

2020 Firm Diversity Survey Report

Diversity Survey Report Committee



J.L. TURNER
LEGAL ASSOCIATION
THE AFRICAN-AMERICAN BAR ASSOCIATION OF DALLAS/TEXAS



DALLAS HISPANIC BAR ASSOCIATION



DALLAS LGBT
BAR ASSOCIATION



Foreword

In the wake of the 2020 social justice movement, the Dallas Bar Association, under the leadership of 2020 President Robert Tobey, recognized the need for engagement and leadership by the organization. He commissioned the creation of the Allied Dallas Bars Equality Task Force (the Task Force) and a Law Firm Diversity Survey (2020 Report). These two groups afforded a unique opportunity to impact not only the bar community and the legal community, but the Dallas community as a whole. The 2020 Report is a critical component of the Task Force's Call to Action, which was approved by the Dallas Bar Association's Board of Directors on December 10, 2020. Providing a current snapshot of the diversity landscape of the largest law firms is critical towards measuring the commitment to and the success of programs aimed at diversity, inclusion, equity and belonging within the Dallas legal community.

Certainly, this is not the first such measure of diversity within the Dallas legal community. I must acknowledge the prior work of the Dallas Diversity Task Force. This group issued annual diversity report cards from 2006-2016 and was initially comprised of representatives of J.L. Turner Legal Association, Dallas Hispanic Bar Association, and Dallas Asian-American Bar Association, expanding in later years to include the Dallas LGBT Bar Association and Dallas Women Lawyers Association. Having served on that inaugural 2006 committee, I can personally attest to the novelty and challenges of even considering the idea of measuring diversity efforts as reflected through census data.

As we moved forward in creating this 2020 Report, the 2.0 model if you will, we recognized the complexity of today's diversity issues. Diversity has grown in depth and breadth in how it presents, and thus, how it must be measured. Visibility of variety does not necessarily encompass a full picture of diversity. Mere presence is not enough in the absence of inclusion, equity and belonging to fully capitalize on the talent, skill and perspective that true diversity affords.

Thus, this 2020 Report is offered to highlight successful outcomes achieved by best practices appropriate to each firm's existing culture and dynamics, to move beyond reporting only census data. Through replication of creative programs, focused efforts and critical discussions, the broadening of diversity within the legal community can more fairly, accurately and equitably reflect the larger Dallas community our profession serves.

Lastly, I must acknowledge all who made this 2020 Report possible. Many thanks to the months of volunteer service given by the members of the 2020 Report Committee. We greatly appreciate Kanarys, Inc. for providing a highly professional service of data collection, analysis, and final product. We express our gratitude to the University of Texas at Austin's Division of Diversity and Community Engagement and Ms. Taylor Payne for their invaluable contribution to this report. We value our underwriter, the AT&T Legal Department, fully demonstrating its commitment to fostering diversity and inclusion by funding this project. Finally, we thank those law firms who willingly engaged, participated and responded to our relentless requests, providing building blocks for future improvement, enhancements and successes. As this project proves beneficial to our community, we aspire to engage and increase the number of law firms participating in the future.



Vicki D. Blanton
Chair, Diversity Survey Report Committee
Dallas Allied Bars for Equality

Acknowledgement



This report was compiled by Kanarys, a Dallas-based SaaS company that helps organizations diagnose, measure and optimize diversity, equity and inclusion in the workplace using data and research-based methods.



We want to express our most sincere gratitude to the UT-Austin's Division of Diversity and Community Engagement and Ms. Taylor Payne for their incredible support and valuable contribution in the making of this report.



We are pleased to have AT&T as a sponsor for this report and making this project possible with their underwriting. We are very grateful for their support in bringing this program to life.

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Vicki D. Blanton, AT&T

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Executive Summary

The sponsors of this survey are members of the Diversity Survey Report Committee and Allied Dallas Bars Equality Task Force (the Task Force), which are committed to enhancing diversity, equity, inclusion and belonging in the legal profession and community at large. Through the distribution of a diversity survey to Dallas law firms, the Diversity Survey Report Committee was formed to build upon the work performed by the Dallas Diversity Task Force from 2006-2016. The purpose of this survey is to assess diversity efforts in firms operating in Dallas with the goal of determining how the firms and the Task Force can work together to improve diversity, equity, inclusion and belonging in the legal community.

The 2020 Firm Diversity Survey Report ("2020 Report") presents the latest trends in diversity and inclusion at the largest firms in Dallas County, Texas. The Diversity Survey Report Committee invited the top fifty law firm offices with the largest footprint in Dallas County (Appendix: List 1) to participate.

The 2020 Report provides key findings from the survey data during the relevant time frame of June 1, 2019 - May 31, 2020. The report establishes a benchmark for demographic diversity between Dallas offices and US wide locations of the participating firms. The report also includes results on the firms' efforts to recruit, retain, and promote attorneys of color, women attorneys, LGBT+ attorneys, veterans and disabled attorneys. The 2020 Report provides an opportunity to evaluate Dallas firms' progress over time.

In recent years, the legal profession has become more diverse and better in representing the country's demographics, however, female attorneys, LGBT+ attorneys, attorneys of color, attorneys with disabilities and veterans still remain largely underrepresented in the profession.

Participating Firms



We are sincerely grateful to all the firms that participated in this survey and provided us with valuable data that enhanced and enriched the insights of this report.

Definitions

Please note that the following terms in the 2020 Report are defined as follows:

"Asian (Not Hispanic or Latinx)" refers to 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 (Not Hispanic or Latinx)" refers to a person having origins in any of the black racial groups of Africa.

"Equity Partner"/ "Shareholder"/"Principal" is a lawyer who owns a fraction of their law firm.

"Gender Neutral" means non-binary (e.g., genderqueer, genderfluid) and ungendered (e.g., agender, genderless) whereas woman and man are binary.

"Hispanic or Latinx" refers to a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

"Homegrown Partner" means an individual whose career began at the firm as an associate and who became a partner in the firm without any breaks during employment (not including parental leave).

"Men of Color" refers to men attorneys who are of Asian-American/Asian, Black/African-American, Hispanic/Latinx, Native Hawaiian, Pacific Islander, Native-American descent or Two or More Races.

"Native American or Alaska Native (Not Hispanic or Latinx)" refers to a person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

"Native Hawaiian or Pacific Islander (Not Hispanic or Latinx)" refers to a person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

"Non-Equity Partner" is a lawyer whose law firm identifies such individual as a partner for marketing or other purposes, but such individual does not own any portion of said law firm.

