



NALP believes in fairness, facts and the power of a diverse community.

We work every day to be the best career services, recruitment, and professional development organization in the world because we want the lawyers and law students we serve to have an ethical recruiting system, employment data they can trust, and expert advisers to guide and support them in every stage of their careers.



Highlights from NALP's 2021 Report on Law Firm Diversity

Free Member Webinar
January 13, 2022

Presenters:
James Leipold, Executive Director
Danielle Taylor, Director of Research



Key Findings

- **The percentage of summer associates of color grew by nearly 5 percentage points to 41.34% of all summer associates in 2021. Women of color now make up one-quarter of all summer associates.**

Key Findings

- The percentage of summer associates of color grew by nearly 5 percentage points to 41.34% of all summer associates in 2021. Women of color now make up one-quarter of all summer associates.
- **Despite modest growth in 2021, Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms. In total, just over 4% of partners are women of color.**

Key Findings

- The percentage of summer associates of color grew by nearly 5 percentage points to 41.34% of all summer associates in 2021. Women of color now make up one-quarter of all summer associates.
- Despite modest growth in 2021, Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms. In total, just over 4% of partners are women of color.
- **While the percentage of associates overall who are Latinx has exceeded that of Black associates since 2015, the percentage of associates who were Latinx women (3.25%) surpassed that of Black women (3.17%) for the first time in 2021.**

Key Findings

- The percentage of summer associates of color grew by nearly 5 percentage points to 41.34% of all summer associates in 2021. Women of color now make up one-quarter of all summer associates.
- Despite modest growth in 2021, Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms. In total, just over 4% of partners are women of color.
- While the percentage of associates overall who are Latinx has exceeded that of Black associates since 2015, the percentage of associates who were Latinx women (3.25%) surpassed that of Black women (3.17%) for the first time in 2021.
- **Although the percentage of Black associates overall increased by one-tenth of a percentage point to 5.22%, the rate of growth in the proportion of associates who are Black lags behind that of Latinx and Asian associates.**

