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Representation of Women Associates Falls for Fourth Straight Year as Minority Associates Continue to Make Gains — Women and Minority Partners Continue to Make Small Gains

According to the latest law firm demographic findings from NALP, women and minority partners continued to make small gains in their representation among law firm partners as a whole in 2013, and the percentage of minority associates has rebounded for the third year in a row after falling in the wake of the recession. However, the percentage of women associates has eroded every year since 2010. The net result is very small net gains in the representation of women and minority lawyers overall.

Associates

NALP's newest findings on law firm demographics reveal that law firms have recouped the ground lost when minority associate figures fell in 2010 following widespread associate layoffs in 2009. However, the representation of women among associates declined slightly for the fourth year in a row and for only the fourth time since NALP started compiling this information in the 1990s. Among associates, the percentage of women had increased from 38.99% in 1993 to 45.66% in 2009, before falling back each year since, to 44.79% in 2013. Over the same period, minority associate percentages have increased from 8.36% to 20.93%, more than recovering from a slight decline from 2009 to 2010. Representation of minority women among associates in the two most recent years just barely exceeded the 11.02% figure for 2009. See Table 1.

Partners

In 2013, the percentage of both women and minority partners in law firms across the nation increased a small amount over 2012. Representation of minority women specifically was up by a small amount, as was representation of minorities as a whole. During most of the 21 years that NALP has been compiling this information, law firms had made steady, if somewhat slow progress in increasing the presence of women and minorities in both the partner and associate ranks. In 2013 that slow upward trend continued for partners, with minorities accounting for 7.10% of partners in the nation's major firms, and women accounting for 20.22% of the partners in these firms. In 2012, the figures were 6.71% and 19.91%, respectively. Nonetheless, the total change since 1993, the first year for which NALP has comparable aggregate information, has been only marginal. At that time minorities accounted for 2.55% of partners and women accounted for 12.27% of partners. At just 2.26% of partners in 2013, minority women continue to be the most dramatically underrepresented group at the partnership

level, a pattern that holds across all firm sizes and most jurisdictions. This is despite small but consistent year-over-year increases. The representation of minority women partners is somewhat higher, 2.74%, at the largest firms of more than 700 lawyers. Minority men, meanwhile, account for just 4.84% of partners this year, compared with 4.55% in 2012. See Table 1.

Lawyers Overall

The net effect of these changes was that, for lawyers as a whole, representation of women (both minority and non-minority) was up by only about one-tenth of a percentage point and remains lower than in 2009. The representation of minorities among lawyers as a whole inched up in 2013; the representation of women among all lawyers increased by a smaller amount, and all of this gain can be attributed to increases in women among the partnership ranks. Since this overall figure for women fell in both 2010 and 2011, the small increases in the past two years mean that the overall percentage for women remains only slightly higher than in 2010. Minorities now make up 13.36% of lawyers at these law firms, compared with 12.91% in 2012. Just under one-third of lawyers at these same firms are women — 32.78% in 2013 compared with 32.67% in 2012, 32.61% in 2011, and 32.69% in 2010 — all lower than the 32.97% mark reached in 2009. Minority women now account for 6.49% of lawyers at these firms, up slightly from 6.32% in 2012, and finally exceeding the 6.33% figure for 2009. See Table 1.

Summer Associates

The representation of women and minorities in the summer associate ranks compares much more favorably to the population of recent law school graduates. According to the American Bar Association, since 2000, the percentage of minority law school graduates has ranged from 20% to 24%, while women have accounted for 46% to 49% of graduates, with the high point coming in the mid-2000s. In 2013, women comprise 45.32% of summer associates, minorities account for 29.51%, and 15.78% of summer associates were minority women. However, all of these measures are lower than in 2012. Similar to the case with associates, the percentage of women summer associates has declined in the two most recent years, falling below the level of 2009. The percentage of minorities did not quite hold steady, at 29.51% compared with 29.55% in 2012, and the percentage of minority women dropped from 16.26% to 15.78%. Both these measures, however, remain above the level of years prior to 2012. In addition, the overall number of summer associates remains off by almost 30% compared with 2009, despite increases in the numbers after they bottomed out in 2010 and 2011.

