.5%	9.3%	9.9%	10.3%	10.1%	10.7%	11.1%	11.2%	11.6%
% equity – people of color	2.9%	2.9%	3.2%	3.3%	3.3%	3.4%	3.6%	3.8%	4.4%
% non-equity	38.7%	39.3%	39.8%	39.9%	41.7%	41.1%	40.8%	42.6%	42.7%
% non-equity – men	28.0%	28.6%	28.8%	28.7%	29.7%	29.0%	28.3%	29.6%	29.4%
% non-equity – women	10.7%	10.7%	11.0%	11.2%	12.0%	12.1%	12.5%	13.0%	13.3%
% non-equity – people of color	3.2%	3.3%	3.6%	3.5%	3.9%	4.1%	4.2%	4.6%	4.6%

Note: Figures for 2019 are based on 204 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2018. Since partners who are people of color are also counted in the men and women categories, percentages across these three categories do not add to 100.

Table 6. Women and People of Color at Law Firms — Partners and Associates — 2019

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Total	46,830	24.17%	9.55%	3.45%	45,927	46.77%	25.44%	14.48%	979
By # of Lawyers Firm-wide:									
100 or fewer lawyers	2,298	22.67	7.18	2.44	1,218	40.39	18.39	9.93	77
101-250 lawyers	8,359	24.05	7.26	2.61	4,536	47.53	19.51	11.42	119
251-500 lawyers	8,326	24.08	9.01	3.23	5,971	46.21	24.38	13.67	160
501-700 lawyers	5,080	24.45	8.03	2.91	4,217	47.00	24.57	14.32	121
701+ lawyers	22,767	24.33	11.16	4.06	29,985	46.99	26.95	15.31	502
Offices in:									
Atlanta	916	20.52	7.86	2.62	835	45.87	21.44	11.74	21
Austin	287	27.18	12.89	4.53	210	42.38	19.52	10.00	18
Boston	1,230	23.17	5.37	1.71	1,451	47.00	19.71	11.65	33
Charlotte	414	17.39	5.07	1.45	328	40.85	13.11	7.01	12
Chicago	3,032	23.81	8.91	2.94	2,502	43.96	21.98	11.63	50
Cincinnati	267	23.97	3.37	1.50	137	40.15	15.33	5.84	5
Cleveland	409	20.29	2.93	0.73	289	40.83	5.19	3.11	6
Columbus	401	25.94	7.48	3.49	211	41.71	17.54	8.06	10
Dallas	856	20.21	9.58	3.39	744	40.32	21.91	10.48	33
Denver	611	28.48	7.69	2.45	526	49.05	15.78	9.89	23
Detroit area	593	26.98	6.07	2.36	231	48.92	17.75	10.39	9
Ft. Lauderdale/ W. Palm Beach	149	24.16	8.05	2.68	77	45.45	20.78	10.39	8
Grand Rapids	311	22.19	3.86	0.96	85	50.59	16.47	8.24	5
Houston	994	19.62	13.08	4.02	1,047	42.22	27.89	13.09	39
Indianapolis	413	20.58	2.91	0.97	188	52.13	18.09	12.77	6
Kansas City, MO	490	24.49	4.69	1.84	270	47.78	11.11	4.81	7
Los Angeles area	1,733	26.14	17.25	6.29	2,142	50.05	33.85	20.03	72
Miami	297	25.59	34.68	10.77	248	52.02	46.77	27.82	14
Milwaukee	558	24.91	3.76	1.79	316	42.41	11.08	5.38	6
Minneapolis	1,142	27.93	4.47	1.93	642	45.64	15.58	8.41	21
New York City	6,067	21.46	10.83	3.74	11,972	46.61	29.72	17.37	89
Northern NJ/ Newark area	386	19.95	6.48	2.59	345	50.43	23.77	14.20	8
Northern Virginia	147	15.65	10.20	4.08	127	47.24	22.05	14.17	8
Orange Co., CA	543	20.26	15.84	5.16	460	43.04	35.00	18.04	18

Table 6. Women and People of Color at Law Firms — Partners and Associates — 2019 *(continued)*

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Philadelphia	727	22.28	5.36	1.79	630	48.25	15.87	9.84	13
Phoenix	535	22.06	7.29	2.24	228	39.47	17.98	8.33	12
Pittsburgh	320	21.25	4.38	1.56	210	45.71	10.48	6.67	6
Portland, OR	377	26.26	6.37	2.12	177	48.02	16.95	7.34	10
Sacramento	99	29.29	6.06	1.01	78	50.00	25.64	16.67	5
Salt Lake City	143	15.38	5.59	2.10	114	27.19	7.02	3.51	5
San Diego	234	24.79	14.10	5.98	324	41.05	29.32	14.81	13
San Francisco	1,219	29.45	16.08	6.07	1,438	52.78	33.31	19.96	46
Seattle area	841	29.73	10.70	4.64	550	46.00	27.64	15.27	23
Silicon Valley	748	22.99	19.65	6.55	1,220	47.95	44.59	23.77	40
St. Louis	799	25.41	5.13	1.25	417	44.84	16.07	9.35	11
Tampa	121	17.36	6.61	0.83	76	46.05	17.11	10.53	6
Washington, DC	4,087	24.93	11.01	4.26	4,635	47.03	25.52	14.58	89
Wilmington	290	22.07	5.52	2.41	299	42.14	11.71	6.69	14
States:									
Other areas in Florida	190	25.79	7.37	2.11	81	50.62	19.75	9.88	9
Kentucky	338	23.67	2.66	0.59	143	44.76	13.99	6.29	6
Other areas in New York State	579	22.97	4.15	1.04	282	51.42	12.77	7.80	8
Other areas in Texas	142	17.61	7.04	1.41	121	43.80	15.70	7.44	7

