

2020

REPORT ON DIVERSITY IN U.S. LAW FIRMS



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INTRODUCTION

Overall, women and people of color continued to make incremental progress in representation at major U.S. law firms in 2020 as compared with 2019, according to the latest law firm demographic findings from the National Association for Law Placement (NALP). NALP's recent analyses of the 2020-2021 *NALP Directory of Legal Employers* (NDLE) — the annual compendium of legal employer data published by NALP — shows that the percentage of Black partners and Black associates exceeded 2% and 5%, respectively, for the first time in 2020; however, representation of Black lawyers in law firms still trails that of Asian and Latinx lawyers. After experiencing several years of declines following the Great Recession, the percentage of associates who are Black women in 2020 (3.04%) finally surpassed the 2009 figure of 2.93% for the first time as well, equating to an increase of just one-tenth of a percentage point over this 11-year period.

The data on summer associates suggests the likelihood of continued advancement in diversifying the associate ranks in the years to come. The representation of women, people of color, and LGBTQ individuals among summer associates in 2020 is more on par with, and in fact slightly exceeds that, of the most recent law school graduating classes.

NEW FOR 2020

Data for non-binary lawyers were collected within the NDLE for the first time in 2020. While reporting was still somewhat limited, overall counts are included in the Significant Findings section of the report.

NALP EXECUTIVE DIRECTOR JAMES LEIPOLD COMMENTS ON NEW FINDINGS

In 2020, the violent deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery, among other Black people who were killed at the hands of law enforcement, and the deep-seated social unrest that followed, forced the United States to confront structural and systemic racism throughout society. The legal profession was not immune, and intense scrutiny of the lack of meaningful progress in achieving greater diversity, equity, and inclusion in law firms followed as well. Despite enormous efforts by law firms to make progress, bias in the profession has maintained inequities long past when many other professions, most notably medicine, have become much more diverse. It is against this backdrop, and in fidelity to NALP's renewed commitment to use its research to document and call out inequity in the profession, that this report is published.

It is easy to zero in on the most meaningful findings of this report. In 2020, women, people of color, and women of color all made small improvements in representation at the partner level, and Black partners overall finally surpassed 2% for the first time since NALP began collecting this data. Despite these increases, however, less than four percent of all partners are women of color — a figure that remains abysmally low due to the significant underrepresentation of both women and people of color at the partnership level and a pattern that holds true across all firm sizes and most jurisdictions. Worse, Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms. Similarly, in 2020, the percentage of Black associates surpassed 5% for the first time since NALP began collecting these data and the share of Black women associates (3.04%) finally exceeded the 2009 figure of 2.93%. Despite these increases, the representation of Black women at the associate level has increased by just one-tenth of a percentage point over 11 years.

By contrast, the number of LGBTQ lawyers in large law firms continues to rise steadily. The overall percentage of LGBTQ lawyers reported in 2020 increased by approximately one-third of a percentage point, rising to 3.31%, but over a longer span of time, the number of LGBTQ lawyers are now nearly three times as large as the numbers from the 2002 NDLE, when these data were first collected. LGBTQ representation among summer associates continues to grow at a much faster pace, increasing by 0.8 percentage points, from 6.86% in 2019 to 7.68% in 2020. While positive news in and of itself, it is worth reflecting on whether some significant portion of these gains are the direct result of white male privilege.

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, and far higher representation of some groups of lawyers than others. In Atlanta, 4.09% of partners were reported as Black, the highest in the country, and yet in Boston, just 0.9% of reported partners are Black. In Miami 26.98% of partners are Latinx, the highest in the country, and yet in Atlanta, just 0.74% of partners were reported as Latinx. In Los Angeles, San Francisco, and Silicon Valley, more than 10% of partners are Asian, with 10.62%, 10.39%, and 13.4% respectively, by far the highest in the nation, and yet in Miami, just 0.72% of partners were reported as Asian.

The problems of racism and bias in American society are longstanding and run deep, dating back to our history of slavery, and the legal profession sits squarely in that history, but we are not bound by past practices and beliefs. Let this time embolden all of us to renew our efforts to address more directly and more forcefully systemic bias and prejudice in the legal profession, and in particular the many ways that the profession has failed Black lawyers and the Black community.

HIGHLIGHTS

ASSOCIATES

- Women, people of color, and women of color continued to make steady progress in representation at the associate level in 2020. Of these three groups, associates of color had the largest year-over-year growth, increasing about 1.0 percentage point from 25.44% of all associates in 2019 to 26.48% in 2020.
- The percentage of Black or African American associates surpassed 5% for the first time since NALP began collecting data and the share of associates who are Black women (3.04%) finally exceeded the 2009 figure of 2.93%. Eleven years later, representation of Black or African American women at the associate level has increased by just one-tenth of a percentage point.
- After experiencing more than two decades of continuous growth, the percentage of Asian associates plateaued in 2020 at 12.12%, just below the 2019 figure of 12.17%.

PARTNERS

- In 2020, women, people of color, and women of color made small improvements in representation at the partner level; however, all remain markedly underrepresented within the partnership ranks. Women experienced the largest year-over-year gains, increasing by approximately 0.9 percentage points from 24.17% of all partners in 2019 to 25.05% in 2020.
- Despite modest growth in 2020, Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms. The percentage of Black partners overall finally surpassed 2% for the first time since NALP began collecting data.

EQUITY PARTNERS

- Equity partners in multi-tier law firms continue to be disproportionately white men. In 2020, approximately one in five equity partners were women (21.3%) and only 8.1% were people of color. The percentage of equity partners who are women increased by one percentage point and the percentage of equity partners who are people of color increased by half of a percentage point compared to 2019.
- Overall, the share of partners who are equity partners fell from 57.3% in 2019 to 55.8% in 2020. More than 59% of men partners were equity partners in 2020, while approximately 46% of women partners, and 46% of partners of color were equity partners.
- Among non-equity partners in 2020, over 68% were men, nearly 32% were women, and 11.8% were people of color.

COUNSEL

- After increasing by 1.5 percentage points last year, representation of women among counsel declined to 36.81% in 2020 compared to 36.90% in 2019. However, the proportion of counsel who are people of color and women of color improved slightly by approximately 0.2 and 0.3 percentage points, respectively, in 2020.

NON-TRADITIONAL TRACK/ STAFF ATTORNEYS

- The percentage of non-traditional track/staff attorneys who are women fell to the lowest level since NALP began tracking data for these attorneys separately in 2014. However, at 55.35%, women still make up the majority of non-traditional track/staff attorneys. Despite the declines for women overall,

the share of non-traditional track/staff attorneys who are women of color rose by 0.6 percentage points to 14.65% in 2020.

- The representation of people of color at the non-traditional track/staff attorney level grew by nearly two percentage points, increasing from 23.18% in 2019 to 25.14% in 2020.

SUMMER ASSOCIATES

- The percentage of summer associates who are people of color increased by 1.2 percentage points, growing from 35.26% in 2019 to 36.48% in 2020. Most of this increase can be attributed to the rise in the percentage of summer associates who are women of color, which increased by 1.0 percentage point to 22.12% in 2020.
- In 2020, the percentage of summer associates who are women increased by nearly 1.0 percentage point. Women accounted for over half of all summer associates (53.62%) for the third year in a row.

LAWYERS WITH DISABILITIES

- The reporting of lawyers with disabilities (of any race or gender) remains limited, both at the associate and partner levels. For offices/firms reporting these data, lawyers with disabilities represented just 0.88% of all lawyers.

LGBTQ LAWYERS

- While the percentage of LGBTQ lawyers overall grew by approximately one-third of a percentage point from 2019 to 2020, the percentage of LGBTQ summer associates increased by 0.8 percentage points, climbing from 6.86% in 2019 to 7.68% in 2020. The proportion of LGBTQ summer associates has increased by approximately 3.0 percentage points since 2017. This expansion in representation at the summer associate ranks suggests that there is still the potential for additional growth in the presence of LGBTQ associates at these firms.

LAWYERS WHO ARE MILITARY VETERANS

- The percentage of lawyers overall who are military veterans was 1.95%. Representation of military veterans was lowest at the associate level (1.44% of all associates).

SIGNIFICANT FINDINGS

ASSOCIATES

Representation of women, people of color, and women of color among associates continued to improve and were at historic highs in 2020. After declining in the aftermath of the Great Recession, the percentage of associates who are Black or African American women finally surpassed their 2009 figure.

NALP's analysis found that representation of associates of color has continued to increase since 2010 (from 19.53% to 26.48%) following widespread layoffs in 2009. However, over the same period of time, women did not see a net increase until 2018. Since 2018, the percentage of women associates has continued to increase — and at 47.45% in 2020 — is the highest this percentage has been in the 28 years that NALP has been reporting data. In contrast to the pattern for women as a whole, representation of women of color among associates increased from about 11% (2009-2012) to 15.17% in 2020, though some backsliding in 2010 is noted. However, the percentages for associates of color and women remain six to ten percentage points below that of summer associates, suggesting that these figures should continue to grow in the coming years. (See Table 1.)

Much of the increase in the representation of associates of color since 2011 can be attributed to increased representation of Asian associates, which grew steadily throughout this period before plateauing in 2020. Asian associates now comprise 12.12% of all associates, with representation having risen about 2.8 percentage points, from 9.28% in 2009.

Latinx associate representation has also grown in more recent years. After remaining somewhat steady at between 3.81% and 3.95% of associates between 2009 and 2014, Latinx associates have outnumbered Black or African American associates since 2015. In 2020, 5.64% of associates were Latinx, increasing almost half a percentage point from 2019.

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 year since. **In 2020, the percentage of Black or African American associates surpassed 5% for the first time since NALP began collecting data and the share of Black women associates (3.04%) finally exceeded the 2009 figure of 2.93%.** Eleven years later, representation of Black or African American women at the associate level has increased by just one-tenth of a percentage point. (See Table 2.)

In 2020, 0.17% of all associates were Native American or Alaska Native (0.09% were Native American or Alaska Native women) and 0.08% were Native Hawaiian or other Pacific Islander (0.04% were Native Hawaiian or other Pacific Islander women).

