



2024

# Report on Diversity in U.S. Law Firms

*NALP strives for a diverse, equitable, and inclusive legal profession.*

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## TABLE OF CONTENTS

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<b>Introduction by Danielle A. Taylor, Director of Research &amp; Chief Data Strategist</b>	<b>1</b>
<b>Commentary &amp; Analysis by Nikia L. Gray, Executive Director</b>	<b>3</b>
<b>Highlights</b>	<b>5</b>
<b>Significant Findings</b>	<b>7</b>
<b>Definitions and Reporting</b>	<b>15</b>
Table 1. Women and People of Color at Law Firms, 1991-2024	16
Chart 1. Percentage of Partners Who are Women and People of Color at Law Firms, 1991-2024	18
Chart 2. Percentage of Associates Who are Women and People of Color at Law Firms, 1991-2024	18
Chart 3. Percentage of Counsel Who are Women and People of Color at Law Firms, 2012-2024	19
Chart 4. Percentage of Non-traditional Track/Staff Attorneys Who are Women and People of Color at Law Firms, 2012-2024	19
Chart 5. Percentage of Total Lawyers Who are Women and People of Color at Law Firms, 1991-2024	20
Chart 6. Percentage of Summer Associates Who are Women and People of Color at Law Firms, 1991-2024	20
Table 2. Partners at Law Firms by Race/Ethnicity, 2006-2024	21
Table 3. Associates at Law Firms by Race/Ethnicity, 2006-2024	22
Table 4. Total Lawyers at Law Firms by Race/Ethnicity, 2006-2024	23
Table 5. Summer Associates at Law Firms by Race/Ethnicity, 2006-2024	24
Table 6. Percentage of Partners Reported as Equity Partners by Gender and Race/Ethnicity, 2011-2024	25



## TABLE OF CONTENTS

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Table 7.	Distribution of Equity and Non-equity Partners by Gender and Race/Ethnicity, 2011-2024.....	25
Table 8.	Distribution of All Partners by Equity Status, Gender, and Race/Ethnicity, 2011-2024.....	26
Table 9.	Women and People of Color at Law Firms: Partners and Associates, 2024.....	27
Table 10.	Women and People of Color at Law Firms: Counsel and Non-traditional Track/ Staff Attorneys, 2024.....	29
Table 11.	Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2024.....	31
Chart 7.	Percentage of Women and People of Color at Law Firms, 2024.....	33
Table 12.	Partner Demographics at Law Firms, 2024.....	34
Table 13.	Associate Demographics at Law Firms, 2024.....	36
Table 14.	Total Lawyer Demographics at Law Firms, 2024.....	38
Table 15.	Lawyers with Disabilities at Law Firms, 2024.....	40
Table 16.	LGBTQ Lawyers at Law Firms, 2024.....	40
Table 17.	LGBTQ Lawyers at Law Firms, 2004-2024.....	41
Chart 8.	Percentage of LGBTQ Lawyers, 2004-2024.....	42
Table 18.	Lawyers who are Military Veterans, 2024.....	43

# INTRODUCTION

By Danielle A. Taylor, Director of Research & Chief Data Strategist

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Although women, people of color, and LGBTQ lawyers reached new record levels of representation among lawyers in U.S. law firms in 2024, this year's data show warning signs that some of this progress may be stunted in the years ahead, especially for Black or African American lawyers. These analyses are based on the latest demographic findings from the *2024 NALP Directory of Legal Employers* (NDLE) — the annual compendium of legal employer data published by NALP.

Summer associates represent the pipeline of future associates at law firms, and thus, the demographics of each summer class can forecast changes that may be anticipated over the next several years within the associate figures. In 2024, the representation of women summer associates fell for the first time since 2013, to 55.44%. However, despite this year's decrease, the percentage of women summer associates remains high, and slightly exceeds that of their overall presence within recent law graduate classes.

In contrast to the trend for women, summer associates of color recovered from a decline in their numbers observed in 2023. In 2024, they regained the ground that was lost in the previous year, reaching a new all-time high of 43.07% of all summer associates — just above their 2022 figure. However, much of this increase in 2024 was driven by growth in the share of Asian and multiracial summer associates. The representation of Black summer associates saw a significant drop, decreasing by 1.5 percentage points. This marks the second consecutive year of declines for Black summer associates, whose representation has fallen from nearly 12% of summer associates in 2022 to just over 10% in 2024. The share of LGBTQ summer associates continued to grow at a rate much higher than that of lawyers overall — with nearly 13% identifying as LGBTQ in 2024.

While the summer associate data suggests there are some potential areas of concern ahead in the growth of underrepresented lawyers within the associate

ranks, the rest of this year's analyses show mostly positive progress for women and lawyers of color. For the second year in a row, women made up the majority of associates. Likewise, the percentage of associates of color continued to increase, now at more than 31%. Additionally, women matched 2023's record annual increase within the partnership ranks, growing by 1.1 percentage points to nearly 29% of all partners, and women of color comprised more than 5% of partners for the first time.

The tables and charts that follow provide an in-depth analysis of the state of diversity in U.S. law firms in 2024 and how these figures have changed over time.+

## COMMENTARY & ANALYSIS

By Nikia L. Gray, Executive Director

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The overarching story in NALP's *2024 Report on Diversity in U.S. Law Firms* is once again one of slow, incremental, and mostly positive, progress. However, this year there was also the suggestion that our pipeline of diverse talent is increasingly fragile and may be affected by the larger political and social discourse on diversity that is currently playing out.

Starting with the progress made, the clear highlight of this year's report is the continued growth in the representation of women lawyers, who made gains at all levels. Women associates, who, last year surpassed men associates in representation for the first time ever, again saw significant gains, growing to over 51% of all associates in 2024. Women also made notable strides at the partner level, where both their overall representation and equity partnership representation increased by over one percentage point to just under 29% and 25%, respectively. Women of color similarly experienced notable gains, although much smaller than the overall cohort and they still remain woefully underrepresented compared to their White peers at every level.

Another highlight is the gains attorneys of color made as an overall cohort. The representation of associates of color increased to over 31%, a new record high and a figure that puts them on parity with recent law school classes, which have held steady at between 31-33% of graduates of color since 2016.

The representation of partners of color likewise saw some incremental growth this year, which, despite being quite limited, was a slight increase over last year's gains and matched the record year-to-year gain for this cohort set in 2018. Although this is certainly progress, and I therefore am including it with the other highlights this year, it is important to recognize that associates of color still convert to partners at much lower rates than White associates, resulting in a nearly 20 percentage point disparity between this cohort's representation at the partnership level compared to that at the associate level. To put that disparity into context, at the current rate of growth, it will take nearly 27 years for the representation of partners of color to reach parity with that of associates of color today — in other words, much too long. It will be imperative that law firms

continue to examine the barriers that prevent attorneys of color from becoming partners if we hope to reduce that time.

The fragility of the progress we have made in diversifying the legal profession starts to become apparent when we look at our future pipeline of attorneys — summer associates. Like the other cohorts NALP tracks, summer associates of color as an overall group experienced incremental, positive growth. Overall, the percentage of summer associates of color reached a new high at over 43% of the 2024 summer program, a figure that is significantly higher than their representation even within law school.

Most of the growth summer associates of color experienced, however, can be attributed to a significant increase in Asian summer associates. In contrast, the percentage of Black or African American summer associates fell sharply, and, coincidentally, by nearly the same amount that the representation of Asian summer associates increased (-1.5 percentage points vs. +1.8 percentage points). This is also the second year this cohort has declined in representation, which gives me pause. As a general matter, when we're examining disparities in the data, I caution against trying to draw too many conclusions from short term fluctuations, which are just as likely to be caused by benign factors as insidious ones. However, this current downward trend coincides with a larger shift in the discourse on diversity in our society and rising backlash to initiatives that are designed to increase the representation of Black and African American individuals specifically. It also coincides with data from NALP's *Jobs & JD's* report for the Class of 2023 showing that the overall employment rate of Black graduates, already one of the lowest by race and ethnicity, sharply declined compared to the Class of 2022 — despite the fact that the class overall had the highest rate of employment ever recorded by NALP. Coincidence does not indicate causation, and it is far too soon to conclude that the parties agitating for regressive change have succeeded, yet it bears paying close attention to. If the decline continues, it could soon affect the representation of Black associates and possibly even the profession as a whole.

In short, this year we continued to see growth in the diversity of U.S. law firms, but there are signs that this progress is increasingly fragile and that our pipeline of Black and African American lawyers may be leaking. These signs may yet turn out to be limited anomalies that correct themselves in due course, but we cannot be complacent while we wait and see. It will take courage, resolve, and creativity for us to find our way through the storm we are facing, but I am confident in the NALP community and our ability to do so. +

## HIGHLIGHTS

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### ASSOCIATES

- After comprising the majority of associates for the first time in 2023, women continued to make gains, growing to 51.62% of all associates in 2024 (a +1.3-percentage point increase).
- The percentage of associates of color also increased by 1.3 percentage points to 31.46%, a new record high. This increase can be largely attributed to growth in the percentage of women associates of color, which rose by 1.2 points to 18.76%.
- While associates of color made gains overall, representation was flat for Native Hawaiian and other Pacific Islander associates, and fell slightly for Native American and Alaska Native associates.

### PARTNERS

- In 2024, the percentage of women partners grew by 1.1 percentage points to 28.83%, matching 2023's record increase. However, women and people of color remain significantly underrepresented within the partnership ranks.
- The representation of partners of color improved by 0.7 percentage point in 2024, equaling the largest year-over-year increase previously seen in 2018. However, the percentage of Native American and Alaska Native partners was flat, and representation of Native Hawaiian and other Pacific Islander partners declined.
- Women of color comprised more than 5% of all partners for the first time in 2024.

### EQUITY AND NON-EQUITY PARTNERS

- Within multi-tier law firms, White men continue to be disproportionately represented in the equity partner ranks. In 2024, 24.8% of equity partners were women — a 1.1 percentage point improvement from 2023. Additionally, just 10.2% of equity partners were people of color, a 0.6 percentage point increase.
- The proportion of partners who are equity partners has been trending downward since 2011, when 61.3% of all partners were equity partners. By 2024, this figure was 56.3%; marking a five-point overall decline since 2011, and a 0.9 percentage point decrease from 2023. Within the different cohorts of partners tracked, men are most likely to be equity partners. Nearly 60% of men partners in multi-tier firms were equity partners in 2024, compared to just 48% of women partners, and 47% of partners of color.
- Non-equity partners were somewhat more diverse as compared to equity partners and partners overall — 34.3% were women and 15.2% were people of color.

### COUNSEL

- The percentage of women counsel increased by 1.5 percentage points in 2024 to 38.79%; while the percentage of counsel who are people of color grew by 0.3 percentage point to 13.67%.

## NON-TRADITIONAL TRACK/STAFF ATTORNEYS

- The percentage of women who are non-traditional track/staff attorneys has fluctuated between 54-58% since NALP began tracking these figures in 2012. In 2024, the share of women staff attorneys grew by 1.5 percentage points to 55.65%. This lawyer category had the highest overall representation of women.
- Staff attorneys of color increased by 0.2 percentage point to 23.83%.

## SUMMER ASSOCIATES

- The representation of women summer associates declined for the first time since 2013, falling by 0.7 percentage point, to 55.44%. However, this is still the second highest percentage recorded for women summer associates across more than 30 years of NALP's diversity reporting.
- After declining in 2023, the percentage of summer associates of color improved by 0.8 percentage points in 2024, reaching a new high of 43.07%. However, most of this growth can be attributed to an increase in Asian (+1.8 percentage points) and multiracial summer associates (+0.5 percentage points), while the percentage of Black or African American summer associates fell sharply (-1.5 percentage points).

## LAWYERS WITH DISABILITIES

- The reporting of lawyers with disabilities (of any race or gender) has been increasing over the past five years, but remains limited, both at the associate and partner levels. For offices/firms reporting these data, lawyers with disabilities represented 2.54% of all lawyers. Associates are almost twice as likely to identify as having a disability as compared to partners (3.20% vs. 1.78%).

## LGBTQ LAWYERS

- Since 2018, the percentage of LGBTQ summer associates has more than doubled — growing from 5.73% to 12.92% in 2024. In 2024 alone, the share of LGBTQ summer associates increased by nearly 1.3 percentage points.
- In 2024, the proportion of LGBTQ lawyers overall reached more than 5% for the first time (5.13%), an increase of 0.6 percentage point. However, associates were almost three times more likely to identify as LGBTQ than partners (7.75% vs. 2.75%).

## LAWYERS WHO ARE MILITARY VETERANS

- The percentage of lawyers who are military veterans was 1.95%. Representation of military veterans was lowest amongst associates (1.62%).

## SIGNIFICANT FINDINGS

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### ASSOCIATES

*In 2024, the representation of women, people of color, and women of color among associates reached new historic highs.*

Following widespread layoffs in 2009 at the height of the Great Recession, the overall representation of associates of color declined in 2010, but recovered by the following year. Their representation within the associate ranks has now risen for 14 consecutive years, increasing from 19.53% in 2010 to 31.46% in 2024. The share of women associates also fell during the recession; however, it was not until 2018 that women fully regained the representation that they lost during this period. Since that 2018 recovery, the share of women associates has improved by almost six additional percentage points and they now account for the majority of associates (51.62%) — a figure that is likely to continue to rise as women have accounted for 55-56% of summer associates for the last four years.

