

TABLE 3. MULTIRACIAL, ALASKA NATIVE/NATIVE AMERICAN AND NATIVE HAWAIIAN/PACIFIC ISLANDER LAWYERS AMONG SURVEYED FIRMS: 2014, 2013, 2007

	Multiracial			Alaska Native/American			Native Hawaiian/ Pacific Islander		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Law Firm Demographics									
All Attorneys (associates, partners, of counsel)									
All	1.57%	1.53%	0.64%	0.20%	0.20%	0.18%	0.06%	0.06%	0.08%
Men	0.78%	0.77%	0.31%	0.11%	0.12%	0.11%	0.03%	0.03%	0.03%
Women	0.79%	0.76%	0.33%	0.09%	0.08%	0.07%	0.03%	0.03%	0.05%
Associates									
All	2.74%	2.65%	1.05%	0.24%	0.24%	0.22%	0.11%	0.09%	0.12%
Men	1.28%	1.26%	0.47%	0.12%	0.13%	0.12%	0.05%	0.03%	0.05%
Women	1.47%	1.39%	0.58%	0.12%	0.10%	0.10%	0.06%	0.06%	0.07%
Partners (both equity and non-equity partners)									
All	0.53%	0.53%	0.20%	0.16%	0.17%	0.15%	0.03%	0.04%	0.04%
Men	0.36%	0.36%	0.15%	0.10%	0.12%	0.11%	0.02%	0.03%	0.01%
Women	0.17%	0.17%	0.05%	0.06%	0.05%	0.04%	0.01%	0.01%	0.03%
Equity Partners									
All	0.49%	0.45%	0.20%	0.15%	0.16%	0.15%	0.02%	0.03%	0.03%
Men	0.35%	0.32%	0.15%	0.10%	0.11%	0.10%	0.01%	0.02%	0.01%
Women	0.13%	0.13%	0.05%	0.06%	0.04%	0.04%	0.01%	0.01%	0.01%
Non-equity Partners									
All	0.66%	0.76%	0.21%	0.18%	0.22%	0.16%	0.06%	0.06%	0.09%
Men	0.40%	0.47%	0.15%	0.10%	0.14%	0.13%	0.04%	0.05%	0.02%
Women	0.26%	0.29%	0.06%	0.08%	0.08%	0.03%	0.02%	0.01%	0.07%
Of Counsel									
All	1.10%	0.95%	0.36%	0.20%	0.16%	0.11%	0.04%	0.01%	0.08%
Men	0.48%	0.42%	0.16%	0.13%	0.09%	0.06%	0.02%	0.00%	0.05%
Women	0.62%	0.53%	0.21%	0.07%	0.07%	0.05%	0.02%	0.01%	0.03%

	Multiracial			Alaska Native/American			Native Hawaiian/ Pacific Islander		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Recruitment & Promotion									
All Attorneys (associates, partners, of counsel)									
All	2.81%	2.67%	1.28%	0.22%	0.19%	0.26%	0.07%	0.06%	0.11%
Men	1.34%	1.20%	0.59%	0.12%	0.10%	0.14%	0.03%	0.03%	0.05%
Women	1.47%	1.47%	0.70%	0.10%	0.08%	0.13%	0.04%	0.03%	0.06%
Lateral Associates Hired									
All	2.95%	2.74%	1.14%	0.23%	0.23%	0.28%	0.11%	0.13%	0.12%
Men	1.39%	1.41%	0.55%	0.13%	0.13%	0.09%	0.05%	0.06%	0.08%
Women	1.56%	1.33%	0.59%	0.11%	0.11%	0.19%	0.05%	0.06%	0.04%
Lateral Partners Hired									
All	1.10%	1.12%	0.28%	0.29%	0.06%	0.33%	0.05%	0.00%	0.09%
Men	0.91%	0.71%	0.19%	0.19%	0.00%	0.28%	0.00%	0.00%	0.00%
Women	0.19%	0.41%	0.09%	0.10%	0.06%	0.05%	0.05%	0.00%	0.09%
Lateral Of Counsel Hired									
All	1.59%	1.50%	0.71%	0.33%	0.37%	0.21%	0.07%	0.00%	0.29%
Men	0.66%	0.45%	0.14%	0.27%	0.30%	0.14%	0.00%	0.00%	0.21%
Women	0.93%	1.05%	0.57%	0.07%	0.07%	0.07%	0.07%	0.00%	0.07%
2L Summer Associates									
All	2.97%	3.05%	1.23%	0.22%	0.32%	0.37%	0.05%	0.05%	0.12%
Men	1.32%	1.37%	0.45%	0.05%	0.16%	0.16%	0.02%	0.04%	0.09%
Women	1.66%	1.68%	0.78%	0.16%	0.16%	0.20%	0.04%	0.02%	0.03%
Partners Promoted									
All	0.65%	1.38%	0.54%	0.22%	0.22%	0.27%	0.11%	0.00%	0.18%
Men	0.38%	0.83%	0.36%	0.05%	0.06%	0.23%	0.11%	0.00%	0.18%
Women	0.27%	0.55%	0.18%	0.16%	0.17%	0.05%	0.00%	0.00%	0.00%