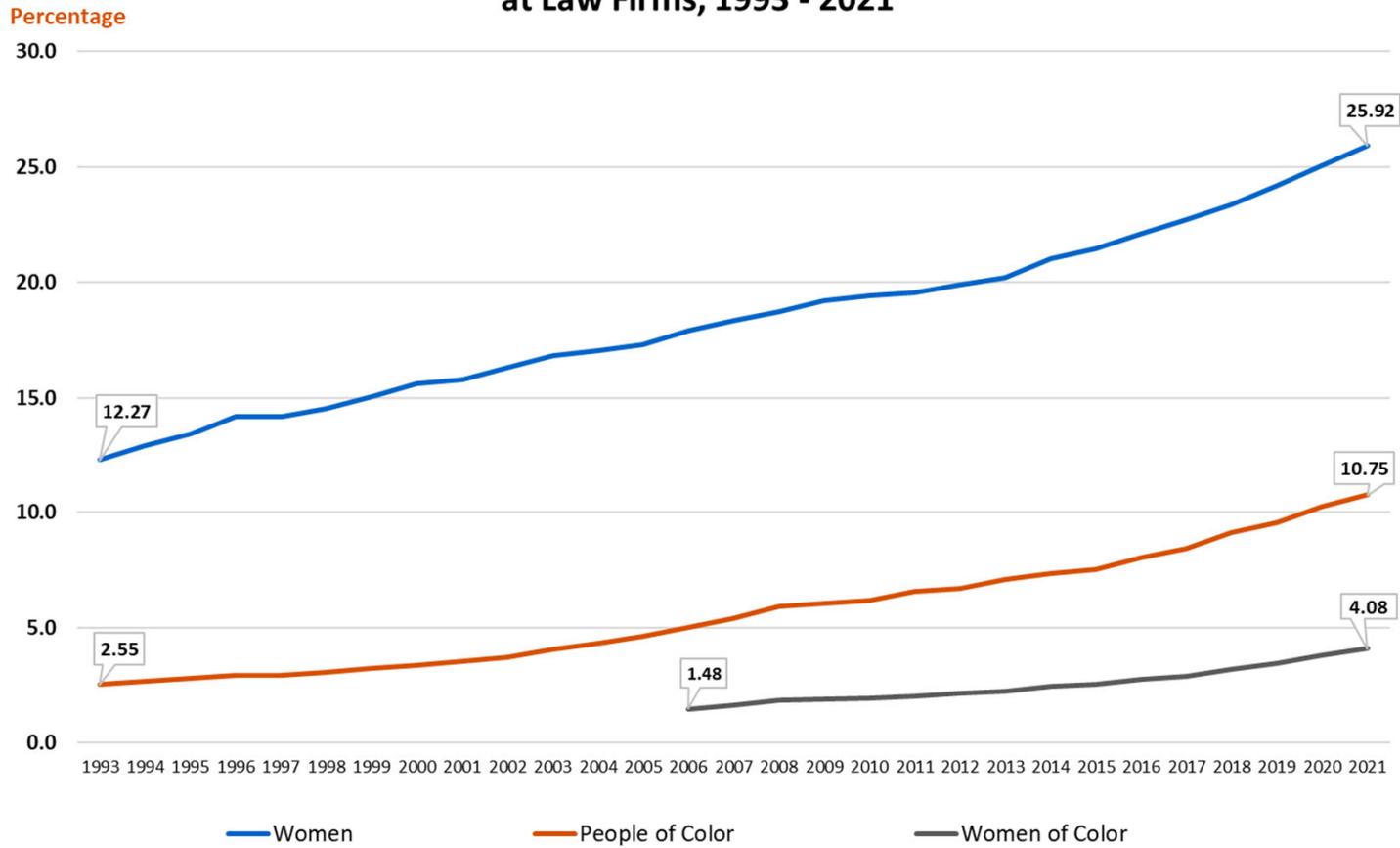
Key Findings

- The percentage of summer associates of color grew by nearly 5 percentage points to 41.34% of all summer associates in 2021. Women of color now make up one-quarter of all summer associates.
- Despite modest growth in 2021, Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms. In total, just over 4% of partners are women of color.
- While the percentage of associates overall who are Latinx has exceeded that of Black associates since 2015, the percentage of associates who were Latinx women (3.25%) surpassed that of Black women (3.17%) for the first time in 2021.
- Although the percentage of Black associates overall increased by one-tenth of a percentage point to 5.22%, the rate of growth in the proportion of associates who are Black lags behind that of Latinx and Asian associates.
- **Women accounted for more than half of all summer associates for the fourth year in a row.**

Key Findings

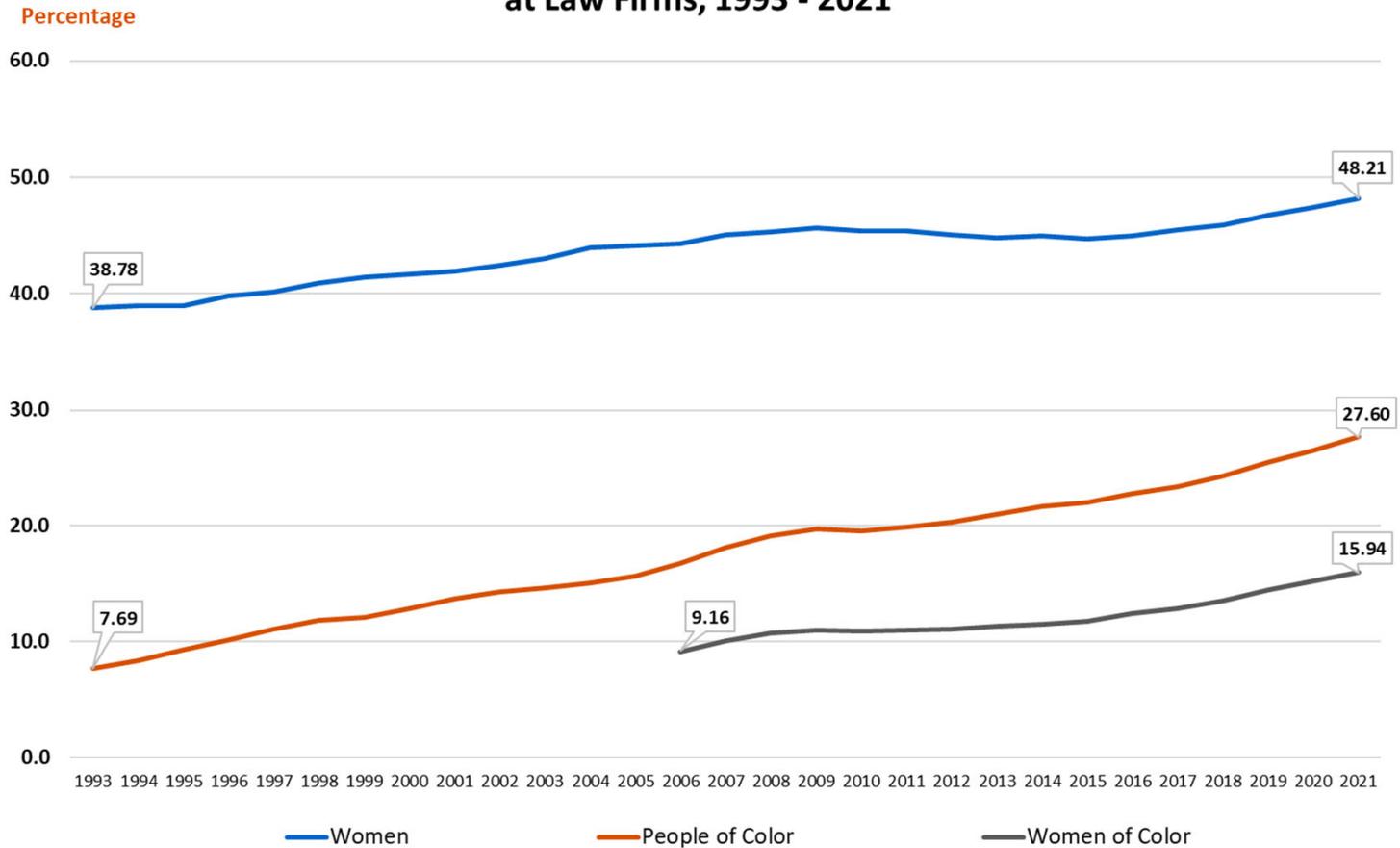
- The percentage of summer associates of color grew by nearly 5 percentage points to 41.34% of all summer associates in 2021. Women of color now make up one-quarter of all summer associates.
- Despite modest growth in 2021, Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms. In total, just over 4% of partners are women of color.
- While the percentage of associates overall who are Latinx has exceeded that of Black associates since 2015, the percentage of associates who were Latinx women (3.25%) surpassed that of Black women (3.17%) for the first time in 2021.
- Although the percentage of Black associates overall increased by one-tenth of a percentage point to 5.22%, the rate of growth in the proportion of associates who are Black lags behind that of Latinx and Asian associates.
- Women accounted for more than half of all summer associates for the fourth year in a row.
- **The growth in the percentage of LGBTQ summer associates continued to outpace that of LGBTQ lawyers overall, climbing from 7.68% of all summer associates in 2020 to 8.41% in 2021.**

