

# NALP

# Diversity through Infographics:

From Law School to Partnership

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# Introduction

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The **National Association for Law Placement's** (NALP) first-ever *Diversity through Infographics: From Law School to Partnership* is a compilation of key findings on diversity in the legal profession in the United States. Organized into four demographic buckets, each infographic in the summary synthesizes data points from NALP's major annual reports and surveys to provide an overview of trends for women, minority, LGBT lawyers, and lawyers with disabilities, from law school to partnership.

## Findings

While there has been great headway in achieving greater diversity, there is still a long way to go. Over the long arc of time, women and minorities have been underrepresented in the profession as a whole, relative to their population in society. Disparities continue for women and minority law school graduates — in both employment outcomes and starting salaries — compared to their non-minority male colleagues. In law firms, women and minority attorneys have long been underrepresented, particularly at the partnership level. Over time, their representation has increased year-over-year, albeit in almost infinitely small increments. Before the Great Recession in 2008-2009, women and minorities had been making steady progress in representation, however, in 2010, representation fell for the first time. The drop was due mostly to layoffs of junior and midlevel associates at the height of the recession.

Since then:

- Overall, the representation of minority associates has bounced back, and is higher than it was before the recession.
- Wider disparities between different racial and ethnic groups are emerging.
- Despite overall minority gains, Black/African-American associate representation post-recession has continued to fall each year.
- Women continue to be less well represented among associate ranks than they were prior to the recession.

The data for LGBT lawyers and lawyers with disabilities tell a less clear story, though disparities in the employment patterns of members of these groups compared to law graduates and lawyers as a whole are obvious.

## Sources

The data used to prepare this Infographic Summary is taken from NALP's annual Employment Report and Salary Survey (ERSS), the Jobs & JDs report series (Jobs & JDs), and the NALP Directory of Legal Employers (NDLE). The ERSS collects detailed information about law school graduates' employment and salary outcomes ten months after graduation. This data is then compiled annually into Jobs & JDs. The ERSS includes employment outcome data on 98% of the graduates of ABA-approved law schools. Rich data on law firm demographics is collected annually in the NDLE. The NDLE provides data on more than 113,000 partners, associates, and other lawyers in more than 1,000 law offices, as well as more than 6,500 summer associates in nearly 800 law offices.

## NALP's Commitment to Diversity

NALP has long been a champion of diversity in the legal profession. The genesis of NALP itself is rooted in a commitment to nondiscrimination in legal hiring and recruiting. Over time, a broader and more mature understanding of diversity has become a core value of the association. One of the most important contributions NALP has made to advancing diversity in the legal profession is the longstanding tradition of research to provide information about the representation of diverse lawyers in the workplace. NALP has tracked the employment outcomes of women and minority law school graduates since 1975. In addition to tracking the employment outcomes and career pathways of women and minority lawyers, more recently NALP has also added LGBT lawyers and lawyers with disabilities to the groups for which it can provide research, data, and statistics about first job, salary, and law firm representation. Through the NDLE, NALP has been able to create comprehensive demographic profiles of law firm lawyers since 1993.



# NALP DIVERSITY INFOGRAPHIC: WOMEN

NALP's recent analyses of the 2015-2016 NALP Directory of Legal Employers (NDLE) – the annual compendium of legal employer data published by NALP – shows that the representation of women, after making steady incremental progress post-recession, has essentially stalled for women.

## Women Graduates



Women have made up almost half of the graduating class for approximately 20 years.

### Entry-level Jobs

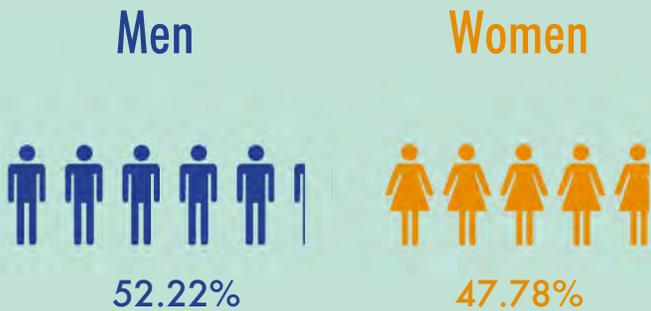
Bar Passage Required  
Clerkship or Public  
Interest



2/3 of women graduates took jobs where bar passage was required. Women take clerkships and public interest positions at a higher rate than men.