Source: The 2019-2020 NALP Directory of Legal Employers.

Notes:

* Refers to race/ethnicity and includes individuals who reported a race/ethnicity other than White, non-Hispanic.

Some city information includes one or more offices in adjacent suburbs. Ft. Lauderdale/W. Palm Beach includes offices in Boca Raton, Ft. Lauderdale, and W. Palm Beach. The Los Angeles area includes offices in Los Angeles, 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 McLean, Tyson's Corner, and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Seattle area includes offices in Seattle, Bellevue, and Tacoma. 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 firm's lawyers are in that city.

Table 7. Women and People of Color at Law Firms — Counsel and Non-traditional Track/Staff Attorneys — 2019

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
Total	11,807	36.90%	11.51%	5.53%	3,965	57.45%	23.18%	14.05%	979
By # of Lawyers Firmwide:									
100 or fewer lawyers	490	29.18	8.16	4.69	99	48.48	29.29	14.14	77
101-250 lawyers	1,618	35.04	7.42	3.83	331	54.38	11.48	7.55	119
251-500 lawyers	2,146	38.82	11.51	5.68	525	60.76	17.52	12.57	160
501-700 lawyers	1,320	37.65	10.91	5.53	531	55.56	23.16	12.05	121
701+ lawyers	6,233	37.17	12.96	5.98	2,479	57.93	25.70	15.65	502
Offices in:									
Atlanta	231	38.53	11.26	4.76	161	54.66	24.84	16.77	21
Austin	81	40.74	22.22	13.58	17	64.71	17.65	11.76	18
Boston	273	37.00	11.36	4.03	82	54.88	2.44	2.44	33
Charlotte	91	46.15	9.89	5.49	47	55.32	14.89	8.51	12
Chicago	554	31.77	7.76	3.07	148	53.38	29.05	15.54	50
Cincinnati	29	37.93	0.00	0.00	22	54.55	4.55	4.55	5
Cleveland	95	40.00	4.21	2.11	45	60.00	20.00	11.11	6
Columbus	87	26.44	6.90	2.30	27	55.56	7.41	7.41	10
Dallas	209	37.32	14.35	4.78	94	53.19	30.85	11.70	33
Denver	179	37.43	6.15	2.79	34	64.71	8.82	5.88	23
Detroit area	67	38.81	10.45	5.97	21	66.67	23.81	19.05	9
Ft. Lauderdale/ W. Palm Beach	16	37.50	6.25	0.00	13	30.77	46.15	15.38	8
Grand Rapids	93	24.73	5.38	3.23	29	31.03	3.45	3.45	5
Houston	232	42.24	15.52	8.19	72	55.56	48.61	29.17	39
Indianapolis	58	39.66	6.90	3.45	24	70.83	12.50	4.17	6
Kansas City, MO	109	39.45	5.50	3.67	34	58.82	5.88	5.88	7
Los Angeles area	418	38.76	22.25	9.81	119	55.46	34.45	21.85	72
Miami	58	46.55	32.76	8.62	20	60.00	60.00	30.00	14
Milwaukee	91	34.07	4.40	0.00	20	65.00	5.00	0.00	6
Minneapolis	173	28.90	5.20	3.47	90	63.33	6.67	4.44	21
New York City	2,120	35.28	12.03	5.52	654	56.57	30.28	18.81	89

Table 7. Women and People of Color at Law Firms — Counsel and Non-traditional Track/Staff Attorneys — 2019 *(continued)*

