



MCCA™



2020 VAULT/MCCA LAW FIRM DIVERSITY SURVEY REPORT

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INTRODUCTION

The Vault/MCCA Law Firm Diversity Survey collects information from law firms about the steps they are taking to recruit, retain and promote a more diverse workforce. The survey gathers detailed breakdowns of law firm populations by race/ethnicity, gender, sexual orientation and disability status across attorney levels—from summer associates hired to partners promoted. Firms are asked to outline their initiatives and goals with respect to diversity, equity and inclusion, and to explain how management is held accountable for achieving those goals. Their responses are available in the Law Firm Diversity Database (<http://mcca.vault.com>). Access to the Law Firm Diversity Database is provided at no charge to the legal community to promote transparency and accountability and in the belief that the pursuit of progress is a shared endeavor.

This report highlights industry-wide findings from the most recent Vault/MCCA Survey conducted in the spring of 2020. Quantitative law firm demographic statistics were reported for the 2019 calendar year. We thank all the law firms who have taken the time to complete the survey and the corporate legal departments who have been the driving force behind this initiative.

2020 VAULT/MCCA SURVEY RESULTS

The following information is based on data submitted by law firms who participated in the survey in the spring of 2020. Quantitative data was reported for the 2019 calendar year (with year-end stats for most categories), while qualitative data was current as of spring 2020, when the information was submitted.

- 233 law firms took part in the survey in 2020.
- 73% (170) of those firms have taken part consistently for more than a dozen years.

Qualitative Results

- 96% of participating firms currently have a diversity committee.
 - Of those diversity committees, 92% include management representation.
- 75% of participating firms have hired or plan to hire a director of diversity or other full-time professional to implement the firm's diversity program.
- 92% of participating firms support internal employee affinity groups.
- 91% of participating firms have implemented or plan to implement bias interrupters with respect to hiring/assignments/evaluations/compensation reviews/promotions/etc.
- 26% of participating firms are Mansfield Rule certified.
- 44% of firms plan to be Mansfield Rule certified.

Quantitative Results

The latest results reflect a continuation of many of the trends observed over the last several years:

- Law firms are hiring and promoting more women and people of color¹ than they did a decade ago, but the level of diversity still diminishes dramatically the higher one moves up the leadership ladder.
 - 47% of associates are female, and 27% are people of color.
 - 41% of partners promoted in 2019 were women, and 17% were people of color.

And yet:

- 75% of law firm partners are male, and 89% are white
- Among male attorneys: 53% of white men are partners, while only 24% of men of color are partners.
- Among female attorneys: 32% of white women are partners, but just 17% of women of color are partners.
- Retention of diverse attorneys remains an issue. Not only do female and attorneys of color leave their firms at a disproportionately high rate, but the numbers are rising. This is particularly notable among women of color, African American/Black attorneys and Asian American attorneys.
 - Women of color represented less than 10% of all attorneys but more than 13% of attorneys who left their firms in 2019.
 - African American/Black attorneys represented under 4% of all attorneys but almost 6% of attorney departures.
 - Asian American attorneys represented less than 8% of all attorneys but more than 10% of departures.

¹For the purposes of this document, the terms "minority" and "people of color" refer to individuals identifying with one or more of the following racial/ethnic groups: African American/Black, Hispanic/Latinx, Asian American, Alaska Native/Indigenous, Native Hawaiian/Pacific Islander and Multiracial.

Table 1. Overall Law Firm Demographics

Demographic	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
White/Caucasian	66.06%	72.25%	85.18%	87.47%	89.85%	89.17%	81.05%
Asian American	13.46%	12.08%	5.38%	4.03%	3.99%	4.00%	7.81%
Hispanic/Latinx	7.67%	6.01%	3.35%	3.29%	2.72%	2.88%	4.35%
African American/ Black	7.63%	5.13%	3.46%	2.63%	2.03%	2.20%	3.68%
Multiracial	3.75%	3.26%	1.68%	1.37%	0.87%	1.01%	2.11%
Alaska Native/ Indigenous	0.28%	0.19%	0.19%	0.19%	0.14%	0.16%	0.17%
Native Hawaiian/ Pacific Islander	0.37%	0.08%	0.06%	0.10%	0.03%	0.05%	0.07%
Openly LGBTQ+	6.96%	4.44%	2.09%	2.11%	2.03%	2.05%	3.13%
Individuals with Disabilities	0.34%	0.67%	0.77%	0.79%	0.50%	0.58%	0.65%
All Attorneys Of Color	33.17%	26.75%	14.12%	11.62%	9.78%	10.30%	18.19%
All Women	52.21%	47.25%	40.35%	30.61%	22.31%	24.68%	36.88%
Women of Color	19.89%	15.23%	7.35%	5.30%	3.31%	3.88%	9.44%

ATTORNEYS OF COLOR

Representation of attorneys of color continues to grow, as more attorneys of color are hired and promoted and serve in positions of leadership. However, retention remains a significant issue, as attorneys of color leave their firms at a disproportionately high rate.

Overall Demographics

- 18.2% of law firm attorneys are members of racial/ethnic minority groups, reflecting a small gain since last year's survey (17.5%) and a gradual increase since 2007 (13.8%).
- Attorneys of color represent:
 - 26.8% of associates (up from 25.8% reported for prior year)
 - 10.3% of partners (up from 9.8% for prior year)
 - 9.8% of equity partners (up from 9.2% for prior year)
 - 11.6% of non-equity partners (up from 11.5% for prior year)
 - 14.1% of of-counsel (up from 13.4% reported in prior year)
- Of the 20,338 attorneys of color at surveyed law firms, 66.0% are associates, 23.7% are partners and 10.2% are of counsel.

Recruitment

- 27.7% of all attorneys hired in 2019 were people of color (up from 25.3% in the prior year).
- 33.2% of the 2Ls at participating firms in 2019 were students of color (up from 32.6% in prior summer class).

Promotion

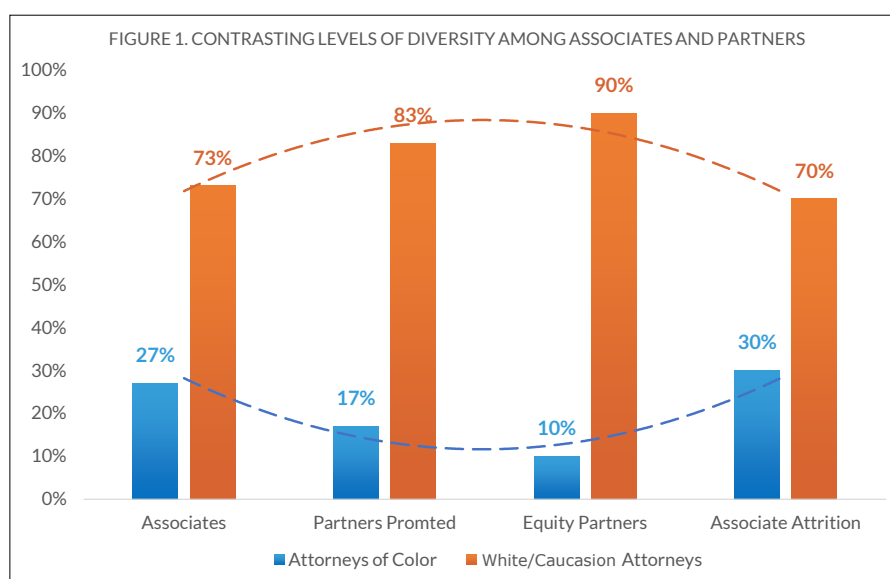
- Attorneys of color represented 16.9% of attorneys promoted to partnership in 2019 (up from 16.3% in the prior year).

Management

- Attorneys of color represent 11.7% of attorneys serving on executive/management committees (up from 10.7% reported in prior year).
- 11.6% of U.S. office heads are attorneys of color (up from 10.2% reported in prior year).
- 9.0% of practice group leaders are attorneys of color (up from 8.4% reported in prior year).

Attrition

- 30.0% of associates who left their firms in 2019 were members of racial/ethnic minority groups (up from 27.7% reported for 2018). numbers are particularly high among junior and midlevel associates.
- 24.2% of all departures in 2019 were attorneys of color (up from 22.1% reported for 2018).
- These figures are the highest to date.



WOMEN

The 2020 survey also showed progress for women, particularly with respect to partnership numbers. Yet attrition among female attorneys also increased in the last year.