These are the most significant findings of NALP's recent analyses of the *2013-2014 NALP Directory of Legal Employers* (NDLE), the annual compendium of legal employer data published by NALP.

Table 1. Women and Minorities at Law Firms — 2009-2013

| | PARTNERS | | | ASSOCIATES | | | TOTAL LAWYERS | | | SUMMER ASSOCIATES | | |
|-----------|----------|------------|------------------|------------|------------|------------------|---------------|------------|------------------|-------------------|------------|------------------|
| | % Women | % Minority | % Minority Women | % Women | % Minority | % Minority Women | % Women | % Minority | % Minority Women | % Women | % Minority | % Minority Women |
| 2009 | 19.21% | 6.05% | 1.88% | 45.66% | 19.67% | 11.02% | 32.97% | 12.59% | 6.33% | 46.62% | 24.04% | 12.90% |
| 2010 | 19.43 | 6.16 | 1.95 | 45.41 | 19.53 | 10.90 | 32.69 | 12.40 | 6.20 | 47.35 | 26.99 | 14.92 |
| 2011 | 19.54 | 6.56 | 2.04 | 45.35 | 19.90 | 10.96 | 32.61 | 12.70 | 6.23 | 47.71 | 27.11 | 15.19 |
| 2012 | 19.91 | 6.71 | 2.16 | 45.05 | 20.32 | 11.08 | 32.67 | 12.91 | 6.32 | 46.26 | 29.55 | 16.26 |
| 2013 | 20.22 | 7.10 | 2.26 | 44.79 | 20.93 | 11.29 | 32.78 | 13.36 | 6.49 | 45.32 | 29.51 | 15.78 |

NALP's Executive Director Says Drop in Women Associate Numbers Is Significant

“Since the recession, we have seen the figures for women associates drop in each of four successive years. While minority associate numbers also dipped immediately after the recession, they quickly rebounded, while the numbers for women have not. This is a significant historical shift, and represents a divergence in the previously parallel stories of women and minorities in large law firms,” said James Leipold, NALP’s Executive Director. “While the percentage of women partners, small as it is, has continued to grow each year, sustained incremental growth in the future is at risk if the percentage of women associates continues to inch downwards. This should be a red flag for everyone in legal education and the law firm world,” Leipold concluded.

Patterns of Representation Vary by Geography

Analyses for the 40 cities with the most lawyers represented in the directory reveal considerable variations in measures of racial/ethnic diversity. Representation of women among partners ranges from about 11.8% in Salt Lake City and Northern Virginia to just over one-quarter in Ft. Lauderdale/West Palm Beach, and San Francisco. Percentages for minority partners range from just 1.42% in Nashville to a high of 33.42% in Miami. The newest NDLE data also reveal that representation of minority women among partners varies considerably by geographic location, with firms in Miami reporting the highest level of representation, at 9.16%. This contrasts with 8 cities where minority women make up less than 1% of partners. Likewise percentages for women associates ranged from 26.55% in Salt Lake City to close to half or more in Minneapolis, San Francisco, Los Angeles, and Philadelphia. For minority associates the range was from less than 8% in Cleveland, Pittsburgh, and Salt Lake City to over one-third in Miami and the San Jose area. Figures for minority women associates range from 1.77% in Salt Lake City to 15-20% in Miami, Los Angeles, San Francisco, and the San Jose area.

Among the largest of these cities (those with more than 900 partners represented), Los Angeles and San Francisco show the highest representation of women, minorities, and minority women among both partners and associates. Minorities account for 13.19% and 11.24% of partners in these two cities, respectively, and women account for 21.12% and 25.64% of partners, respectively. Figures for minority women partners are 4.40% and 4.07%, respectively. Firms in Seattle and Washington, DC, also slightly exceed national averages at least slightly on these measures.