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
Northern NJ/ Newark area	165	41.21	7.27	3.64	13	53.85	15.38	7.69	8
Northern Virginia	42	33.33	9.52	0.00	19	63.16	21.05	5.26	8
Orange Co., CA	88	39.77	25.00	10.23	57	59.65	42.11	26.32	18
Philadelphia	170	37.65	6.47	2.35	98	50.00	13.27	6.12	13
Phoenix	85	25.88	9.41	3.53	14	42.86	28.57	14.29	12
Pittsburgh	26	30.77	7.69	3.85	20	50.00	0.00	0.00	6
Portland, OR	68	41.18	5.88	4.41	21	71.43	14.29	9.52	10
Sacramento	28	32.14	3.57	3.57	—	—	—	—	5
Salt Lake City	19	21.05	0.00	0.00	—	—	—	—	5
San Diego	60	31.67	15.00	8.33	16	68.75	43.75	37.5	13
San Francisco	311	36.66	17.04	9.97	76	67.11	30.26	18.42	46
Seattle area	183	30.60	11.48	5.46	50	60.00	22.00	14.00	23
Silicon Valley	177	46.33	23.73	12.43	42	61.90	30.95	19.05	40
St. Louis	152	33.55	4.61	3.29	47	40.43	4.26	4.26	11
Tampa	15	53.33	13.33	13.33	—	—	—	—	6
Washington, DC	1,353	34.81	11.53	5.32	627	55.18	28.23	16.11	89
Wilmington	48	33.33	6.25	0.00	19	26.32	0.00	0.00	14
States:									
Other areas in Florida	34	55.88	8.82	8.82	13	84.62	15.38	7.69	9
Kentucky	39	41.03	2.56	2.56	24	66.67	0.00	0.00	6
Other areas in New York State	122	34.43	5.74	2.46	26	65.38	11.54	7.69	8
Other areas in Texas	34	23.53	5.88	2.94	—	—	—	—	7

Source: The 2019-2020 NALP Directory of Legal Employers.

Notes:

* Refers to race/ethnicity and includes individuals who reported a race/ethnicity other than White, non-Hispanic.

Some city information includes one or more offices in adjacent suburbs. Ft. Lauderdale/W. Palm Beach includes offices in Boca Raton, Ft. Lauderdale, and W. Palm Beach. The Los Angeles area includes offices in Los Angeles, 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 McLean, Tyson's Corner, and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Seattle area includes offices in Seattle, Bellevue, and Tacoma. 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 firm's lawyers are in that city.

Dashes in the non-traditional track/staff attorneys columns indicate that the total number of non-traditional track/staff attorneys reported was less than 10.

**Table 8. Women and People of Color at Law Firms —
Total Lawyers and Summer Associates — 2019**

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
Total	108,529	36.33%	16.98%	8.73%	979	6,979	52.66%	35.26%	21.16%
By # of Lawyers Firm-wide:									
100 or fewer lawyers	4,105	29.33	11.16	5.21	77	226	47.79	21.24	11.95
101-250 lawyers	14,844	33.10	11.12	5.54	119	526	56.27	35.36	22.62
251-500 lawyers	16,968	34.87	15.00	7.50	160	843	51.13	36.54	22.06
501-700 lawyers	11,148	36.02	15.35	7.97	121	615	56.42	36.91	24.39
701+ lawyers	61,464	38.04	19.63	10.21	502	4,769	52.28	35.48	20.86
Offices in:									
Atlanta	2,143	34.90	14.79	7.47	21	130	57.69	26.92	19.23
Austin	595	35.46	16.64	7.90	18	44	59.09	38.64	22.73
Boston	3,036	36.66	12.68	6.69	33	198	51.52	28.79	16.16
Charlotte	880	31.14	9.09	4.32	12	55	54.55	32.73	21.82
Chicago	6,236	33.31	14.53	6.74	50	371	53.10	33.42	19.95
Cincinnati	455	31.21	6.81	2.86	5	—	—	—	—
Cleveland	838	31.74	4.77	2.27	6	52	38.46	21.15	11.54
Columbus	726	31.68	10.33	4.82	10	49	51.02	30.61	14.29
Dallas	1,903	31.58	15.97	6.73	33	153	50.33	30.72	14.38
Denver	1,350	38.59	10.67	5.48	23	54	68.52	25.93	16.67
Detroit area	912	34.32	9.76	5.04	9	35	48.57	28.57	17.14
Ft. Lauderdale/W. Palm Beach	255	31.76	13.73	5.49	8	—	—	—	—
Grand Rapids	518	27.80	6.18	2.70	5	36	50.00	33.33	22.22
Houston	2,345	33.05	21.02	9.25	39	264	40.91	30.68	15.15
Indianapolis	683	32.65	7.76	4.54	6	30	40.00	30.00	13.33
Kansas City, MO	903	34.55	6.76	3.10	7	51	47.06	37.25	19.61
Los Angeles area	4,412	39.73	26.25	13.71	72	295	54.92	38.64	22.37
Miami	623	39.17	40.13	17.98	14	24	50.00	45.83	25.00
Milwaukee	985	32.18	6.19	2.74	6	52	50.00	21.15	7.69
Minneapolis	2,047	35.12	8.11	4.20	21	117	54.70	34.19	22.22
New York City	20,813	38.44	22.43	12.24	89	2,148	52.14	38.41	23.65