	Multiracial			Alaska Native/American			Native Hawaiian/ Pacific Islander		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Attrition (attorneys who left their firms)									
All Attorneys (associates, partners, of counsel)									
All	2.36%	1.67%	0.27%	0.29%	0.19%	0.31%	0.07%	0.02%	0.11%
Men	1.13%	0.86%	0.13%	0.16%	0.15%	0.19%	0.05%	0.00%	0.04%
Women	1.23%	0.81%	0.13%	0.13%	0.04%	0.13%	0.02%	0.02%	0.07%
Associates (all levels)									
All	3.03%	2.18%	0.35%	0.25%	0.18%	0.37%	0.08%	0.03%	0.11%
Men	1.51%	1.07%	0.18%	0.08%	0.13%	0.22%	0.05%	0.00%	0.05%
Women	1.52%	1.11%	0.18%	0.17%	0.05%	0.15%	0.03%	0.03%	0.05%
Junior Associates (1st- and 2nd-years)									
All	3.78%	2.04%	0.37%	0.31%	0.38%	0.68%	0.10%	0.00%	0.18%
Men	1.53%	1.40%	0.25%	0.10%	0.25%	0.37%	0.10%	0.00%	0.06%
Women	2.25%	0.64%	0.12%	0.20%	0.13%	0.31%	0.00%	0.00%	0.12%
Midlevel Associates (3rd-, 4th- and 5th-years)									
All	3.46%	2.90%	0.40%	0.35%	0.08%	0.26%	0.04%	0.04%	0.11%
Men	1.67%	1.31%	0.17%	0.00%	0.08%	0.17%	0.04%	0.00%	0.09%
Women	1.79%	1.59%	0.23%	0.35%	0.00%	0.09%	0.00%	0.04%	0.03%
Equity Partners									
All	0.76%	0.45%	0.14%	0.51%	0.18%	0.28%	0.00%	0.00%	0.00%
Men	0.42%	0.45%	0.07%	0.51%	0.09%	0.21%	0.00%	0.00%	0.00%
Women	0.34%	0.00%	0.07%	0.00%	0.09%	0.07%	0.00%	0.00%	0.00%
Non-equity Partners									
All	1.25%	1.06%	0.09%	0.29%	0.19%	0.09%	0.19%	0.00%	0.19%
Men	0.58%	0.58%	0.09%	0.29%	0.19%	0.09%	0.19%	0.00%	0.00%
Women	0.67%	0.48%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.19%
Of Counsel									
All	1.54%	0.92%	0.07%	0.27%	0.21%	0.22%	0.00%	0.00%	0.15%
Men	0.47%	0.50%	0.00%	0.13%	0.21%	0.07%	0.00%	0.00%	0.00%
Women	1.07%	0.43%	0.07%	0.13%	0.00%	0.15%	0.00%	0.00%	0.15%

	Multiracial			Alaska Native/American			Native Hawaiian/ Pacific Islander		
Year	2014	2013	2007	2014	2013	2007	2014	2013	2007
Membership on Management-Level Committees									
Executive/Management Committee									
All	0.38%	0.44%	0.30%	0.23%	0.20%	0.19%	0.04%	0.00%	0.04%
Men	0.27%	0.36%	0.23%	0.11%	0.16%	0.15%	0.00%	0.00%	0.04%
Women	0.11%	0.08%	0.08%	0.11%	0.14%	0.04%	0.04%	0.00%	0.00%
Partner Review Committee									
All	0.37%	0.44%	0.15%	0.16%	0.16%	0.19%	0.00%	0.00%	0.00%
Men	0.26%	0.33%	0.15%	0.11%	0.11%	0.15%	0.00%	0.00%	0.00%
Women	0.11%	0.11%	0.00%	0.05%	0.05%	0.05%	0.00%	0.00%	0.00%
Associate Review Committee									
All	0.70%	0.88%	0.11%	0.14%	0.17%	0.17%	0.00%	0.03%	0.08%
Men	0.45%	0.63%	0.11%	0.06%	0.06%	0.14%	0.00%	0.03%	0.03%
Women	0.25%	0.26%	0.00%	0.08%	0.11%	0.03%	0.00%	0.00%	0.06%
Hiring Committee									
All	1.33%	1.39%	0.58%	0.15%	0.17%	0.16%	0.04%	0.15%	0.11%
Men	0.75%	0.61%	0.22%	0.06%	0.11%	0.09%	0.04%	0.11%	0.05%
Women	0.58%	0.78%	0.36%	0.10%	0.06%	0.07%	0.00%	0.04%	0.05%
Diversity Committee									
All	2.04%	1.87%	0.95%	0.47%	0.47%	0.43%	0.21%	0.15%	0.16%
Men	0.87%	0.73%	0.54%	0.21%	0.30%	0.19%	0.15%	0.02%	0.05%
Women	1.17%	1.14%	0.41%	0.25%	0.17%	0.24%	0.06%	0.13%	0.11%

**TABLE 4. GLBT LAWYERS AND ATTORNEYS WITH DISABILITIES
AMONG SURVEYED FIRMS: 2014, 2013, 2007**

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2007
Law Firm Demographics						
All Attorneys (associates, partners, of counsel)						
All	2.12%	2.04%	1.58%	0.26%	0.22%	0.15%
Men	1.50%	1.45%	1.13%	0.17%	0.15%	0.11%
Women	0.62%	0.59%	0.45%	0.09%	0.07%	0.05%
Associates						
All	2.74%	2.58%	1.98%	0.23%	0.18%	0.13%
Men	1.93%	1.85%	1.43%	0.13%	0.10%	0.08%
Women	0.81%	0.74%	0.56%	0.10%	0.08%	0.05%
Partners (both equity and non-equity partners)						
All	1.63%	1.54%	1.16%	0.27%	0.25%	0.16%
Men	1.16%	1.10%	0.82%	0.20%	0.19%	0.13%
Women	0.47%	0.44%	0.35%	0.07%	0.06%	0.04%
Equity Partners						
All	1.65%	1.58%	1.16%	0.29%	0.23%	0.17%
Men	1.22%	1.14%	0.86%	0.24%	0.19%	0.14%
Women	0.43%	0.44%	0.31%	0.05%	0.04%	0.03%
Non-equity Partners						
All	1.55%	1.43%	1.17%	0.21%	0.28%	0.16%
Men	0.97%	0.99%	0.69%	0.11%	0.18%	0.09%
Women	0.58%	0.45%	0.48%	0.11%	0.10%	0.07%
Of Counsel						
All	1.66%	1.78%	1.25%	0.33%	0.31%	0.24%
Men	1.15%	1.22%	0.92%	0.21%	0.22%	0.18%
Women	0.51%	0.56%	0.33%	0.12%	0.09%	0.06%