Chart 1. Percentage of Partners who are Women and People of Color at Law Firms, 1993 - 2021



Note: Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. From 1993-1996, partner figures include of counsel.

Chart 2. Percentage of Associates who are Women and People of Color at Law Firms, 1993 - 2021



Note: Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. From 1993-2005, associate figures include senior attorneys and staff attorneys.

Chart 5. Percentage of Total Lawyers who are Women and People of Color at Law Firms, 2006 - 2021

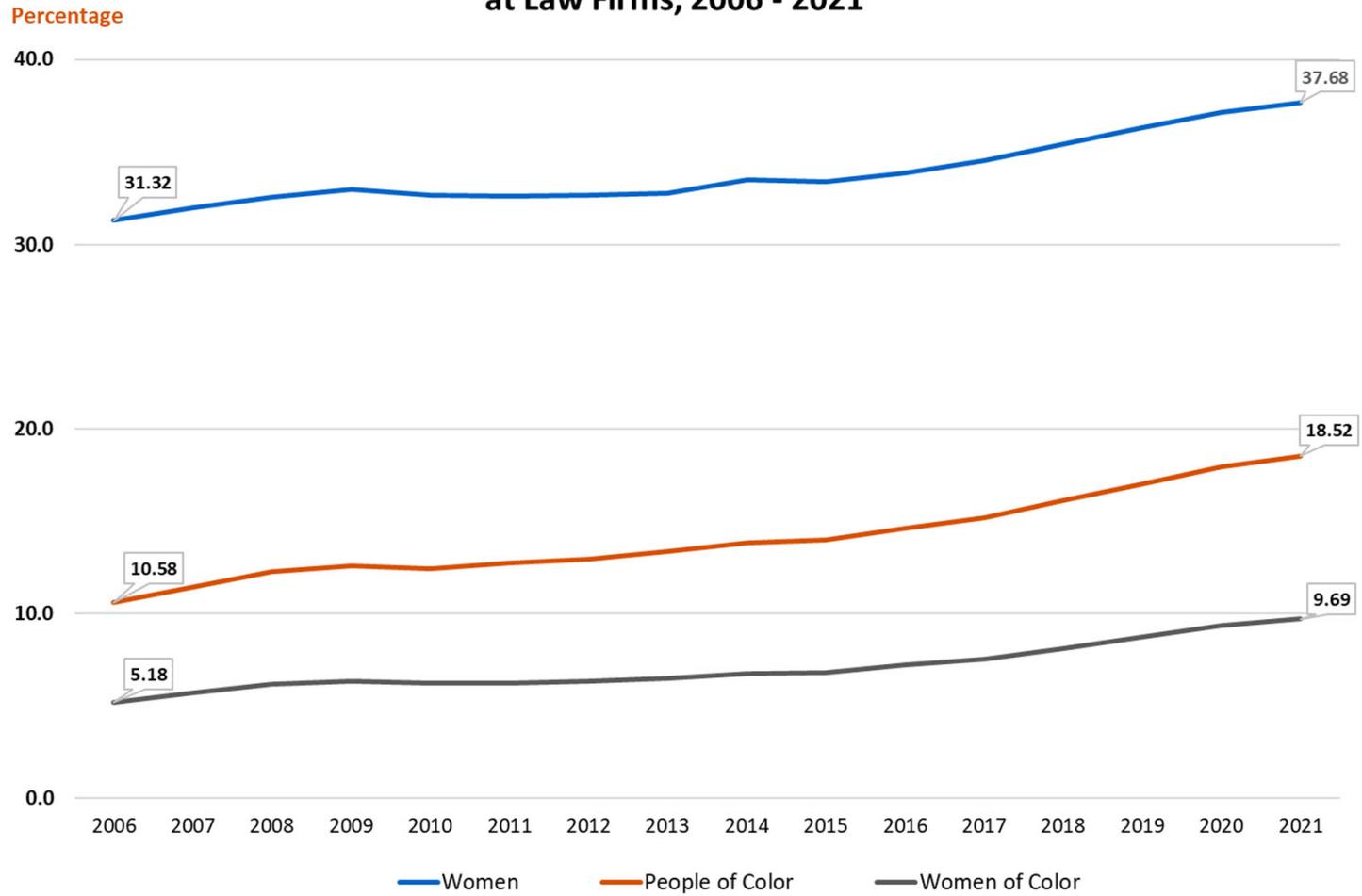
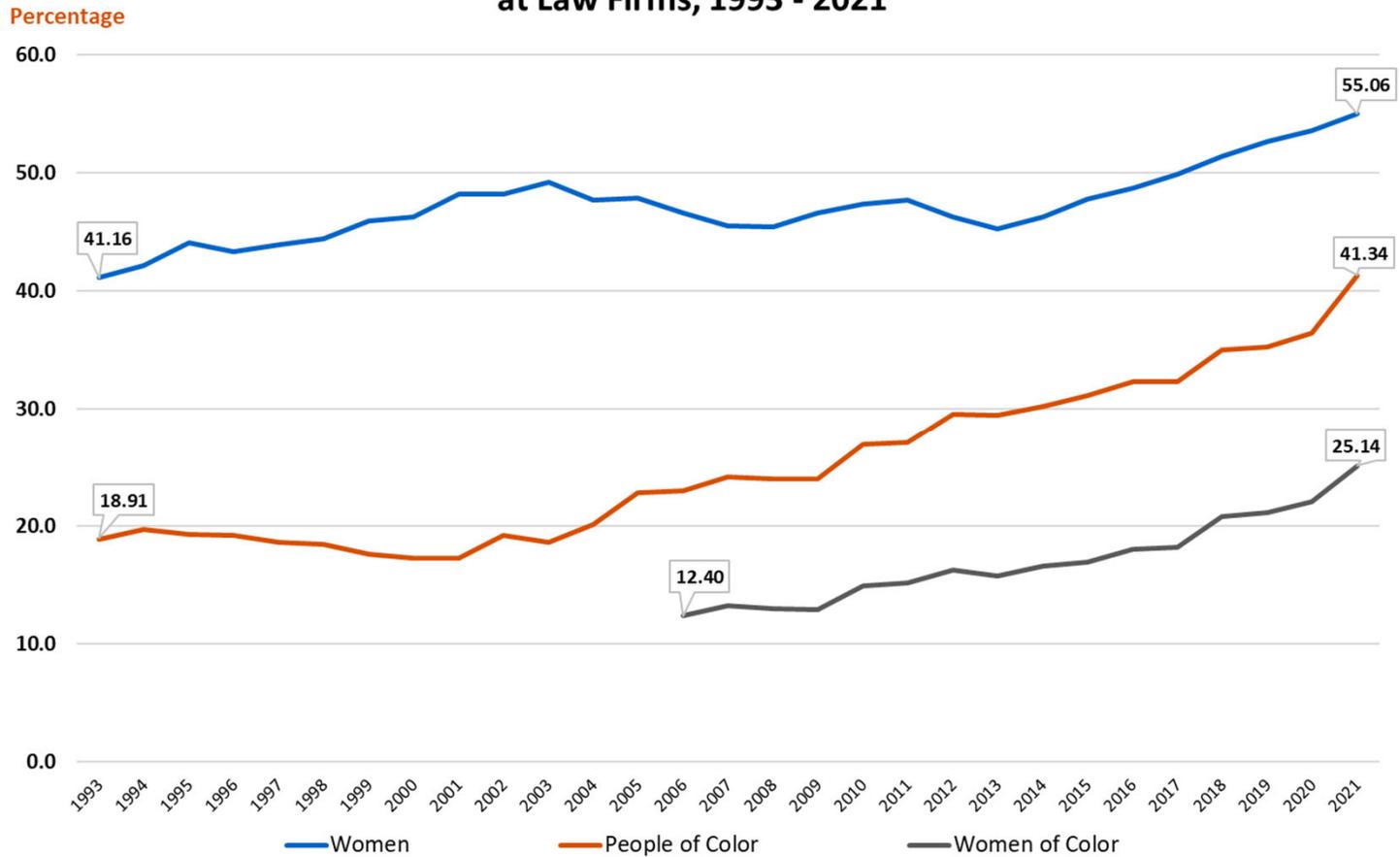
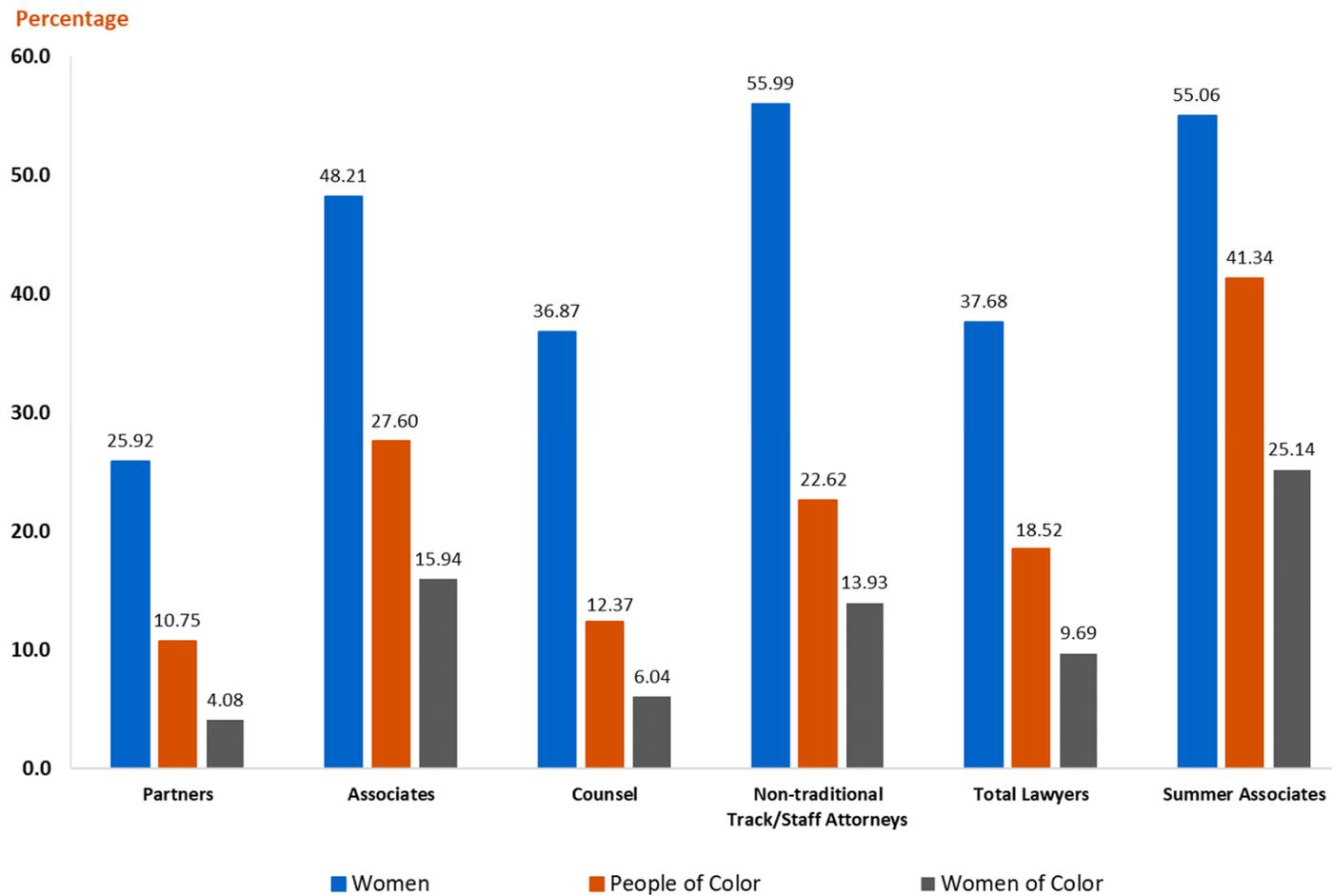