Although women in aggregate faced nearly a decade of stagnant representation, women of color specifically experienced a net decline for only two years— in 2010 and 2011, before their percentages started to surpass pre-Great Recession levels once more. However, when further disaggregating these data by race/ethnicity, there are significant differences in that recovery timeline — particularly for Black women — who did not see a net gain in representation until 2020. Since the Great Recession, representation of women of color overall among associates has increased from about

11% (2009-2012) to nearly 18% in 2024. Despite these increases, the percentages for women and associates of color remain 4-12 percentage points below that of summer associates, suggesting that these figures have further potential to improve in the years ahead. (See Table 1.)

Much of the increase in the representation of associates of color from 2011-2019 can be attributed to increased representation of Asian associates, which grew steadily during this period before leveling off around 12% from 2019-2022. Over the past two years, the percentage of Asian associates has been on the rise again, reaching 13.29% in 2024. Since 2011, the share of Asian associates has increased overall by nearly four percentage points.

Latinx associate representation has also risen in recent years. After remaining somewhat stable at between 3.81% and 3.95% of all associates from 2008-2014, Latinx associates have now outnumbered Black or African American associates since 2015. In 2024, 7.40% of associates were Latinx, an increase of approximately one-third of a percentage point compared to the previous year. The share of Latinx associates has grown by more than two percentage points since 2019, and has nearly doubled since 2011.

In contrast to trends among Asian and Latinx associates, representation of Black or African American associates declined annually from 2009-2015 but has increased in each year since, although year-to-year growth has generally been

modest. The extended post-Great Recession recovery period for Black associates has resulted in a smaller overall improvement in representation in comparison to Asian and Latinx associates — with Black associates experiencing a net increase of just two percentage points since 2011. In 2024, 6.40% of associates identified as Black or African American, an increase of one-quarter of a percentage point from 2023.

The percentage of multiracial associates has also been rising, and in 2024, 4.12% of associates identified as multiracial, an improvement of nearly 0.3 percentage point as compared to 2023. Since 2011, the share of multiracial associates has more than doubled. Just 0.15% of all associates identified as Native American or Alaska Native in 2024, down from 0.17% in 2023, and 0.10% identified as Native Hawaiian or other Pacific Islander, the same as last year. The share of Native American and Alaska Native associates has declined since 2006, when the figure was 0.24%. NALP first began tracking data separately for Native Hawaiian and other Pacific Islander associates in 2008, when that figure was also higher, at 0.23%. (See Table 3.)

There are also geographic differences in these demographic patterns. By city, Phoenix had the highest proportion of women associates in 2024, followed by San Francisco. Silicon Valley and Miami had the largest percentage of associates of color — both well above 50%. These percentages can be attributed to a large population of Latinx associates in Miami and Asian associates in Silicon Valley. (See Tables 9 and 13.)

## PARTNERS

*Although women have experienced two consecutive years of record annual growth in representation, both women and people of color continue to be significantly underrepresented among partners. This is particularly pronounced for woman of color, who comprise just over 5% of all partners.*

During the 34 years that NALP has been analyzing demographic information, law firms have made steady, incremental — though excruciatingly slow — progress in increasing the presence of women and people of color in the partnership ranks. In 2024, the share of women partners in all law firms rose by 1.1 percentage points to 28.83%, tying with 2023 for the largest increase on record. Similarly, the share of partners of color grew by 0.7 percentage point to 12.73%, marking a record increase that matches the gain previously observed in 2018. **Despite these increases, just over 5% 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. This underrepresentation is evident across all firm sizes and most jurisdictions.** (See Tables 1 and 9.)

Over the period that NALP has been reporting these data, the gains for women and partners of color have been minimal at best. In 1991, people of color accounted for 2.14% of partners and women accounted for 10.84% of partners. Thirty-three years later, these figures have only improved by approximately 11 and 18 percentage points, respectively. Additionally, gains in the

representation of women and people of color within the partnership ranks differ modestly by firm size. In 2024, at the largest firms of more than 1,000 lawyers, the representation of women (30.54%), partners of color (15.31%), and women of color (6.73%) was somewhat higher compared to firms overall, but not by much. Overall, smaller firms were less diverse. For example, in firms of 250 or fewer lawyers, fewer than 10% of partners were people of color.

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 Latino men. Representation of Black or African American partners has increased by just 0.9 percentage point during this time, and only surpassed the 2% threshold in 2020. For comparison, the percentages of Asian partners and Latinx partners have grown by approximately three and 1.5 percentage points, respectively since 2009.

Among all underrepresented racial and ethnic groups, Asian partners saw the largest growth in 2024, increasing by one-third of a percentage point to 5.21% of all partners. In contrast, Native Hawaiian and other Pacific Islander partners were the only underrepresented demographic group to experience a decline in representation, dropping from 0.08% of partners in 2023 to just 0.06% in 2024. Meanwhile, the percentage of Native American and Alaska Native partners remained unchanged at 0.15%. (See Table 2.)

By geography, San Francisco had the highest percentage of women partners (36.66%) in 2024. As with associates, Miami and Silicon Valley had

the largest share of partners of color — both north of 25%. (See Tables 9 and 12.)

## EQUITY AND NON-EQUITY PARTNERS

*In 2024, the percentage of both women and equity partners of color increased; however, equity partners remain the least diverse group among all categories of lawyers.*

This report includes findings on the demographics of both equity and non-equity partners. Equity partner information is reported in the NDLE separately from the demographic information used for the other analyses included in the report. The equity and non-equity partner demographic figures reflect firms with multi-tier partnerships that also provided detailed information on their partner counts by equity status. These firms reported 21,212 partners, of which 56.3% were equity partners and 43.7% were non-equity partners.

Since 2011, **the distribution of partners by equity status has shown only a slight shift toward greater representation of women and partners of color**, just as women and people of color have made modest gains in representation among partners overall. For example, between 2011 and 2024, the percentage of all equity partners who are men declined from 84.4% to 75.2%, while the percentage of women equity partners increased from 15.6% to 24.8%, and the percentage of equity partners of color grew from 4.7% to 10.2%. Women and partners of color are better represented in the non-equity ranks, where they accounted for 34.3% and 15.2% of all non-equity partners, respectively, in 2024. (See Tables 6-8.)

## COUNSEL

*In 2024, the percentage of women counsel and counsel who are people of color grew by 1.5 percentage points and 0.3 percentage point, respectively.*

The percentage of women among counsel increased by 1.5 percentage points to 38.79%, and the percentage of people of color grew by 0.3 percentage to 13.67%, both record highs. Over the 13-year period in which NALP has been collecting data exclusively for counsel, the proportion of people of color and women has each increased by approximately six percentage points. (See Table 1.)

## NON-TRADITIONAL TRACK/ STAFF ATTORNEYS

*Since 2012, the percentage of non-traditional track/staff attorneys who are women has fluctuated from 54-58%. In 2024, there were increases in the percentages of both women and people of color among staff attorneys.*

The representation of women in non-traditional track/staff attorney positions increased by 1.5 percentage points in 2024 to 55.65%, while the share of staff attorneys of color increased by 0.2 percentage to 23.83%. Since 2018, the proportion of people of color in staff attorney roles has grown by two percentage points; however, that compares to a much greater increase of approximately seven percentage points for associates of color. Although women constitute the majority of all associates, their representation within the associate ranks is approximately four percentage points lower as compared to their staff attorney figures. (See Table 1.)

## LAWYERS OVERALL

*Representation of women, people of color, and women of color among lawyers overall increased in 2024, reaching new all-time highs. There was a record increase in the percentage of women lawyers — growing by 1.4 percentage points to 40.87% — the first time this percentage has surpassed 40%.*

These increases reflect the combined growth across all lawyer categories — for partners, associates, counsel, and non-traditional track/staff attorneys. After reaching a pre-Great Recession peak of 32.97% of all lawyers in 2009, women experienced a net loss in representation through 2013. However, since 2014, the share of women lawyers has risen by more than seven percentage points, with women now comprising over 40% of all lawyers.

The representation of lawyers of color increased by 1.0 percentage points to 21.46%, and has grown by nearly eight percentage points over the past decade. Much of the increase in the percentage of lawyers of color in 2024 can be attributed to growth in the percentage of women lawyers of color, whose representation rose by 0.9 percentage point to 11.77%. Since 2014, the share of all lawyers who are women of color has increased by five percentage points.

## SUMMER ASSOCIATES

*Despite a decline this year in the percentage of women 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. However, the percentage of Black summer associates fell sharply in 2024, declining by 1.5 percentage points.*

According to data from the American Bar Association (ABA), since 2017, the percentage of graduates of color has ranged from 30%-32%, while women have accounted for 50%-55% of graduates, with the Class of 2023 representing a new high-water mark for both demographic populations. As law graduate classes have diversified, law firm summer programs have as well, particularly in regard to summer associates of color. In 2024, 55.44% of summer associates were women, 43.07% were people of color, and 26.08% were women of color. Although the percentage of women summer associates declined for the first time since 2013, women's representation among summer associates is still about half a point higher compared to recent law graduates. In comparison, the percentage of summer associates of color in 2024 is about 11 percentage points higher than that of recent graduating classes. Since 2017, the representation of summer associates of color has grown by nearly 11 percentage points.

However, despite an increase of 0.8 percentage point in the percentage of summer associates of color in 2024, that growth was not universal. For example, the share of women of color actually declined by 0.3 percentage point — meaning that this growth came almost exclusively from a rise in the representation of men of color. Despite this year's drop, over the past decade the percentage of women of color has grown by more than nine percentage points among summer associates.

When the data for summer associates of color are further disaggregated by race/ethnicity, there are also stark differences as compared to 2023. Most of the rise in the representation of associates

of color can be attributed to an increase of 1.8 percentage points in the representation of Asian summer associates, growing from 16.14% of all summer associates in 2023 to 17.94% in 2024. The percentage of multiracial summer associates also grew, increasing by 0.5 percentage point to 5.14%. In comparison, the representation of Latinx, Native American, Alaska Native, Native Hawaiian, and other Pacific Islander summer associates was about on par with 2023. In contrast, the share of summer associates identifying as Black or African American in 2024 fell by 1.5 percentage points to 10.24%, following a more modest decline of 0.2 points in 2023. If this downward trend in the percentage of Black summer associates continues, it could soon affect the representation of Black associates. (See Tables 1 and 5.)

## LAWYERS WITH DISABILITIES

*Despite increased reporting, figures for lawyers with disabilities in law firms remain below the levels for recent law graduates and are likely underreported.*

The reporting of lawyers with disabilities (of any race or gender) has been rising over the past five years, but figures remain low, both at the associate and partner levels. For offices/firms reporting these data, lawyers with disabilities represented 2.54% of all lawyers, up from 1.99% in 2023.

The NDLE collects information about lawyers with disabilities, though this information is less widely reported (and likely underreported) as compared to information on race/ethnicity and gender, making it more difficult to draw definitive conclusions. In 2024, the percentage of partners

reported as having a disability grew by 0.4 percentage point to 1.78%, approximately four times greater than the 2019 figure of 0.46%.

The representation of associates with disabilities increased from 2.44% in 2023 to 3.20% in 2024. The 2024 figure is more than five times higher than the 2019 figure of 0.59%. However, despite increases over the past few years, these figures are still small, and nearly one-quarter of the offices included in the 2024 NDLE did not report data on lawyers with disabilities. Further, other NALP research about the employment outcomes of recent law graduates shows that 7.3% of the Class of 2023 self-identified as having a disability, a rate that is more than double that of associates within this report. (See Table 15.)

## LGBTQ LAWYERS

*The percentage of lawyers identifying as LGBTQ surpassed 5% for the first time in 2024, but figures are much higher for associates (7.75%) and summer associates (12.92%) as compared to partners (2.75%).*

The proportion of all lawyers identifying as LGBTQ lawyers grew by 0.6 percentage point in 2024, to 5.13% — the first time this figure has exceeded 5%. **However, in comparison to the figures for lawyers, LGBTQ representation among summer associates continues to be much higher and increased by nearly 1.3 percentage points, growing from 11.67% in 2023 to 12.92% in 2024.** Nevertheless, this 2024 figure remains more than two percentage points lower than the 15.1% of Class of 2023 graduates who identified

as LGBTQ within NALP's annual *Employment Report and Salary Survey*. NALP's analyses from the Class of 2023 show that LGBTQ graduates are significantly less likely to work in private practice upon graduation as compared to their peers, likely contributing to this gap in LGBTQ representation between recent graduates and summer associates.

Growth in LGBTQ representation has been slowest at the partnership level, where the share of LGBTQ partners increased by less than 0.2 percentage point in 2024, to 2.75%. In comparison, the percentage of associates identifying as LGBTQ rose by one percentage point to 7.75% — five points above the partnership figures. Since 2018, the proportion of LGBTQ associates has more than doubled. Approximately 97% of law offices reported LGBTQ information; and more than three-quarters (78.3%) of these offices reported at least one LGBTQ lawyer in 2024.