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2007
Recruitment & Promotion						
All Attorneys Hired (lateral hires and starting associates)						
All	2.46%	2.40%	1.43%	0.20%	0.11%	0.07%
Men	1.84%	1.83%	1.02%	0.09%	0.06%	0.03%
Women	0.62%	0.57%	0.41%	0.11%	0.06%	0.04%
Lateral Associates Hired						
All	1.93%	1.71%	1.07%	0.16%	0.11%	0.08%
Men	1.36%	1.35%	0.76%	0.07%	0.02%	0.03%
Women	0.57%	0.36%	0.31%	0.09%	0.08%	0.05%
Lateral Partners Hired						
All	1.15%	1.06%	0.98%	0.14%	0.12%	0.00%
Men	0.82%	0.71%	0.65%	0.14%	0.12%	0.00%
Women	0.34%	0.35%	0.33%	0.00%	0.00%	0.00%
Lateral Of Counsel Hired						
All	1.46%	1.87%	0.93%	0.27%	0.22%	0.00%
Men	1.13%	1.57%	0.64%	0.20%	0.07%	0.00%
Women	0.33%	0.30%	0.29%	0.07%	0.15%	0.00%
2L Summer Associates						
All	3.60%	3.64%	2.01%	0.16%	0.11%	0.05%
Men	2.58%	2.79%	1.52%	0.13%	0.04%	0.02%
Women	1.03%	0.85%	0.48%	0.04%	0.07%	0.03%
Partners Promoted						
All	1.30%	1.93%	1.18%	0.11%	0.11%	0.05%
Men	1.08%	1.38%	0.59%	0.11%	0.06%	0.00%
Women	0.22%	0.55%	0.59%	0.00%	0.06%	0.05%

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2007
Attrition (attorneys who left their firms)						
All Attorneys (associates, partners, of counsel)						
All	1.95%	2.08%	0.95%	0.15%	0.11%	0.06%
Men	1.39%	1.28%	0.67%	0.09%	0.07%	0.02%
Women	0.57%	0.80%	0.28%	0.06%	0.04%	0.04%
Associates (all levels)						
All	2.26%	2.46%	1.17%	0.14%	0.13%	0.07%
Men	1.66%	1.64%	0.83%	0.08%	0.07%	0.01%
Women	0.60%	0.83%	0.34%	0.06%	0.07%	0.05%
Junior Associates (1st- and 2nd-years)						
All	2.66%	3.44%	1.11%	0.20%	0.00%	0.00%
Men	2.25%	2.17%	0.68%	0.00%	0.00%	0.00%
Women	0.41%	1.27%	0.43%	0.20%	0.00%	0.00%
Midlevel Associates (3rd-, 4th- and 5th-years)						
All	2.25%	2.45%	1.12%	0.04%	0.08%	0.06%
Men	1.48%	1.51%	0.83%	0.04%	0.04%	0.03%
Women	0.78%	0.94%	0.29%	0.00%	0.04%	0.03%
Equity Partners						
All	1.60%	1.79%	0.28%	0.08%	0.00%	0.00%
Men	1.10%	0.90%	0.21%	0.08%	0.00%	0.00%
Women	0.51%	0.90%	0.07%	0.00%	0.00%	0.00%
Non-equity Partners						
All	0.67%	1.64%	0.85%	0.38%	0.10%	0.09%
Men	0.48%	0.87%	0.57%	0.29%	0.10%	0.09%
Women	0.19%	0.77%	0.28%	0.10%	0.00%	0.00%
Of Counsel						
All	1.81%	0.99%	0.52%	0.07%	0.14%	0.07%
Men	1.07%	0.36%	0.37%	0.00%	0.14%	0.00%
Women	0.74%	0.64%	0.15%	0.07%	0.00%	0.07%

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2007
Membership on Management-Level Committees						
Executive/Management Committee						
All	1.23%	1.35%	0.72%	0.15%	0.24%	0.23%
Men	0.61%	0.75%	0.42%	0.11%	0.12%	0.11%
Women	0.61%	0.59%	0.30%	0.04%	0.12%	0.11%
Partner Review Committee						
All	1.11%	1.03%	0.97%	0.16%	0.44%	0.24%
Men	0.48%	0.54%	0.58%	0.16%	0.27%	0.10%
Women	0.63%	0.49%	0.39%	0.00%	0.16%	0.15%
Associate Review Committee						
All	1.88%	1.97%	1.18%	0.14%	0.11%	0.11%
Men	0.98%	1.17%	0.76%	0.11%	0.09%	0.06%
Women	0.90%	0.80%	0.42%	0.03%	0.03%	0.06%
Hiring Committee						
All	2.87%	3.04%	1.83%	0.15%	0.07%	0.13%
Men	1.85%	2.04%	1.23%	0.10%	0.04%	0.07%
Women	1.02%	1.00%	0.60%	0.06%	0.04%	0.05%
Diversity Committee						
All	7.27%	6.80%	6.36%	0.34%	0.43%	0.33%
Men	4.76%	4.63%	4.13%	0.17%	0.28%	0.22%
Women	2.51%	2.17%	2.23%	0.17%	0.15%	0.11%

	Openly GLBT			Individuals with Disabilities		
Year	2014	2013	2007	2014	2013	2008
Other Leadership Roles*						
U.S. Office Heads						
All	1.54%	1.59%	1.01%	0.36%	0.22%	0.20%
Practice Leaders						
All	1.47%	1.30%	1.30%	0.31%	0.22%	0.12%