"Of Counsel" means a lawyer known as of counsel, senior counsel, or special counsel, or senior attorney, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract attorney.

^[1]This includes employees who previously worked in the firm's Dallas County office, but who now work remotely due to the COVID-19 pandemic.

Definitions

Please note that the following terms in the 2020 Report are defined as follows:

"Two or More Races" refers to a person who identifies with more than one race or ethnicity defined herein.

"Underrepresented" refers to persons who are Asian-American/Asian; Black/African-American; Hispanic/Latinx; Native-American; Women; Lesbian, Gay, Bisexual, or Transgender ("LGBT+"); Disabled; Veteran; and/or Multiracial.

"White (Not Hispanic or Latinx)" refers to a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

"Women of Color" refers to women attorneys who are of Asian-American/Asian, Black/African-American, Hispanic/Latinx, Native Hawaiian, Pacific Islander or Native-American descent or Two or More Races.

^[1]*This includes employees who previously worked in the firm's Dallas County office, but who now work remotely due to the COVID-19 pandemic.*

Introduction and Background

The purpose of the 2020 Report is to gain a comprehensive picture of the current representation of Dallas' law firms and their efforts related to the recruitment and retention of women, attorneys of color, LGBT+, veterans and disabled attorneys.

In recent decades, the legal profession has become more diverse and thus better at representing this country's demographics, however, female attorneys, LGBT+ attorneys, attorneys of color, disabled attorneys and veterans still remain largely underrepresented in the profession.

1 (a). State Demographics

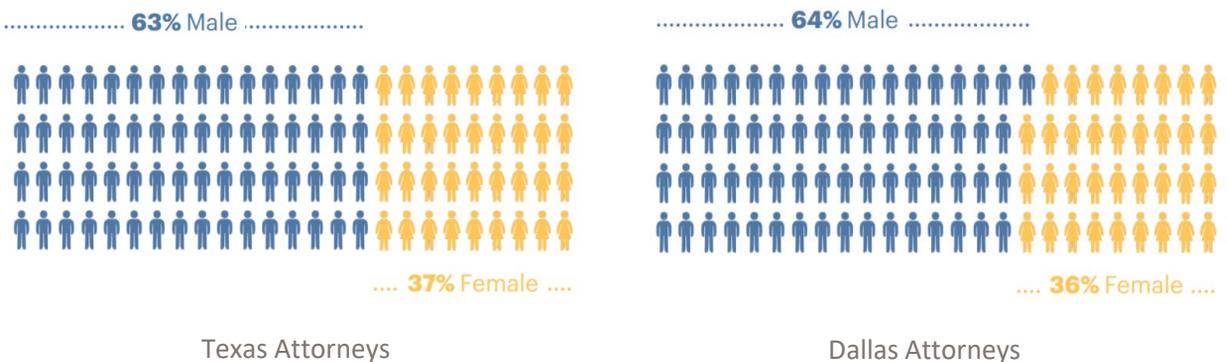
Over the past 10 years, the number of active State Bar of Texas attorneys has increased by 23%, from 85,813 attorneys in 2009 to 105,125 in 2019, according to the State Bar of Texas. The racial diversity of Dallas law firms falls behind that of Texas attorneys by 4% (as depicted in Picture 1), while the gender diversity of Dallas law firms correlates with the gender diversity of Texas attorneys (as depicted in Picture 2).

Racial Diversity - Texas Attorneys vs Dallas Attorneys



Picture 1

Gender Diversity - Texas Attorneys vs Dallas Attorneys



Picture 2

Appendix: Table 1(a) and 2

1 (b). Dallas County Demographics

Dallas County has more than 2.6 million residents of which 40.8% are Hispanic/Latinx, 28.3% are White, 23.6% are African American/Black, 1.1% are American Indian or Alaska Native, 6.7% are Asians and 0.1% Native Hawaiian and Other Pacific Islanders. This diversity is far from reflected in the attorneys of Dallas firms that we surveyed. The largest disparity is among the Hispanic/Latinx who were underrepresented by 34.03% in the law firms, followed by African American/Blacks who were underrepresented by 19.27% in the law firms surveyed.

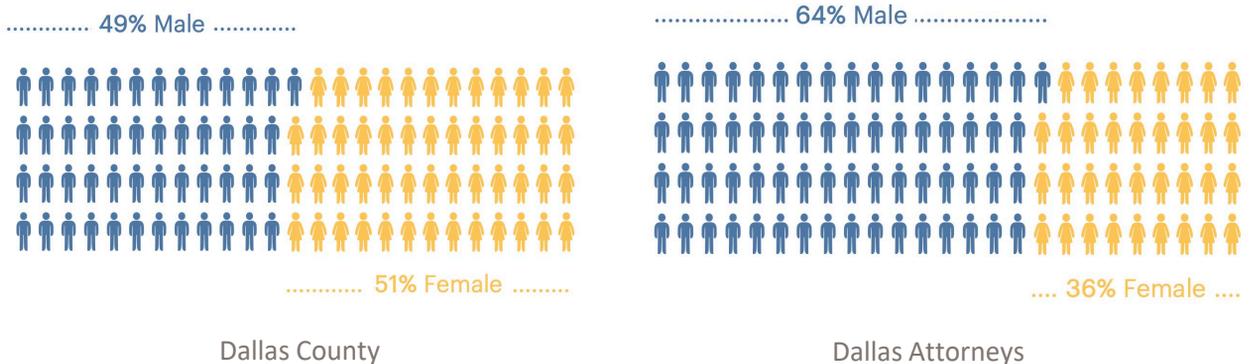
Gender diversity shows a significant difference as well, where females are underrepresented by 14.7% at the law firms surveyed.

Racial Diversity – Dallas County vs Dallas Attorneys



Picture 3

Gender Diversity – Dallas County vs Dallas Attorneys



Picture 4

Appendix: Table 1(b) and 2

Firm Demographics

Women Attorneys in US vs Women Attorneys in Dallas

In terms of representation of women, we saw almost equal representation at the summer associate and associate levels; however, there is a significant divergence observed at the partner level (both equity and non-equity). This disparity is seen at both the US firm-wide level and at the Dallas offices (as shown in Chart 1).