Among smaller cities, Miami exceeds national averages, and a number of cities including Austin, San Diego, Northern Virginia, San Jose, and Orange County, CA, do so with respect to minority associates. In Miami, women account for 24.01% of partners; minorities, many of whom are Hispanic, account for 33.42% of partners; and 9.16% of partners are minority women. In the San Jose area almost 37% of associates are minorities and almost 19% are minority women. In Orange County, CA, almost one-quarter of associates are minorities. In Austin, San Diego, and the Northern Virginia area the figures are 22-24% though the percentage of minority women specifically is somewhat below average in each.

In many other cities, the picture is considerably different: Cities that are below average on most or all measures and considerably so with respect to minorities include Charlotte, Kansas City, and Nashville. Numerous others, such as Boston, Minneapolis, Portland, OR, and St. Louis are at or above average with respect to women, but lag on minority representation. In still other cities, such as Cincinnati, Columbus, Denver, Detroit, Grand Rapids,

Milwaukee, Northern New Jersey, Phoenix, and Raleigh, only the percentage of women partners or associates is at or above average. These findings reflect in part considerable contrasts in the population as a whole in these areas. For example, according to recent population estimates from the U.S. Census Bureau, the population of the Grand Rapids and Pittsburgh areas is only about 20% minority (that is, Hispanic or non-White.) In contrast, at over 70% Hispanic or non-White, the population of Los Angeles can be characterized as majority minority. But minority representation within law firms does not always parallel minority representation within the overall population of an area. For example, in the Charlotte area, almost half the population is minority, but this diversity is not reflected among lawyers working in law firms in that city.

Among summer associates, minorities have the highest representation in Miami, at half, followed by Columbus, Los Angeles, and San Jose, where 39-40% are minority. Representation of minority women among summer associates is highest in Columbus, Tampa, and Portland. (See Tables 2 and 3 for the figures for individual cities and metropolitan areas, and for seven other states or geographic areas.)

Lawyers with Disabilities

The directory also collects information about lawyers with disabilities, though this information is much less widely reported than information on race/ethnicity and gender, making it much harder to say anything definitive about the representation of lawyers with disabilities. The information that is available suggests that partners with disabilities (of any race or gender) are scarce, with about one-third of 1 percent of partners reported as having a disability both in 2012 and in 2013, though the figures are higher than the less than one-quarter of one percent figures for the two years prior to that (2010 and 2011.) Similarly, associates with disabilities account for a tiny fraction, just 0.26%, of associates in law firms, but again this, along with the 2012 figure of 0.24% is higher than in the previous two years. Although the presence of individuals with disabilities among law school graduates is not precisely known, other NALP research suggests that fewer than 2% of graduates self-identify as having a disability. Disability figures for partners, associates, and all attorneys with disabilities are reported in Table 4.

Breadth of Lawyer Representation in the NALP Directory

The 2013-2014 NDLE includes attorney race/ethnicity and gender information for over 110,000 partners, associates, and other lawyers in 1,127 offices, and for over 6,600 summer associates in 767 offices nationwide. Information on disability status was reported for just over 75,000 of these lawyers. For purposes of the figures in Tables 1-3, minority attorneys include those whose race or ethnicity is Black, Hispanic, American Indian/Alaskan Native, Asian, Native Hawaiian, or other Pacific Islander, and those of multi-racial heritage, as reported by the law firms in the NDLE. The partner numbers include both equity and non-equity partners.

The *2013-2014 NALP Directory of Legal Employers*, which provides the individual firm listings on which these aggregate analyses are based, is available online at www.nalpdirectory.com.