## Women Summer Associates

The representation of women in the summer associate ranks reflects their representation among recent law school graduates.

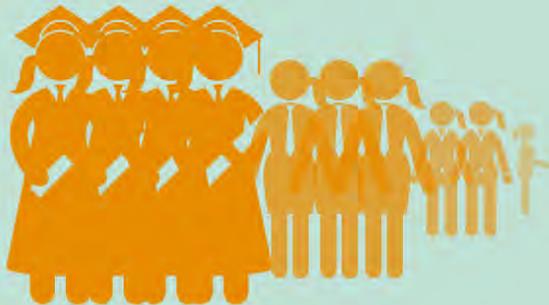


In 2015, women comprised 47.78% of summer associates.



Average starting salary for women graduates of any age at their first post-graduation job was \$79,000 compared to \$84,000 for male graduates, reflecting the kinds of jobs taken by women.

## Women Associates



After entry-level, the representation of women at firms shrinks each subsequent year.

Overall, representation of women among associates had increased incrementally each year until 2010, when the trend reversed.

The overall percentage of women associates has decreased over the majority of the last five years.

In 2015, the percentage of women among associates sits at 44.68%, the lowest level since 2006.

# Women Partners

Partners in general continue to be disproportionately both male and white (74% white and male) in 2015.



In 2015, representation of women partners in law firms increased a small amount over 2014. Women continue to make small gains in their representation among law firm partners.



Women account for just 21.46% of partners at major law firms.

## Equity



Only 17.4% of equity partners are women.

VS.

## Non-Equity



Among non-equity partners, women are better represented at 28.8%.

Source: 2015-2016 NALP Directory of Legal Employers.

For more information, go to [www.nalp.org/minoritieswomen](http://www.nalp.org/minoritieswomen)



# NALP Diversity Infographic: LGBT

In the past decade, the number of openly LGBT lawyers has more than doubled.

# 2014

LGBT data on law school graduates was collected for the first time by NALP in 2014.

The number of graduates self-identifying as transgender was too small to provide separate analysis.

# Lesbian, Gay and Bisexual Graduates

Of the 38% of graduates who self-reported sexual orientation, 4% self-identified as L, G, or B.



Of these graduates, more than half were male and 3/4 were white.

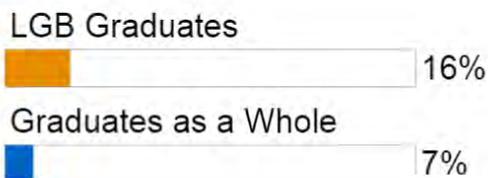
Less than 1/3 were white women.



Employed lesbian, gay and bisexual graduates were far more likely to be working for a public interest organization compared to employed graduates as a whole, and less likely to be working at a law firm compared with any other demographic group based on gender and race/ethnicity.

Public Interest

Private Practice



LGB graduates taking a job in private practice are more likely to take that job at a large firm (251+ attorneys) than graduates as a whole.

# LGBT Associates

About 40% of offices included in 2015-2016 NALP Directory of Legal Employers reported at least 1 LGBT lawyer among partners and associates. In the past decade, the number of openly LGBT lawyers has more than doubled.

5%

Within law firms, LGBT representation is highest in the summer associate class where it has exceeded 5% in the largest firms of more than 701 lawyers for the two most recent years.