The Dallas offices fall behind their national offices in terms of gender representation at the partner level (both equity and non-equity) by 11.4%. The numbers indicate a fair hiring practice at the entry level but the chances of women being promoted to partner is higher outside Dallas.

The lack of promotion of women to the partnership level shows the need of law firms to reassess their career advancement process for potential bias in the promotion system.

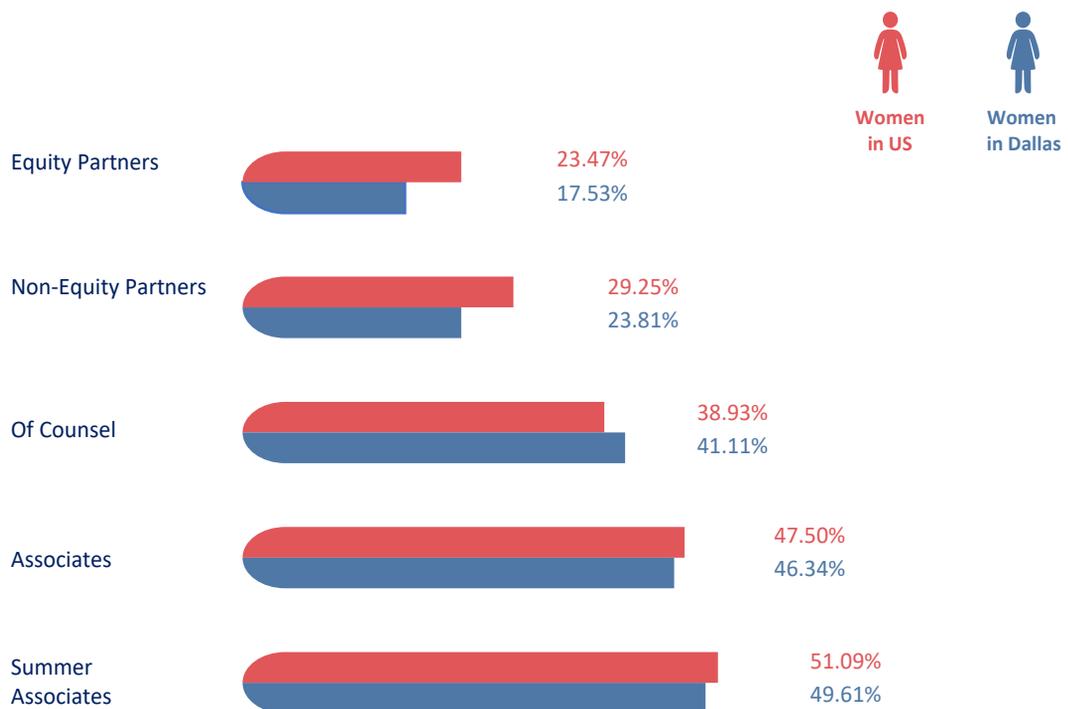


Chart 1

Firm Demographics

Attorneys of Color in US vs Attorneys of Color in Dallas

Attorneys of color at the summer associate level in Dallas fall behind the national average by 4.75%. Although the representation of attorneys of color at the associate level in Dallas are roughly on par with national figures, there is a sharp contrast at the partner level (as shown in Chart 2). At the partnership level, the representation of attorneys of color in Dallas is 3% less than the national figures. The lower representation of racial diversity at the summer associate and partnership levels presents an opportunity to check and refine current law firm hiring practices, and the need of law firms to reassess their career advancement process for potential bias in the promotion system.