**Note that baseline year for U.S. Office Heads and Practice Leaders is 2008; gender-specific data is unavailable.*

TABLE 5. FEMALE LAWYERS AMONG SURVEYED FIRMS: 2014, 2013, 2007

All Women			
	2014	2013	2007
Law Firm Demographics			
All Attorneys (associates, partners, of counsel)			
All Women	33.98%	33.86%	33.10%
White Women	26.58%	26.69%	26.09%
Minority Women	7.40%	7.16%	7.01%
Associates			
All Women	45.04%	44.96%	44.66%
White Women	32.72%	32.98%	33.01%
Minority Women	12.32%	11.99%	11.65%
Partners (both equity and non-equity partners)			
All Women	21.34%	20.85%	18.46%
White Women	18.54%	18.27%	16.56%
Minority Women	2.80%	2.58%	1.90%
Equity Partners			
All Women	18.79%	18.29%	16.05%
White Women	16.53%	16.24%	14.53%
Minority Women	2.27%	2.05%	1.52%
Non-equity Partners			
All Women	28.74%	28.20%	26.17%
White Women	24.39%	24.10%	23.05%
Minority Women	4.35%	4.10%	3.11%
Of Counsel			
All Women	39.32%	39.40%	35.63%
White Women	33.15%	33.62%	30.85%
Minority Women	6.17%	5.78%	4.78%

All Women			
	2014	2013	2007
Recruitment & Promotion			
All Attorneys Hired (lateral hires and starting associates)			
All Women	41.28%	41.64%	42.22%
White Women	29.13%	29.81%	30.63%
Minority Women	12.15%	11.83%	11.59%
Lateral Associates Hired			
All Women	42.38%	42.97%	45.54%
White Women	28.98%	31.08%	32.65%
Minority Women	13.41%	11.89%	12.89%
Lateral Partners Hired			
All Women	22.61%	22.65%	18.78%
White Women	18.39%	18.29%	16.13%
Minority Women	4.22%	4.35%	2.65%
Lateral Of Counsel Hired			
All Women	40.78%	40.78%	38.31%
White Women	32.63%	33.36%	31.74%
Minority Women	8.16%	7.42%	6.58%
2L Summer Associates			
All Women	46.55%	45.49%	46.53%
White Women	30.01%	29.77%	31.90%
Minority Women	16.54%	15.71%	14.63%
2L Summer Associates Who Accepted an Offer			
All Women	46.55%	45.77%	46.86%
White Women	30.10%	30.64%	32.36%
Minority Women	16.45%	15.13%	14.50%
Partners Promoted			
All Women	34.56%	34.49%	30.03%
White Women	28.07%	27.99%	24.37%
Minority Women	6.49%	6.50%	5.66%
All New Equity Partners (both promoted and hired laterally)			
All Women	24.69%	24.35%	20.86%
White Women	20.61%	20.19%	17.55%
Minority Women	4.08%	4.16%	3.31%

All Women			
	2014	2013	2007
Attrition (attorneys who left their firms)			
All Attorneys (associates, partners, of counsel)			
All Women	39.97%	40.53%	40.72%
White Women	29.34%	29.86%	30.82%
Minority Women	10.63%	10.67%	9.90%
Associates (all levels)			
All Women	45.25%	46.40%	47.66%
White Women	31.46%	32.34%	34.64%
Minority Women	13.79%	14.06%	13.02%
Junior Associates (1st- and 2nd-years)			
All Women	43.72%	43.31%	47.87%
White Women	28.29%	30.70%	33.52%
Minority Women	15.42%	12.61%	14.36%
Midlevel Associates (3rd-, 4th- and 5th-years)			
All Women	46.15%	46.38%	49.80%
White Women	32.01%	31.18%	36.15%
Minority Women	14.14%	15.20%	13.65%
Equity Partners			
All Women	21.10%	20.72%	17.78%
White Women	17.72%	17.67%	15.32%
Minority Women	3.38%	3.05%	2.46%
Non-equity Partners			
All Women	27.19%	29.26%	24.55%
White Women	22.96%	24.45%	21.42%
Minority Women	4.23%	4.81%	3.13%
Of Counsel			
All Women	41.34%	39.35%	39.73%
White Women	33.96%	32.88%	33.71%
Minority Women	7.38%	6.46%	6.03%

All Women			
	2014	2013	2007
Membership on Management-Level Committees			
Executive/Management Committee			
All Women	19.85%	18.53%	14.81%
White Women	17.82%	16.79%	13.60%
Minority Women	2.03%	1.74%	1.21%
Partner Review Committee			
All Women	21.95%	21.10%	16.93%
White Women	19.94%	19.14%	15.77%
Minority Women	2.01%	1.96%	1.17%
Associate Review Committee			
All Women	30.00%	28.72%	24.42%
White Women	25.97%	24.84%	21.46%
Minority Women	4.03%	3.87%	2.95%
Hiring Committee			
All Women	36.51%	35.77%	35.12%
White Women	28.79%	27.99%	28.03%
Minority Women	7.71%	7.78%	7.09%
Diversity Committee			
All Women	45.85%	44.75%	44.88%
White Women	28.74%	28.06%	25.52%
Minority Women	17.10%	16.70%	19.35%
All Women			
	2014	2013	2008
Other Leadership Roles*			
U.S. Office Heads			
All Women	18.44%	17.77%	14.39%
Practice Leaders			
All Women	20.05%	19.83%	18.38%