**Table 8. Women and People of Color at Law Firms —
Total Lawyers and Summer Associates — 2019** *(continued)*

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
Northern NJ/ Newark area	909	35.86	13.31	7.26	8	41	58.54	21.95	17.07
Northern Virginia	335	32.54	15.22	7.46	8	16	68.75	37.50	31.25
Orange Co., CA	1,148	32.84	25.52	11.76	18	53	64.15	39.62	20.75
Philadelphia	1,625	35.63	10.03	5.23	13	53	60.38	28.30	22.64
Phoenix	862	27.38	10.67	4.18	12	40	55.00	25.00	15.00
Pittsburgh	576	31.60	6.60	3.47	6	—	—	—	—
Portland, OR	643	35.30	9.49	4.04	10	28	53.57	35.71	17.86
Sacramento	212	39.15	14.15	8.49	5	—	—	—	—
Salt Lake City	282	22.34	6.03	2.84	5	—	—	—	—
San Diego	634	34.86	22.71	11.51	13	49	44.90	28.57	12.24
San Francisco	3,044	42.15	24.67	13.34	46	241	57.68	53.11	33.61
Seattle area	1,624	36.27	16.87	8.62	23	62	46.77	41.94	20.97
Silicon Valley	2,187	39.55	34.11	16.87	40	232	58.19	55.17	33.19
St. Louis	1,415	32.51	8.27	3.96	11	59	52.54	27.12	20.34
Tampa	218	31.65	10.55	5.05	6	—	—	—	—
Washington, DC	10,702	37.53	18.37	9.56	89	679	52.58	31.96	19.44
Wilmington	656	32.16	8.23	4.12	14	73	46.58	16.44	12.33
States:									
Other areas in Florida	318	37.74	11.01	5.03	9	10	70.00	10.00	10.00
Kentucky	544	32.35	5.51	2.21	6	16	43.75	6.25	0.00
Other areas in New York State	1,009	33.40	6.94	3.27	8	26	50.00	30.77	11.54
Other areas in Texas	299	29.43	10.37	4.01	7	—	—	—	—

Source: The 2019-2020 NALP Directory of Legal Employers.

Notes:

* Refers to race/ethnicity and includes individuals who reported a race/ethnicity other than White, non-Hispanic.

Some city information includes one or more offices in adjacent suburbs. Ft. Lauderdale/W. Palm Beach includes offices in Boca Raton, Ft. Lauderdale, and W. Palm Beach. The Los Angeles area includes offices in Los Angeles, 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 McLean, Tyson's Corner, and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Seattle area includes offices in Seattle, Bellevue, and Tacoma. 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 firm's lawyers are in that city.

The number of offices reporting one or more summer associates, including demographic information, was 668. 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.