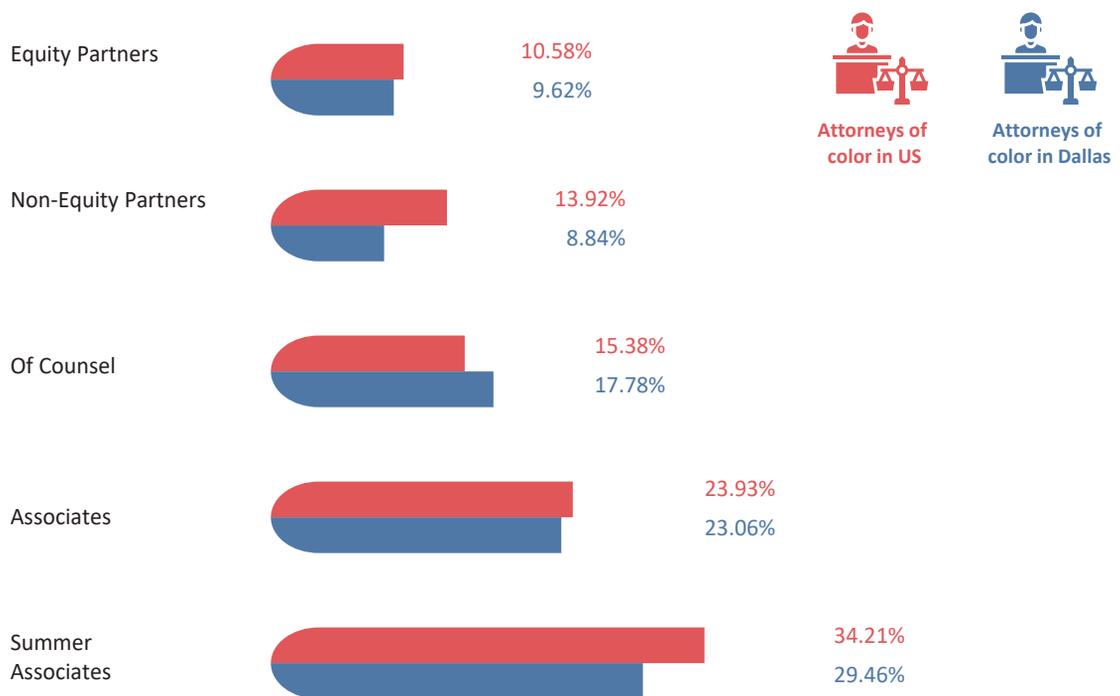


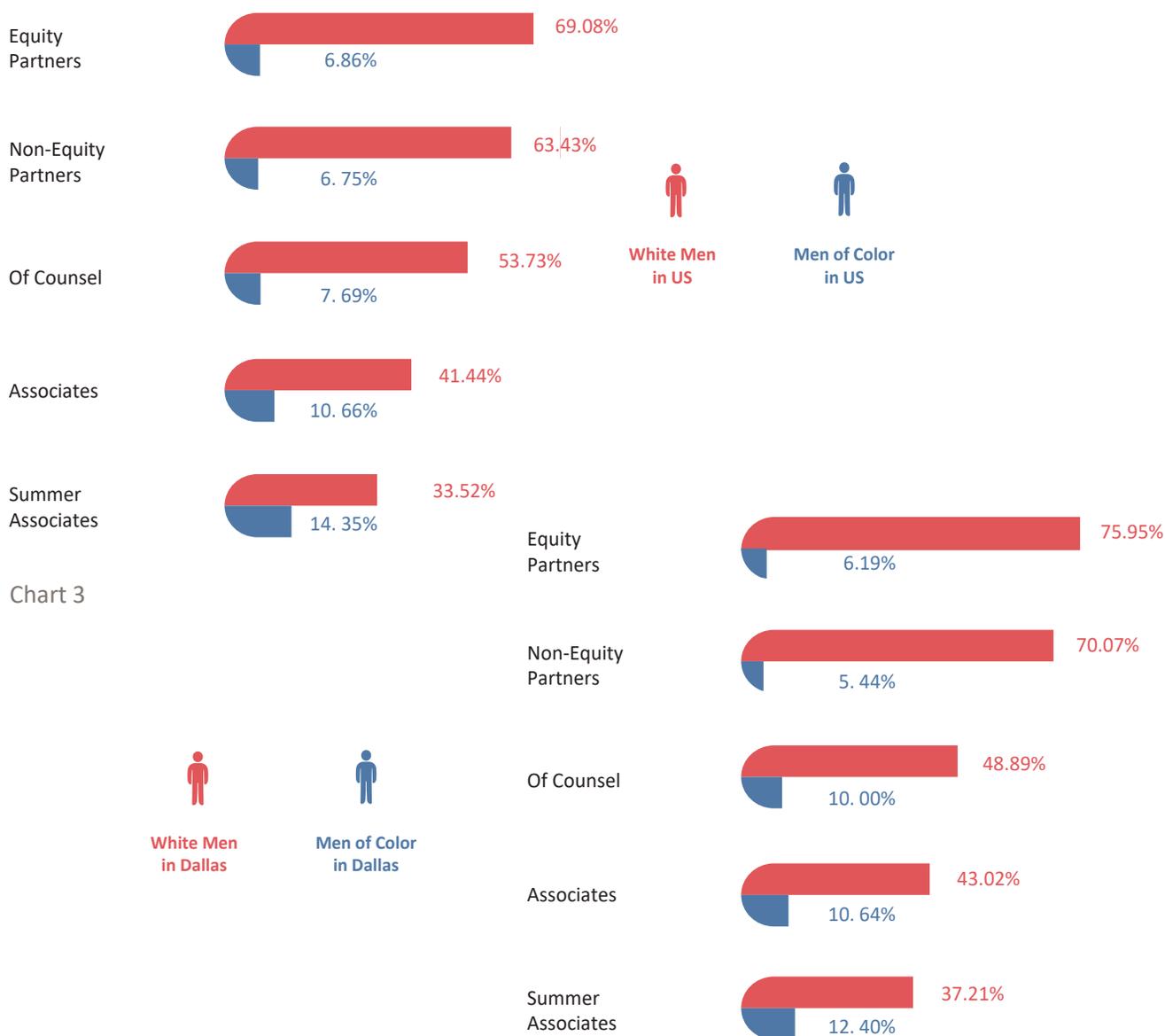
Chart 2

Firm Demographics

Men Attorneys in US vs Men Attorneys in Dallas

In Dallas, the representation of White men supersedes the representation at the national levels for all levels but Of Counsel (on comparing Chart 3 with Chart 4, White men in Dallas are 48.89% vs 53.73% in US). White men are more likely to be hired and promoted to the position of partner in Dallas than in the US as seen from the progressions in Chart 3 vs Chart 4.

For Men of Color; however, the trends are dramatically different. At the partnership level (both equity and non-equity) the gap between White men and Men of Color increases to 67.2% in Dallas, as opposed to 59.45% in the US, both of which are significant, indicating overall lack of progress for Men of Color in the law.



Firm Leadership

Top 10% Highest Compensated Partners

The highest paid Partners in both regions by a large percentage are White men. Among the highest compensated Partners in the US, 88.17% are men, 11.83% are women, 2.96% are Men of Color and just 1.18% are Women of Color (as shown in Chart 5).

Among the highest compensated Partners in Dallas, 83.67% are men, 16.33% are women, 2.04% are Men of Color and no Women of Color were reflected in the highest compensated partner figures (as shown in Chart 6).



USA

Chart 5



Dallas

Chart 6

US Firm Diversity

Regardless of gender, White attorneys comprise a majority of all leadership positions and committees at law firms (as shown in Chart 7 and Chart 8).