By geography, Miami, and areas in New York state outside of New York City, had the highest proportion of women associates. In addition to these two areas, women were also the majority of associates in Los Angeles, San Francisco, Silicon Valley, and Southern/Central New Jersey. Miami and Silicon Valley had the highest percentage of associates of color in 2020. These percentages can be attributed to a large population of Latinx associates in Miami and Asian associates in Silicon Valley. (See Tables 6 and 10.)

PARTNERS

Women, people of color, and women of color all made small improvements in representation at the partner level in 2020. Women of color remain the most under-represented group, with Black and Latinx women each making up less than 1% of all partners.

During the 28 years that NALP has been compiling this information, law firms have made steady incremental — though excruciatingly slow — progress in increasing the presence of women and people of color in the partner ranks. In 2020, that slight upward trend continued, with people of color accounting for 10.23% of all partners in major U.S. firms and women accounting for 25.05% of the partners in these firms, up from 9.55% and 24.17%, respectively, in 2019. (See Table 1.) **Despite these increases, less than four**

percent of all partners are women of color — a figure that remains abysmally low due to the significant underrepresentation of both women and people of color at the partnership level and a pattern that holds true across all firm sizes and most jurisdictions.

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. At the largest firms of more than 700 lawyers, the representation of partners of color (11.54%) and women of color (4.25%) in 2020 was slightly higher compared to firms overall, but not by much.

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 in the number of Asian and Latinx partners, particularly Asian and Latinx men. Representation of Black or African American partners has only increased by approximately 0.4 percentage points during this time period, finally surpassing the 2% threshold for the first time in 2020. **Black and Latinx women each still account for less than 1% of all partners, at 0.80% and 0.90% respectively, in 2020.** (See Table 2.)

In 2020, 0.18% of all partners were Native American or Alaska Native (0.07% were Native American or Alaska Native women), and 0.06% were Native Hawaiian or other Pacific Islander (0.02% were Native Hawaiian or other Pacific Islander women).

By geography, San Francisco and Seattle had the highest percentage of women partners. Miami had the largest share of partners of color, primarily due to a large number of Latinx partners. (See Tables 6 and 9.)

EQUITY PARTNERS

In 2020, the percentage of women and people of color who are equity partners increased; however, both groups are still considerably underrepresented.

This report includes findings on the demographics of both equity and non-equity partners. It is important to note that equity partner information is reported

in the NDLE 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 that also provided equity/non-equity partner demographics in 2020. This reporting accounted for 17,169 partners, or about 65% of the partners in offices with multi-tier partnerships reported in the NDLE. 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 only slightly 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 example, between 2011 and 2020, the percentage of all partners who were men equity partners fell from 51.7% to 43.9%, while the percentage of all partners who were women equity partners rose from 9.5% to 11.9%, and the percentage of all partners who were equity partners of color rose from 2.9% to 4.5%. Notably, over the same period, the percentage of partners overall who are equity partners has decreased from 61.3% in 2011 to 55.8% in 2020. (See Table 5.)

COUNSEL

In 2020, representation of people of color and women of color among counsel in U.S. law firms grew somewhat, but the share of women counsel overall declined.

After reaching a historic high of 36.90% in 2019, the percentage of counsel who are women fell back slightly to 36.81% in 2020. The proportion of people of color and women of color among counsel has, for the most part, increased over the nine-year period in which NALP has been collecting data exclusively for counsel, with one small dip in the percentage of women of color in 2017. **However, at just 11.72% and 5.80% 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 partner ranks.** (See Table 1.)

NON-TRADITIONAL TRACK/ STAFF ATTORNEYS

Non-traditional track/staff attorney positions are the only attorney positions in which women are the majority, despite men narrowing the gap in 2020. 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 in non-traditional track/staff attorney positions declined for the second year in a row, although women remain the majority (55.35%). The percentage of non-traditional track/staff attorneys who are people of color increased by nearly two percentage points to 25.14%. Despite the overall falloff for women, the share of non-traditional track/staff attorneys who are women of color rose by 0.6 percentage points to 14.65% in 2020. (See Table 1.)

LAWYERS OVERALL

Representation of women, people of color, and women of color among lawyers overall was up, reaching new historic highs. People of color had the greatest year-over-year gain (1.0 percentage point) since NALP began compiling figures for lawyers overall.

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 percentage for women (37.14% in 2020) has exceeded the 2009 figure of 32.97% since 2014.

The representation of lawyers of color as a whole rose by 1.0 percentage point in 2020, to 17.95%. For the first time, over 9% of all lawyers were women of color. (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 reached new all-time highs in 2020. Women accounted for over half of all summer associates (53.62%) for the third year in a row.

According to data from the American Bar Association (ABA), since 2000, the percentage of graduates of color has ranged from 20%-32%, while women have accounted for 46%-52% of graduates, with the Class of 2019 representing a new high-water mark. In 2020, 53.62% of summer associates were women, 36.48% were people of color, and 22.12% were women of color. These figures suggest the likelihood of continued improvements in the diversity of associates over the next few years. (See Table 1.)

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 more difficult to draw definitive conclusions about the representation of lawyers with disabilities. While just 0.69% of partners self-reported as having a disability in 2020, that figure was up by nearly one-quarter of a percentage point from 0.46% in 2019. This percentage has been slowly rising from levels of approximately one-third of a percent from 2012-2016 to closer to one-half of a percent of partners from 2017-2019. Representation of associates with disabilities also improved from 0.59% in 2019 to 0.99% in 2020. Overall, 0.88% of all lawyers self-identified as having a disability. However, these figures are still small, making it difficult to draw any conclusions about trends going forward and over a quarter of the offices included in the 2020 NDLE did not report data on lawyers with disabilities. Although the presence of individuals with disabilities among law school graduates is not precisely known, other NALP research from the Class of 2019 suggests that approximately four percent of graduates self-identify as having a disability. Disability figures for partners, associates, other lawyers, and all attorneys by firm size are presented in Table 11.

LGBTQ LAWYERS

While the percentage of lesbian, gay, bisexual, transgender, and queer (LGBTQ) lawyers has steadily increased

over the period since 2002 when NALP first began compiling these figures, LGBTQ summer associates have seen the most dramatic growth.

The overall percentage of LGBTQ lawyers reported in 2020 increased by approximately one-third of a percentage point, rising to 3.31%. **However, LGBTQ representation among summer associates continued to grow at a much faster pace, increasing by 0.8 percentage points, from 6.86% in 2019 to 7.68% in 2020.** This 2020 figure is about on par with the percentage of Class of 2019 graduates identifying as lesbian, gay, or bisexual.

The percentage of LGBTQ partners increased by approximately 0.1 percentage points, rising to 2.19% in 2020; however, LGBTQ associates saw an increase of about half of a percentage point in comparison to 2019, increasing from 4.14% in 2019 to 4.66% in 2020. The percentage of offices reporting LGBTQ data has been around 90% or higher since 2008, and in 2020, 95% of offices reported LGBTQ counts. More than two-thirds (68.8%) of these offices reported at least one LGBTQ lawyer in 2020.

The overall count in 2020 of 3,187 LGBTQ lawyers was up by 5.3% from 2019. **Over a longer span of time, the number of LGBTQ lawyers are now nearly three times as large as the numbers from the 2002 NDLE, when these data were first collected/compiled.** In the 2002 NDLE, the number of LGBTQ 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 2020 figure was the first year in which it exceeded 3%. (See Table 13.)

The presence of LGBTQ lawyers continued to be highest among associates, at 4.66%. LGBTQ associates were also better represented at large law firms — with firms of more than 700 lawyers reporting that 5.00% of their associates identified as LGBTQ. Firms of 501-700 lawyers reported the highest percentage of LGBTQ partners (2.65%) in 2020. (See Table 12.)

The higher percentage of LGBTQ summer associates compared to associates and all lawyers continues to suggest that there is still potential for considerable growth in the presence of LGBTQ associates at these reporting firms. The percentage of LGBTQ associates in 2020 matched the summer associate figure from

three years ago in 2017. The overall figure for summer associates in 2020 was 7.68%, compared with 6.86% in 2019. However, there is considerable variability by firm size, ranging from 2.96% in firms of 100 or fewer lawyers to 9.50% in firms of 501-700 lawyers.

LAWYERS WHO ARE MILITARY VETERANS

Among lawyers overall, nearly 2% are military veterans. A slightly smaller percentage (1.76%) of summer associates are veterans.

NALP began collecting data on military veterans in the *NALP Directory of Legal Employers* in 2018 and in 2020, nearly 79% 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, a higher percentage of partners (2.05%) and other lawyers (3.15%) were military veterans compared to associates (1.44%). Small firms of 100 or fewer lawyers generally had a higher percentage of military veterans than larger sized firms. (See Table 14.)

NON-BINARY LAWYERS

Data on non-binary lawyers were collected for the first time in the 2020 NDLE. More than two-thirds (68.7%) of offices/firms reported counts, including zero, of non-binary lawyers. As with other data, reporting for non-binary summer associates was more limited with less than half of offices/firms reporting numbers. Overall, nine non-binary lawyers were reported, of which seven were associates. Eight non-binary summer associates were reported.

BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The 2020-2021 *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 nearly 101,000 partners, associates, and other lawyers in 883 offices, and for over 6,700 summer associates in 592 offices nationwide. The NDLE is available online at www.nalpdirectory.com.

TABLES AND CHARTS

For purposes of the figures in Tables 1-10, lawyers of color include Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers, as reported by the law firms in the NDLE.

The partner numbers include both equity and non-equity partners, unless otherwise noted in Tables 3-5. Tables 2, 9, and 10 do not include separate columns for Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers due to the relatively small number of lawyers reported, preventing more detailed analysis by firm size and city. However, the overall percentages for these racial groups in 2020 are noted in the preceding text of the report and within the footnotes of Tables 9 and 10.

Limited reporting of non-binary lawyers also precludes more detailed analysis; however, counts are included in the text of the report.