Chart 7: Percentage of Women and People of Color at Law Firms — 2019

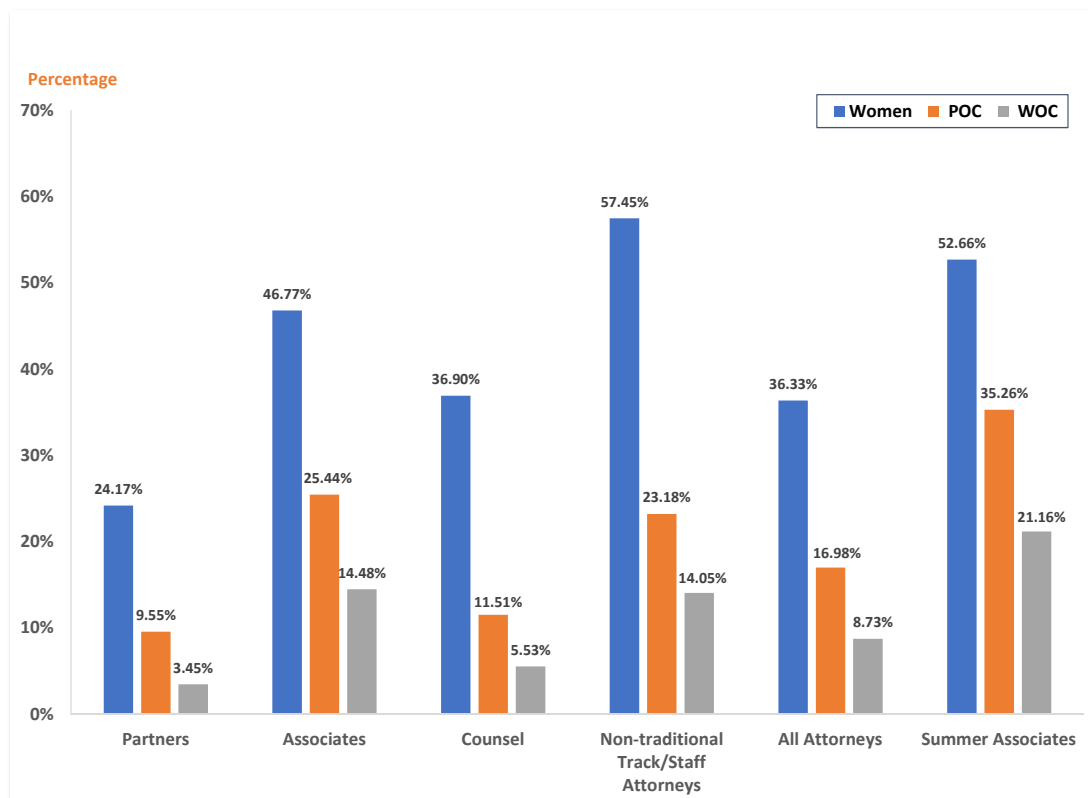


Table 9. Partner Demographics at Law Firms — 2019

				Partners by Race or Ethnicity						
	All Partners			Asian		Black or African American		Latinx**		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Total	46,830	9.55%	3.45%	3.89%	1.46%	1.97%	0.75%	2.52%	0.80%	979
By # of Lawyers Firm-wide:										
100 or fewer lawyers	2,298	7.18	2.44	3.52	1.26	1.31	0.35	1.22	0.48	77
101-250 lawyers	8,359	7.26	2.61	2.91	1.14	1.46	0.50	1.84	0.60	119
251-500 lawyers	8,326	9.01	3.23	3.31	1.19	1.87	0.80	2.55	0.78	160
501-700 lawyers	5,080	8.03	2.91	3.17	1.26	1.85	0.67	1.85	0.53	121
701+ lawyers	22,767	11.16	4.06	4.67	1.74	2.29	0.88	3.05	0.98	502
Offices in:										
Atlanta	916	7.86	2.62	1.97	0.66	4.04	1.20	0.76	0.44	21
Austin	287	12.89	4.53	2.44	0.35	3.14	1.39	6.27	2.09	18
Boston	1,230	5.37	1.71	2.60	1.06	0.81	0.24	1.46	0.33	33
Charlotte	414	5.07	1.45	1.21	0.24	2.17	1.21	1.21	0.00	12
Chicago	3,032	8.91	2.94	3.92	1.32	2.01	0.63	2.08	0.53	50
Cincinnati	267	3.37	1.50	1.12	0.00	0.75	0.37	1.12	1.12	5
Cleveland	409	2.93	0.73	1.71	0.49	0.98	0.24	0.24	0.00	6
Columbus	401	7.48	3.49	2.24	1.50	2.74	1.00	1.00	0.50	10
Dallas	856	9.58	3.39	2.22	0.47	2.22	1.17	3.04	1.05	33
Denver	611	7.69	2.45	2.13	0.49	0.65	0.00	2.78	0.49	23
Detroit area	593	6.07	2.36	1.35	0.34	2.53	1.35	1.35	0.34	9
Ft. Lauderdale/ W. Palm Beach	149	8.05	2.68	2.01	0.67	2.01	0.67	3.36	1.34	8
Grand Rapids	311	3.86	0.96	0.96	0.32	1.29	0.32	1.61	0.32	5
Houston	994	13.08	4.02	3.62	1.61	3.12	1.11	5.33	1.21	39
Indianapolis	413	2.91	0.97	0.97	0.24	1.21	0.24	0.48	0.24	6
Kansas City, MO	490	4.69	1.84	1.22	0.82	1.84	0.20	0.82	0.20	7
Los Angeles area	1,733	17.25	6.29	9.46	3.46	2.08	0.87	3.75	1.33	72
Miami	297	34.68	10.77	1.35	0.67	2.69	1.01	29.63	9.09	14
Milwaukee	558	3.76	1.79	0.90	0.54	0.54	0.00	1.97	0.90	6
Minneapolis	1,142	4.47	1.93	1.49	0.96	0.79	0.35	0.88	0.00	21

Table 9. Partner Demographics at Law Firms — 2019 *(continued)*

	All Partners			Partners by Race or Ethnicity						
				Asian		Black or African American		Latinx**		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
New York City	6,067	10.83	3.74	5.41	1.83	1.88	0.66	2.74	0.87	89
Northern NJ/ Newark area	386	6.48	2.59	2.33	0.78	1.55	1.04	1.81	0.52	8
Northern Virginia	147	10.20	4.08	4.76	2.04	2.04	0.68	2.04	1.36	8
Orange Co., CA	543	15.84	5.16	9.58	3.68	1.10	0.37	3.68	0.92	18
Philadelphia	727	5.36	1.79	2.06	0.83	1.93	0.69	0.41	0.00	13
Phoenix	535	7.29	2.24	2.06	0.93	0.00	0.00	2.99	0.93	12
Pittsburgh	320	4.38	1.56	1.56	0.63	0.94	0.31	1.25	0.63	6
Portland, OR	377	6.37	2.12	1.86	1.06	0.80	0.27	1.33	0.27	10
Sacramento	99	6.06	1.01	1.01	0.00	2.02	0.00	1.01	0.00	5
Salt Lake City	143	5.59	2.10	0.00	0.00	0.00	0.00	3.50	2.10	5
San Diego	234	14.10	5.98	5.98	2.56	0.43	0.43	5.13	2.14	13
San Francisco	1,219	16.08	6.07	9.6	4.10	2.13	0.41	2.46	1.07	46
Seattle area	841	10.70	4.64	5.95	2.73	1.31	0.48	1.66	0.71	23
Silicon Valley	748	19.65	6.55	13.24	4.28	1.20	0.27	3.48	1.20	40
St. Louis	799	5.13	1.25	1.00	0.00	2.25	0.63	1.13	0.50	11
Tampa	121	6.61	0.83	0.83	0.00	0.00	0.00	5.79	0.83	6
Washington, DC	4,087	11.01	4.26	4.82	1.66	3.08	1.39	1.98	0.64	89
Wilmington	290	5.52	2.41	2.07	1.38	1.38	0.69	1.38	0.34	14

Source: The 2019-2020 NALP Directory of Legal Employers.