(continued)

Table 2. Women and Minorities at Law Firms— Partners and Associates — 2013

| | PARTNERS | | | | ASSOCIATES | | | | # of Offices |
|----------------------------------|----------|---------|------------|------------------|------------|---------|------------|------------------|--------------|
| | Total # | % Women | % Minority | % Minority Women | Total # | % Women | % Minority | % Minority Women | |
| Total..... | 49,785 | 20.22% | 7.10% | 2.26% | 45,808 | 44.79% | 20.93% | 11.29% | 1,127 |
| By # of Lawyers Firmwide: | | | | | | | | | |
| 100 or fewer | 4,018 | 20.23 | 6.27 | 2.14 | 2,254 | 43.12 | 16.59 | 9.09 | 136 |
| 101-250 | 10,576 | 19.65 | 5.07 | 1.51 | 6,085 | 44.34 | 16.12 | 8.66 | 173 |
| 251-500 | 9,682 | 21.12 | 6.96 | 2.31 | 7,052 | 44.58 | 19.37 | 10.20 | 211 |
| 501-700 | 8,237 | 19.61 | 7.77 | 2.22 | 7,592 | 45.02 | 20.46 | 10.99 | 214 |
| 701+ | 17,272 | 20.35 | 8.29 | 2.74 | 22,825 | 45.06 | 23.28 | 12.64 | 393 |
| Offices in: | | | | | | | | | |
| Atlanta | 1,341 | 19.91 | 7.46 | 2.16 | 1,071 | 44.72 | 16.81 | 9.80 | 28 |
| Austin | 309 | 21.68 | 10.68 | 3.56 | 221 | 42.99 | 22.17 | 9.50 | 17 |
| Baltimore | 288 | 20.14 | 4.17 | 1.39 | 148 | 46.62 | 14.86 | 7.43 | 5 |
| Boston area | 1,516 | 21.97 | 3.76 | 1.19 | 1,816 | 46.37 | 16.19 | 9.42 | 30 |
| Charlotte | 432 | 15.28 | 3.94 | 1.16 | 284 | 38.38 | 11.62 | 5.28 | 13 |
| Chicago | 3,473 | 20.50 | 6.31 | 2.22 | 2,664 | 43.32 | 18.54 | 9.65 | 56 |
| Cincinnati | 304 | 21.38 | 2.96 | 1.32 | 128 | 39.84 | 18.75 | 7.03 | 7 |
| Cleveland | 401 | 19.45 | 2.74 | 0.75 | 256 | 39.06 | 7.81 | 3.91 | 7 |
| Columbus | 397 | 19.65 | 6.05 | 1.26 | 203 | 47.78 | 13.79 | 5.42 | 11 |
| Dallas | 1,296 | 19.75 | 7.02 | 2.08 | 1,142 | 37.13 | 19.26 | 8.14 | 33 |
| Denver | 661 | 24.66 | 5.90 | 2.27 | 511 | 42.47 | 13.11 | 7.83 | 26 |
| Detroit area | 711 | 21.24 | 4.92 | 1.97 | 224 | 41.07 | 14.29 | 7.14 | 8 |
| Ft. Lauderdale/W. Palm Beach | 206 | 26.70 | 4.85 | 3.40 | 131 | 44.27 | 16.79 | 8.40 | 10 |
| Grand Rapids | 234 | 19.66 | 2.56 | 1.28 | 73 | 45.21 | 9.59 | 5.48 | 6 |
| Houston | 1,100 | 18.00 | 9.36 | 2.64 | 1,088 | 41.36 | 20.59 | 9.93 | 34 |
| Indianapolis | 718 | 20.75 | 3.62 | 0.70 | 305 | 44.59 | 13.11 | 6.89 | 8 |
| Kansas City, MO | 886 | 19.64 | 3.05 | 0.79 | 426 | 42.96 | 13.62 | 6.34 | 9 |
| Los Angeles area | 2,093 | 21.12 | 13.19 | 4.40 | 2,325 | 48.30 | 30.67 | 16.52 | 76 |
| Miami | 404 | 24.01 | 33.42 | 9.16 | 295 | 46.44 | 37.63 | 20.68 | 13 |
| Milwaukee | 706 | 21.25 | 2.97 | 0.99 | 370 | 40.27 | 9.73 | 3.78 | 7 |
| Minneapolis | 1,232 | 23.70 | 2.68 | 1.14 | 652 | 48.16 | 11.20 | 6.13 | 19 |
| Nashville | 212 | 16.04 | 1.42 | 0.47 | 135 | 45.19 | 8.89 | 5.19 | 5 |
| New York City | 6,436 | 17.81 | 8.03 | 2.66 | 11,674 | 44.94 | 24.76 | 13.65 | 110 |
| Northern NJ/Newark area | 713 | 16.55 | 4.21 | 1.54 | 565 | 44.96 | 13.81 | 6.90 | 15 |
| Northern Virginia | 212 | 11.79 | 7.55 | 0.94 | 186 | 37.63 | 22.58 | 9.68 | 9 |
| Orange Co., CA | 567 | 14.64 | 12.17 | 3.17 | 565 | 37.88 | 24.78 | 11.68 | 23 |
| Philadelphia | 710 | 20.70 | 3.94 | 1.55 | 747 | 49.26 | 13.52 | 8.43 | 12 |
| Phoenix | 556 | 21.58 | 6.65 | 1.62 | 320 | 40.00 | 12.81 | 6.25 | 14 |
| Pittsburgh | 326 | 20.25 | 2.45 | 0.61 | 247 | 43.32 | 7.29 | 4.45 | 6 |
| Portland, OR area | 472 | 20.97 | 3.81 | 1.48 | 238 | 47.48 | 16.81 | 7.14 | 13 |
| Raleigh/Durham | 291 | 21.65 | 2.41 | 1.03 | 160 | 40.63 | 16.25 | 8.13 | 11 |
| Salt Lake City | 169 | 11.83 | 3.55 | 0.59 | 113 | 26.55 | 7.08 | 1.77 | 7 |
| San Diego | 273 | 21.61 | 8.79 | 2.56 | 364 | 40.38 | 23.63 | 8.52 | 20 |
| San Francisco | 1,326 | 25.64 | 11.24 | 4.07 | 1,435 | 51.71 | 26.13 | 15.19 | 48 |
| San Jose area | 830 | 19.04 | 16.02 | 3.49 | 1,317 | 42.90 | 36.60 | 18.60 | 42 |
| Seattle area | 978 | 24.44 | 9.00 | 3.07 | 547 | 45.16 | 22.12 | 12.80 | 28 |
| St. Louis | 801 | 21.22 | 4.00 | 1.12 | 394 | 46.19 | 13.20 | 5.58 | 9 |
| Tampa | 487 | 22.18 | 9.86 | 3.49 | 222 | 46.40 | 19.37 | 10.81 | 11 |
| Washington, DC | 5,075 | 20.35 | 7.74 | 2.72 | 5,456 | 45.82 | 21.00 | 11.84 | 110 |
| Wilmington | 205 | 21.95 | 7.32 | 2.44 | 213 | 37.09 | 10.33 | 5.16 | 9 |