Chart 6. Percentage of Summer Associates who are Women and People of Color at Law Firms, 1993 - 2021



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 7. Percentage of Women and People of Color at Law Firms - 2021



Representation of Women at Major U.S. Law Firms, 2012 - 2021

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Women Partners	19.91%	20.22%	21.05%	21.46%	22.13%	22.70%	23.36%	24.17%	25.05%	25.92%
Women Associates	45.05%	44.79%	44.94%	44.68%	45.00%	45.48%	45.91%	46.77%	47.45%	48.21%
All Women Attorneys	32.67%	32.78%	33.48%	33.38%	33.89%	34.54%	35.41%	36.33%	37.14%	37.68%
Summer Associates	46.26%	45.32%	46.33%	47.78%	48.71%	49.87%	51.42%	52.66%	53.62%	55.06%

Cities with the Greatest Representation of Women at Major U.S. Law Firms, 2021

Partners	Associates	All Lawyers	Summer Associates
San Francisco (32.65%)	San Francisco (54.24%)	San Francisco (43.64%)	Seattle area (69.23%)
Seattle area (30.92%)	Tampa (53.33%)	Silicon Valley (41.60%)	Phoenix (66.67%)
San Diego (29.79%)	Miami (52.99%)	Miami (41.15%)	Denver area (65.31%)

Source: 2021 NALP Directory of Legal Employers

Cities with the Least Representation of Women at Major U.S. Law Firms, 2021

Partners	Associates	All Lawyers	Summer Associates
Northern Virginia (15.32%)	Salt Lake City (36.26%)	Salt Lake City (27.35%)	Northern Virginia (30.00%)
Tampa (15.65%)	Cleveland (38.70%)	Indianapolis (28.06%)	Miami (37.93%)
Salt Lake City (17.39%)	Portland, OR (40.37%)	Grand Rapids (29.17%)	Dallas (45.86%)

Source: 2021 NALP Directory of Legal Employers

Representation of Lawyers of Color at Major U.S. Law Firms, 2012 - 2021

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Partners of Color	6.71%	7.10%	7.33%	7.52%	8.05%	8.42%	9.13%	9.55%	10.23%	10.75%
Associates of Color	20.32%	20.93%	21.63%	22.00%	22.72%	23.32%	24.22%	25.44%	26.48%	27.60%
All Lawyers of Color	12.91%	13.36%	13.83%	13.97%	14.62%	15.18%	16.10%	16.98%	17.95%	18.52%
Summer Associates of Color	29.55%	29.51%	30.27%	31.16%	32.33%	32.33%	35.04%	35.26%	36.48%	41.34%