Overall Demographics

- 36.9% of law firm attorneys are female, reflecting a small gain since last year's survey (36.2%) and a more substantial increase since 2007 (33.1%).
- Women represent:
 - 47.3% of associates (up from 46.5% reported in prior year)
 - 24.7% of partners (up from 23.9% reported in prior year)
 - 22.3% of equity partners (up from 21.6% reported in prior year)
 - 30.6% of non-equity partners (up from 30.1% reported in prior year)
 - 40.4% of of-counsel (up from 40.0% reported in prior year)
- Of 41,329 female attorneys at surveyed law firms, 57.5% are associates, 28.0% are partners and 14.4% are of counsel.

Recruitment

- 52.2% of 2L summer associates at law firms in 2019 were women (up from 51.4% the previous year). This is the second year in a row in which female students represented more than half of 2Ls at participating firms.
- 45.2% of new hires were women (up from 41.3%). While the numbers have fluctuated over the last dozen years, this is the highest figure reported to date.

Promotion

- 41.1% of attorneys promoted to partnership in 2019 were women (up from 38.1% in 2018 and 30.0% in 2007).

Management

- Women represent 28.0% of attorneys serving on executive/management committees (up from 26.1% reported in prior year).
- 22.9% of U.S. office heads are women (up from 22.3% reported in prior year).
- 24.3% of practice group leaders are women (down from 24.6% reported in prior year).

Attrition

- 47.1% of associates who left their firms in 2019 were female (up from 46.9% reported for 2018).
- Women represented 42.0% of all attorney departures in 2019 (up from 40.8% reported for 2018).

WOMEN OF COLOR

Despite increases in hiring and promotions, women of color remain significantly underrepresented at partnership and leadership levels and overrepresented among attorney departures.

Overall Demographics

- 9.4% of law firm attorneys are women of color, reflecting a small gain since last year's survey (9.0%).
- Women of color represent:
 - 15.2% of associates (up from 14.6% reported in prior year)
 - 3.9% of partners (up from 3.6% reported in prior year)
 - 3.3% of equity partners (up from 3.1% reported in prior year)
 - 5.3% of non-equity partners (up from 5.1% reported in prior year)
 - 7.4% of of-counsel (up from 7.1% reported in prior year)
- Of 10,550 female attorneys of color at surveyed law firms, 72.5% are associates, 17.2% are partners and 10.3% are of counsel.

Recruitment

- 19.9% of 2L summer associates in 2019 were women of color (up from 19.3% the previous year).
- 15.4% of new hires were women of color (up from 13.9%). While the numbers have fluctuated over the last dozen years, this is the highest figure reported to date.

Promotion

- 8.8% of attorneys promoted to partnership in 2019 were women of color (up from 8.3% in 2018 and 5.7% in 2007).

Management

- Women of color represent 4.1% of attorneys serving on executive/management committees (up from 3.8% reported in prior year).

Attrition

- 17.0% of associates who left their firms in 2019 were women of color (up from 15.6% reported for 2018).
- Women of color represented 13.2% of all attorney departures in 2019 (up from 12.0% reported for 2018).

FIGURE 2. ALL WOMEN: HIRES, DEPARTURES AND PROMOTIONS OVER TIME†

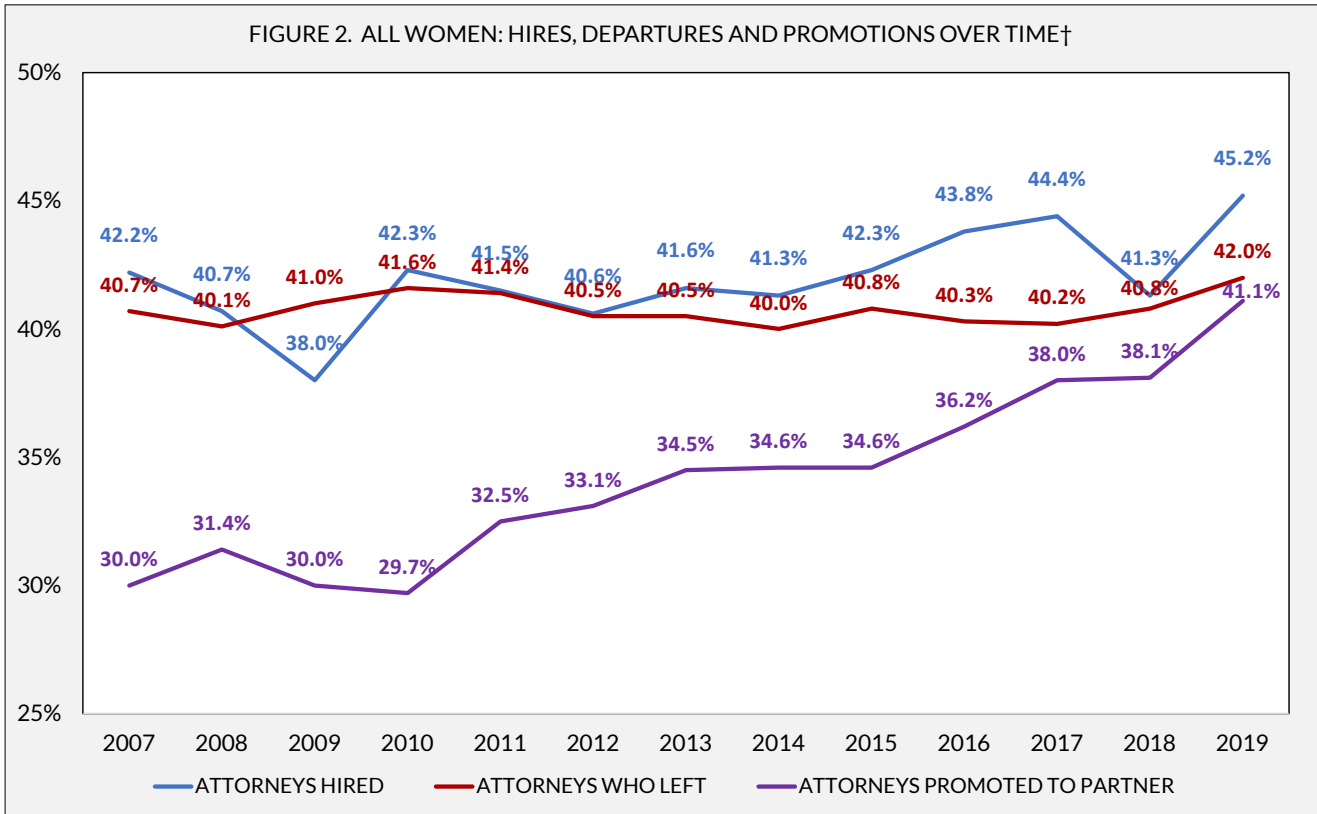
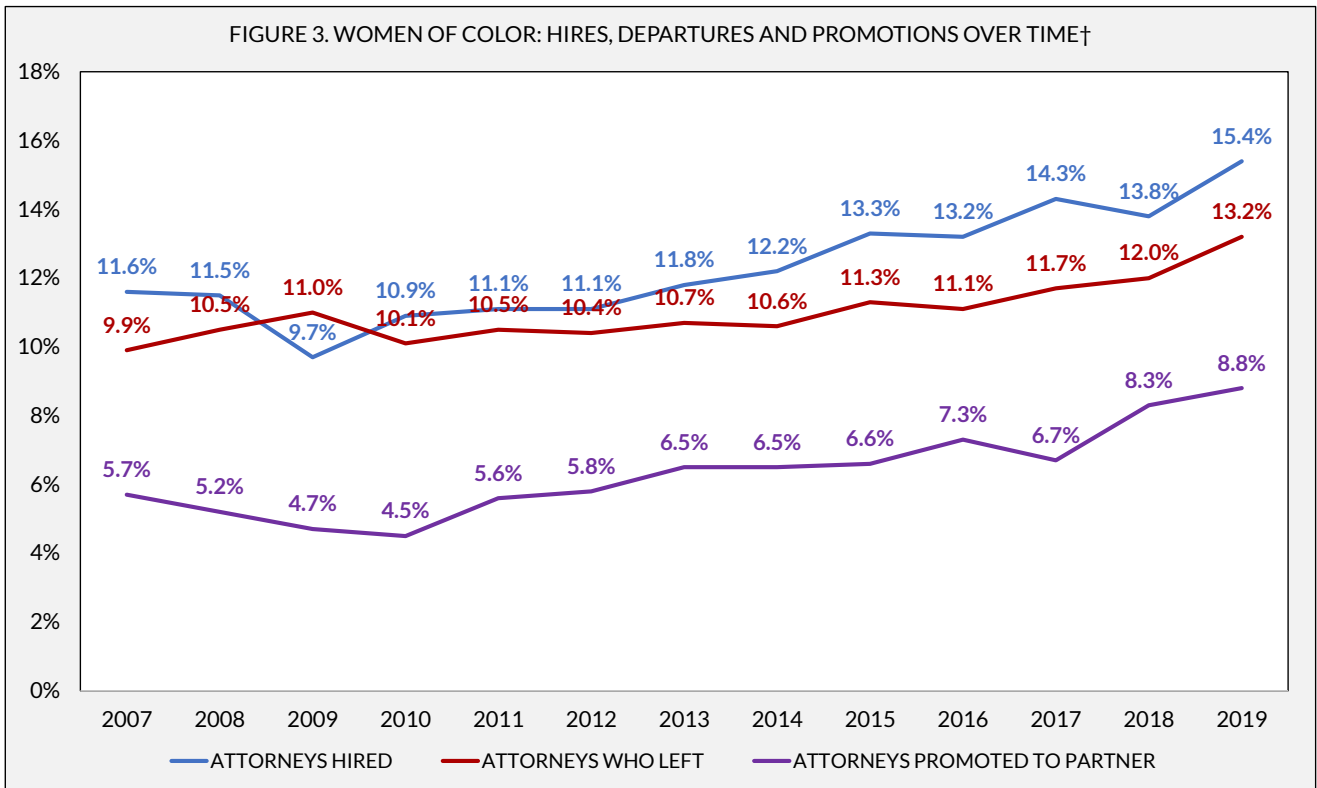