Notes:

* Refers to race/ethnicity and includes individuals who reported a race/ethnicity other than White, non-Hispanic.

** The term Hispanic/Latino was used as the racial/ethnicity category within the 2019-2020 NALP Directory of Legal Employers form; however, the term Latinx, a gender-neutral term for people of Latin American descent, is used within this report when referring to the Hispanic/Latino population.

The few Native American, Native Hawaiian, and multi-racial lawyers reported are included in the overall percentages for people of color but are not reported separately. Some city information includes one or more offices in adjacent suburbs. Ft. Lauderdale/W. Palm Beach includes offices in Boca Raton, Ft. Lauderdale, and W. Palm Beach. The Los Angeles area includes offices in Los Angeles, 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 McLean, Tyson's Corner, and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Seattle area includes offices in Seattle, Bellevue, and Tacoma. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

Table 10. Associate Demographics at Law Firms — 2019

	Associates by Race or Ethnicity									
	All Associates			Asian		Black or African American		Latinx**		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Total	45,927	25.44%	14.48%	12.17%	7.17%	4.76%	2.80%	5.17%	2.70%	979
By # of Lawyers Firm-wide:										
100 or fewer lawyers	1,218	18.39	9.93	9.77	5.83	3.61	1.48	2.63	1.48	77
101-250 lawyers	4,536	19.51	11.42	7.78	5.00	4.50	2.60	4.56	2.34	119
251-500 lawyers	5,971	24.38	13.67	11.02	6.38	5.26	3.00	5.06	2.76	160
501-700 lawyers	4,217	24.57	14.32	10.98	6.33	5.79	3.37	4.60	2.73	121
701+ lawyers	29,985	26.95	15.31	13.33	7.82	4.60	2.76	5.47	2.78	502
Offices in:										
Atlanta	835	21.44	11.74	6.71	3.11	8.98	5.27	3.83	2.28	21
Austin	210	19.52	10.00	8.10	3.81	1.90	0.95	5.71	2.38	18
Boston	1,451	19.71	11.65	10.48	6.34	3.10	1.86	4.07	2.21	33
Charlotte	328	13.11	7.01	4.27	2.44	3.35	1.83	3.96	1.52	12
Chicago	2,502	21.98	11.63	9.23	4.96	6.27	3.28	3.88	2.00	50
Cincinnati	137	15.33	5.84	1.46	0.73	5.84	1.46	5.11	2.19	5
Cleveland	289	5.19	3.11	1.38	0.69	1.38	1.04	0.69	0.35	6
Columbus	211	17.54	8.06	4.74	2.37	7.11	2.84	3.32	1.42	10
Dallas	744	21.91	10.48	7.66	3.49	4.17	2.02	6.59	3.36	33
Denver	526	15.78	9.89	4.75	3.23	1.90	1.52	5.51	3.04	23
Detroit area	231	17.75	10.39	4.76	3.03	9.09	5.19	1.73	0.87	9
Ft. Lauderdale/ W. Palm Beach	77	20.78	10.39	2.60	1.30	9.09	5.19	7.79	3.90	8
Grand Rapids	85	16.47	8.24	2.35	2.35	9.41	3.53	3.53	1.18	5
Houston	1,047	27.89	13.09	8.98	4.11	5.06	2.67	9.17	3.82	39
Indianapolis	188	18.09	12.77	4.79	3.19	7.98	6.91	2.66	2.13	6
Kansas City, MO	270	11.11	4.81	2.59	1.48	2.22	0.37	4.07	1.48	7
Los Angeles area	2,142	33.85	20.03	17.60	10.36	4.67	2.71	6.63	3.45	72
Miami	248	46.77	27.82	1.61	1.21	5.24	1.61	37.50	22.98	14