Cities with the Greatest Representation of Lawyers of Color at Major U.S. Law Firms, 2021

Partners	Associates	All Lawyers	Summer Associates
Miami (30.25%)	Miami (49.40%)	Miami (39.67%)	Silicon Valley (62.35%)
Silicon Valley (22.62%)	Silicon Valley (47.71%)	Silicon Valley (37.04%)	San Francisco (54.24%)
San Diego (19.15%)	Orange County, CA (42.82%)	Orange County, CA (29.34%)	Portland, OR (54.17%)

Source: 2021 NALP Directory of Legal Employers

Cities with the Least Representation of Lawyers of Color at Major U.S. Law Firms, 2021

Partners	Associates	All Lawyers	Summer Associates
Pittsburgh (3.10%)	Salt Lake City (9.89%)	Cleveland (6.14%)	Northern Virginia (10.00%)
Cleveland (3.16%)	Cleveland (10.27%)	Indianapolis (6.21%)	Charlotte (24.44%)
Indianapolis (3.19%)	Wilmington, DE (12.92%)	Cincinnati (6.89%)	Wilmington, DE (29.17%)

Source: 2021 NALP Directory of Legal Employers

Representation of Women of Color at Major U.S. Law Firms, 2012 - 2021

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Women Partners of Color	2.16%	2.26%	2.45%	2.55%	2.76%	2.90%	3.19%	3.45%	3.79%	4.08%
Women Associates of Color	11.08%	11.29%	11.51%	11.78%	12.42%	12.86%	13.52%	14.48%	15.17%	15.94%
All Women Lawyers of Color	6.32%	6.49%	6.74%	6.81%	7.23%	7.54%	8.08%	8.73%	9.32%	9.69%
Women Summer Associates of Color	16.26%	15.78%	16.63%	16.99%	18.05%	18.23%	20.83%	21.16%	22.12%	25.14%

Cities with the Greatest Representation of Women of Color at Major U.S. Law Firms, 2021

Partners	Associates	All Lawyers	Summer Associates
Miami (10.32%)	Miami (28.29%)	Silicon Valley (19.61%)	Seattle area (38.46%)
San Diego (9.22%)	Silicon Valley (27.46%)	Miami (18.52%)	San Francisco (37.64%)
Silicon Valley (8.42%)	Orange County, CA (26.15%)	Orange County, CA (15.64%)	Phoenix (37.50%)

Source: 2021 NALP Directory of Legal Employers

Cities with the Least Representation of Women of Color at Major U.S. Law Firms, 2021

Partners	Associates	All Lawyers	Summer Associates
Tampa (0.87%)	Cleveland (5.14%)	Cincinnati (2.61%)	Northern Virginia (0.00%)
Cleveland (0.97%)	Cincinnati (5.47%)	Cleveland (3.01%)	Charlotte (13.33%)
Grand Rapids (1.06%)	Salt Lake City (5.49%)	St. Louis (3.67%)	Dallas (15.04%)

Source: 2021 NALP Directory of Legal Employers

Representation of Women and People of Color who are Equity vs. Non-Equity Partners at Major U.S. Law Firms, 2012 - 2021

Equity Partners

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Women	15.3%	16.5%	17.1%	17.4%	18.1%	18.7%	19.6%	20.3%	21.3%	22.0%
People of Color	4.8%	5.4%	5.6%	5.6%	5.8%	6.1%	6.6%	7.6%	8.1%	9.0%

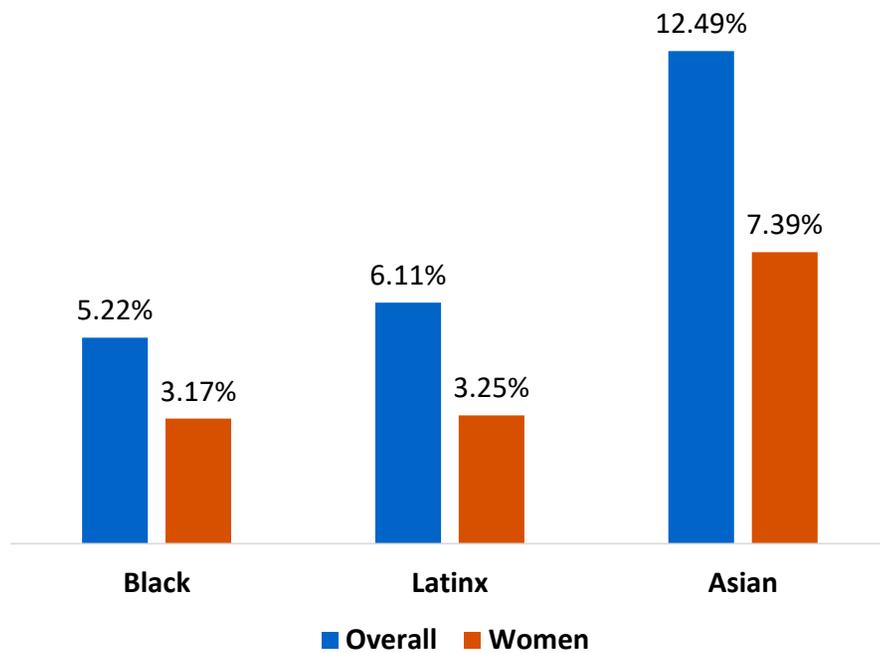
Non-Equity Partners

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Women	27.3%	27.6%	28.2%	28.8%	29.4%	30.7%	30.5%	31.1%	31.6%	32.5%
People of Color	8.4%	9.1%	8.9%	9.4%	9.9%	10.4%	10.7%	10.7%	11.8%	12.0%