Table 1. Women and People of Color at Law Firms — 1993-2020

	Partners			Associates			Counsel		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
2020	25.05%	10.23%	3.79%	47.45%	26.48%	15.17%	36.81%	11.72%	5.80%
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

Continued on page 13

Table 1. Women and People of Color at Law Firms — 1993-2020

	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*
2020	55.35%	25.14%	14.65%	37.14%	17.95%	9.32%	53.62%	36.48%	22.12%
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

Source: The NALP Directory of Legal Employers, 1993-2020

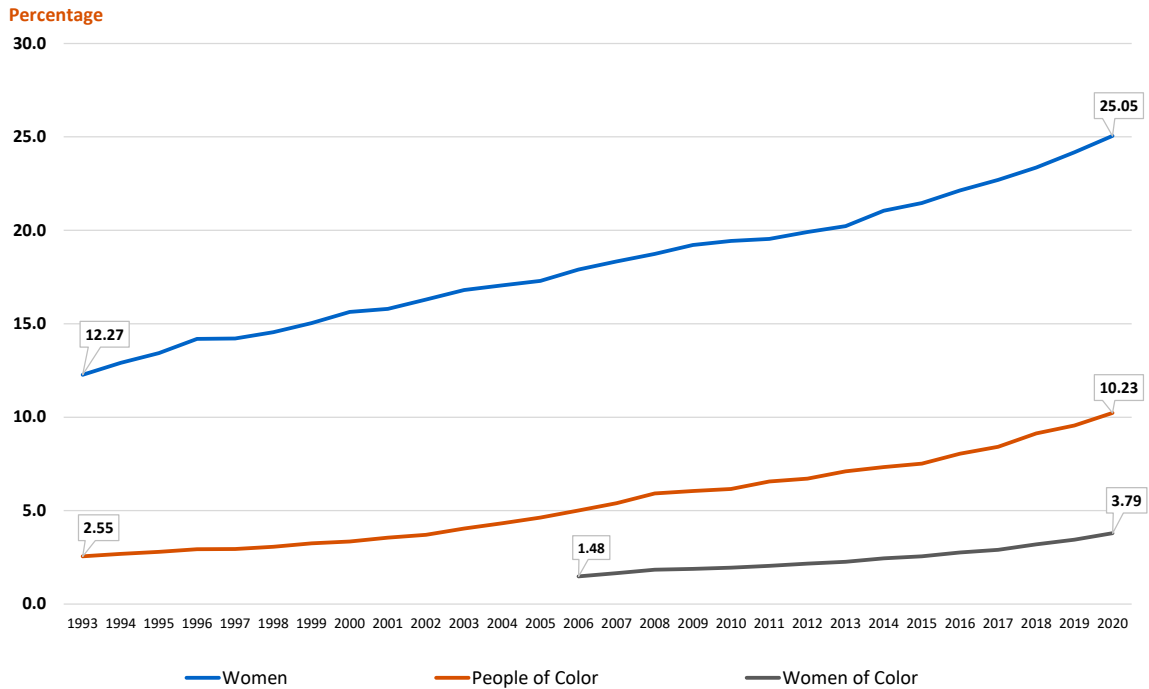
Notes: Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. Figures for all lawyers were calculated beginning in 2006. Data specifically for counsel positions are available from 2012-present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

NA: Not available.

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

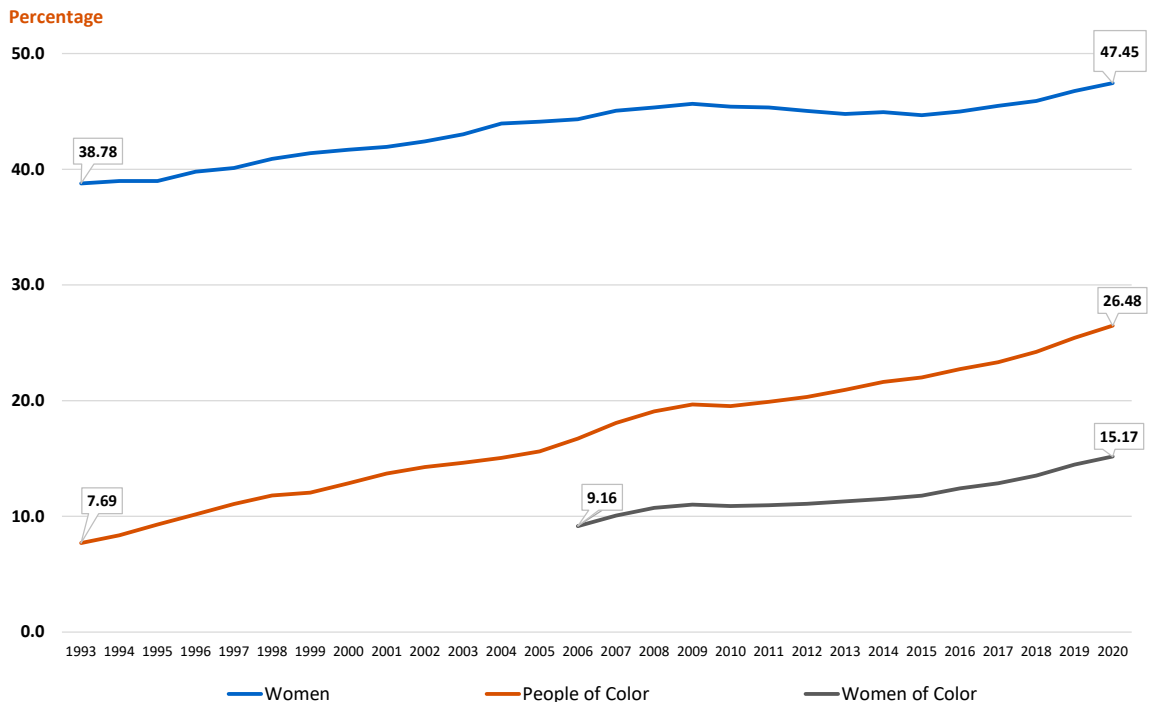
** A double asterisk indicates that the partner figure includes of counsel, or that the associate figure includes senior attorneys and staff attorneys.

Chart 1: Percentage of Partners Who Are Women and People of Color at Law Firms, 1993-2020



Note: 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. From 1993-1996, partner figures include of counsel.

Chart 2: Percentage of Associates Who Are Women and People of Color at Law Firms, 1993-2020



Note: 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. From 1993-2005, associate figures include senior attorneys and staff attorneys.

Chart 3: Percentage of Counsel Who Are Women and People of Color at Law Firms, 2012-2020

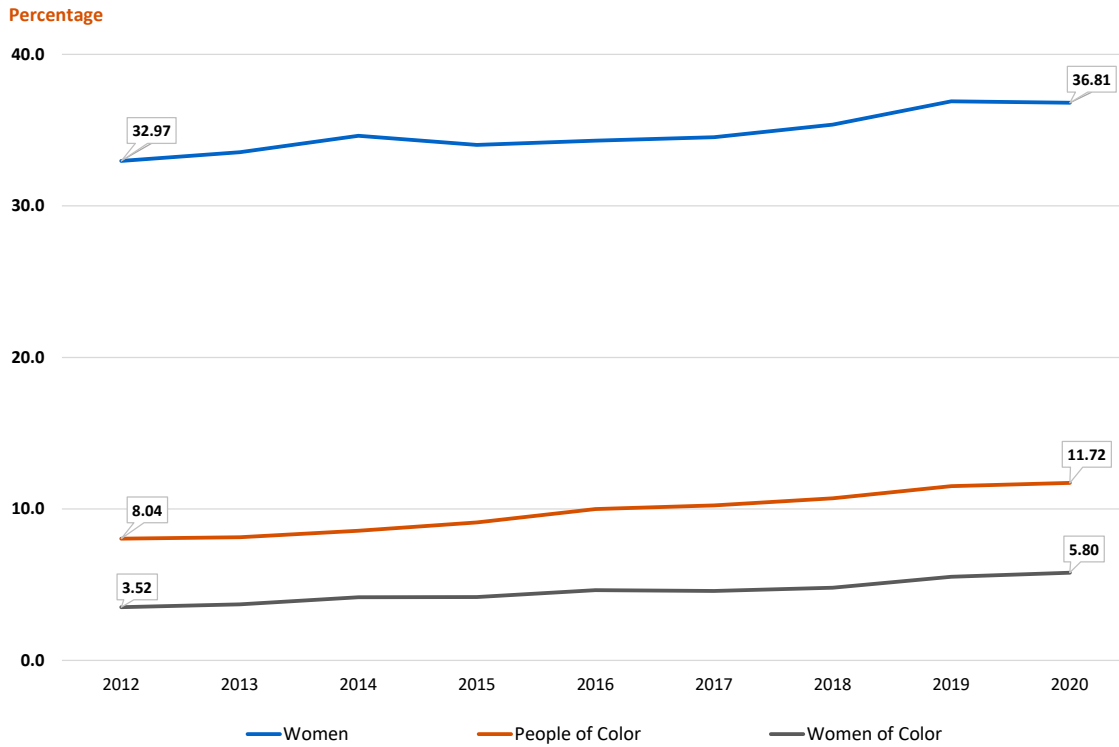


Chart 4: Percentage of Non-Traditional Track/Staff Attorneys Who Are Women and People of Color at Law Firms, 2014-2020