FIGURE 3. WOMEN OF COLOR: HIRES, DEPARTURES AND PROMOTIONS OVER TIME†



†Represents percentage of women among attorneys hired each year (incoming associates as well as laterals), compared to percentage of women among attorneys who left their firms that year (associates, counsel and partners) and the percentage of women among attorneys promoted to partnership.

RESULTS BY RACE/ETHNICITY

The following sections highlight significant findings based on the data reported for individual racial/ethnic groups.

- Even compared to other minority groups, Asian Americans are significantly underrepresented at partnership and management levels, although the numbers are slowly trending upward.
- While the numbers remain low compared to their share of the U.S. population as a whole, Hispanic/Latinx lawyers have seen slow but steady gains according to the data.
- Progress for African American/Black lawyers is less evident, as their numbers in law firms remain below pre-recession levels and they leave their firms at a higher rate than other groups.

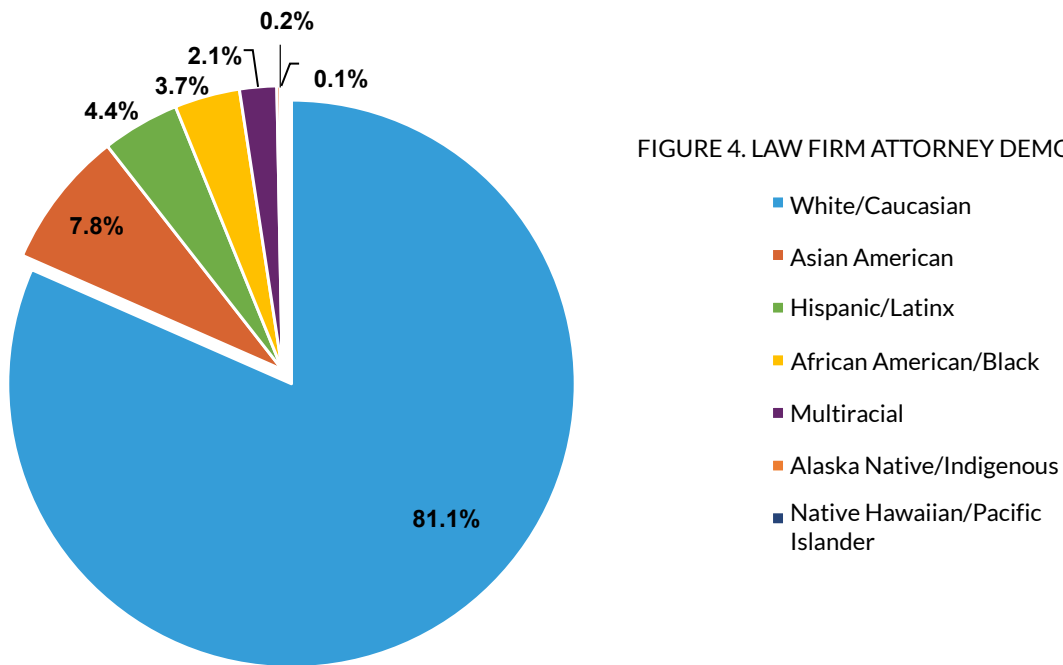


FIGURE 4. LAW FIRM ATTORNEY DEMOGRAPHICS

- White/Caucasian
- Asian American
- Hispanic/Latinx
- African American/Black
- Multiracial
- Alaska Native/Indigenous
- Native Hawaiian/Pacific Islander

ASIAN AMERICAN ATTORNEYS

Numbers have risen among most attorney categories; but promotion figures dropped a little as attrition increased. Asian American attorneys are the largest racial/ethnic group in law firms, but one of the most underrepresented groups at the partnership and management levels.

Overall Demographics

- 7.8% of all attorneys (up from 7.7% reported in prior year)
- 12.1% of associates (up from 12.0% reported in prior year)
- 4.0% of partners (up from 3.9% reported in prior year)
- 4.0% of equity partners (up from 3.7% reported in prior year)
- 4.0% of non-equity partners (down from 4.2% reported in prior year)
- 5.4% of of-counsel (up from 5.3% reported in prior year)
- Of 8,735 Asian American attorneys at surveyed law firms, 69.4% are associates, 21.5% are partners and 9.1% are of counsel.

Recruitment

- 13.5% of 2L summer associates in 2019 (up from 13.1% in prior year)
- 11.6% of new hires (up from 11.0% in prior year)

Promotion

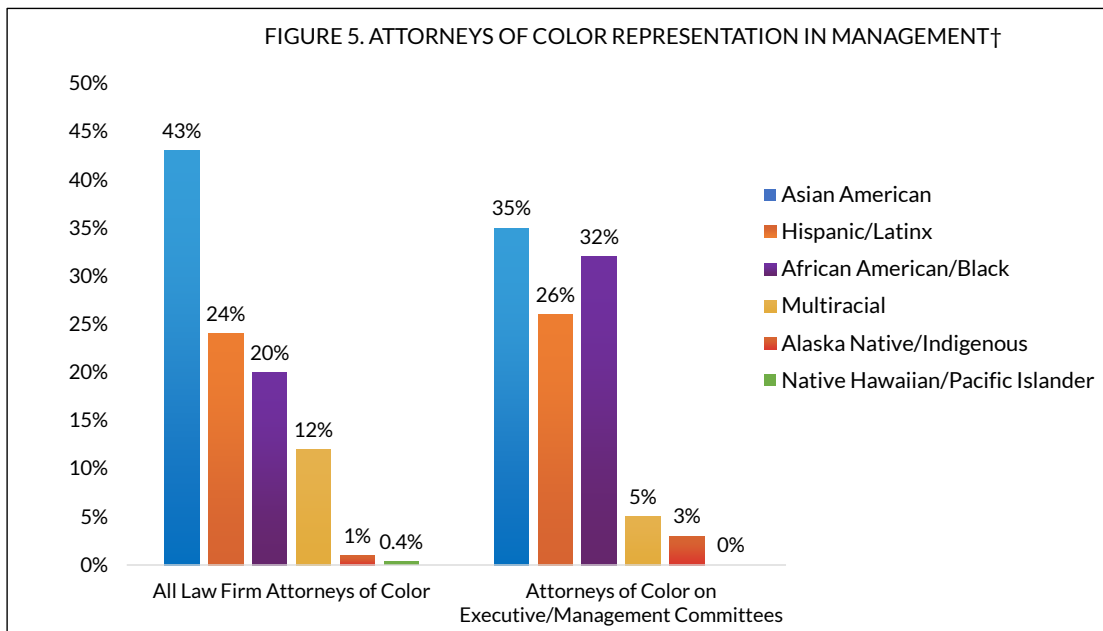
- 6.6% of partners promoted in 2019 (down from 6.8% in prior year)

Management

- 4.1% of attorneys serving on management/executive committees (up from 3.5% reported in prior year)

Attrition

- 13.8% of associates who left their firms in 2019 (up from 12.7% in prior year)
- 10.4% of all attorneys who left their firms in 2019 (up from 9.8% in prior year)



†Represents racial/ethnic breakdown of attorneys of color, comparing demographics of overall law firm population to demographics of firms' executive/management committees. Note that percentages are based on the total number of attorneys of color.