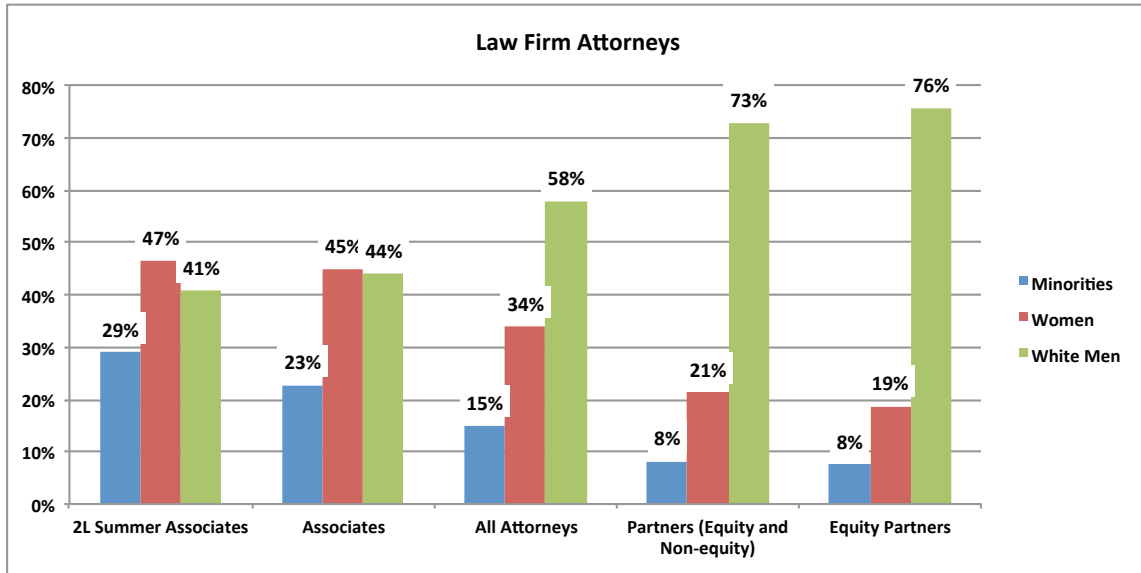
**Note that baseline year for U.S. Office Heads and Practice Leaders is 2008; race-specific data is unavailable.*

TABLE 6. LAW FIRM ATTORNEY POPULATION

Law Firm Demographic Data	2L Summer Associates	Associates	Equity Partners	Non-equity Partners	Of Counsel	All Lawyers
White/Caucasian	70.74%	76.78%	92.26%	89.21%	88.22%	84.62%
African-American/Black	6.77%	4.19%	1.74%	2.82%	2.67%	3.05%
Asian	12.90%	10.95%	2.87%	3.42%	4.60%	6.69%
Hispanic/Latino	6.05%	4.53%	2.26%	3.07%	2.77%	3.41%
Multiracial	2.97%	2.74%	0.49%	0.66%	1.10%	1.57%
Alaska Native/American Indian	0.22%	0.24%	0.15%	0.18%	0.20%	0.20%
Native Hawaiian/Pacific Islander	0.05%	0.11%	0.02%	0.06%	0.04%	0.06%
Openly GLBT	3.60%	2.74%	1.65%	1.55%	1.66%	2.12%
Individuals with Disabilities	0.16%	0.23%	0.29%	0.21%	0.33%	0.26%
All Minorities	28.97%	22.75%	7.53%	10.21%	11.39%	14.99%
Women of Color	16.54%	12.32%	2.27%	4.35%	6.17%	7.40%
All Women	46.55%	45.04%	18.79%	28.74%	39.32%	33.98%

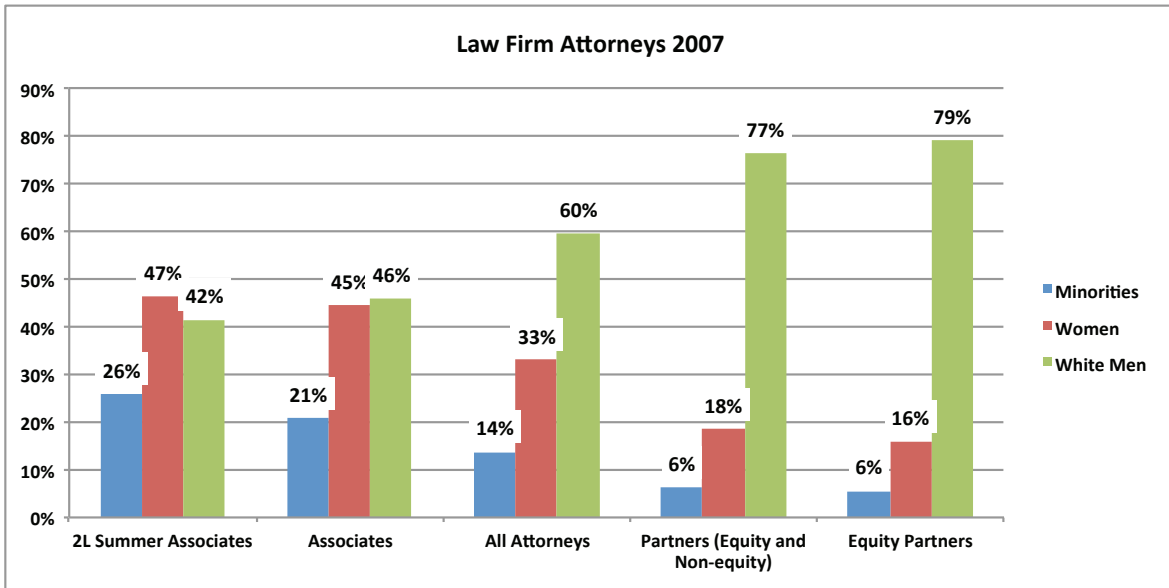
Nearly 85% of attorneys practicing at law firms in the United States are white. Asian Americans and Hispanics together represent about 10% of law firm attorneys, and their numbers have been slowly growing. Meanwhile, the percentage of African-American lawyers has been falling and is now at just over 3%.