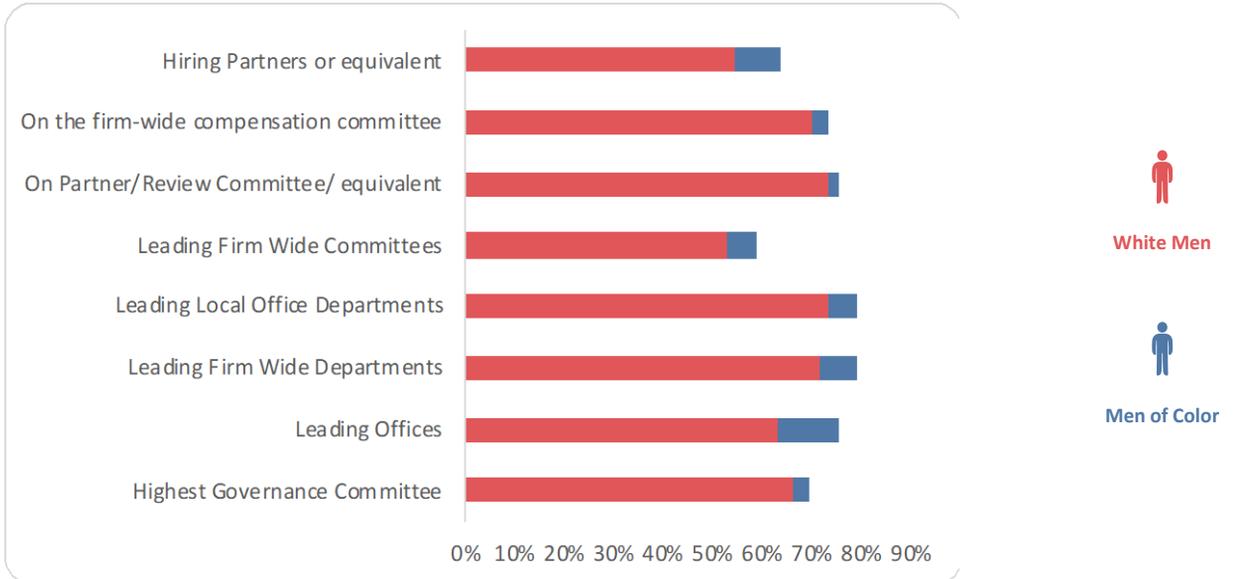


Chart 7

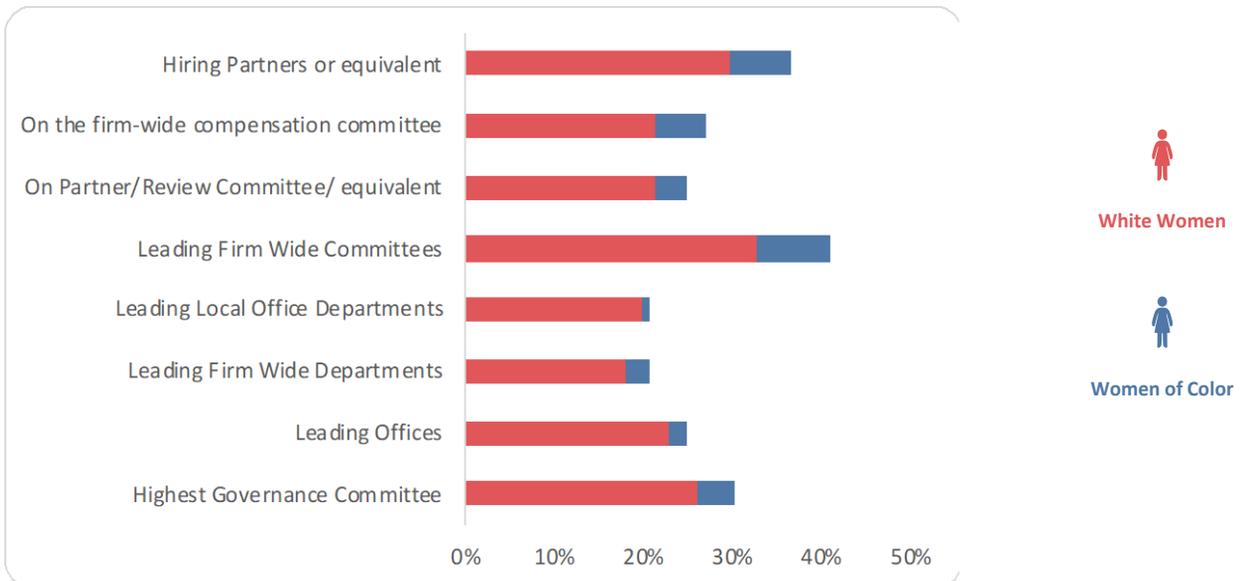


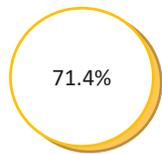
Chart 8

LGBT+

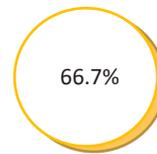
None of the law firms' policies require identification of gender pronouns in email signatures. Pronouns in email signatures signal a welcoming environment for trans employees and an important move towards LGBT+ inclusivity. Because making them mandatory could "out" folks who are not yet ready to share their identity at work, pronoun usage should always be voluntary. Pronouns should be chosen and written by the person using them and never assigned by someone else.

71.4% of the firms responded that they had policies specifically prohibiting discrimination based on sexual orientation, whereas 66.7% firms had policies specifically prohibiting discrimination based on gender identity and expression. The survey data reveals that Dallas attorneys are much more unlikely to reveal their sexual orientation or gender identity (LGBT+) at the Equity Partner and associate levels, compared to attorneys elsewhere in the US.

Firms' policy prohibits discrimination based on sexual orientation



Firms' policy prohibits discrimination based on gender identity and expression



According to a 2018 HRC report, 46% of LGBT+ workers in the US are closeted at work. In Dallas, we found that 71.4% of the firms responded that they had policies specifically prohibiting discrimination based on sexual orientation and 66.7% of the firms had policies specifically prohibiting discrimination based on gender identity and expression. Despite such a high proportion of firms having a policy in place, 68% of the attorneys did not disclose their sexual orientation (as shown in Chart 12). It is also important to note that Dallas ranks as the 12th largest LGBT+ population in the US.

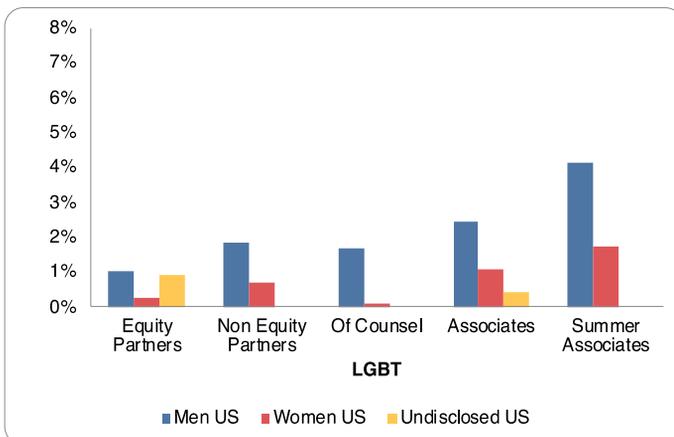


Chart 11

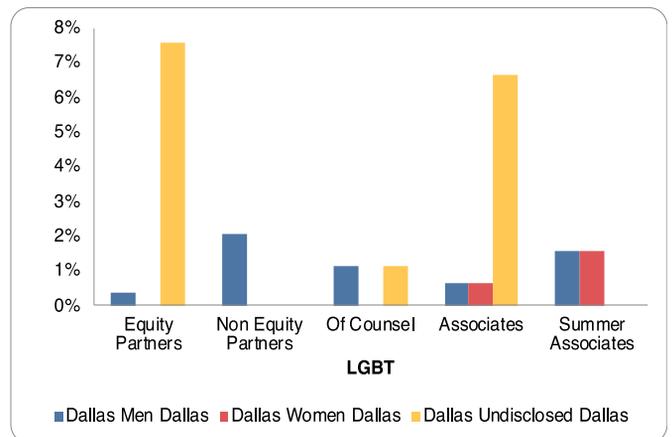
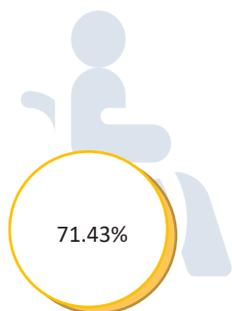