HISPANIC/LATINX ATTORNEYS

Numbers have increased among most attorney categories, including summer associates and partner promotions. But, as is true for other racial/ethnic groups, attrition also increased over the prior year. Of the three largest racial/ethnic groups, Hispanic/Latinx attorneys are best represented among equity partners.

Overall Demographics

- 4.4% of all attorneys (up from 4.1% reported in prior year)
- 6.0% of associates (up from 5.5% reported in prior year)
- 2.9% of partners (up from 2.8% reported in prior year)
- 2.7% of equity partners (up from 2.6% reported in prior year)
- 3.3% of non-equity partners (little changed from prior year)
- 3.4% of of-counsel (little changed from prior year)
- Of 4,860 Hispanic/Latinx attorneys at surveyed law firms, 62.1% are associates, 27.8% are partners and 10.1% are of counsel.

Recruitment

- 7.7% of 2L summer associates in 2019 (up from 7.6% in prior year)
- 6.6% of new hires (up from 5.5% in prior year)

Promotion

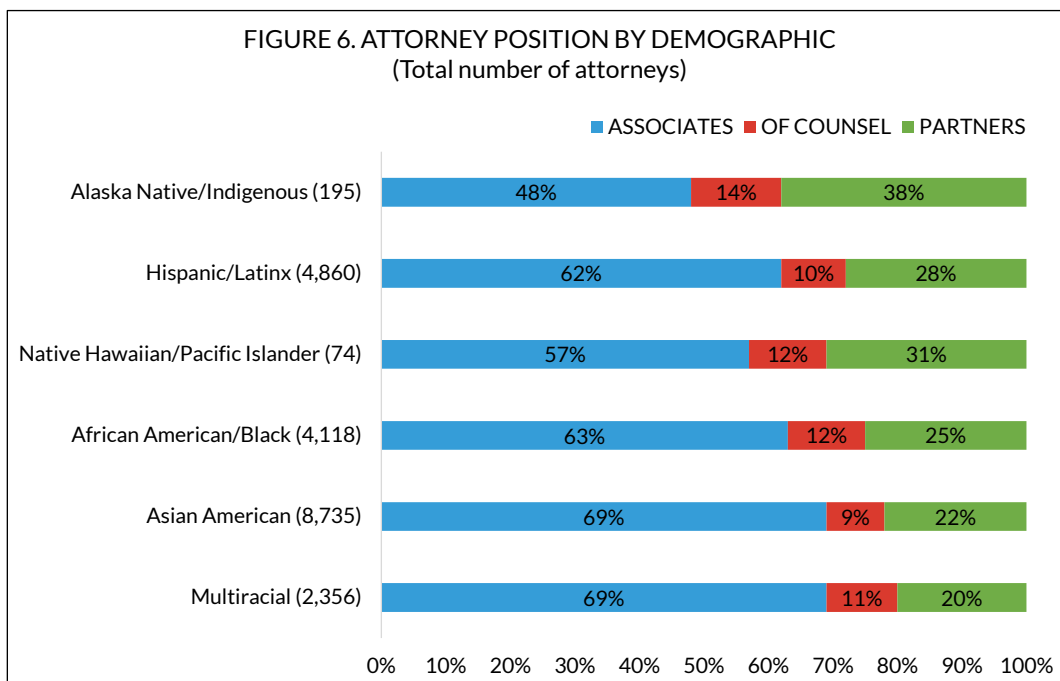
- 4.7% of partners promoted in 2019 (up from 4.0% in prior year)

Management

- 3.0% of attorneys serving on management/executive committees (down from 3.2% reported in prior year)

Attrition

- 5.8% of associates who left their firms in 2019 (up from 5.0% in prior year)
- 5.2% of all attorneys who left their firms in 2019 (up from 4.4% in prior year)



AFRICAN AMERICAN/BLACK ATTORNEYS

While the number of departures of all racial/ethnic groups is disproportionate to their share of the overall population, African American/Black attorneys left their firms at a particularly high rate in 2019. Although the percentage of African American/Black attorneys among attorneys hired increased, the 2019 summer associate class included fewer African American/Black students than the previous year.

Overall Demographics

- 3.7% of all attorneys (up from 3.5% reported in prior year)
- 5.1% of associates (up from 4.8% reported in prior year)
- 2.2% of partners (up from 2.1% reported in prior year)
- 2.0% of equity partners (up from 1.9% reported in prior year)
- 2.6% of non-equity partners (up from 2.5% reported in prior year)
- 3.5% of of-counsel (up from 3.1% reported in prior year)
- Of 4,118 African American/Black attorneys at surveyed law firms, 62.6% are associates, 25.0% are partners and 12.4% are of counsel.

Recruitment

- 7.6% of 2L summer associates in 2019 (down from 7.8% in prior year)
- 6.2% of new hires (up from 5.5% in prior year)

Promotion

- 3.0% of partners promoted in 2019 (up from 2.8% in prior year)

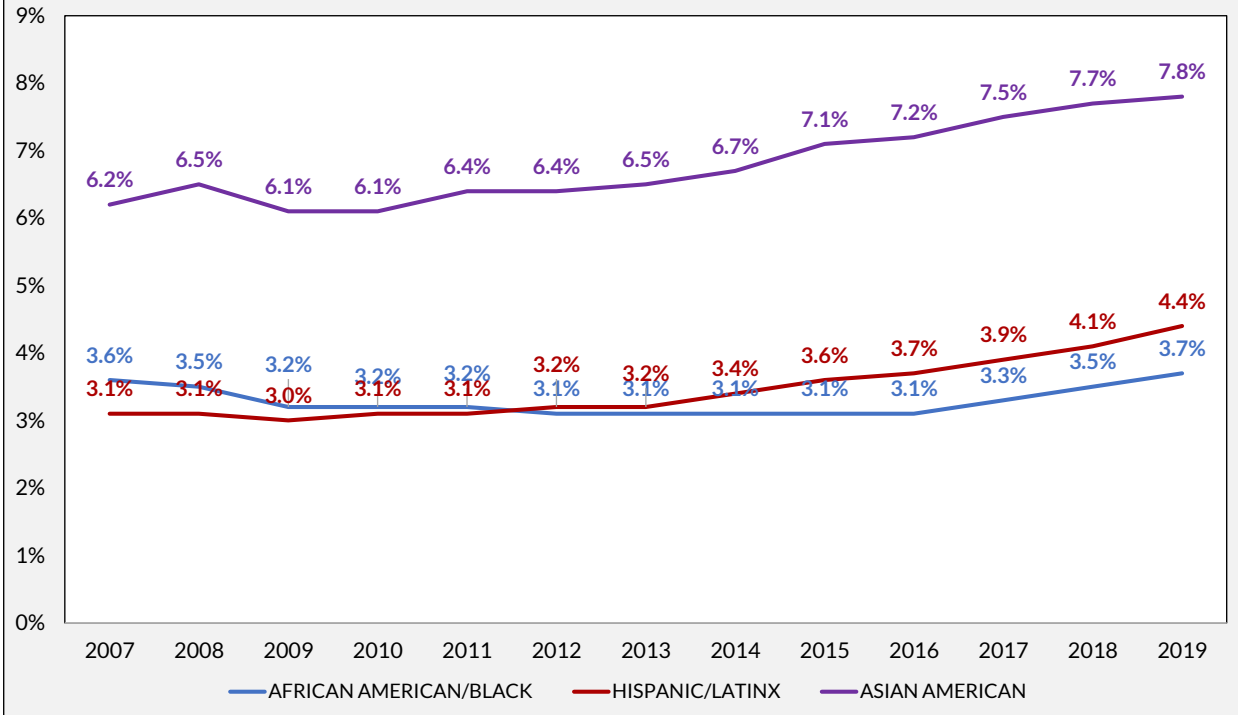
Management

- 3.7% of attorneys serving on management/executive committees (up from 3.3% reported in prior year)

