



## 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



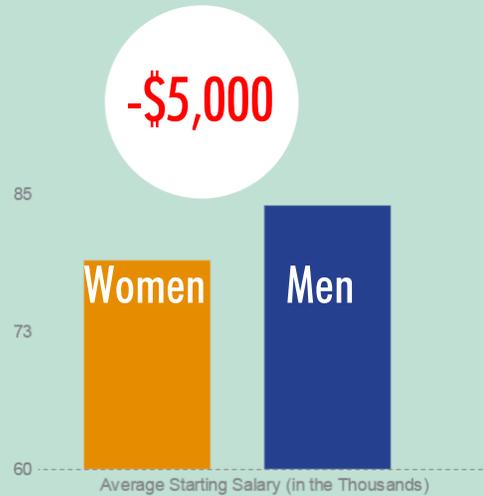
2/3 of women graduates took jobs where bar passage was required. Women take clerkships and public interest positions at a higher rate than men.

## 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.

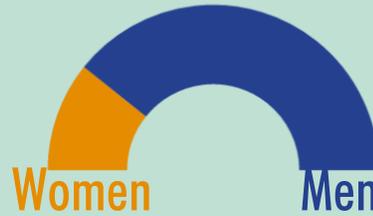
In 2015, the percentage of women among associates sits at 44.68%, the lowest level since 2006.

# 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)