

LCLD TRENDLINES

Legal Diversity at a Glance

*Highlights of recent surveys of U.S. law firms, conducted by the ALM, NALP, IILP, CCIE, and other organizations that monitor diversity in the legal profession.**

MINORITY ATTORNEYS

Since 2008, the poor U.S. economy has taken a heavy toll among all lawyers, especially minority attorneys.

According to the ALM, which surveys the top 200 U.S. law firms, during 2009 the percentage of minority attorneys dropped to **13.4%**, down half a point from the previous year.

To cut costs in 2009, America's major law firms **laid off** 6% of their lawyers...and **9%** of their minority lawyers.

In 2010 things improved slightly. Law firms continued cutting positions, yet the relative number of minority lawyers increased. For example, respondents to the ALM survey cut 359 lawyers, but **increased** minority positions by **136**.

Accordingly, the percentage of minority attorneys has increased, and now stands at **13.9%** at the firms surveyed by ALM—about what it was before the recession.

The **highest** percentage of minority attorneys at an ALM reporting firm was **26.1%**.

The **lowest** percentage reported was **3.6%**.

The **highest** percentage of minority partners within a firm was **18.5%**.

The **lowest** percentage was **zero**.

The **average** percentage of minority partners was **6.8%**.

According to the IILP, Blacks were the largest single minority group in the legal profession, at **4.7%**, but their entry into the profession has slowed in recent years. Asians were a close second, at **4.1%**.

And according to the CCIE, which analyzes U.S. Department of Labor statistics, Law is one of the least diverse professions:

| PROFESSION | % of total AFRICAN-AMERICAN | % of total ASIAN | % of total HISPANIC OR LATINO | % of total DIVERSITY |
|--------------------------|-----------------------------|------------------|-------------------------------|----------------------|
| Chemists | 7.2 | 19.6 | 6.6 | 33.0 |
| Physicians or Surgeons | 5.7 | 16.4 | 6.3 | 28.4 |
| Electrical Engineers | 9.4 | 5.1 | 17.0 | 27.2 |
| Accountants | 8.0 | 10.3 | 6.3 | 24.6 |
| Financial Managers | 8.5 | 6.1 | 9.1 | 23.7 |
| Mechanical Engineers | 5.9 | 4.0 | 10.1 | 19.9 |
| Psychologists | 6.3 | 3.2 | 6.2 | 15.7 |
| Architects | 2.5 | 4.8 | 6.9 | 14.2 |
| Chief Executive Officers | 2.9 | 4.2 | 4.6 | 11.7 |
| ATTORNEYS | 4.7 | 4.1 | 2.8 | 11.6 |

WOMEN ATTORNEYS

Although well represented in the profession, women still struggle to achieve the same levels of compensation and opportunity as their male colleagues.

31% of lawyers in ALM reporting firms are women.

The ILLP, which surveys more broadly than the ALM, found that women comprised **43.4%** of the legal profession, but only **19.4%** of firm partners.

18.8% of lawyers in Fortune 500 general counsel offices are women. Of those women, **13%** percent are **minorities**.

The average weekly **salary** for a female lawyer is **74.9%** of a man's.

Only **6%** of managing partners at ALM-surveyed firms are women.

SEXUAL ORIENTATION AND DISABILITIES

The overall percentage of openly lesbian, gay, bisexual, and transgender (LGBT) lawyers reported by the NALP in 2010 rose slightly compared to 2009. The NALP surveys counted 2,200 LGBT attorneys, or **1.82%** of the total lawyers represented.

Associates, at **2.29%**, account for the largest percentage of LGBT lawyers.

Almost half (**49%**) of offices reported at least one LGBT lawyer.

Of the approximately 110,000 lawyers surveyed by the NALP in 2010, just 255, or **0.23%**, were identified as having a physical **disability**.

Yet according to the ABA, the number of surveyed attorneys who note an “invisible” disability (including depression, substance abuse, and behavior disorder) is approximately **7%**.

DIVERSITY IN LAW SCHOOLS

Over the past decade, the percentage of women and minorities graduating from law school has slowed. Blacks accounted for **7.5%** of the **2001** graduating class, compared to **6.9%** in 2009.

The percentage of Hispanic law graduates ticked up slightly during that period, from **5.8% to 6.2%**—a reflection, no doubt, of the demographic shift in U.S. population.

According to the IILP, women comprise **20.6%** of law school deans.

According to *U.S. News & World Report*, in 2010 the most diverse law schools in America were: University of Hawaii: **31%** Asian-American, Texas Southern University: **45%** African-American, Florida International University: **40%** Hispanic.

JUDICIAL DIVERSITY

According to the Federal Judicial Center, of **874** federal judges in the U.S.:

- 319** are women
- 173** are African-American
- 100** are Hispanic-American
- 23** are Asian-American
- 2** are Native American

* Sources:

ALM = American Legal Media
NALP = National Association of Legal Career Professionals
IILP = Institute for Inclusion in the Legal Profession
CCIE = Colorado Campaign for Inclusive Excellence
ABA = American Bar Association