Attrition

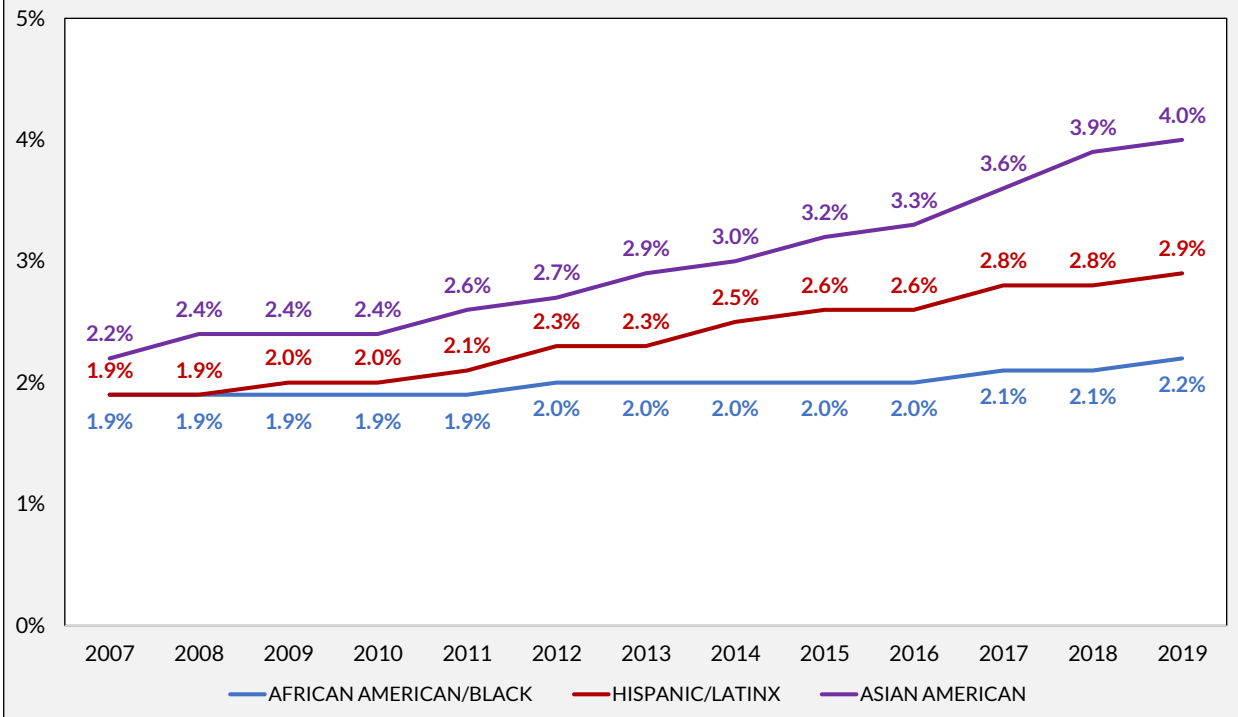
- 6.9% of associates who left their firms in 2019 (up from 6.3% in prior year)
- 5.8% of all attorneys who left their firms in 2019 (up from 5.1% in prior year)

FIGURE 7. ATTORNEYS OF COLOR REPRESENTATION AMONG LAW FIRM ATTORNEYS



As the population of Asian American and Hispanic/Latinx lawyers has gradually increased over time, the number of African American/Black lawyers has fallen or remained flat. The numbers of Hispanic/Latinx and Asian American partners have also grown at a higher rate than that of African American/Black partners.

FIGURE 8. ATTORNEYS OF COLOR REPRESENTATION AMONG LAW FIRM PARTNERS



MULTIRACIAL ATTORNEYS

Among the individual racial/ethnic groups for which data was collected, attorneys identifying as more than one race are least likely to be partners.

Overall Demographics

- 2.1% of all attorneys (up from 2.0% reported in prior year)
- 3.3% of associates (up from 3.2% reported in prior year)
- 1.0% of partners (up from 0.9% reported in prior year)
- 0.9% of equity partners (up from 0.8% reported in prior year)
- 1.4% of non-equity partners (up from 1.2% reported in prior year)
- 1.7% of of-counsel (up from 1.4% reported in prior year)
- Of 2,356 Multiracial attorneys at surveyed law firms, 69.4% are associates, 20.1% are partners and 10.5% are of counsel.

Recruitment

- 3.8% of 2L summer associates in 2019 (little changed from prior year)
- 3.1% of new hires (up from 3.0% in prior year)

Promotion

- 2.3% of partners promoted in 2019 (up from 2.2% in prior year)

Management

- 0.6% of attorneys serving on management/executive committees (up from 0.4% reported in prior year)

Attrition

- 3.3% of associates who left their firms in 2019 (down from 3.4% in prior year)
- 2.5% of all attorneys who left their firms in 2019 (little changed from prior year)

ALASKA NATIVE/INDIGENOUS ATTORNEYS

As the total number of attorneys identified as Alaska Native or Indigenous is quite small (representing less than 0.2% of the law firm population), it is difficult to gauge progress year to year.

Overall Demographics

- 0.2% of all attorneys (little changed from prior year)
- 0.2% of associates (little changed from prior year)
- 0.2% of partners (little changed from prior year)
- 0.1% of equity partners (little changed from prior year)
- 0.2% of non-equity partners (little changed from prior year)
- 0.2% of of-counsel (little changed from prior year)
- Of 195 Alaska Native/Indigenous attorneys at surveyed law firms, 47.7% are associates, 38.0% are partners and 14.4% are of counsel.

Recruitment

- 0.3% of 2L summer associates in 2019 (little changed from prior year)
- 0.2% of new hires (little changed prior year)

Promotion

- 0.3% of partners promoted in 2019 (down from 0.4% in prior year)

Management

- 0.3% of attorneys serving on management/executive committees (down from 0.4% reported in prior year)

Attrition

- 0.1% of associates who left their firms in 2019 (down from 0.2% in prior year)
- 0.2% of all attorneys who left their firms in 2019 (down from 0.3% in prior year)

NATIVE HAWAIIAN/PACIFIC ISLANDER ATTORNEYS

As the total number of attorneys identified as Native Hawaiian or Pacific Islander is quite small (representing less than 0.1% of the law firm population), it is difficult to gauge progress year to year.

Overall Demographics

- 0.1% of all attorneys (little changed from prior year)
- 0.1% of associates (little changed from prior year)
- 0.1% of partners (up from prior year)
- <0.1% of equity partners (little changed from prior year)
- 0.1% of non-equity partners (little changed from prior year)
- 0.2% of of-counsel (little changed from prior year)
- Of 74 Native Hawaiian/Pacific Islander attorneys at surveyed law firms, 56.8% are associates, 31.1% are partners and 12.2% are of counsel.

Recruitment

- 0.4% of 2L summer associates in 2019 (up from 0.1% in prior year)
- 0.1% of new hires (little changed from prior year)

Promotion

- <0.1% of partners promoted in 2019 (down from 0.1% in prior year)

Management

- 0.0% of attorneys serving on management/executive committees (unchanged from prior year)

Attrition

- 0.1% of associates who left their firms in 2019 (little changed from prior year)
- 0.1% of all attorneys who left their firms in 2019 (little changed from prior year)

OPENLY LGBTQ+ ATTORNEYS

Most of the results show higher numbers this year—particularly among summer associates—although the percentage of LGBTQ+ individuals among attorneys who left their firms also increased.

Overall Demographics

- 3.1% of all attorneys (up from 2.9% reported in prior year)
- 4.4% of associates (up from 4.1% reported in prior year)
- 2.1% of partners (up from 1.9% reported in prior year)
- 2.0% of equity partners (up from 1.9% reported in prior year)
- 2.1% of non-equity partners (up from 2.0% reported in prior year)
- 2.1% of of-counsel (down from 2.2% reported in prior year)
- Of 3,500 openly LGBTQ+ attorneys at surveyed law firms, 63.8% are associates, 27.4% are partners and 8.8% are of counsel.