Perhaps not surprisingly, there are wide geographic disparities in these numbers. Historically, more than half of all LGBTQ lawyers have been located in just four cities: New York City, Washington, DC, the Los Angeles area, and San Francisco. In 2022, Boston displaced the Los Angeles area as one of the top four cities in terms of the total number of LGBTQ lawyers, and slightly less than half of all LGBTQ lawyers (47.7%) were working in New York City, Washington, DC, Boston, or San Francisco. For 2023, the Los Angeles area replaced Boston again in the list, but the share of LGBTQ lawyers in these four cities dropped to 40.4%. The list of top cities remained the same historical four in 2024; however, these locations accounted for an even smaller percentage of LGBTQ lawyers (38.5%).

These same four cities comprised 28.2% of the 107,227 lawyers included in the report overall. Thus, despite their shrinking overall proportion, the percentage of LGBTQ lawyers in these cities is correspondingly higher — 6.87% overall (and highest in San Francisco specifically at 11.91%) — compared with the 5.13% nationwide figure. The percentage of LGBTQ summer associates in these cities is just slightly above the national figure — at 13.19% compared with 12.92% nationwide.

The total overall number of lawyers identifying as LGBTQ in 2024 rose to 5,388, an increase of 12.9% over the previous year. **Not only is this a significant increase, but the number of LGBTQ lawyers is now nearly five times greater as compared to the first year of data collection in 2002 — and these figures continue to grow at an exponential rate.** In the 2002 NDLE, the number of LGBTQ lawyers reported was just over 1,100 — less than 1% of the total lawyers represented. It wasn't until 2012 that the overall percentage exceeded 2%, and 2020 marked the first time it surpassed 3%. Two years later, in 2022, the figure topped 4% for the first time, and now, another two years later it has surpassed 5%. (See Table 17.)

**Among all categories of lawyers, the presence of LGBTQ lawyers continues to be highest among associates, at 7.75%.** LGBTQ associates were somewhat better represented at large law firms — with firms of more than 1,000 lawyers reporting that 8.19% of their associates identified as LGBTQ. (See Table 16.)

The higher percentage of LGBTQ summer associates compared to associates and all lawyers

suggests that there is the potential for considerable growth in the representation of LGBTQ associates at these reporting firms. For example, the percentage of LGBTQ associates reported in 2024 was similar to the summer associate figure from 2020.

## LAWYERS WHO ARE MILITARY VETERANS

*Among lawyers overall, just under 2% are military veterans. Fewer associates are veterans as compared to both summer associates and partners.*

NALP began collecting data on military veterans in the NDLE in 2018, and in 2024 approximately 93% of offices/firms reported counts, including zero, of military veterans. Reporting on veteran status for summer associates was more limited, with 54% of offices/firms reporting veteran data. Overall, a higher percentage of partners (2.00%) and other lawyers, such as staff attorneys and counsel (2.82%) were military veterans as compared to associates (1.62%). Smaller law firms of 250 or fewer lawyers reported the highest percentage of lawyer veterans (2.19%), while veteran representation was lowest in the largest firms of more than 1,000 lawyers (1.75%). Among summer associates, 1.75% were military veterans. (See Table 18.)

## GENDER NON-BINARY LAWYERS

This was the fifth year in which information on gender non-binary lawyers was collected in the NDLE. More than 78% (78.3%) of offices/firms reported counts, including zero, of gender non-binary lawyers in 2024. As with other demographic data, reporting for non-binary summer associates was more limited with just over half (50.7%) of

offices reporting figures. Overall, 108 non-binary lawyers were reported in 2024, of which 95 were associates, eight were partners, two were staff attorneys, and three were counsel. This compares to a total of 79 non-binary lawyers reported in 2023, 42 in 2022, 20 in 2021, and nine in 2020. In addition, 32 gender non-binary summer associates were reported in 2024, compared with 27 in 2023, 17 in 2022, 11 in 2021, and eight in 2020.

## BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The *2024 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 more than 107,000 lawyers in 719 offices, and for nearly 8,000 summer associates in 445 offices nationwide. The NDLE is available at [www.nalpdirectory.com](http://www.nalpdirectory.com).

For more information on how your law firm can participate in the directory, contact [support@nalp.org](mailto:support@nalp.org).

## DEFINITIONS AND REPORTING

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Law offices reported aggregate demographic data for their lawyers as of February 1, 2024. Law offices that utilized the “not collected” or “unknown” reporting options for any demographic items are not included in the aggregate figures for that particular demographic(s).

With minor modifications, at the time of data reporting, NALP utilizes the U.S. Equal Employment Opportunity Commission (EEOC) race/ethnicity demographic categories within the *NALP Directory of Legal Employers*. Definitions for the race/ethnicity categories included in this report are listed below.

**Latinx** — A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

**Asian** — A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Black or African American** — A person having origins in any of the black racial groups of Africa.

**Native American or Alaska Native** — A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

**Native Hawaiian or other Pacific Islander** — A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Multiracial** — A person who self-reports as belonging to more than one racial category.

In some tables and charts, NALP reports aggregate figures for people of color or lawyers of color.

**People of color** includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers (or summer associates) as reported by law firms.

Tables 12-14 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 figures for these racial groups in 2024 and prior years are included in Tables 2-4.

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

The partner numbers in this report include both equity and non-equity partners, unless otherwise noted in Tables 6-8.

**Equity Partners** are those who file a Schedule K-1 tax form and receive no more than half their compensation on a fixed-income basis.

**Non-equity Partners** are those who receive more than half their compensation on a fixed basis. These attorneys may or may not be generally eligible for equity partnership.

**Table 1. Women and People of Color at Law Firms, 1991-2024**

Year	Partners			Associates			Counsel		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
2024	28.83%	12.73%	5.28%	51.62%	31.46%	18.76%	38.79%	13.67%	7.29%
2023	27.76	12.01	4.86	50.31	30.15	17.54	37.25	13.39	6.83
2022	26.65	11.40	4.39	49.42	28.32	16.51	38.00	12.68	6.45
2021	25.92	10.75	4.08	48.21	27.60	15.94	36.87	12.37	6.04
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	25.73	5.19	NA
2004	17.06	4.32	NA	43.96**	15.06**	NA	25.17	4.66	NA
2003	16.81	4.04	NA	43.02**	14.63**	NA	25.03	4.79	NA
2002	16.30	3.71	NA	42.42**	14.27**	NA	25.03	4.02	NA
2001	15.80	3.55	NA	41.94**	13.70**	NA	24.73	4.08	NA
2000	15.63	3.35	NA	41.69**	12.86**	NA	23.77	3.95	NA
1999	15.04	3.25	NA	41.39**	12.06**	NA	22.45	3.62	NA
1998	14.55	3.07	NA	40.90**	11.81**	NA	20.89	3.91	NA
1997	14.21	2.95	NA	40.11**	11.06**	NA	18.95	4.31	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
1992	11.63**	2.37**	NA	38.68**	7.13**	NA	NA	NA	NA
1991	10.84**	2.14**	NA	38.37**	6.47**	NA	NA	NA	NA

(Continued on page 16)



**Table 1. Women and People of Color at Law Firms, 1991-2024**

Year	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*
2024	55.65%	23.83%	15.05%	40.87%	21.46%	11.77%	55.44%	43.07%	26.08%
2023	54.20	23.63	14.30	39.51	20.45	10.91	56.17	42.27	26.40
2022	54.85	22.88	13.77	38.68	19.21	10.15	55.11	43.03	26.10
2021	55.99	22.62	13.93	37.68	18.52	9.69	55.06	41.34	25.14
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	32.23***	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	56.27	21.95	14.38	32.78	13.36	6.49	45.32	29.51	15.78
2012	55.85	22.78	14.21	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	30.96	10.05	NA	47.92	22.85	NA
2004	NA	NA	NA	30.67	9.70	NA	47.74	20.15	NA
2003	NA	NA	NA	30.64	9.48	NA	49.20	18.67	NA
2002	NA	NA	NA	30.39	9.21	NA	48.22	19.19	NA
2001	NA	NA	NA	29.87	8.84	NA	48.23	17.26	NA
2000	NA	NA	NA	29.35	8.22	NA	46.26	17.28	NA
1999	NA	NA	NA	28.55	8.05	NA	45.97	17.67	NA
1998	NA	NA	NA	27.76	7.54	NA	44.41	18.47	NA
1997	NA	NA	NA	26.96	7.04	NA	43.95	18.66	NA
1996	NA	NA	NA	26.41	6.45	NA	43.34	19.27	NA
1995	NA	NA	NA	25.78	5.92	NA	44.14	19.28	NA
1994	NA	NA	NA	25.80	5.51	NA	42.16	19.74	NA
1993	NA	NA	NA	25.72	5.10	NA	41.16	18.91	NA
1992	NA	NA	NA	25.69	4.84	NA	40.75	16.02	NA
1991	NA	NA	NA	25.72	4.48	NA	41.83	13.88	NA

Source: The NALP Directory of Legal Employers, 1991-2024

Notes: NA: Not available.

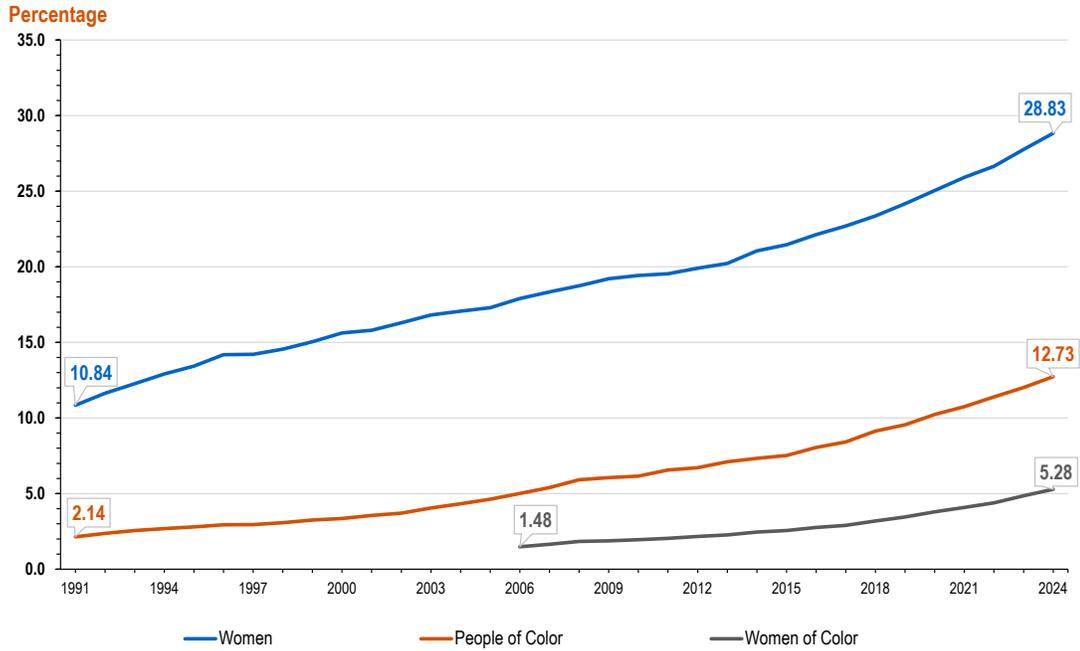
\* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers.

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

\*\*\* In previous iterations of the Diversity Report, this figure was erroneously reported in the trend figures as 32.33%. It has been corrected in the 2023 and 2024 reports.

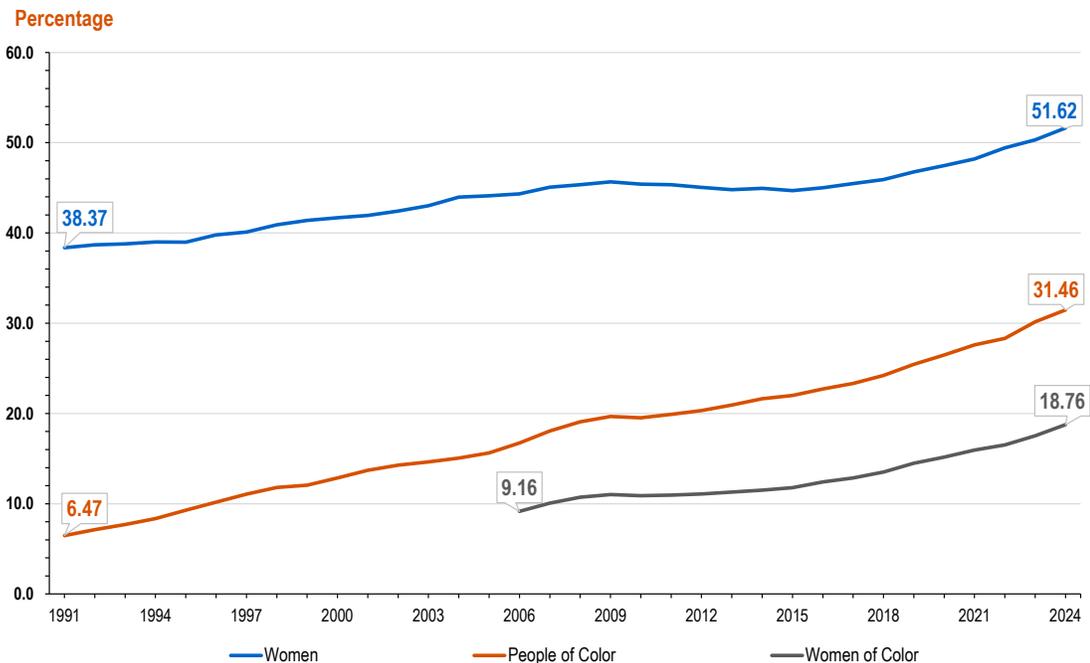
Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. Data specifically for counsel positions is available from 1997-2005 and 2012-present, and for non-traditional track/staff attorneys from 2012-present.