TABLES 7-11. DIVERSITY AT THE TOP



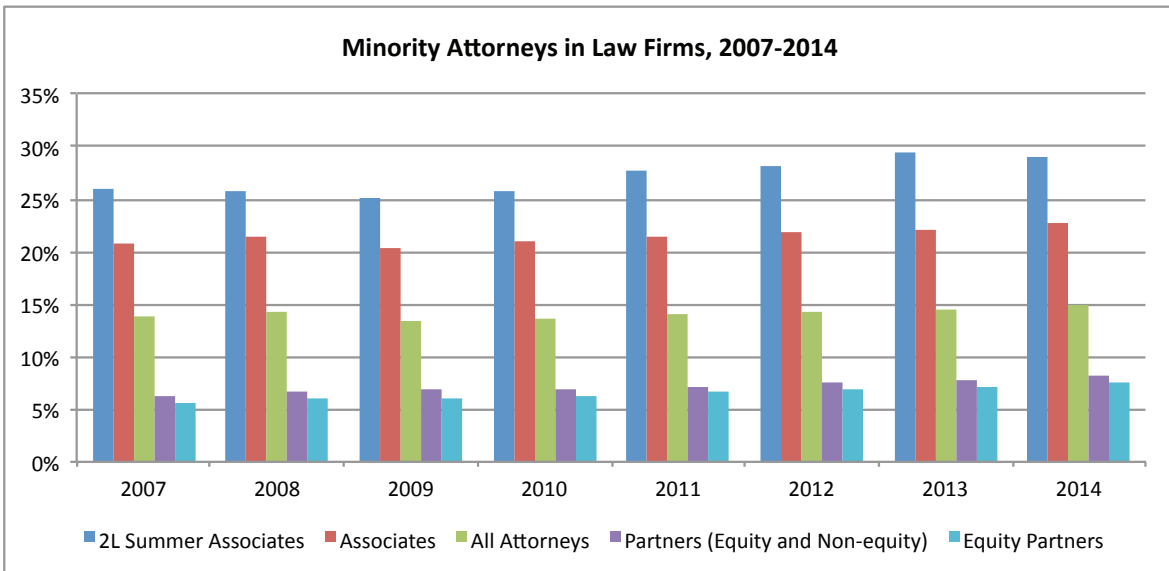
The slow rate of progress for minority and women lawyers is underscored when one compares their advancement to that of white men. For the last decade, women and attorneys of color have made up more than half of law firm associates. Yet law firm partnerships are still largely populated by white men. White men represent more than three-quarters (75.73%) of equity partners and 73% (72.94%) of all partners.

But the numbers are gradually trending upward, as the newer ranks of equity partners show greater diversity. Law firms reported that in 2014 more than 33 percent (33.20%) of all new equity partners (whether promoted from within or hired laterally) were female or members of underrepresented racial/ethnic minority groups. Eight years ago, that number was closer to 28 percent (28.23%).

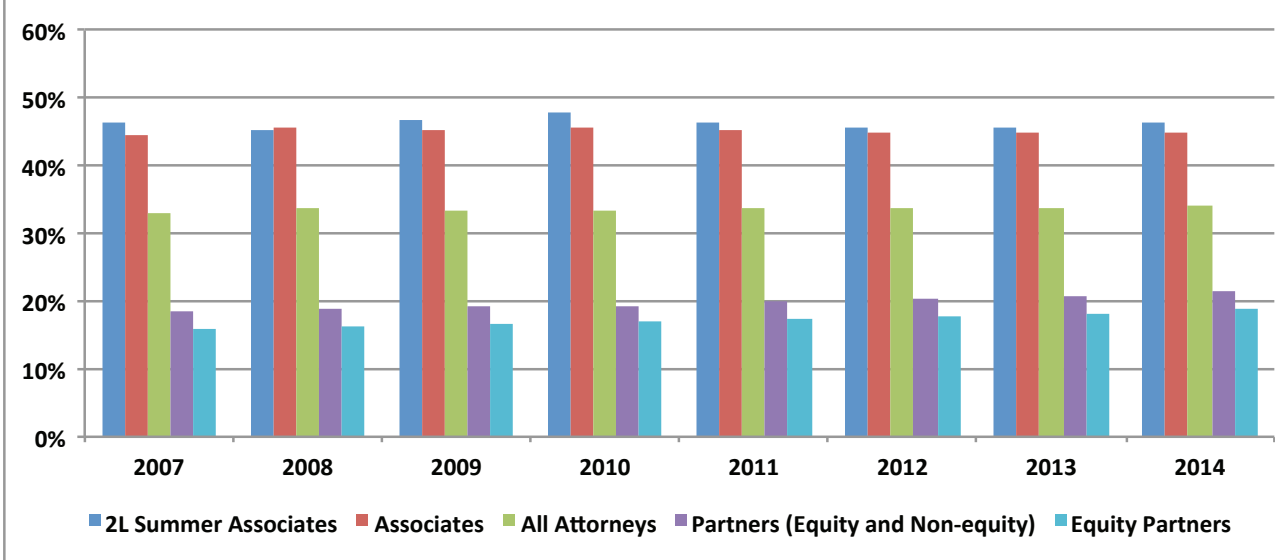


Note: Percentages add up to more than 100% because minorities include attorneys of both genders, and women includes all female attorneys, regardless of race/ethnicity.