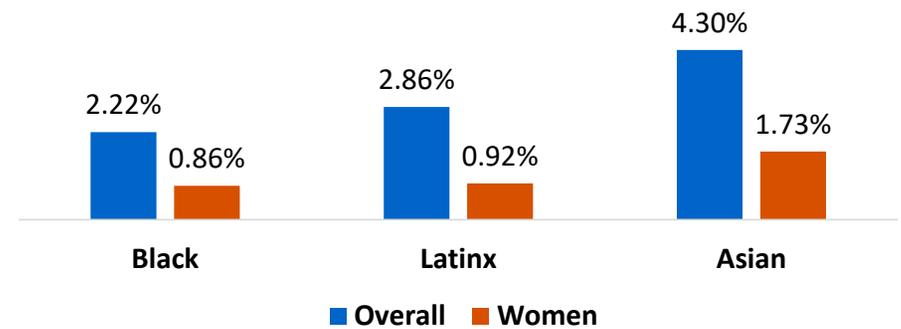
Source: NALP Directory of Legal Employers, 2012 - 2021

Representation of Partners and Associates who are Women and People of Color at Major Law Firms by Race and Ethnicity, 2021

Associates



Partners



Cities with the Greatest Representation of Partners of Specific Race/Ethnicities at Major U.S. Law Firms, 2021

Black Partners	Latinx Partners	Asian Partners
Atlanta (4.75%)	Miami (23.84%)	Silicon Valley (15.60%)
Houston and Austin (tie) (3.94%)	San Diego (7.09%)	Orange County, CA (10.90%)
Miami (3.91%)	Houston (5.98%)	San Francisco (10.45%)

Source: 2021 *NALP Directory of Legal Employers*

Cities with the Greatest Representation of Associates of Specific Race/Ethnicities at Major U.S. Law Firms, 2021

Black Associates	Latinx Associates	Asian Associates
Atlanta (10.99%)	Miami (36.65%)	Silicon Valley (34.66%)
Grand Rapids (9.90%)	Houston (10.49%)	Orange County, CA (25.29%)
Detroit area (8.42%)	Los Angeles area (8.90%)	San Diego (22.47%)

Source: 2021 NALP Directory of Legal Employers

Cities with the Greatest Representation of Lawyers Overall of Specific Race/Ethnicities at Major U.S. Law Firms, 2021

Black Lawyers	Latinx Lawyers	Asian Lawyers
Atlanta (7.60%)	Miami (30.82%)	Silicon Valley (26.55%)
Washington, DC (5.68%)	Houston (8.28%)	Orange County, CA (17.92%)
Houston (5.18%)	Los Angeles area (6.55%)	San Francisco (16.29%)