(continued)

(Table 2, continued)

| | PARTNERS | | | | ASSOCIATES | | | | # of Offices |
|-------------------------------------|----------|---------|------------|------------------|------------|---------|------------|------------------|--------------|
| | Total # | % Women | % Minority | % Minority Women | Total # | % Women | % Minority | % Minority Women | |
| States: | | | | | | | | | |
| Other areas in Connecticut | 307 | 23.45 | 2.93 | 0.65 | 222 | 53.60 | 16.67 | 12.61 | 9 |
| Other areas in Florida | 331 | 18.13 | 5.44 | 1.21 | 175 | 45.71 | 14.29 | 8.57 | 17 |
| Kentucky | 373 | 22.25 | 1.61 | 0.80 | 140 | 45.00 | 7.14 | 4.29 | 6 |
| Other areas in New Jersey | 245 | 17.96 | 6.53 | 2.86 | 174 | 37.36 | 15.52 | 4.60 | 8 |
| Other areas in New York State | 593 | 19.39 | 4.38 | 1.35 | 338 | 43.79 | 9.76 | 5.62 | 9 |
| Other areas in Ohio | 336 | 21.73 | 1.79 | 0.30 | 134 | 38.81 | 9.70 | 3.73 | 7 |
| Other areas in Texas | 174 | 20.69 | 16.09 | 4.02 | 88 | 47.73 | 22.73 | 10.23 | 10 |