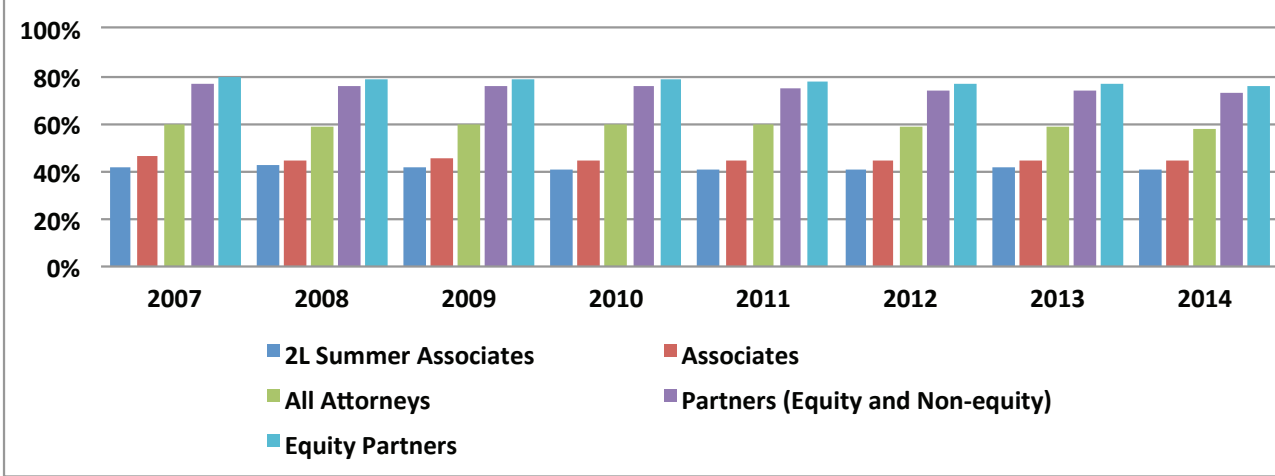
The following charts highlight the very different rates at which minority, women and white male attorneys advance at law firms, as well as the slow rate of progress made between 2007 and 2014.



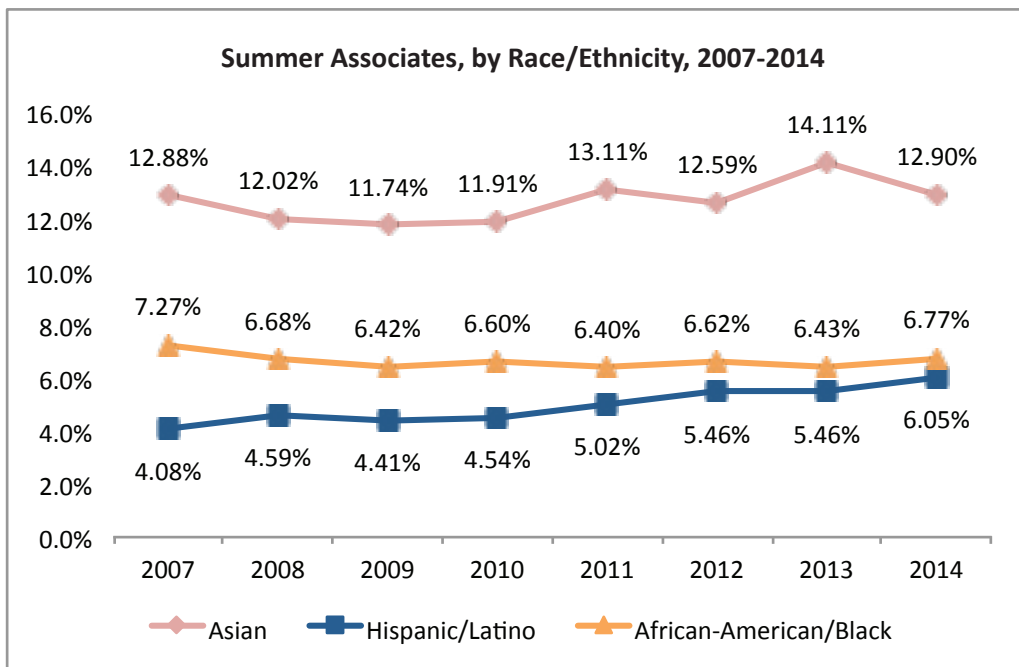
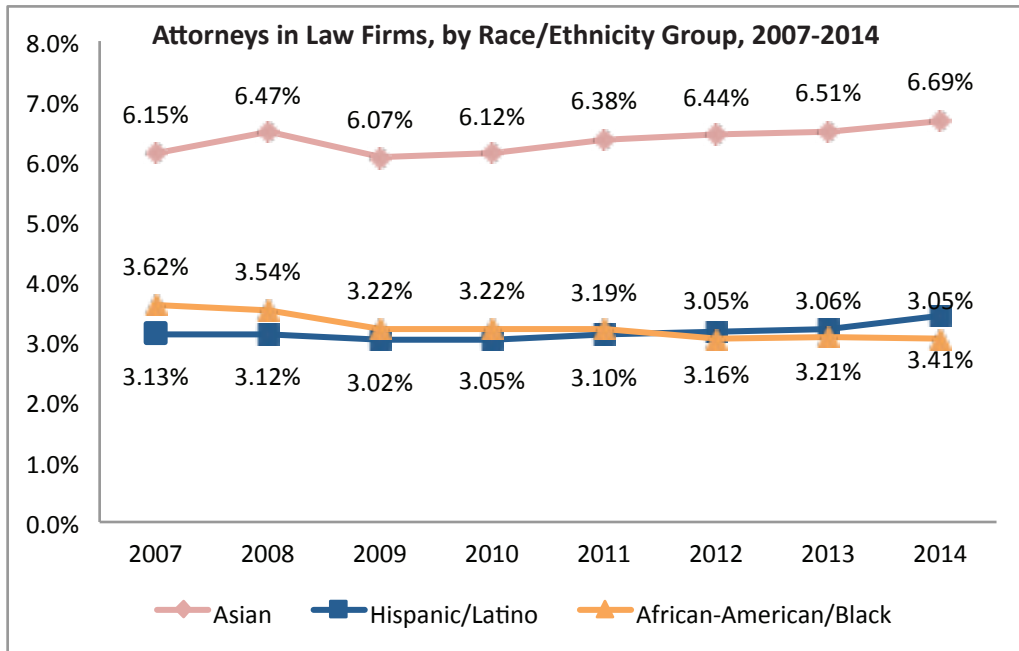
Women in Law Firms, 2007-2014