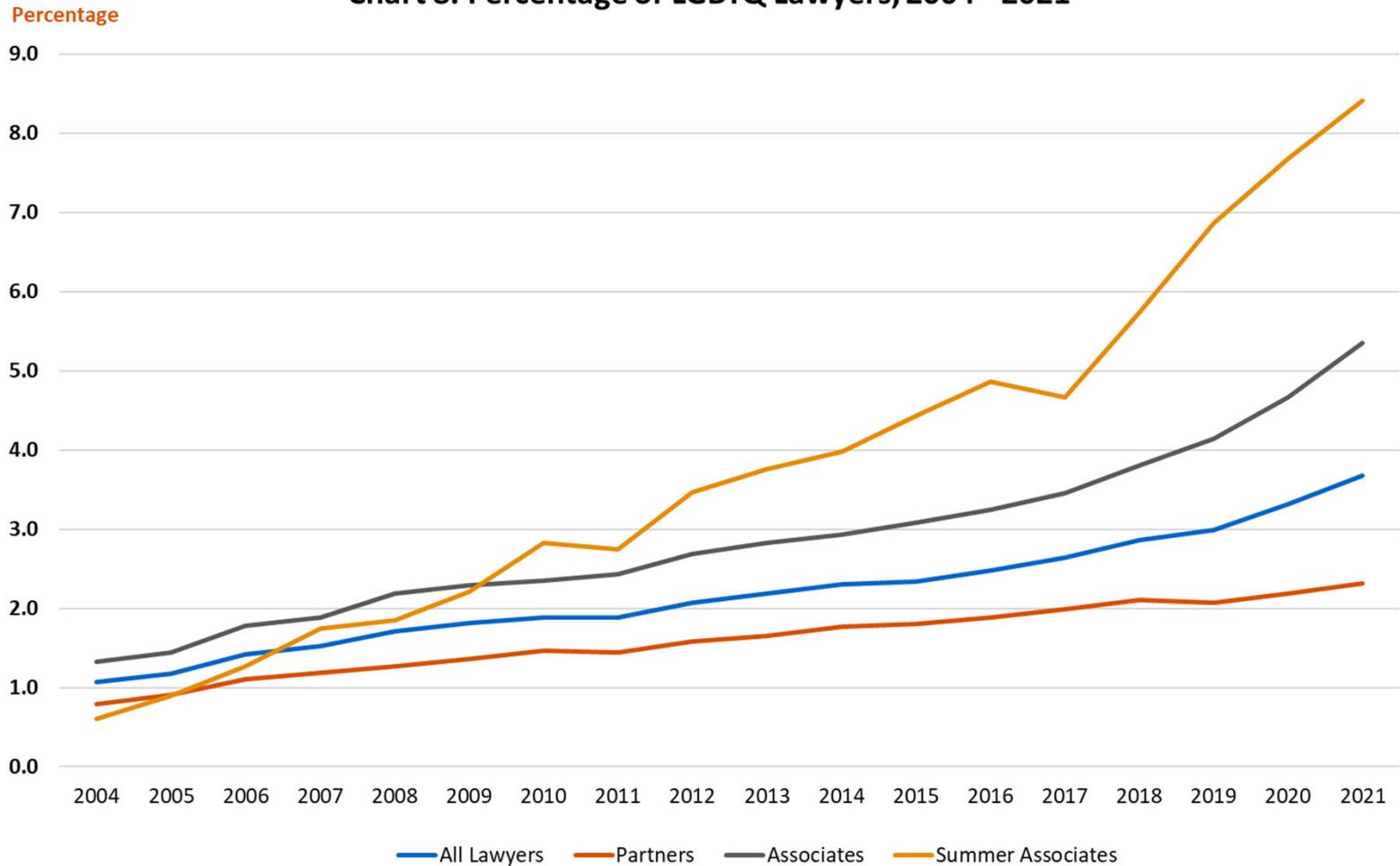
Source: 2021 NALP Directory of Legal Employers

Representation of Associates who are People of Color at Major U.S. Law Firms by Race and Ethnicity, 2012 - 2021

	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Black Associates	4.19%	4.10%	4.01%	3.95%	4.11%	4.28%	4.48%	4.76%	5.10%	5.22%
Latinx Associates	3.90%	3.82%	3.95%	4.28%	4.42%	4.57%	4.71%	5.17%	5.64%	6.11%
Asian Associates	10.01%	10.48%	10.80%	10.93%	11.25%	11.40%	11.69%	12.17%	12.12%	12.49%

Source: *NALP Directory of Legal Employers, 2012 - 2021*

Chart 8. Percentage of LGBTQ Lawyers, 2004 - 2021



Representation of LGBTQ Lawyers at Major U.S. Law Firms, 2021

<u>LGBTQ Lawyers</u>	<u>All Firms</u>	<u>701+</u>	<u>501-700</u>	<u>251-500</u>	<u>101-250</u>	<u>100 or Fewer Lawyers</u>
Partners	2.31%	2.47%	2.06%	2.08%	2.13%	2.34%
Associates	5.35%	5.78%	4.92%	4.39%	3.83%	4.08%
Other Lawyers	2.73%	3.12%	2.46%	2.47%	1.59%	1.06%
All Lawyers	3.67%	4.16%	3.23%	2.94%	2.57%	2.67%
Summer Associates	8.41%	9.02%	7.50%	7.31%	6.70%	2.94%

Cities with the Greatest Representation of LGBTQ Lawyers at U.S. Major Law Firms, 2021

Partners	Associates	Summer Associates
San Francisco (5.22%)	San Francisco (8.19%)	St. Louis (15.00%)
Miami (3.88%)	Philadelphia (8.13%)	Denver area (14.29%)
Boston (3.74%)	Portland, OR (8.07%)	Chicago (11.74%)

Source: 2021 NALP Directory of Legal Employers

Representation of Lawyers with Disabilities at Major U.S. Law Firms, 2021

Lawyers with Disabilities	All Firms	701+	501-700	251-500	250 or Fewer Lawyers
Partners	1.07%	1.11%	0.71%	1.02%	1.19%
Associates	1.25%	1.34%	0.72%	1.42%	0.89%
Other Lawyers	1.59%	1.77%	1.33%	1.38%	1.35%
All Lawyers	1.22%	1.31%	0.82%	1.22%	1.12%

Source: 2021 NALP Directory of Legal Employers

Gender Non-binary Lawyers, 2021

- Data on gender non-binary lawyers have been collected within the NDLE since 2020. While reporting was still somewhat limited, more than two-thirds (68%) of offices reported counts, including zero, for non-binary lawyers in 2021.
- In total, 20 non-binary lawyers were reported in 2021 (12 associates, 4 partners, 3 staff attorneys, and 1 counsel). This compares to 9 non-binary lawyers reported in 2020.
- 11 non-binary summer associates were reported in 2021 (8 were reported in 2020).

For More Information

Access the full report at:

<https://www.nalp.org/reportondiversity>

Contact Information:

James Leipold
Executive Director
jleipold@nalp.org

Danielle Taylor
Director of Research
dtaylor@nalp.org





We advance law careers