Recruitment

- 7.0% of 2L summer associates in 2019 (up from 5.6% in prior year)
- 4.4% of new hires (up from 3.7% in prior year)

Promotion

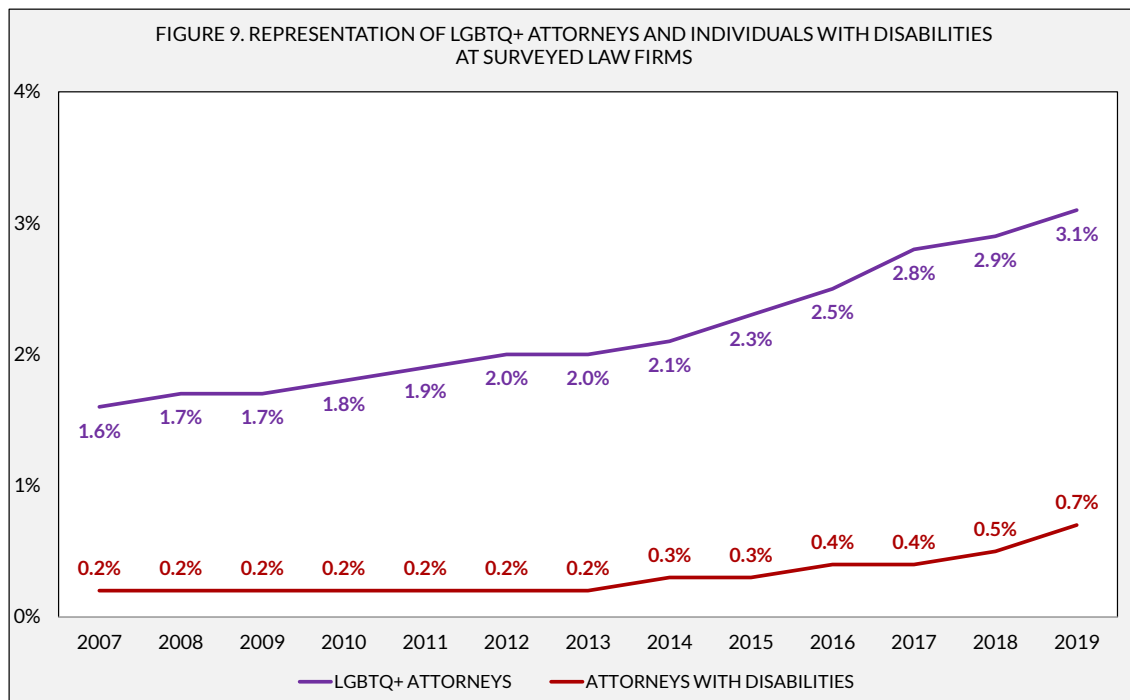
- 2.4% of partners promoted in 2019 (up from 2.2% in prior year)

Management

- 2.0% of attorneys serving on management/executive committees (down from 2.1% reported in prior year)
- 2.3% of U.S. office heads (up from 1.8% reported in prior year)
- 2.0% of practice group leaders (up from 1.9% reported in prior year)

Attrition

- 3.9% of associates who left their firms in 2019 (up from 3.4% in prior year)
- 3.3% of all attorneys who left their firms in 2019 (up from 2.9% in prior year)



INDIVIDUALS WITH DISABILITIES

As the reported number of attorneys with disabilities is quite small (representing less than 1% of the law firm population), it can be difficult to measure progress, but on the whole, the numbers seem to be growing.

Overall Demographics

- 0.7% of all attorneys (up from 0.5% reported in prior year)
- 0.7% of associates (up from 0.6% reported in prior year)
- 0.6% of partners (up from 0.5% reported in prior year)
- 0.5% of equity partners (up from 0.4% reported in prior year)
- 0.8% of non-equity partners (up from 0.6% reported in prior year)
- 0.8% of of-counsel (up from 0.6% reported in prior year)
- Of 722 attorneys with disabilities at surveyed law firms, 46.4% are associates, 37.8% are partners and 15.8% are of counsel.

Recruitment

- 0.3% of 2L summer associates in 2019 (down from 0.4% in prior year)
- 0.7% of new hires (up from 0.5% in prior year)

Promotion

- 0.3% of partners promoted in 2019 (down from 0.7% in prior year)

Management

- 0.3% of attorneys serving on management/executive committees (down from 0.4% reported in prior year)
- 0.4% of U.S. office heads (down from 0.5% reported in prior year)
- 0.5% of practice group leaders (down from 0.6% reported in prior year)

Attrition

- 0.4% of associates who left their firms in 2019 (up from 0.3% in prior year)
- 0.6% of all attorneys who left their firms in 2019 (up from 0.4% in prior year)

Appendices

METHODOLOGY

Findings are based on law firm responses to the annual Vault/MCCA Law Firm Diversity Survey. Survey results for the years 2007 through 2019 are available online in the Law Firm Diversity Database (<http://mcca.vault.com>). Data for years prior to 2007 is available in an earlier version of the database, at <http://mcca.vault.com/LawDiversity/>.

All data reported is based on calendar year. The most recent survey, soliciting data as of December 31, 2019, was distributed in the spring of 2020 and published in the Law Firm Diversity database on August 2020.

More than 220 law firms participate in the survey each year, representing more than 90 percent of the AmLaw 100 and Vault Law 100 and a majority of the NLJ 250. The most recent survey includes data for 233 law firms.

The Vault/MCCA Survey is administered by Vault and the results are compiled by Vault.

The survey collects demographic data for permanent attorney staff in the United States and uses the following definitions:

- Associate: A non-partner lawyer who has no ownership rights or responsibilities but who has an opportunity to become an owner; associates are employees of the firm and are considered on partnership track, even if they ultimately leave the firm or are not chosen for partnership.
- Summer associate: A law student, usually between second and third year (called a 2L, in that case), who serves as a law associate for the summer and is supervised by a lawyer or lawyers.
- Equity partner: An attorney, generally referred to as a partner, member or shareholder, who has the right to share in the profits of the firm.*
- Non-equity partner: A law firm employee who has been promoted from associate to a tier of partnership in which the lawyer does not share in the profits or capital of the firm; this position is often an intermediate step toward full equity partner. (Law firms with more than one tier of partnership were asked to provide equity and non-equity partner data separately, although a small number of firms refused to publicly disclose equity/non-equity breakdowns.)*
- Of counsel: A lawyer, who may be known as of counsel, counsel, special counsel, staff attorney or senior attorney, who is neither an associate nor a partner; the lawyer does not currently share in the firm's profits but might be on a track that enables consideration for partnership. He or she is a permanent employee of the firm and not a temporary or contract attorney. This category may also include an attorney who has retired from a partnership position but remains an employee, sometimes on a part-time basis.
- New hire: An attorney who has joined the firm sometime during the year indicated on the table (e.g., in 2019); this includes all first-year associates, laterals and partners (both equity and non-equity). It does not include summer associates.
- Attorneys of color: Those whose race is other than White/Caucasian, including the following categories designated by the Equal Employment Opportunity Commission: African American/Black (not Hispanic or Latinx); Hispanic/Latinx; Alaska Native/Indigenous; Asian American; Native Hawaiian/Pacific Islander; and Multiracial (those who identify with two or more of the above races).

Where the findings refer to all law firm attorneys, the figures include only those permanent attorney staff defined above: i.e., associates, equity partners, non-equity partners and of counsel.