Source: The 2013-2014 NALP Directory of Legal Employers. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, San Jose, and Sunnyvale. The Los Angeles area includes offices in Pasadena and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, Parsippany, Westfield, Short Hills, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tyson's Corner, Reston, and Alexandria. 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 firms lawyers are in that city.

Table 3. Women and Minorities at Law Firms — Total Lawyers and Summer Associates — 2013

| | TOTAL LAWYERS | | | | | SUMMER ASSOCIATES | | | |
|------------------------------------|---------------|---------|------------|------------------|--------------|-------------------|---------|------------|------------------|
| | Total # | % Women | % Minority | % Minority Women | # of Offices | Total # | % Women | % Minority | % Minority Women |
| Total | 110,149 | 32.78% | 13.36% | 6.49% | 1,127 | 6,629 | 45.32% | 29.51% | 15.78% |
| By # of Lawyers Firmwide: | | | | | | | | | |
| 100 or fewer | 7,082 | 28.66 | 9.52 | 4.39 | 136 | 344 | 44.77 | 24.42 | 12.79 |
| 101-250 | 18,903 | 29.12 | 8.83 | 4.05 | 173 | 732 | 46.99 | 30.33 | 17.49 |
| 251-500 | 19,461 | 32.12 | 11.90 | 5.57 | 211 | 1,114 | 44.34 | 24.24 | 13.46 |
| 501-700 | 18,586 | 33.11 | 13.66 | 6.45 | 214 | 1,014 | 43.79 | 30.18 | 15.78 |
| 701+ | 46,117 | 35.06 | 16.31 | 8.23 | 393 | 3,425 | 45.78 | 31.36 | 16.47 |
| Offices in: | | | | | | | | | |
| Atlanta | 2,836 | 31.84 | 11.78 | 5.82 | 28 | 111 | 42.34 | 27.93 | 13.51 |
| Austin | 619 | 32.15 | 14.54 | 6.14 | 17 | 48 | 31.25 | 29.17 | 12.50 |
| Baltimore | 518 | 30.50 | 7.34 | 3.47 | 5 | 22 | 54.55 | 27.27 | 13.64 |
| Boston area | 3,745 | 36.15 | 10.33 | 5.55 | 30 | 223 | 46.64 | 21.08 | 11.66 |
| Charlotte | 817 | 25.21 | 7.10 | 2.82 | 13 | 27 | 40.74 | 22.22 | 7.41 |
| Chicago | 6,806 | 31.09 | 11.39 | 5.35 | 56 | 349 | 48.14 | 27.51 | 16.05 |
| Cincinnati | 500 | 28.40 | 7.80 | 3.20 | 7 | — | — | — | — |
| Cleveland | 786 | 30.28 | 4.83 | 2.16 | 7 | 46 | 43.48 | 19.57 | 13.04 |
| Columbus | 731 | 29.55 | 7.52 | 2.60 | 11 | 40 | 47.50 | 40.00 | 22.50 |
| Dallas | 2,741 | 28.82 | 12.40 | 4.89 | 33 | 195 | 41.54 | 19.49 | 8.72 |
| Denver | 1,401 | 33.05 | 8.57 | 4.57 | 26 | 42 | 59.52 | 33.33 | 19.05 |
| Detroit area | 1,110 | 26.94 | 7.12 | 3.51 | 8 | 48 | 37.50 | 35.42 | 18.75 |
| Ft. Lauderdale/W. Palm Beach | 382 | 35.34 | 9.16 | 5.24 | 10 | — | — | — | — |
| Grand Rapids | 379 | 24.54 | 3.43 | 1.85 | 6 | 15 | 33.33 | 33.33 | 6.67 |
| Houston | 2,488 | 31.23 | 14.59 | 6.19 | 34 | 330 | 43.33 | 26.06 | 13.64 |
| Indianapolis | 1,194 | 29.73 | 6.20 | 2.35 | 8 | 36 | 44.44 | 30.56 | 11.11 |