**Chart 1. Percentage of Partners Who are Women and People of Color at Law Firms, 1991-2024**



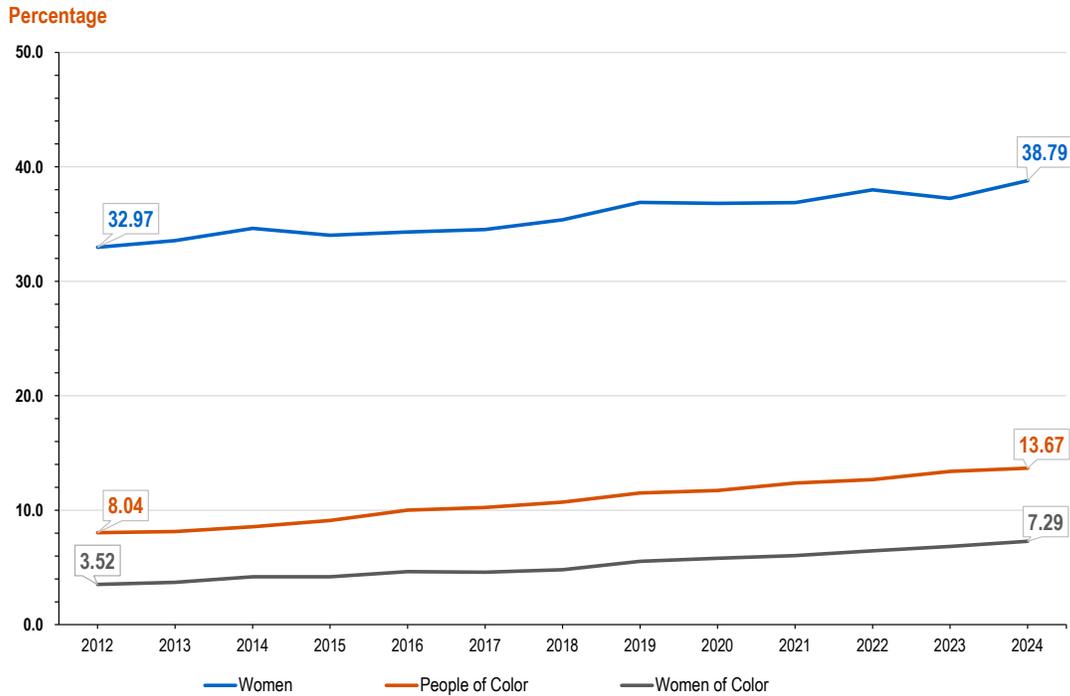
**Note:** Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. From 1991-1996, partner figures include of counsel.

**Chart 2. Percentage of Associates Who are Women and People of Color at Law Firms, 1991-2024**

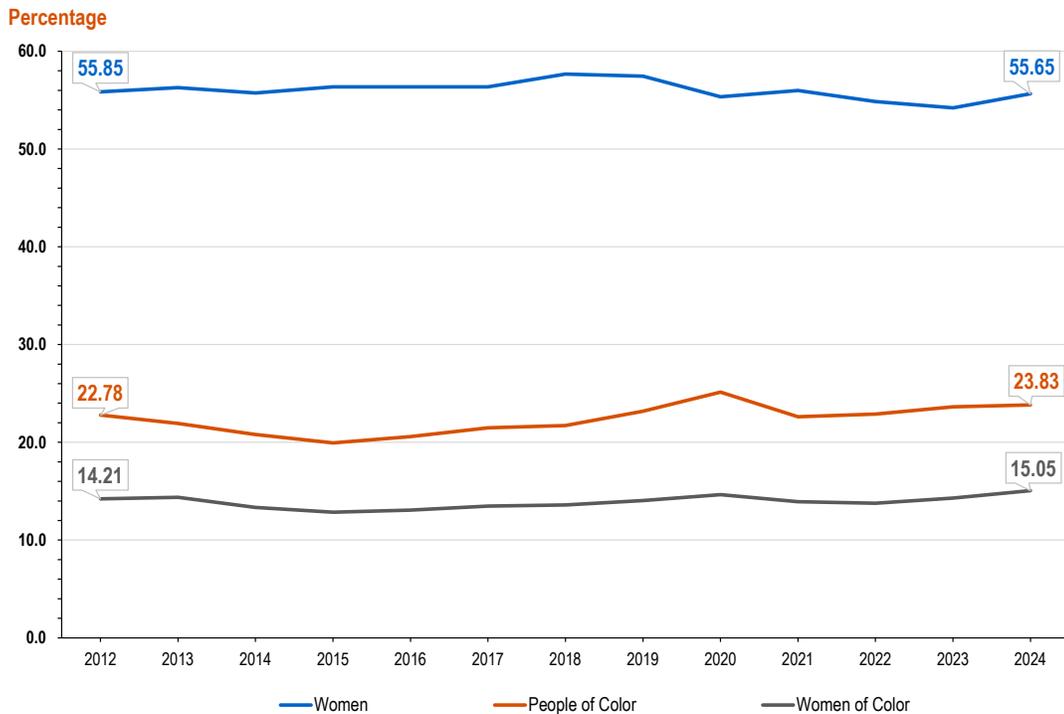


**Note:** Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. From 1991-2005, associate figures include senior attorneys and staff attorneys.

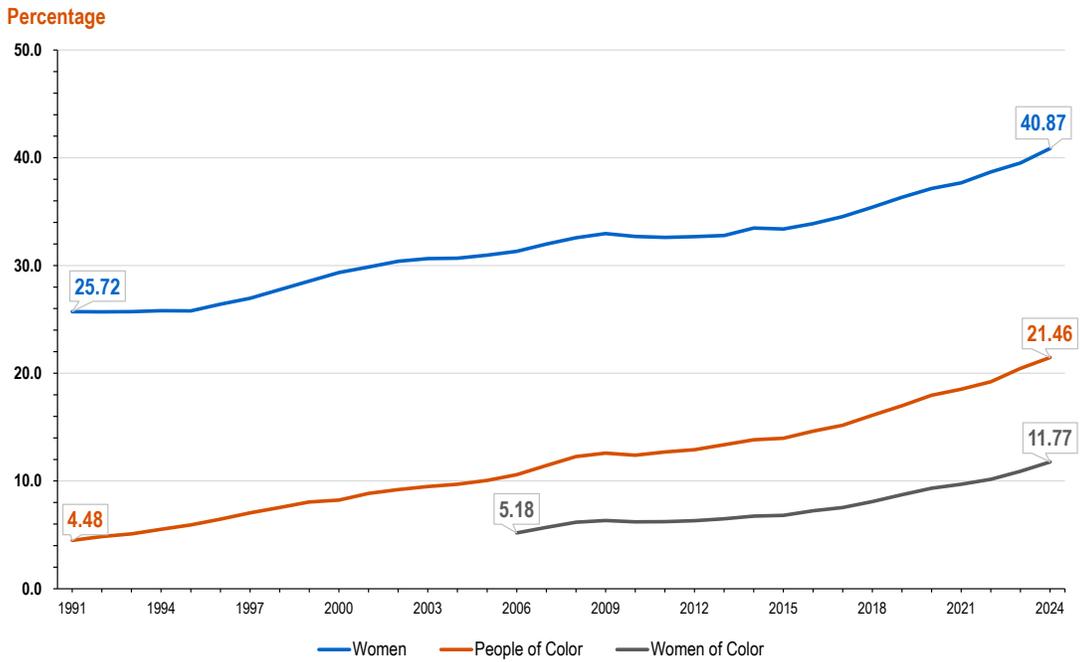
**Chart 3. Percentage of Counsel Who are Women and People of Color at Law Firms, 2012-2024**



**Chart 4. Percentage of Non-traditional Track/Staff Attorneys Who are Women and People of Color at Law Firms, 2012-2024**

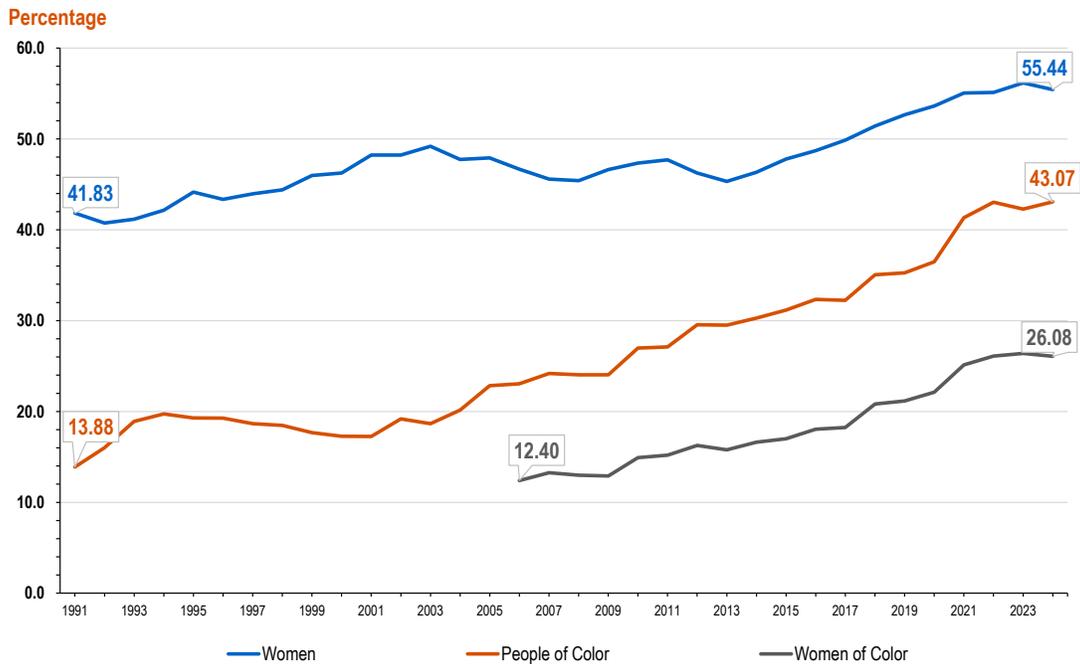


**Chart 5. Percentage of Total Lawyers Who are Women and People of Color at Law Firms, 1991-2024**



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.

**Chart 6. Percentage of Summer Associates Who are Women and People of Color at Law Firms, 1991-2024**



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. Partners at Law Firms by Race/Ethnicity, 2006-2024**

Year	Partners											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2024	5.21%	2.28%	2.61%	1.11%	3.12%	1.12%	0.15%	0.06%	0.06%	0.03%	1.59%	0.69%
2023	4.87	2.10	2.47	1.03	3.01	1.00	0.15	0.06	0.08	0.04	1.44	0.62
2022	4.57	1.85	2.32	0.94	2.97	0.97	0.17	0.06	0.07	0.03	1.30	0.53
2021	4.30	1.73	2.22	0.86	2.86	0.92	0.18	0.06	0.06	0.02	1.13	0.48
2020	4.08	1.62	2.10	0.80	2.80	0.90	0.18	0.07	0.06	0.02	1.02	0.38
2019	3.89	1.46	1.97	0.75	2.52	0.80	0.18	0.07	0.05	0.02	0.92	0.35
2018	3.63	1.38	1.83	0.68	2.49	0.77	0.14	0.05	0.19	0.02	0.84	0.28
2017	3.31	1.23	1.83	0.66	2.40	0.73	0.13	0.04	0.05	0.02	0.70	0.24
2016	3.13	1.17	1.81	0.64	2.31	0.68	0.12	0.04	0.06	0.02	0.62	0.20
2015	2.89	1.07	1.77	0.64	2.19	0.63	0.11	0.04	0.05	0.02	0.50	0.16
2014	2.74	0.99	1.72	0.63	2.16	0.60	0.13	0.05	0.05	0.01	0.55	0.18
2013	2.67	0.91	1.78	0.60	1.99	0.54	0.15	0.06	0.04	0.01	0.46	0.15
2012	2.48	0.89	1.73	0.60	1.91	0.48	0.15	0.06	0.07	0.01	0.37	0.12
2011	2.36	0.82	1.71	0.58	1.92	0.48	0.13	0.04	0.05	0.01	0.37	0.10
2010	2.30	0.81	1.70	0.56	1.70	0.44	0.12	0.04	0.06	0.02	0.28	0.08
2009	2.20	0.76	1.71	0.57	1.65	0.41	0.15	0.04	0.07	0.02	0.26	0.08
2008	2.05	0.71	1.71	0.56	1.68	0.42	0.17	0.10	0.06	0.02	0.24	0.07
2007	1.94	0.68	1.64	0.50	1.56	0.39	0.13	0.04	NA	NA	0.13	0.04
2006	1.78	0.59	1.55	0.48	1.38	0.32	0.15	0.05	NA	NA	0.14	0.04

Source: The NALP Directory of Legal Employers, 2006 -2024

Notes: NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander partners were included in the figures for Asian partners.