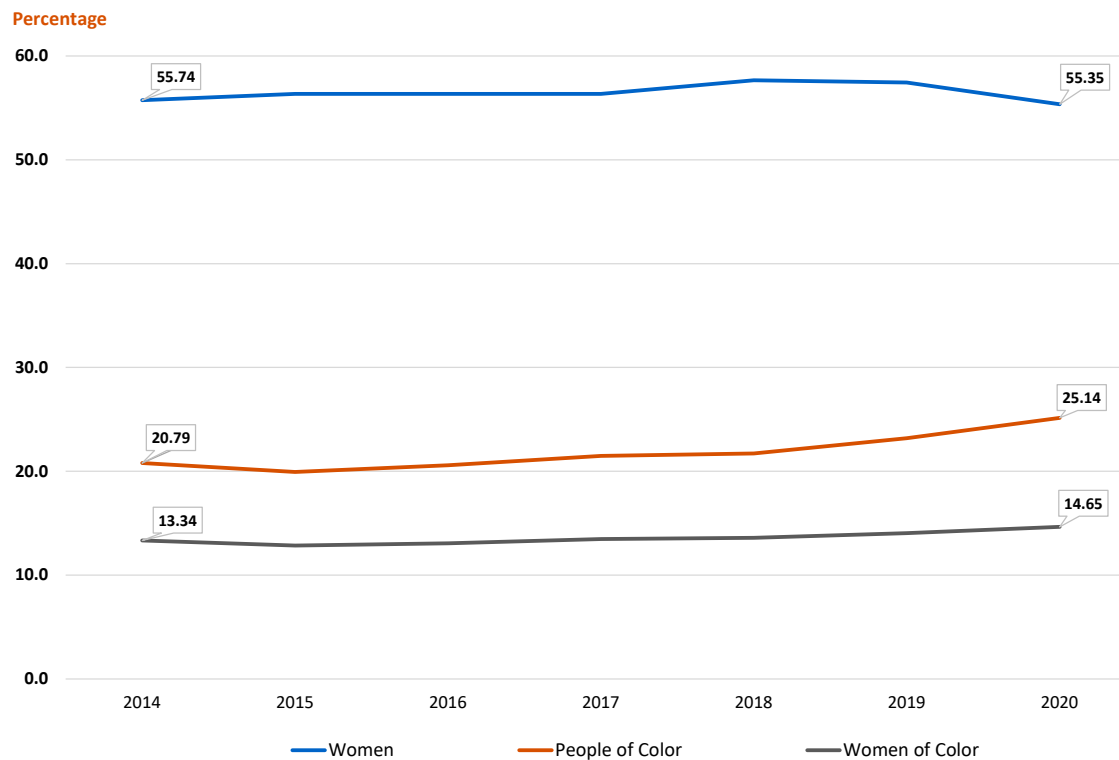


Chart 5: Percentage of Total Lawyers Who Are Women and People of Color at Law Firms, 2006-2020

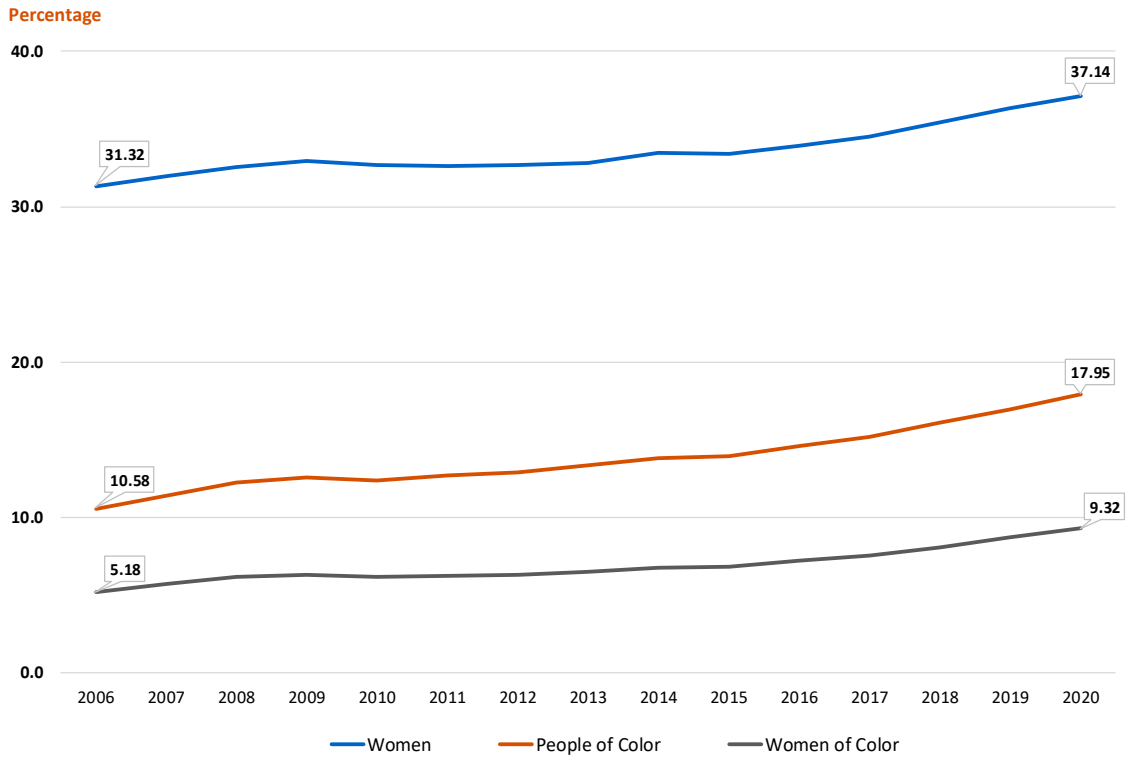
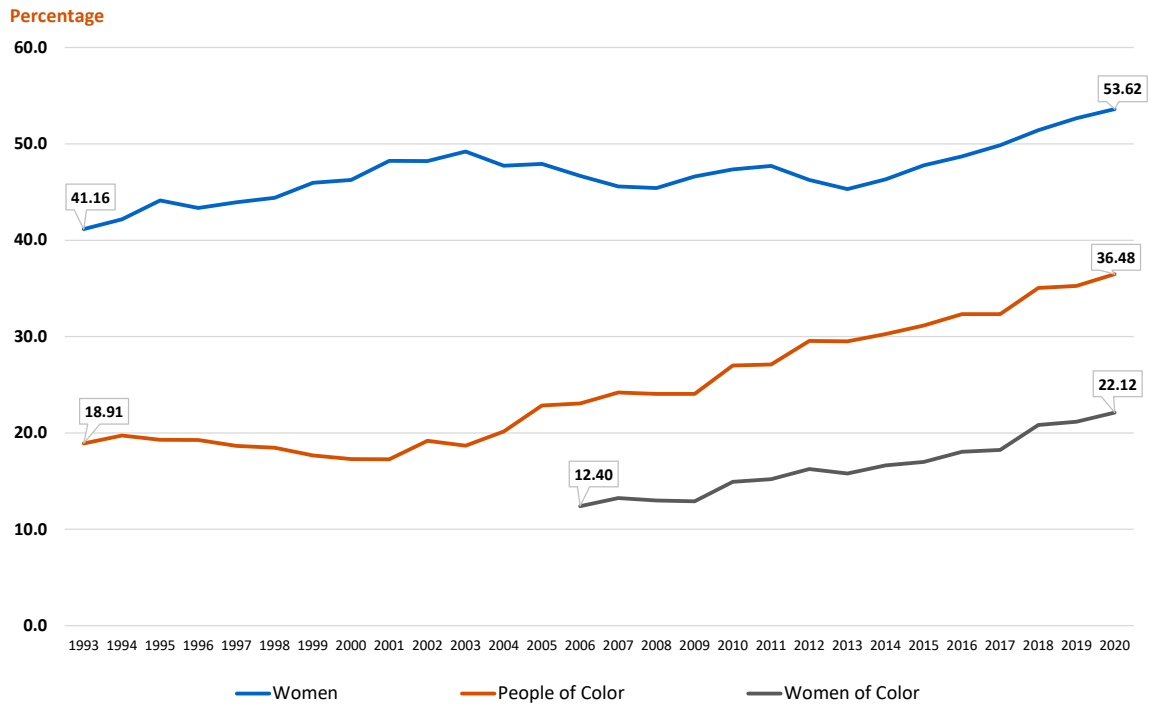


Chart 6: Percentage of Summer Associates Who Are Women and People of Color at Law Firms, 1993-2020



Note: 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.

Table 2. Partner and Associate Demographics at Law Firms — 2009-2020

	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
2020	4.08%	1.62%	2.10%	0.80%	2.80%	0.90%	12.12%	7.18%	5.10%	3.04%	5.64%	2.99%
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, 2009-2020

Table 3. Percentage of Partners Reported as Equity Partners by Gender and Race/Ethnicity

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Men partners	16,134	18,278	18,083	17,641	17,476	17,456	16,309	15,930	15,247	12,734
% equity	64.9%	64.2%	63.6%	63.5%	61.8%	62.5%	62.9%	60.9%	60.8%	59.3%
Women partners	4,104	4,578	4,778	4,835	4,971	5,145	5,041	5,096	5,057	4,435
% equity	47.0%	46.4%	47.4%	47.7%	45.8%	46.9%	47.0%	46.4%	46.7%	45.9%
Partners who are people of color*	1,229	1,423	1,562	1,549	1,617	1,696	1,670	1,752	1,820	1,667
% equity	47.1%	46.8%	47.2%	48.5%	45.5%	45.9%	45.9%	45.3%	48.8%	46.3%

Source: The NALP Directory of Legal Employers, 2011-2020

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Table 4. Distribution of Equity and Non-Equity Partners by Gender and Race/Ethnicity

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Equity partners	12,396	13,864	13,760	13,508	13,078	13,323	12,630	12,067	11,633	9,581
% men	84.4%	84.7%	83.5%	82.9%	82.6%	81.9%	81.3%	80.4%	79.7%	78.7%
% women	15.6%	15.3%	16.5%	17.1%	17.4%	18.1%	18.7%	19.6%	20.3%	21.3%
% people of color*	4.7%	4.8%	5.4%	5.6%	5.6%	5.8%	6.1%	6.6%	7.6%	8.1%
Non-equity partners	7,842	8,992	9,101	8,968	9,369	9,278	8,720	8,959	8,675	7,588
% men	72.3%	72.7%	72.4%	71.8%	71.2%	70.6%	69.3%	69.5%	68.9%	68.4%
% women	27.7%	27.3%	27.6%	28.2%	28.8%	29.4%	30.7%	30.5%	31.1%	31.6%
% people of color*	8.3%	8.4%	9.1%	8.9%	9.4%	9.9%	10.4%	10.7%	10.7%	11.8%

Source: The NALP Directory of Legal Employers, 2011-2020

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Note: Partners of color are also counted in the men and women categories; therefore, percentages do not add up to 100%.