(continued)

(Table 3, continued)

| | TOTAL LAWYERS | | | | | SUMMER ASSOCIATES | | | |
|-------------------------------------|---------------|---------|------------|------------------|--------------|-------------------|---------|------------|------------------|
| | Total # | % Women | % Minority | % Minority Women | # of Offices | Total # | % Women | % Minority | % Minority Women |
| Kansas City, MO | 1,624 | 30.67 | 5.91 | 2.59 | 9 | 64 | 54.69 | 23.44 | 15.63 |
| Los Angeles area | 4,948 | 35.71 | 21.75 | 10.59 | 76 | 344 | 45.35 | 38.95 | 19.48 |
| Miami | 762 | 33.99 | 35.17 | 14.57 | 13 | 32 | 40.63 | 50.00 | 21.88 |
| Milwaukee | 1,196 | 28.18 | 5.18 | 1.92 | 7 | 34 | 38.24 | 26.47 | 5.88 |
| Minneapolis | 2,129 | 32.41 | 5.92 | 3.05 | 19 | 110 | 47.27 | 35.45 | 16.36 |
| Nashville | 375 | 28.80 | 4.00 | 2.13 | 5 | 43 | 51.16 | 25.58 | 16.28 |
| New York City | 20,552 | 35.49 | 18.27 | 9.44 | 110 | 1,853 | 46.09 | 32.92 | 18.24 |
| Northern NJ/Newark area | 1,551 | 30.17 | 8.19 | 3.80 | 15 | 44 | 38.64 | 22.73 | 11.36 |
| Northern Virginia | 440 | 25.23 | 13.86 | 5.00 | 9 | 24 | 25.00 | 12.50 | 4.17 |
| Orange Co., CA | 1,202 | 27.37 | 18.30 | 7.65 | 23 | 90 | 44.44 | 28.89 | 13.33 |
| Philadelphia | 1,696 | 35.97 | 8.79 | 5.13 | 12 | 57 | 49.12 | 29.82 | 15.79 |
| Phoenix | 955 | 28.38 | 8.80 | 3.46 | 14 | 31 | 45.16 | 35.48 | 16.13 |
| Pittsburgh | 723 | 30.57 | 5.12 | 3.04 | 6 | 24 | 45.83 | 12.50 | 4.17 |
| Portland, OR area | 774 | 29.97 | 7.75 | 3.10 | 13 | 30 | 53.33 | 36.67 | 26.67 |
| Raleigh/Durham | 495 | 29.90 | 7.27 | 3.43 | 11 | 33 | 45.45 | 24.24 | 9.09 |
| Salt Lake City | 307 | 18.24 | 4.89 | 0.98 | 7 | — | — | — | — |
| San Diego | 698 | 33.67 | 17.05 | 6.16 | 20 | 42 | 52.38 | 26.19 | 21.43 |
| San Francisco | 3,211 | 39.64 | 18.53 | 9.78 | 48 | 169 | 48.52 | 36.09 | 21.89 |
| San Jose area | 2,369 | 34.82 | 28.37 | 12.79 | 42 | 214 | 37.85 | 39.72 | 17.76 |
| Seattle area | 1,713 | 32.22 | 12.78 | 6.13 | 28 | 76 | 50.00 | 26.32 | 15.79 |
| St. Louis | 1,368 | 30.48 | 6.87 | 2.78 | 9 | 56 | 42.86 | 25.00 | 12.50 |
| Tampa | 786 | 30.53 | 12.85 | 6.11 | 11 | 13 | 38.46 | 30.77 | 23.08 |
| Washington, DC | 12,722 | 34.39 | 14.46 | 7.45 | 110 | 765 | 45.49 | 31.24 | 16.86 |
| Wilmington | 449 | 30.07 | 8.91 | 3.79 | 9 | 39 | 33.33 | 20.51 | 7.69 |
| States: | | | | | | | | | |
| Other areas in Connecticut | 607 | 36.08 | 8.07 | 5.11 | 9 | 25 | 32.00 | 24.00 | 12.00 |
| Other areas in Florida | 570 | 28.42 | 7.89 | 3.33 | 17 | 19 | 47.37 | 21.05 | 5.26 |
| Kentucky | 605 | 29.75 | 2.98 | 1.65 | 6 | 17 | 35.29 | 17.65 | 5.88 |
| Other areas in New Jersey | 469 | 27.29 | 9.59 | 3.41 | 8 | 14 | 57.14 | 28.57 | 28.57 |
| Other areas in New York State | 1,038 | 28.32 | 5.78 | 2.70 | 9 | 38 | 57.89 | 31.58 | 23.68 |
| Other areas in Ohio | 504 | 26.79 | 3.97 | 1.19 | 7 | — | — | — | — |
| Other areas in Texas | 324 | 32.41 | 16.98 | 5.56 | 10 | 15 | 66.67 | 13.33 | 13.33 |