Table 10. Associate Demographics at Law Firms — 2019 *(continued)*

	Associates by Race or Ethnicity									
	All Associates			Asian		Black or African American		Latinx**		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Milwaukee	316	11.08	5.38	2.85	2.22	1.90	0.63	2.53	1.27	6
Minneapolis	642	15.58	8.41	5.14	3.27	4.52	2.49	1.87	1.09	21
New York City	11,972	29.72	17.37	16.18	9.81	4.89	2.96	5.40	2.88	89
Northern NJ/ Newark area	345	23.77	14.20	11.30	7.25	3.48	2.90	6.67	3.19	8
Northern Virginia	127	22.05	14.17	13.39	9.45	1.57	1.57	3.15	1.57	8
Orange Co., CA	460	35.00	18.04	19.35	10.65	1.74	1.09	7.39	2.83	18
Philadelphia	630	15.87	9.84	6.35	3.97	5.08	3.33	2.38	0.79	13
Phoenix	228	17.98	8.33	3.95	2.19	3.51	1.75	6.58	3.07	12
Pittsburgh	210	10.48	6.67	2.86	2.38	4.76	3.33	1.43	0.48	6
Portland, OR	177	16.95	7.34	6.21	3.39	0.56	0.00	6.21	1.13	10
Sacramento	78	25.64	16.67	12.82	8.97	1.28	0.00	0.00	0.00	5
Salt Lake City	114	7.02	3.51	0.00	0.00	1.75	1.75	3.51	1.75	5
San Diego	324	29.32	14.81	15.74	8.02	2.47	1.54	5.56	2.47	13
San Francisco	1,438	33.31	19.96	20.79	13.00	2.36	1.53	5.49	3.06	46
Seattle area	550	27.64	15.27	13.82	8.91	3.64	1.82	4.18	1.45	23
Silicon Valley	1,220	44.59	23.77	30.66	16.48	3.11	1.39	5.74	2.95	40
St. Louis	417	16.07	9.35	4.80	3.60	5.04	3.36	3.36	1.44	11
Tampa	76	17.11	10.53	3.95	1.32	2.63	2.63	6.58	5.26	6
Washington, DC	4,635	25.52	14.58	12.00	6.95	6.47	3.93	4.47	2.44	89
Wilmington	299	11.71	6.69	5.02	3.01	2.01	1.34	2.01	1.00	14

Source: The 2019-2020 NALP Directory of Legal Employers.

Notes:

* Refers to race/ethnicity and includes individuals who reported a race/ethnicity other than White, non-Hispanic.

** The term Hispanic/Latino was used as the racial/ethnicity category within the 2019-2020 NALP Directory of Legal Employers form; however, the term Latinx, a gender-neutral term for people of Latin American descent, is used within this report when referring to the Hispanic/Latino population.

The few Native American, Native Hawaiian, and multi-racial lawyers reported are included in the overall percentages for people of color but are not reported separately. Some city information includes one or more offices in adjacent suburbs. Ft. Lauderdale/W. Palm Beach includes offices in Boca Raton, Ft. Lauderdale, and W. Palm Beach. The Los Angeles area includes offices in Los Angeles, 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 McLean, Tyson's Corner, and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and San Jose. The Seattle area includes offices in Seattle, Bellevue, and Tacoma. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

Table 11. Lawyers with Disabilities — 2019

	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	147	0.46%	32	0.37%	29	0.49%	20	0.46%	66	0.51%
Associates	166	0.59	11	0.24	22	0.50	20	0.55	113	0.72
All Lawyers	389	0.55	47	0.33	62	0.52	50	0.52	227	0.68

Note: Figures for lawyers with disabilities are based on 697 offices/firms reporting counts, including zero, in all lawyer categories. Counts of individuals with disabilities, including zero, cover 70,251 lawyers. Because so few summer associates with disabilities were reported (23 total), they are not included in the table. Because these figures are small and reporting is still somewhat limited, trend information on lawyers with disabilities are not presented.

Table 12. LGBT Lawyers — 2019

	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	892	2.07%	46	2.42%	137	1.87%	142	1.83%	100	2.07%	467	2.19%
Associates	1,796	4.14	34	3.29	109	2.72	203	3.63	176	4.25	1,274	4.45
Other Lawyers	340	2.32	6	1.17	25	1.50	60	2.49	37	2.07	212	2.56
All Lawyers	3,028	2.99	86	2.49	271	2.09	405	2.57	313	2.91	1,953	3.35
Summer Associates	415	6.86	7	3.55	20	4.81	41	5.40	44	8.09	303	7.33

Note: Figures for LGBT lawyers are based on 910 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBT summer associates are based on 579 offices/firms with a summer program and reporting counts, including zero. Overall, LGBT counts, including zero, cover 101,221 lawyers and 6,052 summer associates.

Table 13. Reporting of LGBT Lawyers — A 15-Year Retrospective

	ALL LAWYERS		PARTNERS		ASSOCIATES		SUMMER ASSOCIATES	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
2019	3,028	2.99%	892	2.07%	1,796	4.14%	415	6.86%
2018	2,827	2.86	900	2.11	1,581	3.80	333	5.73
2017	2,664	2.64	880	1.99	1,438	3.45	287	4.66
2016	2,431	2.48	825	1.89	1,304	3.24	291	4.86
2015	2,297	2.34	785	1.80	1,244	3.08	248	4.43
2014	2,182	2.30	748	1.77	1,172	2.93	210	3.98
2013	2,085	2.19	695	1.65	1,146	2.83	202	3.76
2012	2,105	2.07	718	1.58	1,169	2.69	182	3.47
2011	2,087	1.88	724	1.44	1,166	2.43	128	2.75
2010	2,137	1.88	752	1.47	1,182	2.35	122	2.83
2009	2,200	1.82	723	1.36	1,280	2.29	172	2.21
2008	2,050	1.71	670	1.27	1,209	2.19	184	1.85
2007	1,884	1.52	666	1.19	1,056	1.89	197	1.75
2006	1,733	1.42	618	1.11	979	1.78	129	1.27
2005	1,458	1.18	504	0.91	869	1.44	93	0.89
2004	1,316	1.07	429	0.79	815	1.33	61	0.61

Note: Figures were first reported out in a full table starting in 2004. All figures were compiled from the *NALP Directory of Legal Employers* for the year specified.