**Table 3. Associates at Law Firms by Race/Ethnicity, 2006-2024**

Year	Associates											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2024	13.29%	8.15%	6.40%	3.95%	7.40%	4.13%	0.15%	0.09%	0.10%	0.04%	4.12%	2.39%
2023	12.84	7.77	6.15	3.68	7.05	3.75	0.17	0.08	0.10	0.05	3.84	2.22
2022	12.12	7.29	5.77	3.45	6.55	3.57	0.18	0.10	0.08	0.04	3.62	2.05
2021	12.49	7.39	5.22	3.17	6.11	3.25	0.18	0.10	0.09	0.05	3.52	1.98
2020	12.12	7.18	5.10	3.04	5.64	2.99	0.17	0.09	0.08	0.04	3.36	1.83
2019	12.17	7.17	4.76	2.80	5.17	2.70	0.21	0.11	0.08	0.04	3.05	1.67
2018	11.69	6.64	4.48	2.55	4.71	2.45	0.19	0.11	0.08	0.04	3.08	1.73
2017	11.40	6.52	4.28	2.42	4.57	2.23	0.18	0.10	0.08	0.04	2.81	1.56
2016	11.25	6.35	4.11	2.32	4.42	2.15	0.19	0.09	0.08	0.04	2.67	1.46
2015	10.93	6.00	3.95	2.25	4.28	2.03	0.19	0.08	0.09	0.04	2.56	1.38
2014	10.80	5.81	4.01	2.31	3.95	1.89	0.22	0.10	0.10	0.05	2.56	1.35
2013	10.48	5.64	4.10	2.43	3.82	1.89	0.24	0.09	0.11	0.07	2.20	1.17
2012	10.01	5.40	4.19	2.55	3.90	1.95	0.21	0.11	0.10	0.06	1.91	1.02
2011	9.65	5.31	4.29	2.61	3.83	1.92	0.18	0.09	0.15	0.09	1.79	0.94
2010	9.39	5.15	4.36	2.75	3.81	1.94	0.19	0.10	0.20	0.11	1.58	0.85
2009	9.28	5.12	4.66	2.93	3.89	2.00	0.24	0.11	0.21	0.13	1.39	0.74
2008	9.05	5.04	4.75	2.97	3.86	1.94	0.22	0.10	0.23	0.13	0.97	0.54
2007	8.94	4.96	4.65	2.85	3.68	1.84	0.21	0.09	NA	NA	0.59	0.32
2006	8.13	4.42	4.49	2.72	3.44	1.66	0.24	0.12	NA	NA	0.42	0.24

Source: The NALP Directory of Legal Employers, 2006-2024

Notes: NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander associates were included in the figures for Asian associates.

**Table 4. Total Lawyers at Law Firms by Race/Ethnicity, 2006-2024**

Year	Total Lawyers											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2024	9.01%	5.14%	4.36%	2.47%	5.13%	2.57%	0.14%	0.07%	0.08%	0.04%	2.74%	1.49%
2023	8.57	4.81	4.18	2.28	4.93	2.34	0.16	0.07	0.09	0.04	2.53	1.37
2022	8.06	4.45	3.92	2.12	4.64	2.21	0.17	0.08	0.07	0.04	2.34	1.24
2021	8.06	4.40	3.63	1.97	4.37	2.04	0.18	0.08	0.08	0.04	2.21	1.16
2020	7.88	4.30	3.55	1.91	4.17	1.92	0.17	0.08	0.07	0.04	2.10	1.06
2019	7.71	4.15	3.31	1.77	3.79	1.72	0.19	0.09	0.07	0.03	1.91	0.97
2018	7.29	3.84	3.09	1.61	3.55	1.59	0.17	0.08	0.13	0.03	1.87	0.95
2017	6.94	3.65	2.94	1.49	3.42	1.47	0.16	0.07	0.06	0.03	1.66	0.84
2016	6.75	3.53	2.84	1.43	3.30	1.40	0.15	0.06	0.07	0.03	1.53	0.77
2015	6.44	3.29	2.79	1.42	3.11	1.30	0.15	0.06	0.06	0.03	1.41	0.70
2014	6.34	3.21	2.83	1.48	2.98	1.24	0.16	0.07	0.06	0.03	1.45	0.71
2013	6.14	3.07	2.88	1.50	2.83	1.20	0.18	0.07	0.07	0.04	1.25	0.62
2012	5.85	2.93	2.92	1.56	2.83	1.20	0.18	0.08	0.08	0.04	1.06	0.52
2011	5.64	2.88	3.00	1.58	2.81	1.18	0.16	0.07	0.10	0.05	0.99	0.47
2010	5.54	2.83	3.00	1.64	2.71	1.17	0.16	0.07	0.13	0.06	0.86	0.43
2009	5.54	2.84	3.18	1.75	2.73	1.20	0.19	0.08	0.14	0.07	0.80	0.39
2008	5.37	2.80	3.26	1.77	2.71	1.16	0.19	0.08	0.15	0.08	0.59	0.29
2007	5.23	2.72	3.12	1.66	2.56	1.09	0.16	0.07	NA	NA	0.35	0.17
2006	4.75	2.40	3.00	1.59	2.35	0.96	0.20	0.09	NA	NA	0.42	0.14

Source: The NALP Directory of Legal Employers, 2006-2024

Notes: NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander lawyers were included in the figures for Asian lawyers.

**Table 5. Summer Associates at Law Firms by Race/Ethnicity, 2006-2024**

Year	Summer Associates											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2024	17.94%	11.19%	10.24%	6.40%	9.24%	5.19%	0.35%	0.24%	0.16%	0.13%	5.14%	2.94%
2023	16.14	10.37	11.69	7.65	9.31	5.46	0.35	0.14	0.15	0.09	4.64	2.70
2022	16.07	10.10	11.85	7.33	9.23	5.36	0.29	0.19	0.11	0.04	5.48	3.08
2021	16.08	10.03	11.17	7.14	8.81	4.61	0.39	0.27	0.13	0.10	4.76	2.99
2020	13.86	8.59	10.45	6.35	7.73	4.42	0.27	0.19	0.18	0.10	4.01	2.46
2019	14.26	8.70	9.39	5.70	7.84	4.60	0.37	0.14	0.20	0.10	3.21	1.92
2018	14.45	8.70	9.09	5.51	7.63	4.33	0.31	0.13	0.17	0.12	3.39	2.04
2017	13.10	7.55	9.07	5.46	7.04	3.54	0.31	0.14	0.10	0.08	2.61	1.45
2016	14.79	8.05	8.42	4.89	5.91	3.19	0.32	0.20	0.20	0.13	2.68	1.64
2015	13.47	7.70	8.43	4.76	6.02	2.83	0.35	0.26	0.12	0.08	2.75	1.37
2014	13.04	7.48	8.03	4.34	6.13	3.32	0.35	0.19	0.18	0.10	2.53	1.21
2013	13.59	7.66	7.52	3.94	5.57	2.63	0.35	0.18	0.12	0.09	2.39	1.30
2012	13.00	7.30	7.94	4.35	5.66	2.92	0.37	0.12	0.26	0.15	2.32	1.41
2011	11.97	6.73	7.88	4.43	4.81	2.71	0.30	0.04	0.09	0.06	2.05	1.23
2010	11.96	6.74	8.21	4.67	4.78	2.43	0.44	0.18	0.15	0.09	1.45	0.81
2009	10.73	5.59	7.41	4.19	4.11	2.19	0.37	0.17	0.14	0.08	1.28	0.67
2008	10.54	5.52	7.02	4.27	4.00	1.92	0.27	0.17	0.23	0.10	1.15	0.54
2007	11.06	5.74	7.68	4.70	4.02	2.07	0.28	0.16	NA	NA	0.81	0.38
2006	10.23	5.15	8.13	4.93	3.87	1.90	0.28	0.15	NA	NA	0.54	0.27

Source: The NALP Directory of Legal Employers, 2006-2024

Notes: NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander summer associates were included in the figures for Asian summer associates.

**Table 6. Percentage of Partners Reported as Equity Partners by Gender and Race/Ethnicity, 2011-2024**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Men partners</b>	16,134	18,278	18,083	17,641	17,476	17,456	16,309	15,930	15,247	12,734	13,020	12,656	14,706	15,068
% equity	64.9%	64.2%	63.6%	63.5%	61.8%	62.5%	62.9%	60.9%	60.8%	59.3%	60.6%	61.6%	60.5%	59.5%
<b>Women partners</b>	4,104	4,578	4,778	4,835	4,971	5,145	5,041	5,096	5,057	4,435	4,703	4,629	5,666	6,144
% equity	47.0%	46.4%	47.4%	47.7%	45.8%	46.9%	47.0%	46.4%	46.7%	45.9%	47.5%	49.1%	48.8%	48.3%
<b>Partners who are people of color*</b>	1,229	1,423	1,562	1,549	1,617	1,696	1,670	1,752	1,820	1,667	1,822	1,857	2,344	2,627
% equity	47.1%	46.8%	47.2%	48.5%	45.5%	45.9%	45.9%	45.3%	48.8%	46.3%	49.8%	48.5%	47.9%	46.5%

Source: The NALP Directory of Legal Employers, 2011-2024

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

Figures for 2024 are based on 170 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 2023.

**Table 7. Distribution of Equity and Non-equity Partners by Gender and Race/Ethnicity, 2011-2024**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Equity partners</b>	12,396	13,864	13,760	13,508	13,078	13,323	12,630	12,067	11,633	9,581	10,129	10,067	11,657	11,936
% men	84.4%	84.7%	83.5%	82.9%	82.6%	81.9%	81.3%	80.4%	79.7%	78.7%	78.0%	77.4%	76.3%	75.2%
% women	15.6%	15.3%	16.5%	17.1%	17.4%	18.1%	18.7%	19.6%	20.3%	21.3%	22.0%	22.6%	23.7%	24.8%
% people of color*	4.7%	4.8%	5.4%	5.6%	5.6%	5.8%	6.1%	6.6%	7.6%	8.1%	9.0%	9.0%	9.6%	10.2%
<b>Non-equity partners</b>	7,842	8,992	9,101	8,968	9,369	9,278	8,720	8,959	8,675	7,588	7,594	7,218	8,715	9,276
% men	72.3%	72.7%	72.4%	71.8%	71.2%	70.6%	69.3%	69.5%	68.9%	68.4%	67.5%	67.3%	66.7%	65.7%
% women	27.7%	27.3%	27.6%	28.2%	28.8%	29.4%	30.7%	30.5%	31.1%	31.6%	32.5%	32.7%	33.3%	34.3%
% people of color*	8.3%	8.4%	9.1%	8.9%	9.4%	9.9%	10.4%	10.7%	10.7%	11.8%	12.0%	13.2%	14.0%	15.2%

Source: The NALP Directory of Legal Employers, 2011-2024

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

Figures for 2024 are based on 170 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 2023. 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 8. Distribution of All Partners by Equity Status, Gender, and Race/Ethnicity, 2011-2024**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Total partners</b>	20,238	22,856	22,861	22,476	22,447	22,601	21,350	21,026	20,308	17,169	17,723	17,285	20,372	21,212
<b>% Equity partners</b>	61.3%	60.7%	60.2%	60.1%	58.3%	58.9%	59.2%	57.4%	57.3%	55.8%	57.2%	58.2%	57.2%	56.3%
% men	51.7%	51.4%	50.3%	49.8%	48.1%	48.3%	48.1%	46.2%	45.7%	43.9%	44.6%	45.1%	43.7%	42.3%
% women	9.5%	9.3%	9.9%	10.3%	10.1%	10.7%	11.1%	11.2%	11.6%	11.9%	12.6%	13.1%	13.6%	14.0%
% people of color*	2.9%	2.9%	3.2%	3.3%	3.3%	3.4%	3.6%	3.8%	4.4%	4.5%	5.1%	5.2%	5.5%	5.8%
<b>% Non-equity partners</b>	38.7%	39.3%	39.8%	39.9%	41.7%	41.1%	40.8%	42.6%	42.7%	44.2%	42.8%	41.8%	42.8%	43.7%
% men	28.0%	28.6%	28.8%	28.7%	29.7%	29.0%	28.3%	29.6%	29.4%	30.2%	28.9%	28.1%	28.5%	28.7%
% women	10.7%	10.7%	11.0%	11.2%	12.0%	12.1%	12.5%	13.0%	13.3%	14.0%	13.9%	13.6%	14.2%	15.0%
% people of color*	3.2%	3.3%	3.6%	3.5%	3.9%	4.1%	4.2%	4.6%	4.6%	5.2%	5.2%	5.5%	6.0%	6.6%

Source: The NALP Directory of Legal Employers, 2011-2024

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

Figures for 2024 are based on 170 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 2023. 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 9. Women and People of Color at Law Firms: Partners and Associates, 2024**