Chart 12

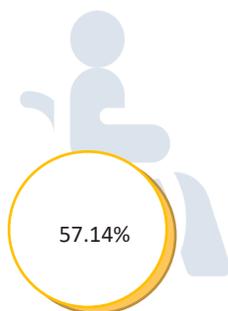
Veteran + Disabled

57.14% of the law firms reported having a policy to prohibit discrimination based on both (i) disability and (ii) veteran identity. 14.3% of the firms had a policy to prohibit discrimination based on disability only and did not include veteran status in the non-discrimination policy.

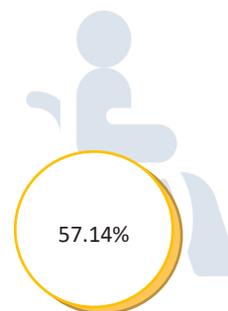
Firm policy prohibits discrimination based on disability



Firm policy prohibits discrimination based on veteran identity



Firm policy prohibits discrimination based on both



Disabled Attorneys

Despite 71.43% of the law firms having a policy specifically prohibiting discrimination based on disability, there was very little self-disclosure of disability status by attorneys. Equity Partners account for the highest number of attorneys to not disclose their disability in both regions (US and Dallas offices). It is also worth noting that many law firms are not tracking data around the disability status of their employees.

Disabled	US			Dallas		
	Men	Women	Undisclosed	Men	Women	Undisclosed
Equity Partners	0.1%	0.0%	0.9%	0.3%	0.0%	6.9%
Non Equity Partners	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
Of Counsel	0.2%	0.2%	0.0%	0.0%	0.0%	0.0%
Associates	0.0%	0.0%	0.0%	0.0%	0.2%	2.0%
Summer Associates	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Chart 13

Retention

There were 393 Homegrown Partners in the past ten years at Dallas law firms. 67.68% were men and 32.32% were women.

White attorneys made up 83.21% of the Homegrown Partners. The highest number of underrepresented Homegrown Partners were Asian, comprising 6.87%, out of which 5.6% were Asian men. Hispanic/Latinx men represented 2.29% of the Homegrown Partners, followed by Hispanic/Latinx women comprising 2.04% and African American/Black women made up 2.04%. (as shown in Chart 14).

Underrepresented Homegrown Partners in the past 10 years

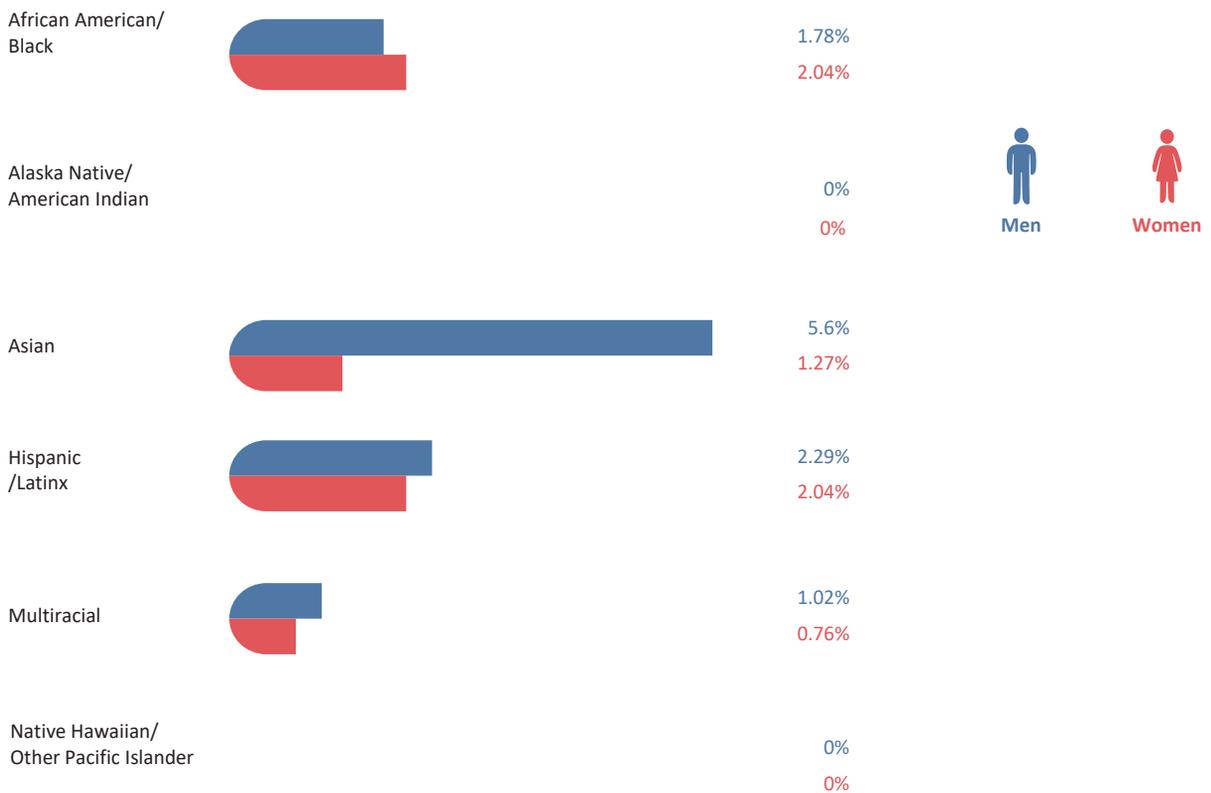


Chart 14

When analyzing the number of Underrepresented attorneys that had been on partnership track for at least three years, but had yet to be promoted to partner, we see highest representation amongst Asian men (5.56%) followed by Hispanic men (4.51%). There were no attorneys on partnership track that were Alaska Native/American Indian men or Native Hawaiian/Other Pacific Islander.

Appendix: Table 8

Attrition

It is common in Big Law for the attrition rate to be highest among the associate level. The data shows that gender diversity is well-balanced at the summer associate and associate levels (Appendix: Table 4(b)). However, women at the associate levels left the firms 11.36% more than men, indicating a higher turnover of women at the associate level.