Table 5. Distribution of All Partners by Equity Status, Gender, and Race/Ethnicity

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total partners	20,238	22,856	22,861	22,476	22,447	22,601	21,350	21,026	20,308	17,169
% equity	61.3%	60.7%	60.2%	60.1%	58.3%	58.9%	59.2%	57.4%	57.3%	55.8%
% equity – men	51.7%	51.4%	50.3%	49.8%	48.1%	48.3%	48.1%	46.2%	45.7%	43.9%
% equity – women	9.5%	9.3%	9.9%	10.3%	10.1%	10.7%	11.1%	11.2%	11.6%	11.9%
% equity – people of color*	2.9%	2.9%	3.2%	3.3%	3.3%	3.4%	3.6%	3.8%	4.4%	4.5%
% non-equity	38.7%	39.3%	39.8%	39.9%	41.7%	41.1%	40.8%	42.6%	42.7%	44.2%
% non-equity – men	28.0%	28.6%	28.8%	28.7%	29.7%	29.0%	28.3%	29.6%	29.4%	30.2%
% non-equity – women	10.7%	10.7%	11.0%	11.2%	12.0%	12.1%	12.5%	13.0%	13.3%	14.0%
% non-equity – people of color*	3.2%	3.3%	3.6%	3.5%	3.9%	4.1%	4.2%	4.6%	4.6%	5.2%

Source: The NALP Directory of Legal Employers, 2011-2020

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Note: Figures for 2020 are based on 176 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 2019. Since partners of color are also counted in the men and women categories, percentages across these three categories do not add up to 100%.

Table 6. Women and People of Color at Law Firms: Partners and Associates — 2020

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Total	42,438	25.05%	10.23%	3.79%	43,398	47.45%	26.48%	15.17%	883
By Number of Lawyers Firm-wide:									
100 or fewer lawyers	1,459	23.71	8.57	3.36	845	41.18	21.30	12.07	51
101-250 lawyers	5,910	24.40	7.56	2.61	3,477	47.11	20.74	12.22	101
251-500 lawyers	8,263	24.97	8.97	3.34	5,802	45.93	24.51	13.36	184
501-700 lawyers	3,582	26.41	9.74	3.91	3,317	47.54	26.80	15.44	71
701+ lawyers	23,224	25.12	11.54	4.25	29,957	47.96	27.64	15.92	476
Offices in:									
Atlanta	807	22.06	8.55	3.10	734	47.41	22.75	13.22	18
Austin	220	28.18	14.09	4.09	209	44.50	25.84	10.53	16
Boston	1,005	25.07	6.67	2.89	1,377	45.39	19.68	10.97	33
Charlotte	383	18.02	4.70	1.31	322	40.99	15.53	8.39	11
Chicago	2,655	24.93	9.11	3.43	2,220	45.95	22.07	12.39	42
Cincinnati	242	26.45	4.13	1.65	147	38.10	16.33	6.80	5
Cleveland	411	21.41	3.16	0.97	286	38.81	8.04	4.20	6
Columbus	430	23.95	9.07	3.02	236	44.49	16.10	8.90	11
Dallas	840	20.83	11.31	3.57	773	42.56	22.38	10.61	32
Denver	527	29.41	8.35	2.47	462	47.19	18.61	10.61	20
Detroit area	427	27.87	8.20	3.28	175	43.43	15.43	8.57	8
Grand Rapids	297	24.24	4.04	1.01	84	46.43	15.48	9.52	5
Houston	859	20.72	15.72	5.12	1,028	43.68	28.02	14.20	33
Indianapolis	484	25.41	3.93	1.86	225	49.33	20.00	12.00	7
Kansas City, MO	474	24.68	5.06	2.11	255	45.49	13.73	7.06	6
Los Angeles area	1,412	26.84	18.84	7.29	1,815	50.96	34.71	20.61	63
Miami	278	24.46	32.37	9.71	251	54.18	49.40	30.28	15
Milwaukee	513	25.15	4.68	2.14	286	44.41	11.19	6.29	5
Minneapolis	1,008	29.17	4.46	1.98	584	46.75	15.41	8.73	17
New York City	5,552	22.46	11.56	4.20	11,193	47.08	30.33	17.73	82
Northern New Jersey/Newark area	299	22.07	6.02	2.34	212	47.17	18.40	10.85	7
Northern Virginia	133	18.05	11.28	3.76	111	45.95	21.62	11.71	7
Orange County, CA	478	19.67	12.97	5.02	383	43.08	38.90	19.58	15
Philadelphia	632	24.53	5.22	1.58	562	48.93	18.51	11.74	14
Phoenix	372	22.58	9.68	2.69	194	42.27	21.13	10.82	10
Pittsburgh	313	23.00	2.88	1.60	222	43.24	10.81	6.76	8

Continued on page 20

Table 6. Women and People of Color at Law Firms: Partners and Associates — 2020

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Portland, OR	313	24.92	6.71	1.92	145	40.00	16.55	5.52	9
Salt Lake City	140	18.57	6.43	2.14	110	31.82	8.18	2.73	5
San Diego	135	26.67	27.41	9.63	223	41.70	31.39	15.25	9
San Francisco	1,136	30.99	17.69	7.13	1,371	53.83	36.62	22.03	45
Seattle area	571	30.47	13.84	4.90	460	46.52	30.43	16.96	17
Silicon Valley	642	25.86	19.47	7.01	1,005	50.35	46.97	26.77	36
Southern/Central New Jersey area	106	29.25	8.49	2.83	89	52.81	24.72	14.61	6
St. Louis	729	26.89	6.58	2.19	363	43.80	13.22	5.51	11
Washington, DC	3,829	26.09	11.44	4.49	4,302	48.84	26.73	15.39	77
Wilmington, DE	300	24.00	5.33	2.33	309	40.13	11.65	6.15	16
States:									
Other areas in Florida	565	25.13	10.44	3.54	277	46.93	19.49	11.19	21
Other areas in New York	422	24.64	4.74	0.95	190	54.21	13.68	7.89	6
Other areas in Pennsylvania	216	24.07	2.78	1.39	103	43.69	9.71	5.83	8
Other areas in Texas	147	14.29	6.80	0.68	125	44.00	18.40	8.00	7

Source: The 2020 NALP Directory of Legal Employers

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Notes: Some city information includes one or more offices in adjacent suburban locations. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Century City, Long Beach, Los Angeles, and Santa Monica. The Northern New Jersey/Newark area includes offices in Cranford, Florham Park, Hackensack, Morristown, Newark, and West Orange. Northern Virginia includes offices in McLean, Reston, and Tysons Corner. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Bellevue and Seattle. Silicon Valley includes offices in East Palo Alto, Menlo Park, Palo Alto, Redwood City, Redwood Shores, and Sunnyvale. The Southern/Central New Jersey area includes offices in Atlantic City, Cherry Hill, Lawrenceville, and Princeton. 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 located in that city.

Table 7. Women and People of Color at Law Firms: Counsel and Non-Traditional Track/Staff Attorneys — 2020

	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	11,293	36.81%	11.72%	5.80%	3,823	55.35%	25.14%	14.65%	883
By Number of Lawyers Firm-wide:									
100 or fewer lawyers	325	29.85	11.38	5.54	117	60.68	31.62	24.79	51
101-250 lawyers	1,297	34.62	6.94	3.86	262	42.75	12.60	6.49	101
251-500 lawyers	2,055	37.37	10.17	4.96	602	56.64	26.74	16.78	184
501-700 lawyers	1,054	37.57	12.14	6.36	350	49.71	26.29	14.29	71
701+ lawyers	6,562	37.29	13.11	6.37	2,492	56.90	25.60	14.57	476
Offices in:									
Atlanta	175	39.43	10.86	4.57	173	53.18	20.23	12.72	18
Austin	86	33.72	15.12	8.14	—	—	—	—	16
Boston	212	37.74	8.96	3.30	95	58.95	8.42	3.16	33
Charlotte	99	45.45	12.12	5.05	34	52.94	23.53	8.82	11
Chicago	500	32.20	7.40	3.40	144	56.94	30.56	15.28	42
Cincinnati	42	26.19	2.38	0.00	17	47.06	0.00	0.00	5
Cleveland	92	42.39	3.26	1.09	44	56.82	18.18	11.36	6
Columbus	108	34.26	8.33	4.63	31	58.06	6.45	6.45	11
Dallas	206	33.98	14.08	3.88	60	53.33	28.33	13.33	32
Denver	164	36.59	5.49	3.05	30	56.67	13.33	6.67	20
Detroit area	42	19.05	11.90	4.76	24	62.50	37.50	25.00	8
Grand Rapids	121	24.79	4.96	4.13	20	15.00	5.00	5.00	5
Houston	212	38.21	19.34	8.96	52	65.38	36.54	28.85	33
Indianapolis	82	45.12	8.54	3.66	21	52.38	4.76	4.76	7
Kansas City, MO	100	44.00	2.00	1.00	32	56.25	6.25	6.25	6
Los Angeles area	348	35.92	21.26	8.62	120	47.50	35.83	20.83	63
Miami	70	45.71	44.29	14.29	25	52.00	60.00	32.00	15
Milwaukee	71	29.58	1.41	0.00	21	57.14	9.52	4.76	5
Minneapolis	183	34.97	6.01	2.73	86	58.14	10.47	4.65	17
New York City	2,011	36.20	12.88	7.06	545	51.93	27.89	14.86	82
Northern New Jersey/Newark area	76	30.26	3.95	2.63	—	—	—	—	7
Northern Virginia	30	40.00	13.33	3.33	18	66.67	16.67	11.11	7
Orange County, CA	58	32.76	29.31	10.34	42	54.76	52.38	30.95	15
Philadelphia	147	38.10	8.16	4.08	86	46.51	13.95	8.14	14

Continued on page 22

Table 7. Women and People of Color at Law Firms: Counsel and Non-Traditional Track/Staff Attorneys — 2020