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
<b>Total</b>	<b>44,472</b>	<b>28.83%</b>	<b>12.73%</b>	<b>5.28%</b>	<b>47,310</b>	<b>51.62%</b>	<b>31.46%</b>	<b>18.76%</b>	<b>719</b>
<b>By Number of Lawyers Firm-wide:</b>									
100 or fewer lawyers	1,243	25.34	9.41	3.78	731	49.52	27.50	15.73	40
101-250 lawyers	5,118	27.67	9.24	3.54	2,769	51.93	25.35	14.73	70
251-500 lawyers	7,050	28.28	10.11	4.26	5,385	49.27	27.08	15.28	89
501-700 lawyers	6,191	29.16	12.76	5.23	5,220	53.28	31.61	18.95	120
701-1,000 lawyers	10,569	27.66	13.05	5.05	12,240	51.66	31.85	19.22	180
1,001+ lawyers	14,301	30.54	15.31	6.73	20,965	51.82	33.28	19.97	220
<b>Offices in:</b>									
Atlanta	659	27.92	12.75	5.61	600	52.17	28.17	17.17	13
Austin	149	32.21	15.44	6.71	122	42.62	28.69	15.57	11
Boston	1,450	31.10	9.45	3.79	1,490	53.15	28.86	17.52	27
Charlotte	416	25.24	7.21	2.40	363	51.24	19.01	11.85	10
Chicago	1,686	28.05	11.98	4.33	1,260	52.14	27.70	15.95	33
Cleveland	461	22.13	4.34	0.87	346	44.51	13.87	6.36	7
Columbus	514	28.40	10.12	4.09	296	45.95	17.23	9.46	10
Dallas	688	24.56	13.37	4.36	635	47.24	26.93	14.02	28
Denver	753	32.40	8.23	4.52	621	55.07	19.97	12.56	18
Detroit area	290	31.38	6.90	2.76	134	47.76	14.18	7.46	7
Houston	706	26.06	17.42	6.80	806	50.74	32.63	19.23	25
Los Angeles area	1,517	29.47	21.49	8.64	1,809	52.90	43.06	25.04	54
Miami	167	27.54	25.75	8.38	149	54.36	52.35	29.53	12
Milwaukee	517	25.92	5.22	1.93	244	52.46	13.52	6.97	6
Minneapolis	936	30.98	5.45	2.67	566	47.70	19.79	10.25	17
New York City	4,406	26.55	13.50	5.88	8,794	51.49	34.07	20.58	62
Northern NJ/ Newark area	224	23.66	10.27	4.91	134	47.76	23.13	13.43	5
Orange County, CA	196	22.96	19.90	6.63	252	56.35	42.06	25.79	10
Philadelphia	1,037	27.77	8.39	2.80	718	50.42	21.59	13.23	11
Phoenix	168	27.98	9.52	2.98	119	58.82	24.37	16.81	7
Pittsburgh	172	27.91	3.49	2.33	127	40.94	19.69	7.87	6

(Continued on page 28)

**Table 9. Women and People of Color at Law Firms: Partners and Associates, 2024**

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Portland, OR	339	32.74	9.44	3.54	181	47.51	22.65	14.92	10
San Diego	99	27.27	22.22	7.07	170	47.65	36.47	20.00	8
San Francisco	761	36.66	22.86	10.25	933	58.74	43.19	26.69	33
Seattle area	585	34.02	15.56	8.21	491	53.77	32.99	21.18	16
Silicon Valley	409	29.83	26.16	11.00	639	58.06	54.30	35.52	22
Washington, DC	3,599	30.09	14.78	6.14	3,838	53.02	31.66	18.86	62
Wilmington, DE	309	30.10	5.18	3.24	269	45.72	17.10	10.04	12
<b>States:</b>									
Other areas in California	348	29.89	16.95	6.32	244	45.08	40.57	21.72	8
Connecticut	376	34.57	9.31	5.85	276	59.78	24.28	12.32	6
Kentucky	432	28.94	4.17	1.16	158	51.90	13.92	8.86	7
Missouri	1,921	30.40	8.02	3.96	1,249	51.88	21.62	12.65	13
Other areas in North Carolina	158	29.11	6.33	4.43	81	46.91	23.46	14.81	7
Other areas in Ohio	933	27.76	7.07	2.25	489	44.38	18.00	8.38	12

**Source:** The 2024 NALP Directory of Legal Employers.

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

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles, Riverside, and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, and Morristown. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in North Carolina" excludes data for Charlotte offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. 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 in that city.

**Table 10. Women and People of Color at Law Firms: Counsel and Non-traditional Track/Staff Attorneys, 2024**

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
<b>Total</b>	<b>11,950</b>	<b>38.79%</b>	<b>13.67%</b>	<b>7.29%</b>	<b>3,495</b>	<b>55.65%</b>	<b>23.83%</b>	<b>15.05%</b>	<b>719</b>
<b>By Number of Lawyers Firm-wide:</b>									
100 or fewer lawyers	267	33.33	9.36	5.99	61	39.34	16.39	9.84	40
101-250 lawyers	1,033	39.11	9.78	4.74	242	45.04	21.07	11.16	70
251-500 lawyers	1,722	39.72	11.27	5.98	414	59.42	21.01	14.98	89
501-700 lawyers	1,544	36.92	13.67	7.32	513	52.44	23.59	14.42	120
701-1,000 lawyers	3,652	39.70	14.92	8.02	834	56.59	28.30	16.79	180
1,001+ lawyers	3,732	38.56	14.95	7.96	1,431	57.65	22.92	15.16	220
<b>Offices in:</b>									
Atlanta	135	51.85	9.63	4.44	64	48.44	28.13	20.31	13
Austin	48	33.33	20.83	6.25	10	10.00	20.00	10.00	11
Boston	290	39.31	12.41	5.52	107	52.34	23.36	15.89	27
Charlotte	108	46.30	12.96	6.48	26	69.23	23.08	19.23	10
Chicago	372	41.13	9.14	4.57	85	54.12	23.53	12.94	33
Cleveland	102	43.14	7.84	4.90	28	57.14	14.29	10.71	7
Columbus	96	34.38	6.25	3.13	26	57.69	15.38	15.38	10
Dallas	134	41.79	19.40	8.21	35	48.57	31.43	11.43	28
Denver	193	44.04	13.47	6.74	60	56.67	5.00	5.00	18
Detroit area	52	50.00	3.85	1.92	10	60.00	40.00	20.00	7
Houston	184	41.30	24.46	14.13	46	56.52	26.09	17.39	25
Los Angeles area	439	49.43	25.06	15.03	89	51.69	43.82	22.47	54
Miami	45	60.00	28.89	22.22	—	—	—	—	12
Milwaukee	111	37.84	4.50	1.80	—	—	—	—	6
Minneapolis	176	39.20	3.98	2.27	68	41.18	10.29	2.94	17
New York City	1,729	38.35	16.60	8.91	509	57.76	33.60	22.20	62
Northern NJ/Newark area	28	32.14	3.57	0.00	10	60.00	50.00	40.00	5
Orange County, CA	48	45.83	31.25	18.75	—	—	—	—	10
Philadelphia	225	35.56	7.56	4.89	58	44.83	8.62	3.45	11
Phoenix	39	38.46	7.69	7.69	—	—	—	—	7
Pittsburgh	26	34.62	0.00	0.00	—	—	—	—	6

(Continued on page 30)

**Table 10. Women and People of Color at Law Firms: Counsel and Non-traditional Track/Staff Attorneys, 2024**

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
Portland, OR	44	31.82	4.55	4.55	11	36.36	36.36	18.18	10
San Diego	27	25.93	18.52	7.41	—	—	—	—	8
San Francisco	241	49.79	18.26	12.03	20	60.00	20.00	20.00	33
Seattle area	114	35.09	13.16	6.14	32	68.75	25.00	18.75	16
Silicon Valley	101	37.62	25.74	11.88	12	33.33	50.00	8.33	22
Washington, DC	1,159	36.84	14.24	7.51	350	52.57	34.29	22.57	62
Wilmington, DE	49	32.65	14.29	6.12	20	35.00	30.00	20.00	12
<b>States:</b>									
Other areas in California	39	53.85	28.21	23.08	—	—	—	—	8
Connecticut	91	39.56	8.79	5.49	—	—	—	—	6
Kentucky	61	34.43	0.00	0.00	25	44.00	4.00	0.00	7
Missouri	640	40.31	9.84	4.22	100	57.00	16.00	8.00	13
Other areas in North Carolina	23	34.78	4.35	4.35	—	—	—	—	7
Other areas in Ohio	221	32.13	7.24	2.71	71	63.38	16.90	14.08	12

Source: The 2024 NALP Directory of Legal Employers.

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

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles, Riverside, and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, and Morristown. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in North Carolina" excludes data for Charlotte offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. 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 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, this information is excluded from the table.

**Table 11. Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2024**

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
<b>Total</b>	<b>107,227</b>	<b>40.87%</b>	<b>21.46%</b>	<b>11.77%</b>	<b>719</b>	<b>7,956</b>	<b>55.44%</b>	<b>43.07%</b>	<b>26.08%</b>
<b>By Number of Lawyers Firm-wide:</b>									
100 or fewer lawyers	2,302	34.32	15.33	7.99	40	185	53.51	35.14	21.62
101-250 lawyers	9,162	36.75	14.48	7.26	70	410	58.05	37.56	22.93
251-500 lawyers	14,571	38.27	16.83	8.84	89	725	53.24	40.28	23.86
501-700 lawyers	13,468	40.28	20.58	11.14	120	804	55.10	43.28	25.00
701-1,000 lawyers	27,295	40.92	22.19	12.16	180	2,093	56.62	41.23	25.90
1,001+ lawyers	40,429	43.27	24.86	14.01	220	3,739	55.09	45.60	27.41
<b>Offices in:</b>									
Atlanta	1,458	41.02	19.48	10.91	13	79	50.63	39.24	18.99
Austin	329	35.56	21.28	10.03	11	29	68.97	27.59	17.24
Boston	3,337	42.34	18.82	10.46	27	178	52.81	49.44	30.90
Charlotte	913	39.32	13.03	7.12	10	—	—	—	—
Chicago	3,403	39.05	17.78	8.87	33	140	55.00	42.14	26.43
Cleveland	937	33.72	8.54	3.63	7	—	—	—	—
Columbus	932	35.41	12.12	6.01	10	42	47.62	42.86	21.43
Dallas	1,492	36.33	20.11	8.98	28	134	52.24	35.07	17.16
Denver	1,627	43.33	13.21	7.87	18	90	58.89	40.00	23.33
Detroit area	486	38.48	9.26	4.32	7	—	—	—	—
Houston	1,742	39.90	25.43	13.61	25	252	51.59	41.67	22.22
Los Angeles area	3,854	43.25	32.54	17.38	54	285	54.39	48.77	28.42
Miami	362	42.82	37.29	19.06	12	24	62.50	58.33	33.33
Milwaukee	881	35.53	7.38	3.29	6	37	62.16	27.03	16.22
Minneapolis	1,746	37.63	10.14	5.10	17	101	50.50	41.58	21.78
New York City	15,438	43.11	26.23	15.13	62	1,611	53.76	45.31	27.62
Northern NJ/Newark area	396	33.33	15.15	8.33	5	—	—	—	—
Orange County, CA	505	42.97	32.08	17.62	10	31	54.84	54.84	29.03
Philadelphia	2,038	37.10	12.95	6.72	11	94	56.38	38.30	22.34
Phoenix	332	40.66	14.76	8.73	7	31	64.52	29.03	12.90
Pittsburgh	326	33.74	9.51	4.29	6	—	—	—	—
Portland, OR	575	37.39	13.74	7.48	10	22	68.18	45.45	22.73
San Diego	303	38.94	30.36	14.85	8	26	34.62	46.15	15.38
San Francisco	1,955	49.05	31.97	18.41	33	184	57.61	59.24	38.59

(Continued on page 32)

**Table 11. Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2024**

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
Seattle area	1,222	42.96	22.59	13.50	16	51	64.71	54.90	33.33
Silicon Valley	1,161	46.08	41.86	24.55	22	142	65.49	62.68	46.48
Washington, DC	8,946	41.68	22.71	12.42	62	634	59.62	44.32	27.76
Wilmington, DE	647	36.94	11.59	6.80	12	74	43.24	25.68	10.81
<b>States:</b>									
Other areas in California	637	37.68	26.69	13.34	8	46	41.30	36.96	21.74
Connecticut	750	44.80	14.93	8.40	6	17	70.59	23.53	11.76
Kentucky	676	35.36	6.07	2.81	7	35	68.57	25.71	20.00
Missouri	3,910	39.57	12.86	6.88	13	265	63.77	34.34	21.13
Other areas in North Carolina	262	35.11	11.45	7.63	7	11	72.73	27.27	27.27
Other areas in Ohio	1,714	34.54	10.62	4.55	12	72	59.72	40.28	29.17