701+

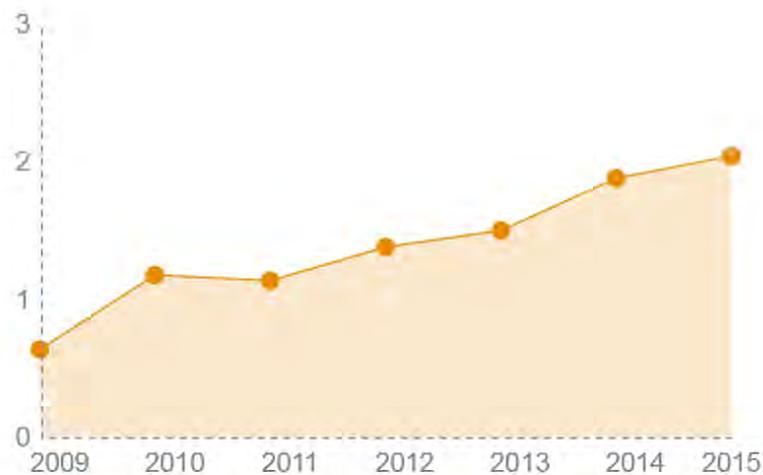
In general, openly LGBT associates are better represented at the largest law firms (701+ attorneys).



57% of the reported openly LGBT Lawyers are accounted for by just four cities: New York City, Washington, D.C., Los Angeles, and San Francisco.

# LGBT Partners

Openly LGBT attorneys are also best represented among the partners at the largest firms (701+ attorneys).



▲ There has been notable increase in the representation of LGBT partners at firms of 100 or fewer attorneys (0.63% in 2009 to over 2% since).

Sources: Jobs and JDs: Class of 2014, and 2015-2016 NALP Directory of Legal Employers

For more information, go to [www.nalp.org/lgbt\\_lawyers](http://www.nalp.org/lgbt_lawyers)

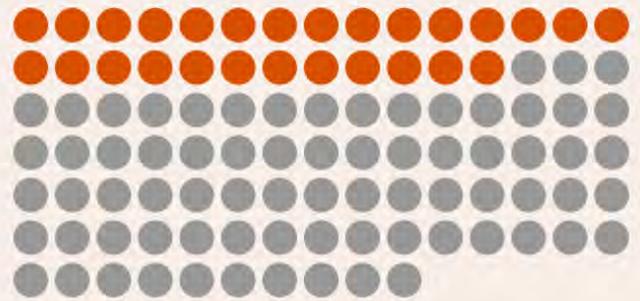


# NALP Diversity Infographic: Minorities

## Minority Graduates



Minorities made up almost 27% of graduates in the class of 2014, yet the representation of minorities among lawyers as a whole at large law firms in 2015 is only 13.97%



■ Minorities (27%) ■ Non-Minorities (73%)

## After graduation...

Minorities were less likely to be employed full-time than non-minorities.



African-Americans go into private practice at a lower rate than any other group.



Minorities taking jobs in private practice are more likely to join firms of more than 100 attorneys compared with non-minority graduates.



Asians are more highly represented in private practice compared to both whites and their minority peers.



# Minority Summer Associates



■ Minorities (31%) ■ Non-minorities (69%)

The representation of women and minorities in the summer associate ranks compares much more favorably to the population of recent law school graduates.

In fact, minorities have been over-represented at the summer associate level since 2010, most recently at 31%.



■ Minorities (31%) ■ All Summer Associates (69%)

Of summer associates, 17% are minority women and 14% are minority men.

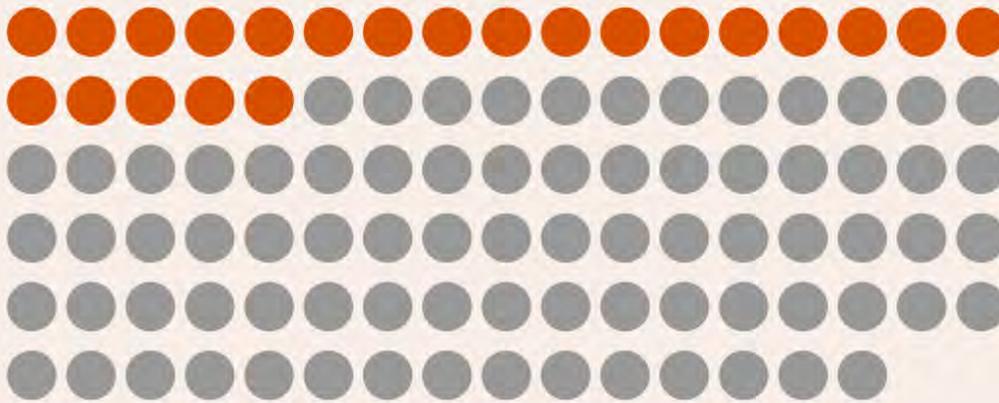


■ Minority Women (17%) ■ Minority Men (14%)  
■ All Other Summer Associates (69%)

# Minority Associates



Minorities make up almost 22% of associates in large law firms.