**The majority of law firms surveyed have more than one tier of partnership, although not all disclosed the number of equity vs non-equity partners, instead combining the figures into a single category.*

TABLES

Table A1. Changes in Law Firm Demographics: 2019 vs 2018 vs 2007

percentage drop / percentage increase

Demographic	Year	2L Summer Associates	Associates	Of Counsel	Non-equity Partners	Equity Partners	All Partners	All Attorneys
White / Caucasian	2019	66.06%	72.25%	85.18%	87.47%	89.85%	89.17%	81.05%
	2018	66.39%	73.38%	85.93%	89.77%	89.87%	89.30%	81.69%
	2007	73.43%	78.96%	89.43%	91.17%	93.65%	93.06%	85.72%
Asian American	2019	13.46%	12.08%	5.38%	4.03%	3.99%	4.00%	7.81%
	2018	13.13%	11.99%	5.25%	4.21%	3.73%	3.86%	7.70%
	2007	12.88%	9.96%	3.43%	3.00%	1.90%	2.16%	6.15%
Hispanic / Latinx	2019	7.67%	6.01%	3.35%	3.29%	2.72%	2.88%	4.35%
	2018	7.55%	5.46%	3.41%	3.33%	2.62%	2.81%	4.08%
	2007	4.08%	4.33%	2.35%	2.21%	1.75%	1.86%	3.13%
African American / Black	2019	7.63%	5.13%	3.46%	2.63%	2.03%	2.20%	3.68%
	2018	7.76%	4.83%	3.06%	2.45%	1.94%	2.08%	3.45%
	2007	7.27%	5.11%	3.32%	2.78%	1.60%	1.88%	3.62%
Multiracial	2019	3.75%	3.26%	1.68%	1.37%	0.87%	1.01%	2.11%
	2018	3.81%	3.24%	1.44%	1.23%	0.76%	0.89%	2.02%
	2007	1.23%	1.05%	0.36%	0.21%	0.20%	0.20%	0.64%
Alaska Native/ Indigenous	2019	0.28%	0.19%	0.19%	0.19%	0.14%	0.16%	0.17%
	2018	0.25%	0.18%	0.20%	0.21%	0.14%	0.16%	0.17%
	2007	0.37%	0.22%	0.11%	0.16%	0.15%	0.15%	0.18%
Native Hawaiian / Pacific Islander	2019	0.37%	0.08%	0.06%	0.10%	0.03%	0.05%	0.07%
	2018	0.14%	0.08%	0.05%	0.06%	0.03%	0.04%	0.06%
	2007	0.12%	0.12%	0.08%	0.09%	0.03%	0.04%	0.08%
Openly LGBTQ+	2019	6.96%	4.44%	2.09%	2.11%	2.03%	2.05%	3.13%
	2018	5.61%	4.01%	2.16%	2.02%	1.90%	1.93%	2.90%
	2007	2.01%	1.98%	1.25%	1.17%	1.16%	1.16%	1.58%
Individuals with Disabilities	2019	0.34%	0.67%	0.77%	0.79%	0.50%	0.58%	0.65%
	2018	0.35%	0.55%	0.64%	0.57%	0.44%	0.48%	0.53%
	2007	0.05%	0.13%	0.24%	0.16%	0.17%	0.16%	0.15%
All Attorneys of Color	2019	33.17%	26.75%	14.12%	11.62%	9.78%	10.30%	18.19%
	2018	32.63%	25.78%	13.41%	11.49%	9.21%	9.83%	17.48%
	2007	25.95%	20.78%	9.66%	8.45%	5.62%	6.30%	13.81%
All Women	2019	52.21%	47.25%	40.35%	30.61%	22.31%	24.68%	36.88%
	2018	51.37%	46.47%	39.96%	30.11%	21.64%	23.93%	36.16%
	2007	46.53%	44.66%	35.63%	26.17%	16.05%	18.46%	33.10%
Women of Color	2019	19.89%	15.23%	7.35%	5.30%	3.31%	3.88%	9.44%
	2018	19.27%	14.58%	7.05%	5.06%	3.08%	3.61%	9.00%
	2007	14.63%	11.65%	4.78%	3.11%	1.52%	1.90%	7.01%

Table A2. Attorneys of Color among Surveyed Firms

ATTORNEYS OF COLOR			
2020 Survey	All	Men	Women
Overall Law Firm Demographics			
All Attorneys (associates, partners, of counsel)	18.2%	8.8%	9.4%
Associates	26.8%	11.6%	15.2%
All Partners (both equity and non-equity)	10.3%	6.4%	3.9%
Equity Partners	9.8%	6.5%	3.3%
Non-equity Partners	11.6%	6.3%	5.3%
Of Counsel	14.1%	6.7%	7.4%
Recruitment & Promotion			
2L Summer Associates	33.2%	13.3%	19.9%
All Attorneys Hired (laterals and starting associates)	27.7%	12.3%	15.4%
Partners Promoted	16.9%	8.1%	8.8%
Attrition (attorneys who left their firms)			
All Attorneys (associates, partners, of counsel)	24.2%	11.0%	13.2%
Associates (all levels)	30.0%	13.0%	17.0%
Membership on Management-level Committees			
Executive/Management Committee	11.7%	7.6%	4.1%
Other Leadership Roles*			
U.S. Office Heads	11.6%		
Practice Leaders	9.0%		

**Gender-specific data is unavailable*

Table A3. Women among Surveyed Firms

ALL FEMALE LAWYERS			
2020 Survey	All Women	White Women	Women of Color
Overall Law Firm Demographics			
All Attorneys (associates, partners, of counsel)	36.9%	27.5%	9.4%
Associates	47.3%	32.1%	15.2%
All Partners (both equity and non-equity)	24.7%	20.8%	3.9%
Equity Partners	22.3%	19.0%	3.3%
Non-equity Partners	30.6%	25.3%	5.3%
Of Counsel	40.4%	33.0%	7.4%
Recruitment & Promotion			
2L Summer Associates	52.2%	32.3%	19.9%
All Attorneys Hired (laterals and starting associates)	45.2%	29.8%	15.4%
Partners Promoted	41.1%	32.3%	8.8%
Attrition (attorneys who left their firms)			
All Attorneys (associates, partners, of counsel)	42.0%	28.8%	13.2%
Associates (all levels)	47.1%	30.1%	17.0%
Membership on Management-level Committees			
Executive/Management Committee	28.0%	23.9%	4.1%
Other Leadership Roles*			
U.S. Office Heads	22.9%		
Practice Leaders	24.3%		

**Race-specific data is unavailable*

Table A4. African American/Black, Asian American and Hispanic/Latinx Lawyers Among Surveyed Firms

2020 Survey	African American/Black	Asian American	Hispanic/Latinx
Law Firm Demographics			
All Attorneys	3.7%	7.8%	4.4%
Associates	5.1%	12.1%	6.0%
All Partners	2.2%	4.0%	2.9%
Equity Partners	2.0%	4.0%	2.7%
Non-equity Partners	2.6%	4.0%	3.3%
Of Counsel	3.5%	5.4%	3.4%
Recruitment & Promotion			
2L Summer Associates	7.6%	13.5%	7.7%
All Attorneys Hired	6.2%	11.6%	6.6%
Partners Promoted	3.0%	6.6%	4.7%
Attrition (attorneys who left their firms)			
All Attorneys	5.8%	10.4%	5.2%
All Associates	6.9%	13.8%	5.8%
Membership on Management-level Committees			
Executive/Management Committee	3.7%	4.1%	3.0%

Table A5. LGBTQ+ Lawyers and Attorneys with Disabilities among Surveyed Firms

2020 Survey	Openly LGBTQ+	Individuals with Disabilities
Overall Law Firm Demographics		
All Attorneys	3.1%	0.7%
Associates	4.4%	0.7%
All Partners	2.1%	0.6%
Equity Partners	2.0%	0.5%
Non-equity Partners	2.1%	0.8%
Of Counsel	2.1%	0.8%
Recruitment & Promotion		
2L Summer Associates	7.0%	0.3%
All Attorneys Hired	4.4%	0.7%
Partners Promoted	2.4%	0.3%
Attrition (attorneys who left their firms)		
All Attorneys	3.3%	0.6%
All Associates	3.9%	0.4%
Membership on Management-level Committees		
Executive/Management Committee	2.0%	0.3%
Other Leadership Roles		
U.S. Office Heads	2.3%	0.4%
Practice Leaders	2.0%	0.5%