The racial diversity at the summer associate and associate levels shows a disparity at the entry level positions (Appendix: Table 4(a)) reflecting a need for better and more effective hiring efforts. The higher attrition rate of attorneys of color (86.48%) compared to 74.96% of White attorneys at the associate levels indicate a gap in retention efforts to keep the diverse talent.

Attrition rate at Associate level

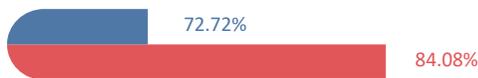


Chart 15

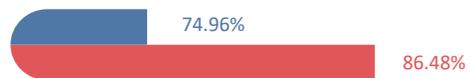


Chart 16



2. Overview of DEI Initiatives

This section highlights the impact of various DEI efforts and initiatives taken by the firms.

General Commitment

Evaluations of Partners by non-Partner attorneys are an integral part of workplace inclusion efforts but a lot of the attorneys in Dallas do not get this opportunity to make their voices heard. Only a third of the respondent law firms reported that evaluations were performed by non-Partner attorneys for other attorneys (at both the partner or counsel level). Moreover, less than 15% of those evaluations included diversity competence as a component. It is important that employees are empowered to voice their concerns and bring up potential issues their peers or subordinates might be facing. Many firms in Dallas are missing the opportunity to increase employee feedback and engagement that ultimately fosters a more equitable workplace environment.

D&I Committee

61.9% of law firms in Dallas have a full or part-time diversity professional who performs diversity related tasks (e.g., works on recruitment, retention, development, and advancement of underrepresented lawyers). In addition, 38.1% of respondent firms have engaged a third-party diversity professional to help guide the firms DEI strategy. Law firms must ensure that they employ “full-time DEI staff” (either internally or externally) to ensure the DEI strategy is not falling on the underrepresented attorneys who are not compensated for such work and are already serving in another full-time role.

Law Firm Hiring Committees

The hiring committees of Dallas law firms consist of 63% men and 37% women. Out of those, 26.67% are Men of Color and 38.64% are Women of Color. Law firm hiring committees are primarily comprised of White attorneys (69%).

4.76% of the hiring committees had no attorneys of color; however, it should be noted that 23.8% of the law firms did not respond to this question. Among those that did report the Underrepresented members, Asian men (15.91%) had the highest representation, followed by Hispanic men (10.67%). African American/Black and Hispanic/Latinx women had the next highest level of representation (9.09%) (as shown in Chart 17).



Men



Women

Demographics of Underrepresented on hiring committee

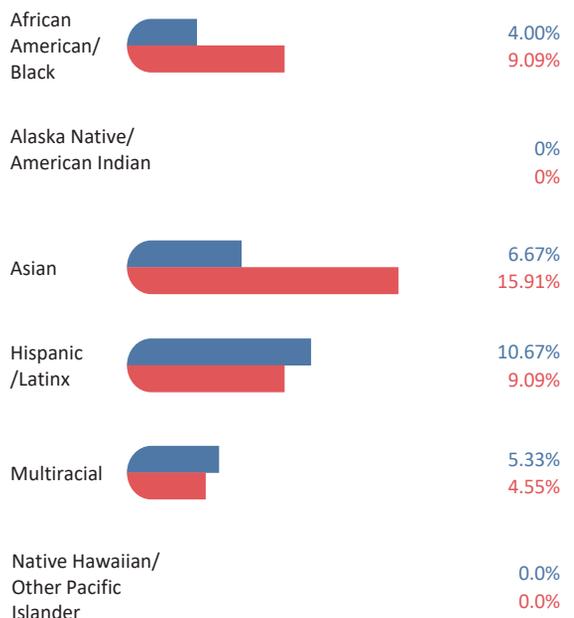


Chart 17

Diversity Training

About half of the Dallas law firms (47.6%) mandate diversity training for ALL lawyers, staff, and management on at least an annual basis, but less than 30% of law firms provide diversity training tailored to different classifications of attorneys (e.g. Partners, Associates, etc.). This raises a question on the efficacy of the diversity training programs and a potential need for revision.

Employee Resource Groups or Affinity Groups are another way of ensuring a sense of belonging for Underrepresented employees in the workplace. Two-thirds of the law firms have at least one type of an employee resource group or affinity group. However, the affinity or employee resource groups that are less prevalent (like Alaska Native/American Indian, Multiracial, Disabled and Veteran) across the firms have better attendance rates than demographic groups that have greater representation within the firm, showing the need for support groups amongst populations that are not well represented in the firm. (Appendix: Table 7)

Supplier Diversity

Only 19% of the respondent law firms have a supplier diversity program. Out of those, two thirds of the programs focus on all of the following: (i) people of color, (ii) women, (iii) LGBT+, (iv) veterans and (v) disability.

There were 25% of the respondent firms who maintained a diversity supplier program that included vetting and excluded suppliers who are anti-LGBT+.

Underrepresented Bar Associations and Clubs

Firms that paid attorney membership fees for Underrepresented bar associations (i.e., bar associations dedicated to Underrepresented attorneys) also paid for expenses related to participation in non-bar Underrepresented-focused organizations (i.e., organizations dedicated to Underrepresented interests (e.g., NAACP), Underrepresented bar associations, and legal profession diversity organizations (e.g., MCCA)). Such firms comprised 76.2% of the respondent firms.

Communications

Communication of law firm's diversity strategy is key not only for the firm's records but also critical for its employees to know the commitment of leadership to such initiatives. Two-thirds (66.7%) of the firms have a written diversity strategy but just 42.9% of them communicate their diversity strategy and metrics to their staff and employees.

Work Life

42.6% of the respondent law firms have or participate in a program designed to assist parents seeking to return to the legal profession after voluntarily leaving for a period of time to focus on family or other priorities. More Dallas law firms need to provide programs and initiatives to ensure they are creating a supportive environment for parents to thrive and balance their work with life.

Only a third (33.33%) of respondent firms' policies specifically address the treatment of partnership track women who utilize the Firm's maternity leave policy.

Parental Benefits

Two-thirds of the law firms provide paid parental leave for their employees, and out of those law firms 57% say that attorneys are eligible for leave upon the first day of hire and for the remaining 43% of the law firms, attorneys are eligible for parental leave after being employed between 3-12 months. 71.43% of the respondent firms also provide some form of fertility-related insurance/benefits including Fertility Medications, Intrauterine Insemination, IVF (In vitro fertilization), Surrogacy Reimbursement and Artificial Insemination.