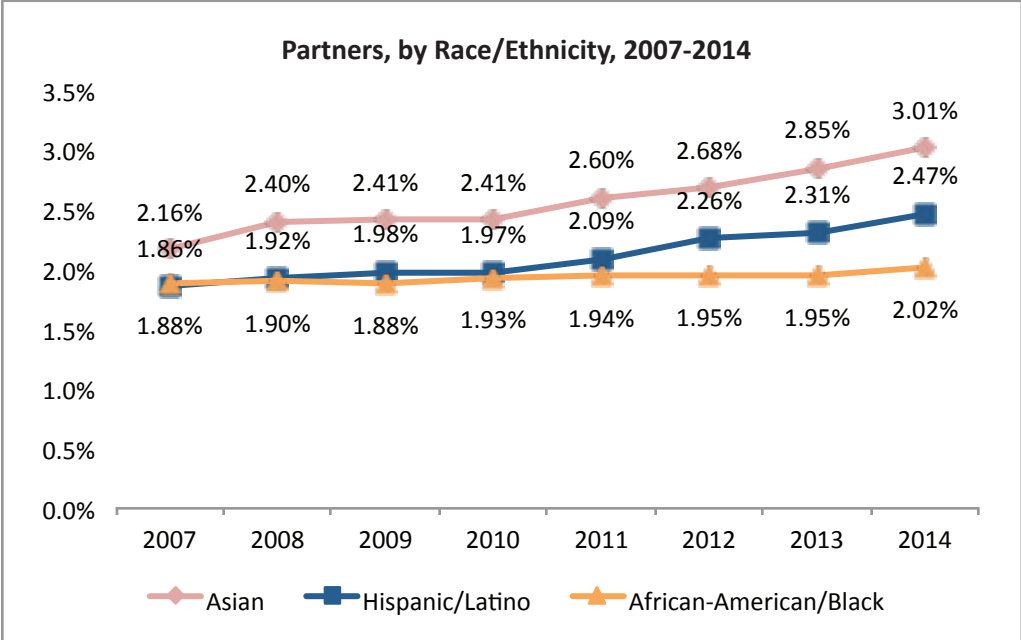
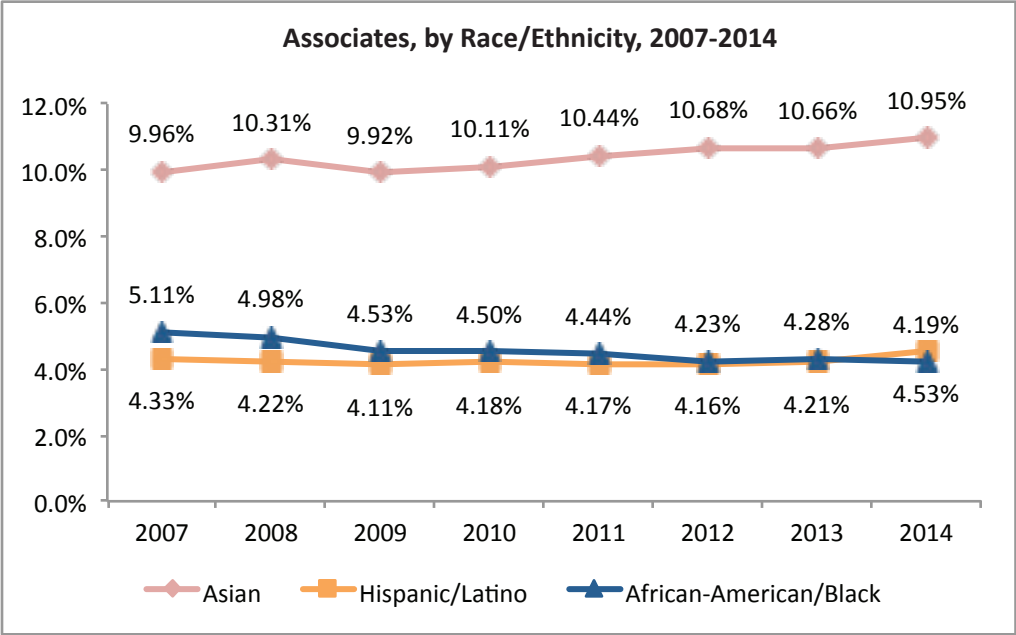
White Men in Law Firms, 2007-2014



TABLES 12-15. PROGRESS AMONG MINORITY GROUPS



The rate of progress among the three largest minority groups has been uneven. As the overall number of Hispanic and Asian American attorneys in law firms has grown, the population of African-American lawyers has been declining. And while Asian attorneys are better represented among associates than other minority lawyers, their numbers diminish in the partner and management ranks.



TABLES 16-17. LAW FIRM ATTRITION AND RATIOS BY RACE, ETHNICITY AND GENDER

Attorney Attrition as a Percentage of their Overall Law Firm Population				
	Black/African-American	Hispanic/Latino	Asian	White/Caucasian
All	16%	13%	13%	9%
Men	15%	12%	13%	8%
Women	17%	14%	13%	11%

Ratio of Partners to Associates				
	Asian	Black/African-American	Hispanic/Latino	White/Caucasian
All	0.27	0.48	0.54	1.18
Men	0.40	0.71	0.73	1.65
Women	0.18	0.31	0.33	0.56