Participating Law Firms 2020 Vault/MCCA Law Firm Diversity Survey

Adams and Reese LLP*
Akerman LLP*
Akin Gump Strauss Hauer & Feld LLP*
Allen & Overy LLP*
Allen Matkins Leck Gamble Mallory & Natsis LLP
Alston & Bird LLP*
Arent Fox LLP*
Armstrong Teasdale LLP
Arnold & Porter Kaye Scholer LLP*
Atkinson, Andelson, Loya, Ruud & Romo
Axinn Veltrop & Harkrider LLP
Baird Holm LLP*
Baker Botts LLP*
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC*
BakerHostetler*
Baker McKenzie*
Ballard Spahr LLP
Banner Witcoff Ltd
Barack Ferrazzano Kirschbaum & Nagelberg LLP
Barclay Damon LLP
Barnes & Thornburg LLP
Best Best & Krieger LLP
Beveridge & Diamond P.C.
Blank Rome LLP*
Boies Schiller Flexner LLP*
Bookoff McAndrews, PLLC
Bowman and Brooke LLP
Bracewell LLP*
Bressler, Amery & Ross, P.C.
Bricker & Eckler LLP*
Brown & James, P.C.
Bryan Cave Leighton Paisner LLP*
Buchalter, A Professional Corporation
Buchanan Ingersoll & Rooney PC*
Buckley LLP
Burr & Forman LLP
Butler Snow LLP
Cadwalader, Wickersham & Taft LLP*
Cahill Gordon & Reindel LLP*
Carlton Fields, P.A.*
Carter Ledyard & Milburn LLP
Chapman and Cutler LLP
Choate Hall & Stewart LLP*
Cleary Gottlieb Steen & Hamilton LLP*
Clifford Chance US LLP*
Constangy, Brooks, Smith & Prophete, LLP
Cooley LLP*
Covington & Burling LLP*
Cozen O'Connor
Cravath, Swaine & Moore LLP*
Crowell & Moring LLP*
Davis & Harman LLP*
Davis Polk & Wardwell LLP*
Davis Wright Tremaine LLP*
Day Pitney LLP
Debevoise & Plimpton LLP*
Dechert LLP*
Dentons*
Dinsmore & Shohl LLP*
DLA Piper LLP (US)*
Dorsey & Whitney LLP*
Drew Eckl & Farnham LLP*
Duane Morris LLP
Dykema Gossett PLLC*
Epstein Becker & Green, P.C.*
Eversheds Sutherland (US) LLP*
Faegre Baker Daniels LLP*
Faegre Drinker Biddle & Reath LLP*
Farella Braun + Martel LLP*
Fenwick & West LLP*
Finnegan Henderson Farabow Garrett & Dunner, LLP*
Fish & Richardson P.C.*
Fisher Phillips
Fletcher Yoder, P.C.
Foley & Lardner LLP*
Foley Hoag LLP*
Fox Rothschild LLP*
Fredrikson & Byron, P.A.
Freshfields Bruckhaus Deringer LLP
Fried, Frank, Harris, Shriver & Jacobson LLP*

*Law firms that have participated in the Vault/MCCA Survey every year for the past 10 years.

Participating Law Firms 2020 Vault/MCCA Law Firm Diversity Survey

Frost Brown Todd LLC
GableGotwals
Galloway, Johnson, Tompkins, Burr & Smith, APLC
Gentry Locke Attorneys *
Gibbons P.C.*
Gibson, Dunn & Crutcher LLP*
Goldberg Segalla
Goodwin Procter LLP*
Gordon Rees Scully Mansukhani, LLP*
Goulston & Storrs PC
Greenberg Traurig, LLP*
Greensfelder, Hemker & Gale, P.C.
Groom Law Group, Chartered
Hanson Bridgett LLP
Harrity & Harrity, LLP
Haynes and Boone LLP*
Hinshaw & Culbertson LLP*
Hogan Lovells US LLP*
Holland & Hart LLP*
Holland & Knight LLP*
Honigman LLP
Hughes Hubbard & Reed LLP*
Hunton Andrews Kurth LLP*
Husch Blackwell LLP*
Ice Miller LLP*
Jaburg & Wilk, P.C.
Jackson Lewis P.C.*
Jackson Walker L.L.P.*
Jenner & Block LLP*
Jones Day*
Jones Walker LLP
K&L Gates LLP
Kasowitz Benson Torres LLP
Katten Muchin Rosenman LLP*
Kaufman Dolowich Voluck LLP
Kelley Drye & Warren LLP*
Kilpatrick Townsend & Stockton LLP
King & Spalding*
Kirkland & Ellis LLP*
Knobbe Martens
Kobre & Kim LLP
Kramer Levin Naftalis & Frankel LLP*
Kutak Rock LLP*
Lane Powell PC*
Latham & Watkins LLP*
Lathrop Gage LLP
Lewis Roca Rothgerber Christie LLP*
Linklaters LLP*
Littler Mendelson P.C.*
Locke Lord LLP*
Loeb & Loeb LLP*
Lowenstein Sandler LLP
Manatt, Phelps & Phillips, LLP*
Mayer Brown LLP*
Maynard Cooper & Gale PC
McCarter & English LLP*
McDermott Will & Emery LLP
McGlinchey Stafford
McGuireWoods LLP*
Michael Best & Friedrich LLP
Milbank LLP*
Miller & Chevalier Chartered
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.*
Moore & Van Allen PLLC*
Morgan, Lewis & Bockius LLP*
Moritt Hock & Hamroff LLP
Morrison & Foerster LLP*
Morrison Mahoney LLP
Munger, Tolles & Olson LLP*
Neal, Gerber & Eisenberg LLP*
Nelson Hardiman, LLP
Nelson Mullins Riley & Scarborough LLP
Nilan Johnson Lewis, P.A.
Nixon Peabody LLP*
Norman, Wood, Kendrick & Turner
Norton Rose Fulbright LLP*
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.*
O'Melveny & Myers LLP*
Orgain Bell & Tucker, LLP
Orrick, Herrington & Sutcliffe LLP*

*Law firms that have participated in the Vault/MCCA Survey every year for the past 10 years.

Participating Law Firms 2020 Vault/MCCA Law Firm Diversity Survey

Parker Poe Adams & Bernstein L.L.P.
Parsons, Lee & Juliano, P.C.*
Paul Hastings LLP*
Paul, Weiss, Rifkind, Wharton & Garrison, LLP*
Pearne & Gordon LLP
Pepper Hamilton LLP*
Perkins Coie LLP*
Pettit Kohn Ingrassia Lutz & Dolin PC
Phillips Spallas & Angstadt LLP*
Pillsbury Winthrop Shaw Pittman LLP*
Pirkey Barber PLLC
Polsinelli PC
Potter Anderson & Corroon LLP*
Proskauer Rose LLP*
Quarles & Brady LLP*
Reed Smith LLP*
Reinhart Boerner Van Deuren S.C.
Reminger Co., LPA*
Richards Layton & Finger, PA
Riley Safer Holmes & Cancila LLP
Robins Kaplan LLP*
Robinson Bradshaw & Hinson, P.A.
Robinson & Cole LLP
Ropes & Gray LLP*
Rumberger Kirk & Caldwell
Russell Oliver & Stephens, PLC*
Saiber LLC
Sanchez-Medina, Gonzalez, Quesada, Lage, Gomez
& Machado, LLP
Saul Ewing Arnstein & Lehr LLP*
Schulte Roth & Zabel LLP*
Seyfarth Shaw LLP*
Shearman & Sterling LLP*
Sheppard Mullin Richter & Hampton LLP*
Shook, Hardy & Bacon L.L.P.*
Sidley Austin LLP*
Simpson Thacher & Bartlett LLP*
Skadden, Arps, Slate, Meagher & Flom LLP*
Snyder, Clark, Lesch & Chung, LLP
Squire Patton Boggs LLP
Steptoe & Johnson LLP*
Sterne, Kessler, Goldstein & Fox, P.L.L.C.
Stinson LLP*
Stoel Rives LLP*
Stroock & Stroock & Lavan LLP
Sullivan & Cromwell LLP*
Sulloway & Hollis
Swift, Currie, McGhee & Hiers, LLP
The Cavanagh Law Firm
Thompson & Knight LLP*
Thompson Coburn LLP*
Thompson, Coe, Cousins & Irons, LLP*
Thompson Hine LLP*
Troutman Sanders LLP*
Vedder Price
Venable LLP*
Vinson & Elkins LLP
Vorys, Sater, Seymour and Pease LLP*
Wachtell, Lipton, Rosen & Katz*
Waller Lansden Dortch & Davis, LLP
Weil, Gotshal & Manges LLP*
White & Case LLP*
Wiggin and Dana LLP
Wiley Rein LLP*
Williams & Connolly LLP
Williams Mullen*
Willkie Farr & Gallagher LLP*
WilmerHale*
Wilson Elser Moskowitz Edelman & Dicker LLP*
Wilson Sonsini Goodrich & Rosati*
Wilson Turner Kosmo LLP
Winston & Strawn LLP*
Womble Bond Dickinson (US) LLP*

*Law firms that have participated in the Vault/MCCA Survey every year for the past 10 years.