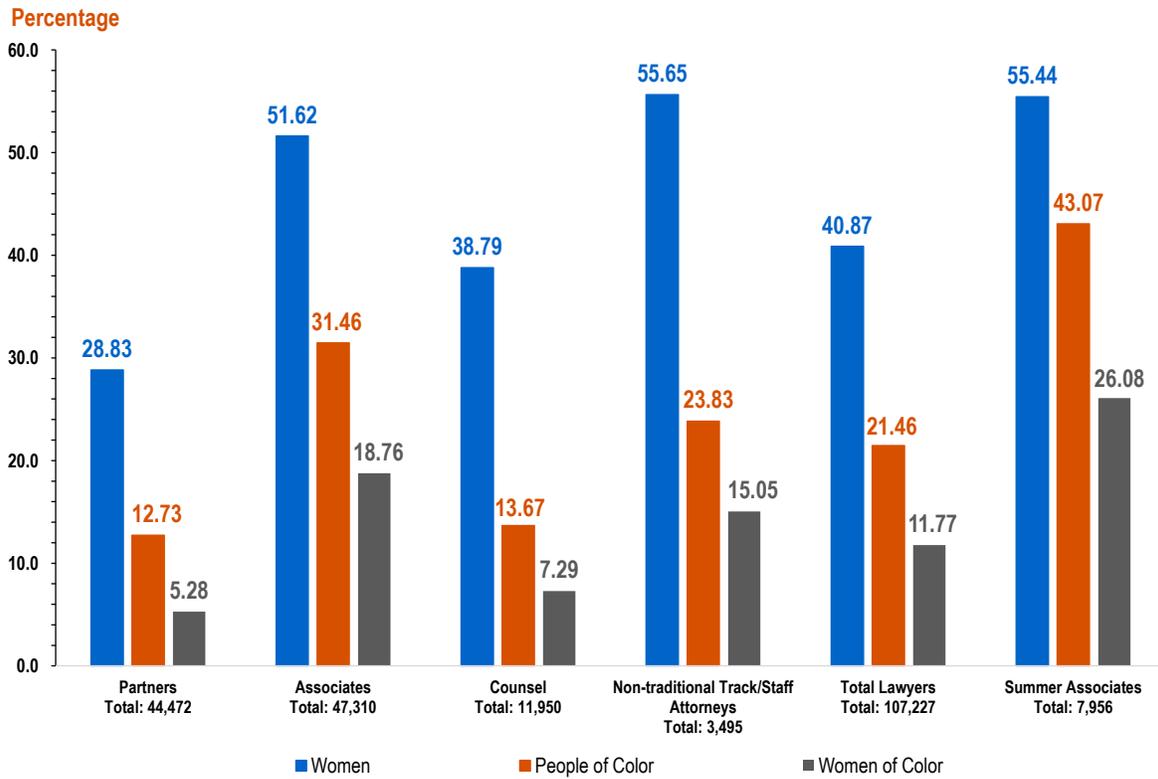
**Source:** The 2024 NALP Directory of Legal Employers.

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

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles, Riverside, and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, and Morristown. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in North Carolina" excludes data for Charlotte offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. 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 in that city.

The number of offices reporting one or more summer associates, including demographic information, was 445. Dashes in the summer associates columns indicate that fewer than five offices in that city reported summer associates and their accompanying demographic information, or the total number of summer associates reported was less than 10.

**Chart 7. Percentage of Women and People of Color at Law Firms, 2024**



**Table 12. Partner Demographics at Law Firms, 2024**

	All Partners			Partners by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
<b>Total</b>	<b>44,472</b>	<b>12.73%</b>	<b>5.28%</b>	<b>5.21%</b>	<b>2.28%</b>	<b>2.61%</b>	<b>1.11%</b>	<b>3.12%</b>	<b>1.12%</b>	<b>719</b>
<b>By Number of Lawyers Firm-wide:</b>										
100 or fewer lawyers	1,243	9.41	3.78	4.34	1.93	1.13	0.24	2.74	1.13	40
101-250 lawyers	5,118	9.24	3.54	3.61	1.52	1.74	0.53	2.34	0.74	70
251-500 lawyers	7,050	10.11	4.26	3.60	1.63	2.11	0.96	2.79	1.04	89
501-700 lawyers	6,191	12.76	5.23	4.93	2.02	2.42	1.15	2.92	1.11	120
701-1,000 lawyers	10,569	13.05	5.05	5.52	2.29	2.92	1.18	2.99	0.87	180
1,001+ lawyers	14,301	15.31	6.73	6.53	3.00	3.13	1.39	3.77	1.48	220
<b>Offices in:</b>										
Atlanta	659	12.75	5.61	3.79	1.37	6.37	2.88	1.21	0.91	13
Austin	149	15.44	6.71	2.68	1.34	4.03	1.34	6.71	2.68	11
Boston	1,450	9.45	3.79	4.62	2.21	1.31	0.55	2.00	0.55	27
Charlotte	416	7.21	2.40	2.64	0.72	2.40	1.44	1.20	0.24	10
Chicago	1,686	11.98	4.33	4.63	1.96	2.79	1.01	2.61	0.59	33
Cleveland	461	4.34	0.87	1.74	0.22	1.95	0.43	0.43	0.00	7
Columbus	514	10.12	4.09	2.53	0.97	2.72	0.78	2.33	0.58	10
Dallas	688	13.37	4.36	3.63	1.02	2.18	1.02	4.65	1.16	28
Denver	753	8.23	4.52	2.12	1.46	0.93	0.13	2.26	0.66	18
Detroit area	290	6.90	2.76	1.72	0.69	3.79	1.72	0.69	0.34	7
Houston	706	17.42	6.80	5.10	1.56	2.97	1.27	5.38	2.27	25
Los Angeles area	1,517	21.49	8.64	11.01	4.75	2.44	1.05	5.01	1.58	54
Miami	167	25.75	8.38	1.80	0.60	1.80	0.00	21.56	7.78	12
Milwaukee	517	5.22	1.93	1.35	0.77	0.97	0.00	2.32	0.97	6
Minneapolis	936	5.45	2.67	2.56	1.71	0.75	0.32	1.07	0.32	17
New York City	4,406	13.50	5.88	6.31	2.72	2.41	1.07	3.29	1.34	62
Northern NJ/ Newark area	224	10.27	4.91	5.36	2.68	2.23	1.34	1.34	0.45	5
Orange County, CA	196	19.90	6.63	10.71	4.08	1.02	0.00	6.12	2.04	10
Philadelphia	1,037	8.39	2.80	2.89	0.77	2.22	0.77	2.31	0.68	11
Phoenix	168	9.52	2.98	3.57	1.19	0.60	0.60	2.98	0.60	7

(Continued on page 35)

**Table 12. Partner Demographics at Law Firms, 2024**

	All Partners			Partners by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Pittsburgh	172	3.49	2.33	1.74	1.74	0.58	0.00	0.00	0.00	6
Portland, OR	339	9.44	3.54	3.24	2.06	0.88	0.29	1.77	0.29	10
San Diego	99	22.22	7.07	13.13	5.05	0.00	0.00	4.04	0.00	8
San Francisco	761	22.86	10.25	14.85	6.83	2.23	1.05	3.02	1.58	33
Seattle area	585	15.56	8.21	7.86	4.79	1.20	0.51	3.59	1.03	16
Silicon Valley	409	26.16	11.00	18.58	9.29	2.20	0.24	3.67	0.73	22
Washington, DC	3,599	14.78	6.14	5.83	2.31	4.20	2.00	2.72	0.94	62
Wilmington, DE	309	5.18	3.24	2.59	1.94	0.65	0.65	1.62	0.65	12
<b>States:</b>										
Other areas in California	348	16.95	6.32	9.20	4.31	0.86	0.00	4.60	1.44	8
Connecticut	376	9.31	5.85	3.72	2.66	1.60	1.33	2.39	1.33	6
Kentucky	432	4.17	1.16	0.69	0.23	2.08	0.46	1.16	0.46	7
Missouri	1921	8.02	3.96	2.81	1.67	2.19	1.09	1.56	0.78	13
Other areas in North Carolina	158	6.33	4.43	1.90	1.27	3.80	2.53	0.00	0.00	7
Other areas in Ohio	933	7.07	2.25	1.93	0.86	2.25	0.32	2.04	0.75	12

Source: The 2024 NALP Directory of Legal Employers.

Notes: \*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.

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 2024. Overall, 0.15% of all partners were Native American or Alaska Native and 0.06% were Native American or Alaska Native women, 0.06% of all partners were Native Hawaiian or other Pacific Islander and 0.03% were Native Hawaiian or other Pacific Islander women, and 1.59% of all partners were multiracial and 0.69% were multiracial women.

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles, Riverside, and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, and Morristown. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in North Carolina" excludes data for Charlotte offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. 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 in that city.

**Table 13. Associate Demographics at Law Firms, 2024**

	All Associates			Associates by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
<b>Total</b>	<b>47,310</b>	<b>31.46%</b>	<b>18.76%</b>	<b>13.29%</b>	<b>8.15%</b>	<b>6.40%</b>	<b>3.95%</b>	<b>7.40%</b>	<b>4.13%</b>	<b>719</b>
<b>By Number of Lawyers Firm-wide:</b>										
100 or fewer lawyers	731	27.50	15.73	13.13	7.52	5.06	3.69	6.02	3.01	40
101-250 lawyers	2,769	25.35	14.73	8.99	5.02	5.67	3.61	6.97	4.08	70
251-500 lawyers	5,385	27.08	15.28	9.81	5.72	6.46	3.58	6.96	3.81	89
501-700 lawyers	5,220	31.61	18.95	11.80	7.15	7.03	4.66	6.80	3.79	120
701-1,000 lawyers	12,240	31.85	19.22	13.85	8.68	5.89	3.55	7.63	4.44	180
1,001+ lawyers	20,965	33.28	19.97	14.81	9.16	6.66	4.15	7.64	4.16	220
<b>Offices in:</b>										
Atlanta	600	28.17	17.17	6.33	4.00	13.50	8.33	5.67	3.67	13
Austin	122	28.69	15.57	9.02	4.92	4.10	2.46	10.66	5.74	11
Boston	1,490	28.86	17.52	12.62	8.12	4.70	2.89	6.78	3.29	27
Charlotte	363	19.01	11.85	3.58	2.48	7.44	4.41	3.86	2.75	10
Chicago	1,260	27.70	15.95	9.29	5.32	6.59	3.97	8.17	4.60	33
Cleveland	346	13.87	6.36	3.18	1.73	5.49	2.89	2.31	0.58	7
Columbus	296	17.23	9.46	3.04	2.70	8.45	3.04	3.04	1.69	10
Dallas	635	26.93	14.02	8.03	4.41	5.98	3.78	10.08	4.57	28
Denver	621	19.97	12.56	4.83	3.22	3.38	1.93	7.41	4.51	18
Detroit area	134	14.18	7.46	2.99	0.00	8.21	5.97	1.49	0.00	7
Houston	806	32.63	19.23	10.67	6.82	7.69	4.84	7.94	4.96	25
Los Angeles area	1,809	43.06	25.04	18.08	10.78	6.69	4.37	11.61	5.97	54
Miami	149	52.35	29.53	2.68	0.67	9.40	5.37	38.93	23.49	12
Milwaukee	244	13.52	6.97	0.82	0.82	2.05	1.23	5.33	3.28	6
Minneapolis	566	19.79	10.25	7.95	4.06	4.42	1.94	3.89	2.30	17
New York City	8,794	34.07	20.58	17.15	10.71	5.65	3.50	7.27	4.14	62
Northern NJ/ Newark area	134	23.13	13.43	8.96	5.22	2.99	2.24	9.70	5.97	5
Orange County, CA	252	42.06	25.79	23.02	13.89	2.38	1.98	7.54	4.37	10
Philadelphia	718	21.59	13.23	7.66	4.60	5.57	4.04	5.85	3.06	11
Phoenix	119	24.37	16.81	6.72	6.72	3.36	2.52	10.08	5.04	7

(Continued on page 37)

**Table 13. Associate Demographics at Law Firms, 2024**

	All Associates			Associates by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Pittsburgh	127	19.69	7.87	7.09	4.72	7.09	3.15	3.15	0.00	6
Portland, OR	181	22.65	14.92	5.52	2.76	2.21	1.10	6.63	4.97	10
San Diego	170	36.47	20.00	19.41	10.00	2.94	2.94	8.24	4.12	8
San Francisco	933	43.19	26.69	23.15	14.68	3.97	2.47	7.72	5.25	33
Seattle area	491	32.99	21.18	15.07	10.59	5.30	2.85	4.89	2.65	16
Silicon Valley	639	54.30	35.52	40.85	27.07	2.35	1.41	6.26	4.23	22
Washington, DC	3,838	31.66	18.86	11.86	6.46	9.77	6.54	5.29	3.05	62
Wilmington, DE	269	17.10	10.04	7.81	4.83	3.72	2.97	3.72	1.49	12
<b>States:</b>										
Other areas in California	244	40.57	21.72	22.54	12.30	2.05	0.82	10.66	6.15	8
Connecticut	276	24.28	12.32	10.51	5.43	5.43	3.26	4.71	2.17	6
Kentucky	158	13.92	8.86	4.43	3.16	7.59	4.43	1.27	1.27	7
Missouri	1249	21.62	12.65	5.52	3.28	6.08	3.68	6.24	3.52	13
Other areas in North Carolina	81	23.46	14.81	7.41	3.70	9.88	8.64	3.70	1.23	7
Other areas in Ohio	489	18.00	8.38	3.89	1.64	5.93	2.66	4.29	2.25	12

**Source:** The 2024 NALP Directory of Legal Employers.

**Notes:** \*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.

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 2024. Overall, 0.15% of all associates were Native American or Alaska Native and 0.09% were Native American or Alaska Native women, 0.10% of all associates were Native Hawaiian or other Pacific Islander and 0.04% were Native Hawaiian or other Pacific Islander women, and 4.12% of all associates were multiracial and 2.39% were multiracial women.