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
Phoenix	60	26.67	10.00	3.33	13	61.54	7.69	7.69	10
Pittsburgh	41	26.83	9.76	2.44	16	43.75	0.00	0.00	8
Portland, OR	46	32.61	4.35	2.17	—	—	—	—	9
Salt Lake City	26	15.38	11.54	3.85	11	54.55	9.09	9.09	5
San Diego	36	27.78	13.89	5.56	—	—	—	—	9
San Francisco	267	33.71	22.10	11.24	104	49.04	37.50	20.19	45
Seattle area	107	36.45	13.08	8.41	22	63.64	45.45	31.82	17
Silicon Valley	173	43.35	22.54	9.83	39	69.23	33.33	23.08	36
Southern/Central New Jersey area	21	38.10	0.00	0.00	—	—	—	—	6
St. Louis	134	33.58	3.73	2.24	49	32.65	10.20	6.12	11
Washington, DC	1,383	34.92	12.22	5.57	572	53.32	34.09	20.45	77
Wilmington, DE	58	39.66	6.90	0.00	11	0.00	9.09	0.00	16
States:									
Other areas in Florida	92	34.78	9.78	5.43	27	62.96	37.04	14.81	21
Other areas in New York	83	37.35	9.64	6.02	—	—	—	—	6
Other areas in Pennsylvania	80	38.75	2.50	1.25	13	84.62	0.00	0.00	8
Other areas in Texas	55	30.91	7.27	5.45	—	—	—	—	7

Source: The 2020 NALP Directory of Legal Employers

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Notes: Some city information includes one or more offices in adjacent suburban locations. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Century City, Long Beach, Los Angeles, and Santa Monica. The Northern New Jersey/Newark area includes offices in Cranford, Florham Park, Hackensack, Morristown, Newark, and West Orange. Northern Virginia includes offices in McLean, Reston, and Tysons Corner. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Bellevue and Seattle. Silicon Valley includes offices in East Palo Alto, Menlo Park, Palo Alto, Redwood City, Redwood Shores, and Sunnyvale. The Southern/Central New Jersey area includes offices in Atlantic City, Cherry Hill, Lawrenceville, and Princeton. 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 located in that city.

Dashes in the non-traditional track/staff attorneys columns indicate that the total number of non-traditional track/staff attorneys within a city or state was less than 10; therefore, data are not reported in the table.

Table 8. Women and People of Color at Law Firms: Total Lawyers and Summer Associates — 2020

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
Total	100,952	37.14%	17.95%	9.32%	883	6,740	53.62%	36.48%	22.12%
By Number of Lawyers Firm-wide:									
100 or fewer lawyers	2,746	31.39	13.80	7.21	51	184	54.35	27.72	19.02
101-250 lawyers	10,946	33.26	11.79	5.90	101	412	52.43	32.04	17.96
251-500 lawyers	16,722	34.91	15.15	7.50	184	833	55.58	34.81	22.21
501-700 lawyers	8,303	37.25	17.56	9.26	71	440	58.86	40.91	25.68
701+ lawyers	62,235	38.67	20.02	10.51	476	4,871	52.88	37.08	22.25
Offices in:									
Atlanta	1,889	36.37	15.35	8.05	18	84	59.52	28.57	21.43
Austin	524	36.07	19.27	7.63	16	46	50.00	28.26	17.39
Boston	2,689	37.67	13.57	7.07	33	207	55.07	29.47	17.87
Charlotte	838	31.50	10.50	4.77	11	49	55.10	44.90	26.53
Chicago	5,519	34.88	14.73	7.34	42	308	49.03	32.14	16.88
Cincinnati	448	31.03	7.81	3.13	5	—	—	—	—
Cleveland	833	31.57	5.64	2.64	6	64	45.31	26.56	14.06
Columbus	805	32.67	10.93	5.09	11	44	43.18	38.64	15.91
Dallas	1,879	32.25	16.71	6.81	32	179	55.87	26.82	16.76
Denver	1,183	38.04	12.09	5.83	20	50	60.00	36.00	30.00
Detroit area	668	32.63	11.38	5.54	8	32	59.38	28.13	21.88
Grand Rapids	522	27.59	6.13	3.26	5	—	—	—	—
Houston	2,151	34.50	22.45	10.41	33	277	49.10	33.57	19.13
Indianapolis	812	34.73	8.87	4.93	7	37	43.24	29.73	8.11
Kansas City, MO	861	34.26	7.32	3.60	6	40	57.50	25.00	22.50
Los Angeles area	3,695	40.22	27.42	14.40	63	286	55.59	44.06	28.32
Miami	624	39.90	41.67	19.39	15	29	58.62	58.62	44.83
Milwaukee	891	32.44	6.62	3.37	5	47	42.55	23.40	10.64
Minneapolis	1,861	36.59	8.33	4.30	17	69	57.97	43.48	31.88
New York City	19,301	39.00	23.05	12.64	82	1,981	52.75	39.02	24.18
Northern New Jersey/Newark area	594	32.66	10.10	5.39	7	—	—	—	—
Northern Virginia	292	33.90	15.75	7.19	7	15	46.67	33.33	13.33
Orange County, CA	961	31.32	26.01	12.28	15	48	52.08	39.58	22.92
Philadelphia	1,427	36.86	11.28	6.24	14	40	57.50	40.00	22.50
Phoenix	639	29.73	13.15	5.32	10	40	70.00	22.50	20.00

Continued on page 24

Table 8. Women and People of Color at Law Firms: Total Lawyers and Summer Associates — 2020

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
Pittsburgh	592	31.42	6.25	3.55	8	—	—	—	—
Portland, OR	513	30.02	9.36	2.92	9	25	44.00	36.00	20.00
Salt Lake City	287	24.74	7.67	2.79	5	—	—	—	—
San Diego	401	35.41	28.43	12.72	9	38	47.37	39.47	21.05
San Francisco	2,878	42.77	27.83	15.08	45	200	57.50	50.00	28.50
Seattle area	1,160	38.02	20.95	10.52	17	59	66.10	45.76	28.81
Silicon Valley	1,859	41.64	34.91	18.29	36	221	53.85	54.30	32.13
Southern/Central New Jersey area	220	40.45	14.09	7.27	6	—	—	—	—
St. Louis	1,275	32.63	8.31	3.29	11	31	51.61	45.16	22.58
Washington, DC	10,086	38.55	19.35	10.19	77	741	52.77	32.52	19.70
Wilmington, DE	678	32.30	8.41	3.83	16	71	50.70	19.72	11.27
States:									
Other areas in Florida	961	33.40	13.74	6.24	21	22	59.09	22.73	13.64
Other areas in New York	698	34.24	7.74	3.44	6	23	60.87	26.09	13.04
Other areas in Pennsylvania	412	33.74	4.37	2.43	8	14	35.71	7.14	0.00
Other areas in Texas	330	29.09	11.21	4.24	7	15	53.33	13.33	6.67

Source: The 2020 NALP Directory of Legal Employers

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Notes: Some city information includes one or more offices in adjacent suburban locations. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Century City, Long Beach, Los Angeles, and Santa Monica. The Northern New Jersey/Newark area includes offices in Cranford, Florham Park, Hackensack, Morristown, Newark, and West Orange. Northern Virginia includes offices in McLean, Reston, and Tysons Corner. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Bellevue and Seattle. Silicon Valley includes offices in East Palo Alto, Menlo Park, Palo Alto, Redwood City, Redwood Shores, and Sunnyvale. The Southern/Central New Jersey area includes offices in Atlantic City, Cherry Hill, Lawrenceville, and Princeton. 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 located in that city.

The number of offices reporting one or more summer associates, including demographic information, was 592. 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 — 2020