Chart 8: Percentage of LGBT Lawyers, 2004–2019

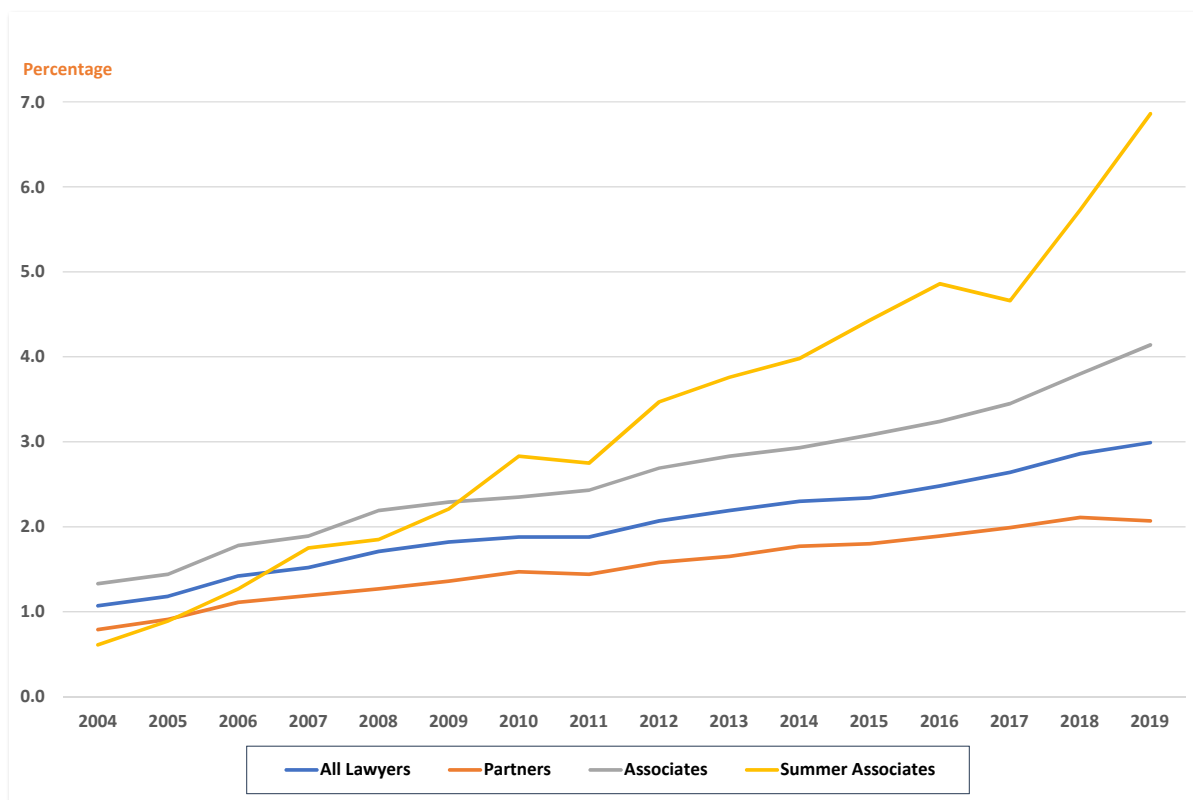


Table 14. Lawyers who are Military Veterans — 2019

	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	590	1.81%	59	3.00%	120	2.03%	94	1.58%	96	2.19%	221	1.54%
Associates	391	1.27	17	1.61	44	1.34	50	1.13	44	1.20	236	1.28
Other Lawyers	326	2.94	12	2.30	45	3.27	59	3.16	37	2.27	173	3.04
All Lawyers	1,307	1.76	88	2.48	209	1.98	203	1.66	177	1.83	630	1.64
Summer Associates	68	1.55	—	—	—	—	—	—	—	—	—	—

Note: Figures for military veteran lawyers are based on 684 offices/firms reporting counts, including zero, in all lawyer categories; figures for military veteran summer associates are based on 454 offices/firms with a summer program and reporting counts, including zero. Overall, military veteran counts, including zero, cover 74,470 lawyers and 4,375 summer associates. Because the number of military veteran summer associates is relatively small, these data are not broken out by firm size. Data collection on lawyers who are military veterans only began in 2018; therefore, there is not enough historical data to present trend information within the report.

For additional information about NALP research, contact

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