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles, Riverside, and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, and Morristown. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in North Carolina" excludes data for Charlotte offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. 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 in that city.

**Table 14. Total Lawyer Demographics at Law Firms, 2024**

	Total Lawyers			Total Lawyers by Race or Ethnicity						# of Offices
	Total #	% People of Color*	% Women of Color*	Asian		Black or African American		Latinx		
				Total %	% Women	Total %	% Women	Total %	% Women	
<b>Total</b>	<b>107,227</b>	<b>21.46%</b>	<b>11.77%</b>	<b>9.01%</b>	<b>5.14%</b>	<b>4.36%</b>	<b>2.47%</b>	<b>5.13%</b>	<b>2.57%</b>	<b>719</b>
<b>By Number of Lawyers Firm-wide:</b>										
100 or fewer lawyers	2,302	15.33	7.99	7.17	3.87	2.56	1.52	3.74	1.78	40
101-250 lawyers	9,162	14.48	7.26	5.48	2.75	3.01	1.56	3.77	1.78	70
251-500 lawyers	14,571	16.83	8.84	6.05	3.33	3.83	2.07	4.52	2.21	89
501-700 lawyers	13,468	20.58	11.14	7.90	4.36	4.34	2.61	4.50	2.22	120
701-1,000 lawyers	27,295	22.19	12.16	9.57	5.55	4.33	2.36	5.30	2.66	180
1,001+ lawyers	40,429	24.86	14.01	10.96	6.40	5.00	2.89	5.84	2.97	220
<b>Offices in:</b>										
Atlanta	1,458	19.48	10.91	4.87	2.54	9.40	5.35	3.36	2.26	13
Austin	329	21.28	10.03	5.78	3.04	3.95	1.52	8.51	3.65	11
Boston	3,337	18.82	10.46	8.63	5.12	2.91	1.71	4.23	1.83	27
Charlotte	913	13.03	7.12	3.07	1.53	5.15	3.18	2.63	1.42	10
Chicago	3,403	17.78	8.87	6.49	3.32	4.17	2.15	4.67	2.17	33
Cleveland	937	8.54	3.63	2.24	0.96	3.42	1.49	1.60	0.53	7
Columbus	932	12.12	6.01	2.68	1.72	4.40	1.39	2.47	1.07	10
Dallas	1,492	20.11	8.98	5.70	2.48	4.49	2.55	7.17	2.82	28
Denver	1,627	13.21	7.87	3.32	2.21	1.91	0.86	4.61	2.34	18
Detroit area	486	9.26	4.32	2.47	0.62	4.73	2.88	0.82	0.21	7
Houston	1,742	25.43	13.61	8.15	4.48	5.51	3.27	7.00	3.85	25
Los Angeles area	3,854	32.54	17.38	14.82	8.12	4.72	2.78	8.15	3.76	54
Miami	362	37.29	19.06	2.49	1.10	5.52	3.04	28.45	14.92	12
Milwaukee	881	7.38	3.29	1.14	0.79	1.25	0.34	2.84	1.48	6
Minneapolis	1,746	10.14	5.10	4.30	2.35	1.89	0.80	1.95	0.97	17
New York City	15,438	26.23	15.13	12.99	7.79	4.40	2.61	5.80	3.06	62
Northern NJ/ Newark area	396	15.15	8.33	6.06	3.28	3.28	2.53	4.55	2.27	5
Orange County, CA	505	32.08	17.62	17.23	9.70	1.78	1.19	6.93	3.37	10
Philadelphia	2,038	12.95	6.72	4.51	2.36	3.34	1.91	3.68	1.62	11
Phoenix	332	14.76	8.73	4.52	3.31	1.51	1.20	5.42	2.41	7
Pittsburgh	326	9.51	4.29	3.68	2.76	3.07	1.23	1.23	0.00	6

(Continued on page 39)

**Table 14. Total Lawyer Demographics at Law Firms, 2024**

	Total Lawyers			Total Lawyers by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Portland, OR	575	13.74	7.48	3.83	2.09	1.22	0.52	3.48	2.09	10
San Diego	303	30.36	14.85	16.83	7.92	1.65	1.65	6.60	2.64	8
San Francisco	1,955	31.97	18.41	18.52	11.00	2.92	1.69	5.22	3.27	33
Seattle area	1,222	22.59	13.50	10.88	7.12	2.86	1.39	4.09	1.80	16
Silicon Valley	1,161	41.86	24.55	31.09	19.04	2.07	0.86	5.17	2.67	22
Washington, DC	8,946	22.71	12.42	8.66	4.56	6.73	4.07	3.99	1.96	62
Wilmington, DE	647	11.59	6.80	4.95	3.09	3.09	2.16	2.47	1.08	12
<b>States:</b>										
Other areas in California	637	26.69	13.34	14.91	8.16	1.26	0.31	7.22	3.61	8
Connecticut	750	14.93	8.40	6.40	3.87	3.07	2.00	3.07	1.60	6
Kentucky	676	6.07	2.81	1.48	0.89	3.11	1.33	1.04	0.59	7
Missouri	3,910	12.86	6.88	3.68	2.20	3.53	1.94	3.38	1.76	13
Other areas in North Carolina	262	11.45	7.63	3.82	2.29	5.34	4.20	1.15	0.38	7
Other areas in Ohio	1,714	10.62	4.55	2.57	1.23	3.33	1.11	2.86	1.34	12

**Source:** The 2024 NALP Directory of Legal Employers.

**Notes:** \*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.

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers are included in the overall percentages for people and women of color but are not reported separately due to the small number of lawyers reported in 2024. Overall, 0.14% of all lawyers were Native American or Alaska Native and 0.07% were Native American or Alaska Native women, 0.08% of all lawyers were Native Hawaiian or other Pacific Islander and 0.04% were Native Hawaiian or other Pacific Islander women, and 2.74% of all lawyers were multiracial and 1.49% were multiracial women.

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles, Riverside, and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, and Morristown. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. State figures exclude cities reported separately earlier in the table. For example, "Other areas in North Carolina" excludes data for Charlotte offices. In a few cases, state totals include firms that reported firmwide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. 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 in that city.

**Table 15. Lawyers with Disabilities at Law Firms, 2024**

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701-1,000 Lawyers		Firms of 1,001+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	636	1.78%	99	1.93%	114	1.81%	111	2.19%	198	2.36%	114	1.05%
Associates	1,149	3.20	97	3.62	135	2.81	157	3.51	398	4.44	362	2.42
Other Lawyers*	344	2.84	39	3.04	37	1.94	42	2.37	151	4.62	75	1.94
All Lawyers	2,129	2.54	235	2.58	286	2.20	310	2.74	747	3.62	551	1.86
Summer Associates	205	3.75	11	2.47	21	3.37	26	3.78	65	5.18	82	3.33

Source: The 2024 NALP Directory of Legal Employers.

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

Figures for lawyers with disabilities are based on 552 offices/firms reporting counts, including zero, in all lawyer categories; figures for summer associates with disabilities are based on 298 offices/firms with a summer program and reporting counts, including zero. Overall, counts of individuals with disabilities, including zero, cover 83,718 lawyers and 5,471 summer associates. Since reporting is still somewhat limited, trend information on lawyers with disabilities are not presented.

**Table 16. LGBTQ Lawyers at Law Firms, 2024**

	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 701-1,000 Lawyers		Firms of 1,001+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	1,189	2.75%	24	2.31%	99	2.21%	167	2.44%	171	2.77%	272	2.59%	456	3.19%
Associates	3,619	7.75	48	7.75	187	7.45	360	6.79	422	8.10	889	7.32	1,713	8.19
Other Lawyers*	580	3.84	13	4.59	20	1.83	65	3.13	63	3.07	190	4.25	229	4.46
All Lawyers	5,388	5.13	85	4.37	306	3.79	592	4.16	656	4.88	1,351	4.98	2,398	5.94
Summer Associates	971	12.92	—	—	37	11.04	63	9.32	90	11.84	251	12.05	526	14.97

Source: The 2024 NALP Directory of Legal Employers.

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

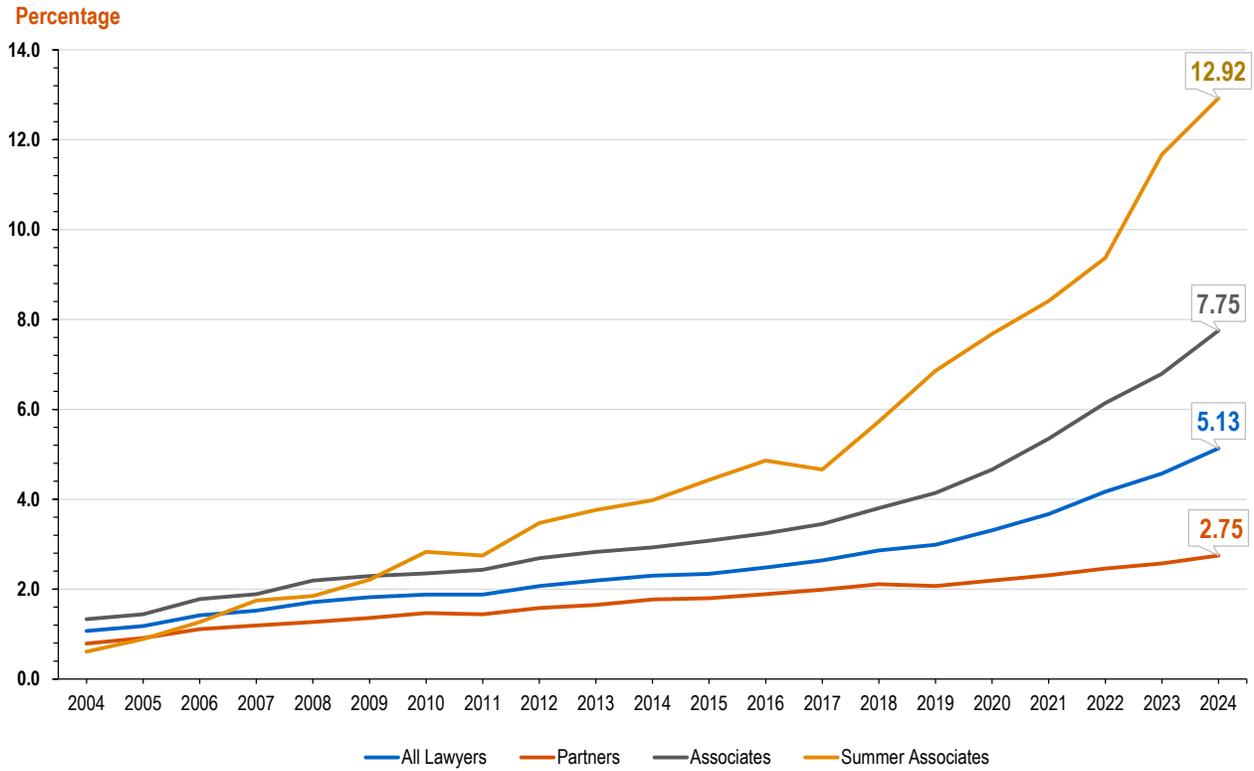
Figures for LGBTQ lawyers are based on 699 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBTQ summer associates are based on 411 offices/firms with a summer program and reporting counts of LGBTQ summer associates, including zero. Dashes in a row indicate that the total number of LGBTQ summer associates was less than 10; therefore, data are not reported in the table. Overall, LGBTQ counts, including zero, cover 105,130 lawyers and 7,517 summer associates.

**Table 17. LGBTQ Lawyers at Law Firms, 2004-2024**

Year	All Lawyers		Partners		Associates		Summer Associates	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
2024	5,388	5.13%	1,189	2.75%	3,619	7.75%	971	12.92%
2023	4,774	4.57	1,123	2.57	3,124	6.79	886	11.67
2022	4,006	4.17	999	2.46	2,549	6.14	616	9.37
2021	3,653	3.67	976	2.31	2,276	5.35	522	8.41
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 -2024

**Chart 8. Percentage of LGBTQ Lawyers, 2004-2024**



**Table 18. Lawyers who are Military Veterans, 2024**

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701-1,000 Lawyers		Firms of 1,001+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	834	2.00%	143	2.52%	149	2.23%	127	2.11%	188	1.89%	227	1.71%
Associates	697	1.62	35	1.15	88	1.71	92	1.80	188	1.67	294	1.59
Other Lawyers*	398	2.82	44	3.14	61	3.01	60	2.97	118	2.90	115	2.49
All Lawyers	1,929	1.95	222	2.19	298	2.15	279	2.12	494	1.96	636	1.75
Summer Associates	119	1.75	—	—	—	—	—	—	24	1.31	72	2.33

**Source:** The 2024 NALP Directory of Legal Employers.

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

Figures for military veteran lawyers are based on 668 offices/firms reporting counts, including zero, in all lawyer categories; figures for military veteran summer associates are based on 387 offices/firms with a summer program and reporting counts, including zero. Dashes in the summer associates row indicate that the total number of military veterans reported was less than 10; therefore, data are not reported in the table. Overall, military veteran counts, including zero, cover 98,800 lawyers and 6,794 summer associates. Since reporting is still somewhat limited, trend information on military veterans are not presented.



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