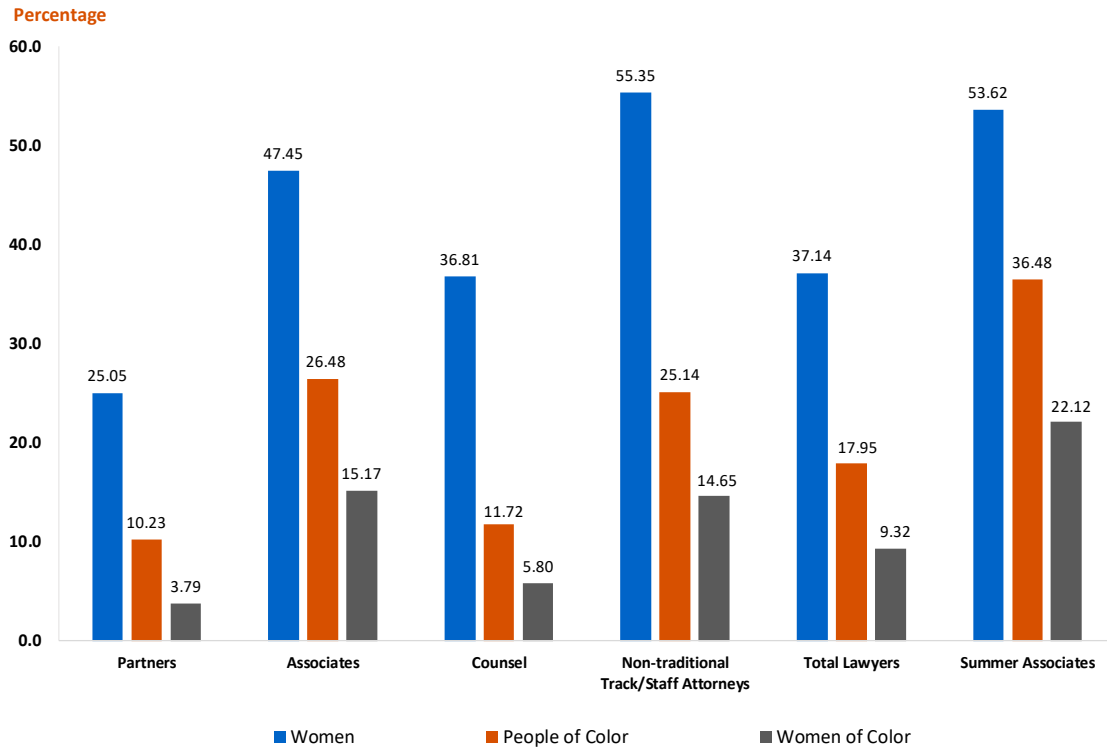


Chart 8: Percentage of LGBTQ Lawyers — 2004-2020

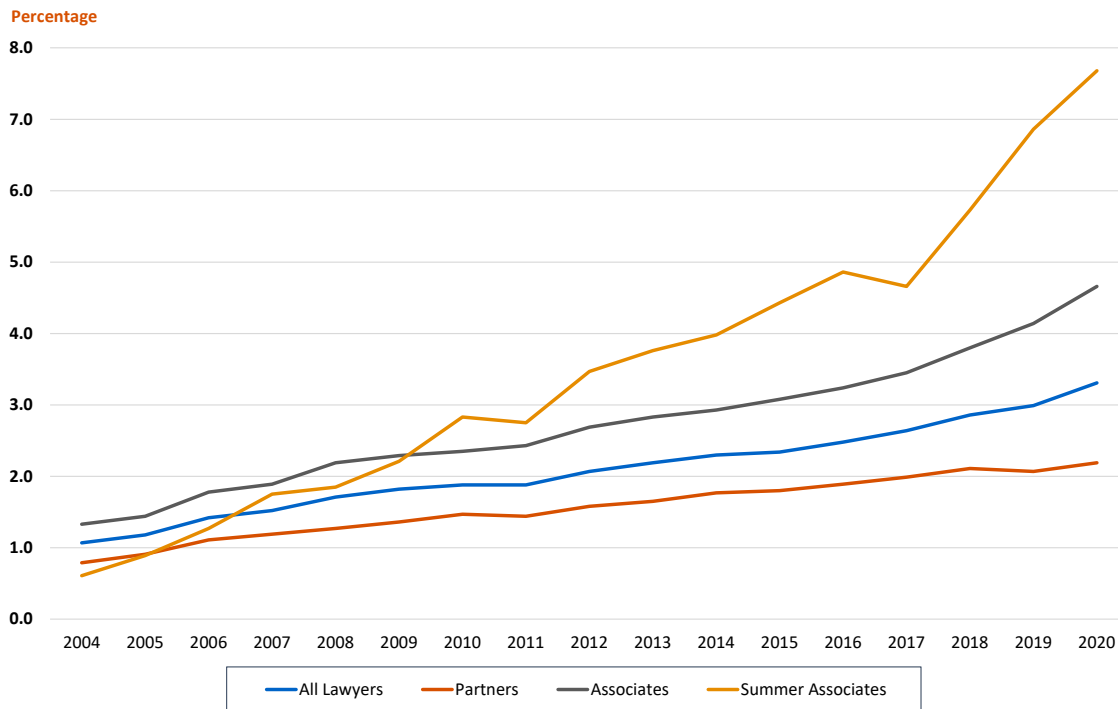


Table 9. Partner Demographics at Law Firms — 2020

	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	42,438	10.23%	3.79%	4.08%	1.62%	2.10%	0.80%	2.80%	0.90%	883
By Number of Lawyers Firm-wide:										
100 or fewer lawyers	1,459	8.57	3.36	3.70	1.71	1.51	0.48	1.71	0.69	51
101-250 lawyers	5,910	7.56	2.61	3.23	1.17	1.40	0.47	1.93	0.64	101
251-500 lawyers	8,263	8.97	3.34	3.07	1.32	2.05	0.80	2.41	0.74	184
501-700 lawyers	3,582	9.74	3.91	3.91	1.70	1.95	0.87	2.76	0.81	71
701+ lawyers	23,224	11.54	4.25	4.70	1.83	2.35	0.89	3.24	1.05	476
Offices in:										
Atlanta	807	8.55	3.10	2.73	0.87	4.09	1.49	0.74	0.50	18
Austin	220	14.09	4.09	1.82	0.45	3.18	1.36	7.73	1.36	16
Boston	1,005	6.67	2.89	3.68	1.89	0.90	0.50	1.19	0.30	33
Charlotte	383	4.70	1.31	1.04	0.26	2.09	1.04	1.04	0.00	11
Chicago	2,655	9.11	3.43	3.88	1.62	2.11	0.68	2.07	0.56	42
Cincinnati	242	4.13	1.65	1.65	0.41	0.83	0.41	1.24	0.83	5
Cleveland	411	3.16	0.97	1.70	0.49	0.97	0.24	0.24	0.00	6
Columbus	430	9.07	3.02	1.86	0.93	3.72	1.16	1.40	0.47	11
Dallas	840	11.31	3.57	2.02	0.48	2.62	0.95	3.81	1.19	32
Denver	527	8.35	2.47	2.28	0.38	0.38	0.00	3.61	0.76	20
Detroit area	427	8.20	3.28	1.87	0.47	3.04	1.41	1.64	0.47	8
Grand Rapids	297	4.04	1.01	1.01	0.34	1.35	0.34	1.68	0.34	5
Houston	859	15.72	5.12	5.24	2.21	3.26	1.05	5.94	1.40	33
Indianapolis	484	3.93	1.86	1.24	0.62	2.07	0.62	0.62	0.62	7
Kansas City, MO	474	5.06	2.11	1.27	0.42	2.11	0.63	0.84	0.42	6
Los Angeles area	1,412	18.84	7.29	10.62	4.67	1.91	0.78	3.82	1.13	63
Miami	278	32.37	9.71	0.72	0.00	3.60	1.08	26.98	8.63	15
Milwaukee	513	4.68	2.14	1.17	0.78	0.97	0.00	1.95	0.97	5
Minneapolis	1,008	4.46	1.98	1.69	0.99	0.60	0.30	0.89	0.20	17
New York City	5,552	11.56	4.20	5.71	2.04	1.89	0.72	3.08	1.01	82
Northern New Jersey/Newark area	299	6.02	2.34	2.34	0.67	2.34	1.34	1.00	0.33	7
Northern Virginia	133	11.28	3.76	5.26	1.50	1.50	0.75	2.26	1.50	7
Orange County, CA	478	12.97	5.02	7.53	3.56	0.63	0.00	3.56	1.05	15
Philadelphia	632	5.22	1.58	1.58	0.79	1.90	0.47	0.79	0.00	14

Continued on page 27

Table 9. Partner Demographics at Law Firms — 2020

	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	
Phoenix	372	9.68	2.69	2.96	1.34	0.27	0.00	2.96	0.81	10
Pittsburgh	313	2.88	1.60	1.28	0.64	0.64	0.32	0.64	0.64	8
Portland, OR	313	6.71	1.92	1.60	0.96	0.96	0.32	1.92	0.64	9
Salt Lake City	140	6.43	2.14	0.00	0.00	0.71	0.71	2.14	1.43	5
San Diego	135	27.41	9.63	6.67	2.22	0.00	0.00	18.52	6.67	9
San Francisco	1,136	17.69	7.13	10.39	4.58	2.29	0.44	2.64	1.41	45
Seattle area	571	13.84	4.90	5.25	2.28	1.58	0.35	5.95	1.75	17
Silicon Valley	642	19.47	7.01	13.40	5.14	1.09	0.16	3.27	1.09	36
Southern/Central New Jersey area	106	8.49	2.83	4.72	0.94	1.89	0.94	1.89	0.94	6
St. Louis	729	6.58	2.19	1.23	0.27	3.02	1.10	1.37	0.55	11
Washington, DC	3,829	11.44	4.49	4.54	1.51	3.47	1.65	2.17	0.71	77
Wilmington, DE	300	5.33	2.33	2.00	1.33	1.33	0.67	1.33	0.33	16
States:										
Other areas in Florida	565	10.44	3.54	1.42	0.53	2.83	1.24	5.13	1.24	21
Other areas in New York	422	4.74	0.95	2.61	0.71	0.95	0.00	0.71	0.24	6
Other areas in Pennsylvania	216	2.78	1.39	0.00	0.00	1.39	0.46	0.93	0.46	8
Other areas in Texas	147	6.80	0.68	0.68	0.00	0.68	0.00	4.76	0.68	7

Source: The 2020 NALP Directory of Legal Employers

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Notes: Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial partners are included in the overall percentages for people and women of color but are not reported separately due to the small number of partners reported in 2020. Overall, 0.18% of all partners were Native American or Alaska Native and 0.07% were Native American or Alaska Native women, 0.06% of all partners were Native Hawaiian or other Pacific Islander and 0.02% were Native Hawaiian or other Pacific Islander women, and 1.02% of all partners were multiracial and 0.38% were multiracial women.

Some city information includes one or more offices in adjacent suburban locations. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Century City, Long Beach, Los Angeles, and Santa Monica. The Northern New Jersey/Newark area includes offices in Cranford, Florham Park, Hackensack, Morristown, Newark, and West Orange. Northern Virginia includes offices in McLean, Reston, and Tysons Corner. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Bellevue and Seattle. Silicon Valley includes offices in East Palo Alto, Menlo Park, Palo Alto, Redwood City, Redwood Shores, and Sunnyvale. The Southern/Central New Jersey area includes offices in Atlantic City, Cherry Hill, Lawrenceville, and Princeton. 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 located in that city.