Source: The 2013-2014 NALP Directory of Legal Employers. Some city information includes one or more offices in adjacent suburbs. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The San Jose area includes offices in Menlo Park, Mountain View, Palo Alto and E. Palo Alto, Redwood Shores/Redwood City, San Jose, and Sunnyvale. The Los Angeles area includes offices in Pasadena and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Roseland, Florham Park, Hackensack, Morristown, Parsippany, Westfield, Short Hills, and Woodbridge. Northern Virginia includes offices in Falls Church, McLean/Tyson's Corner, Reston, and Alexandria. 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 firms lawyers are in that city.

Note: The number of offices reporting one or more summer associates, including demographic information, was 767. Dashes in the summer associates columns indicate that fewer than five offices in that city reported summer associates.

(continued)

Table 4. Reporting of Lawyers with Disabilities — 2013

| | 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..... | 105 | 0.30% | 28 | 0.22% | 18 | 0.26% | 34 | 0.55% | 25 | 0.27% |
| Associates..... | 80 | 0.26 | 7 | 0.10 | 12 | 0.23 | 21 | 0.36 | 40 | 0.33 |
| All lawyers..... | 235 | 0.31 | 43 | 0.19 | 40 | 0.29 | 68 | 0.48 | 70 | 0.29 |

Note: Figures for lawyers with disabilities are based on 818 offices/firms reporting counts, including zero, in all lawyer categories. Counts of individuals with disabilities, including zero, cover 75,210 lawyers. Because so few summer associates with disabilities were reported (2 total), they are not included in the table.

About NALP: NALP is an association of over 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. What brings NALP members together is a common belief in three fundamental things. First, all law students and lawyers should benefit from a fair and ethical hiring process. Second, law students and lawyers are more successful when supported by professional development and legal career professionals. Third, a diverse and inclusive legal profession best serves clients and our communities. That’s why NALP members work together every day to collect and publish accurate legal employment data and information, and champion education and standards for recruiting, professional and career development, and diversity and inclusion. For more than 40 years, NALP has played an essential role in the success of our members and the lawyers and law students they serve.

NALP maintains an online archive of press releases at www.nalp.org/pressreleases. For additional information about NALP research, contact Judith Collins (jcollins@nalp.org), Director of Research, or James G. Leipold (jleipold@nalp.org), Executive Director, at