■ Minority (22%) ■ Non-Minority (78%)

Recent gains in minority representation at the associate level can be largely attributed to an increase in Asian associates who now make up nearly 11% of all associates.

Representation of African-Americans at the associate level has declined every year since 2010.

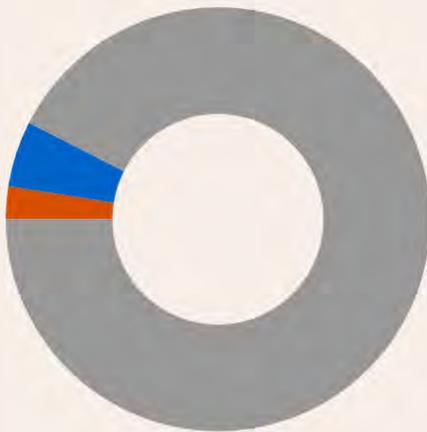
Hispanics now slightly outnumber African-Americans among associates at 4.28%, however, Hispanic representation has increased only one half of one percent since 2009.

# Minority Partners



## Minority Partners

Just 7.52% of partners at major law firms are minorities.



■ Minority Women Partners (3%) ■ Minority Men Partners (5%)  
■ Non-Minority Partners (92%)

## Equity Partners



■ Minority (6%) ■ Non-Minority (94%)

vs.

## Non-Equity Partners



■ Minority (9%) ■ Non-Minority (91%)

Because minority women leave law firms at a higher rate than minority men, only 2.5% of all partners are minority women.

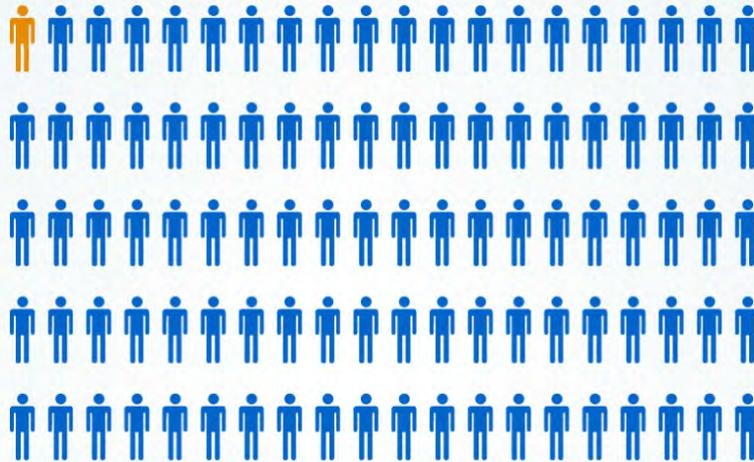


# NALP Diversity Infographic: **DISABILITIES**



## **GRADUATES**

Between 1-2% of graduates self-identify as having a disability.



Graduates reporting having a disability were the least likely to be employed after graduation compared to men, women, minorities or graduates identifying as lesbian, gay or bisexual.



Fewer graduates with disabilities find bar passage or JD advantage positions, and more graduates with disabilities take other professional jobs.



# ASSOCIATES

Associates with disabilities account for just over .39% of associates in law firms in the 2015-2016 NALP Directory of Legal Employers.

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# PARTNERS

**.30%**

At the partner level, 1/3 of one percent of the partners represented in the 2015-2016 NALP Directory of Legal Employers reported having a disability.



The percent of both partners and associates reporting disabilities has increased only very incrementally year over year.

[For more information, please visit \[www.nalp.org/lawyers\\\_with\\\_disabilities\]\(http://www.nalp.org/lawyers\_with\_disabilities\).](http://www.nalp.org/lawyers_with_disabilities)

Sources: Jobs and JDs: Class of 2014, and 2015-2016 NALP Directory of Legal Employers