Table 10. Associate Demographics at Law Firms — 2020

	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	43,398	26.48%	15.17%	12.12%	7.18%	5.10%	3.04%	5.64%	2.99%	883
By Number of Lawyers Firm-wide:										
100 or fewer lawyers	845	21.30	12.07	10.77	6.04	4.50	2.13	4.14	2.84	51
101-250 lawyers	3,477	20.74	12.22	8.71	5.46	4.46	2.59	4.37	2.44	101
251-500 lawyers	5,802	24.51	13.36	10.70	6.12	4.84	2.72	5.46	2.69	184
501-700 lawyers	3,317	26.80	15.44	11.49	6.63	6.66	3.92	5.13	3.01	71
701+ lawyers	29,957	27.64	15.92	12.91	7.67	5.07	3.09	5.92	3.11	476
Offices in:										
Atlanta	734	22.75	13.22	5.99	3.00	11.04	6.81	4.09	2.18	18
Austin	209	25.84	10.53	8.13	3.35	1.91	0.48	8.61	2.39	16
Boston	1,377	19.68	10.97	10.75	6.10	2.83	1.31	3.78	2.25	33
Charlotte	322	15.53	8.39	4.66	1.86	4.97	3.42	4.97	2.17	11
Chicago	2,220	22.07	12.39	8.60	4.86	6.26	3.20	4.19	2.48	42
Cincinnati	147	16.33	6.80	2.72	2.04	5.44	1.36	4.76	2.04	5
Cleveland	286	8.04	4.20	2.45	1.05	2.80	1.40	1.75	1.05	6
Columbus	236	16.10	8.90	5.08	2.54	6.36	3.81	3.39	1.27	11
Dallas	773	22.38	10.61	7.37	3.36	4.27	2.07	6.60	3.36	32
Denver	462	18.61	10.61	5.84	3.68	1.52	1.52	6.71	2.81	20
Detroit area	175	15.43	8.57	5.14	4.00	6.29	3.43	2.29	0.57	8
Grand Rapids	84	15.48	9.52	1.19	1.19	9.52	5.95	3.57	2.38	5
Houston	1,028	28.02	14.20	8.17	4.38	5.74	3.31	9.73	4.47	33
Indianapolis	225	20.00	12.00	4.89	3.11	8.00	4.89	2.67	1.33	7
Kansas City, MO	255	13.73	7.06	2.35	1.57	3.53	2.35	5.49	1.57	6
Los Angeles area	1,815	34.71	20.61	17.19	10.63	4.96	2.42	7.99	4.68	63
Miami	251	49.40	30.28	1.59	1.20	5.98	3.59	37.45	22.71	15
Milwaukee	286	11.19	6.29	2.80	2.45	1.40	1.05	2.80	1.40	5
Minneapolis	584	15.41	8.73	4.97	3.60	3.42	1.88	2.91	1.37	17
New York City	11,193	30.33	17.73	15.88	9.68	5.21	3.13	5.73	3.01	82
Northern New Jersey/Newark area	212	18.40	10.85	9.43	6.60	2.36	1.42	4.25	1.89	7
Northern Virginia	111	21.62	11.71	11.71	7.21	2.70	1.80	1.80	0.90	7
Orange County, CA	383	38.90	19.58	23.50	12.53	2.09	1.57	6.79	2.87	15

Continued on page 29

Table 10. Associate Demographics at Law Firms — 2020

	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	
Philadelphia	562	18.51	11.74	7.12	4.80	6.05	4.27	2.67	0.71	14
Phoenix	194	21.13	10.82	4.12	2.06	3.09	2.06	8.25	3.61	10
Pittsburgh	222	10.81	6.76	3.60	2.70	2.70	2.25	1.35	0.00	8
Portland, OR	145	16.55	5.52	4.83	2.07	1.38	0.00	4.83	0.69	9
Salt Lake City	110	8.18	2.73	0.91	0.00	0.91	0.91	4.55	1.82	5
San Diego	223	31.39	15.25	20.63	9.42	1.35	1.35	4.93	1.79	9
San Francisco	1,371	36.62	22.03	21.81	13.42	4.38	2.92	5.84	3.21	45
Seattle area	460	30.43	16.96	15.00	9.57	3.48	1.96	4.78	1.96	17
Silicon Valley	1,005	46.97	26.77	34.13	20.40	2.79	1.29	5.37	2.69	36
Southern/Central New Jersey area	89	24.72	14.61	8.99	4.49	6.74	5.62	4.49	2.25	6
St. Louis	363	13.22	5.51	3.58	2.20	3.03	0.83	3.58	1.65	11
Washington, DC	4,302	26.73	15.39	11.34	6.25	7.11	4.53	4.67	2.70	77
Wilmington, DE	309	11.65	6.15	5.83	3.56	2.27	0.97	1.94	1.29	16
States:										
Other areas in Florida	277	19.49	11.19	2.89	1.44	6.50	3.61	6.50	3.97	21
Other areas in New York	190	13.68	7.89	3.68	2.11	3.68	2.63	3.68	1.58	6
Other areas in Pennsylvania	103	9.71	5.83	1.94	0.97	6.80	4.85	0.00	0.00	8
Other areas in Texas	125	18.40	8.00	2.40	1.60	3.20	2.40	11.20	4.00	7

Source: The 2020 NALP Directory of Legal Employers

* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Notes: Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial associates are included in the overall percentages for people and women of color but are not reported separately due to the small number of associates reported in 2020. Overall, 0.17% of all associates were Native American or Alaska Native and 0.09% were Native American or Alaska Native women, 0.08% of all associates were Native Hawaiian or other Pacific Islander and 0.04% were Native Hawaiian or other Pacific Islander women, and 3.36% of all associates were multiracial and 1.83% were multiracial women.

Some city information includes one or more offices in adjacent suburban locations. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Century City, Long Beach, Los Angeles, and Santa Monica. The Northern New Jersey/Newark area includes offices in Cranford, Florham Park, Hackensack, Morristown, Newark, and West Orange. Northern Virginia includes offices in McLean, Reston, and Tysons Corner. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Bellevue and Seattle. Silicon Valley includes offices in East Palo Alto, Menlo Park, Palo Alto, Redwood City, Redwood Shores, and Sunnyvale. The Southern/Central New Jersey area includes offices in Atlantic City, Cherry Hill, Lawrenceville, and Princeton. 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 located in that city.

Table 11. Lawyers With Disabilities at Law Firms — 2020

	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	207	0.69%	42	0.68%	39	0.60%	19	0.59%	107	0.76%
Associates	276	0.99	24	0.71	34	0.72	16	0.57	202	1.19
Other Lawyers*	119	1.17	15	0.93	14	0.70	14	1.17	76	1.41
All Lawyers	602	0.88	81	0.72	87	0.66	49	0.68	385	1.05

Source: The 2020 NALP Directory of Legal Employers

Notes: Figures for lawyers with disabilities are based on 658 offices/firms reporting counts, including zero, in all lawyer categories. Counts of individuals with disabilities, including zero, cover 68,136 lawyers. Since so few summer associates with disabilities were reported (28 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.

* Data for counsel and non-traditional track/staff attorneys are combined.

Table 12. LGBTQ Lawyers at Law Firms — 2020

	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	878	2.19%	35	2.50%	99	2.06%	143	1.75%	95	2.65%	506	2.29%
Associates	1,936	4.66	39	4.76	90	3.22	206	3.57	158	4.76	1,443	5.00
Other Lawyers*	373	2.57	6	1.38	19	1.50	56	2.12	37	2.64	255	2.91
All Lawyers	3,187	3.31	80	3.01	208	2.34	405	2.44	290	3.49	2,204	3.69
Summer Associates	456	7.68	5	2.96	18	5.61	43	5.51	40	9.50	350	8.25

Source: The 2020 NALP Directory of Legal Employers

Notes: Figures for LGBTQ lawyers are based on 837 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBTQ summer associates are based on 507 offices/firms with a summer program and reporting counts, including zero. Overall, LGBTQ counts, including zero, cover 96,202 lawyers and 5,934 summer associates.

* Data for counsel and non-traditional track/staff attorneys are combined.

Table 13. LGBTQ Lawyers at Law Firms — 2004-2020

	All Lawyers		Partners		Associates		Summer Associates	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
2020	3,187	3.31%	878	2.19%	1,936	4.66%	456	7.68%
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

Source: The NALP Directory of Legal Employers, 2004-2020

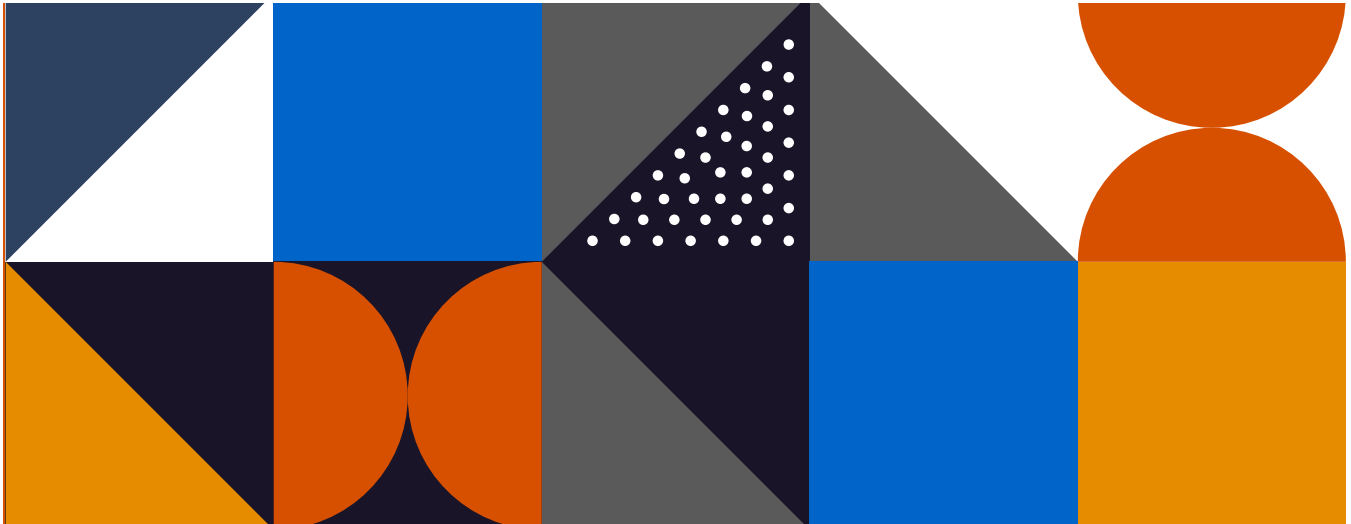
Table 14. Lawyers Who Are Military Veterans — 2020

	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	675	2.05%	52	4.17%	92	2.06%	114	1.76%	73	2.12%	344	1.98%
Associates	477	1.44	14	1.91	36	1.41	68	1.43	47	1.56	312	1.41
Other Lawyers*	366	3.15	14	3.89	34	2.97	54	2.60	40	2.99	224	3.35
All Lawyers	1,518	1.95	80	3.42	162	1.98	236	1.77	160	2.05	880	1.91
Summer Associates	82	1.76	—	—	—	—	—	—	—	—	—	—

Source: The 2020 NALP Directory of Legal Employers

Notes: Figures for military veteran lawyers are based on 696 offices/firms reporting counts, including zero, in all lawyer categories; figures for military veteran summer associates are based on 427 offices/firms with a summer program and reporting counts, including zero. Overall, military veteran counts, including zero, cover 77,726 lawyers and 4,672 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.

* Data for counsel and non-traditional track/staff attorneys are combined.



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