Average paid maternity leave



Average paid paternity leave



Average paid adoptive leave



Reduced hours offered before parental leave



Reduced hours offered after parental leave



Lactation support services offered by



66.7% firms offer Pumping Room facility

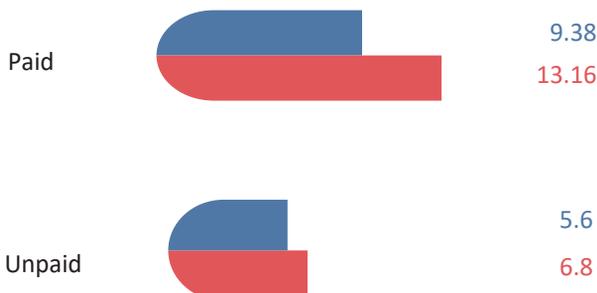


47.62% firms offer Breast Milk shipping program facility

Surrogacy leave is offered by



Paternity leave vs Adoptive leave (in weeks)



A notable difference was observed between the paternity and adoptive leave that indicated there were 3.78 more weeks provided for paid adoptive leave than paid paternity leave and 1.2 more weeks of unpaid adoptive leave than unpaid paternity leave (as shown in Chart 18).

Chart 18

Appendix

1. Allison Turner, “HRC REPORT: Startling Data Reveals Half of LGBTQ Employees in the U.S. Remain Closeted at Work”, June 25, 2018.
2. https://www.americanbar.org/content/dam/aba/administrative/racial_ethnic_diversity/ABA/updated_5_5_2020_aba_model_diversity_survey_final%20-.pdf
3. <https://dallashispanicbar.com/resources/Documents/12.02.16%202016%20Dallas%20Diversity%20Task%20Force%20Report%20Master%20v06-2.pdf>
4. <https://worldpopulationreview.com/us-cities/dallas-tx-population>
5. <https://dallashispanicbar.com/resources/Documents/12.02.16%202016%20Dallas%20Diversity%20Task%20Force%20Report%20Master%20v06-2.pdf>
6. <https://worldpopulationreview.com/us-cities/dallas-tx-population>
7. <https://www.census.gov/quickfacts/dallascountytexas>

Table 1 (a)

	In-State Bar Members 2009-10 2019-20 N = 77,049 N = 92,833				All Active State Bar Attorneys 2009-10 2019-20 N = 85,813 N = 105,125			
Sex								
	(N = 76,545)		(N = 92,676)		(N = 85,192)		(N = 104,947)	
Male	51,903	68%	58,476	63%	57,691	67%	66,323	63%
Female	24,642	32%	34,200	37%	27,501	32%	38,624	37%
Race/Ethnicity								
	(N = 72,659)		(N = 88,552)		(N = 80,845)		(N = 100,285)	
White	60,819	84%	69,026	78%	67,867	84%	78,588	78%
Black/African-American	3,221	4%	4,979	6%	3,627	4%	5,677	6%
Hispanic/Latino	5,744	8%	9,168	10%	6,074	8%	9,812	10%
Asian/Pacific Islander	1,673	2%	3,200	4%	1,908	2%	3,708	4%
American Indian/Alaska Native	212	<1%	289	<1%	254	<1%	350	<1%
Two or More Races	127	<1%	781	1%	140	<1%	897	1%
Other Race	863	1%	1,109	1%	975	1%	1,253	1%

Table 1 (b)

County Demographics, TX (2019)	
Total	2,635,516
African American/Black	23.6%
Alaska Native/American Indian	1.1%
Asian	6.7%
Hispanic/Latinx	40.8%
Multiracial	2.0%
Native Hawaiian/Other Pacific Islander	0.1%
White	66.6%
Women	50.6%

Table 2

Dallas						
	Equity Partners	Non Equity Partners	Of Counsel	Associates	Summer Associates	Average
Men	82.47 %	76.19 %	58.89 %	53.66 %	50.39 %	64.32 %
Women	17.53 %	23.81 %	41.11 %	46.34 %	49.61 %	35.68 %
African-American/Black	2.06 %	2.72 %	5.56 %	5.54 %	6.20 %	4.416 %
Alaska Native/American Indian	0.00 %	0.00 %	0.00 %	0.67 %	0.78 %	0.29 %
Asian	2.75 %	1.36 %	3.33 %	6.43 %	6.98 %	4.17 %
Hispanic/Latinx	3.78 %	3.40 %	7.78 %	7.98 %	12.40 %	7.068 %
Multiracial	1.03 %	1.36 %	1.11 %	2.22 %	2.33 %	1.61 %
Native Hawaiian/Other Pacific Islander	0.00 %	0.00 %	0.00 %	0.22 %	0.78 %	0.2 %
White	90.03 %	90.48 %	82.22 %	76.94 %	68.99 %	81.732 %

Table 3

	US		Dallas	
	Men	Women	Men	Women
Equity Partners	76.53%	23.47%	82.47%	17.53%
Non-Equity Partners	70.75%	29.25%	76.19%	23.81%
Of Counsel	61.07%	38.93%	58.89%	41.11%
Associates	52.50%	47.50%	53.66%	46.34%
Summer Associates	48.91%	51.09%	50.39%	49.61%

Table 4(a)

	US		Dallas	
	White Attorneys	Attorneys of Color	White Attorneys	Attorneys of Color
Equity Partners	88.68%	10.58%	90.03%	9.62%
Non-Equity Partners	88.33%	13.92%	90.48%	8.84%
Of Counsel	85.33%	15.38%	82.22%	17.78%
Associates	75.42%	23.93%	76.94%	23.06%
Summer Associates	64.64%	34.21%	68.99%	29.46%

Table 4(b)

US	Associates		Summer Associates	
	Men	Women	Men	Women
African American/Black	75	106	29	44
Alaska Native/American Indian	1	5	1	3
Asian	173	234	49	62
Hispanic/Latinx	127	135	35	58
Multiracial	55	57	9	5
Native Hawaiian/Other Pacific Islander	2	2	2	1

Dallas	Associates		Summer Associates	
	Men	Women	Men	Women
African American/Black	11	14	3	5
Alaska Native/American Indian	0	3	0	1
Asian	13	16	5	4
Hispanic/Latinx	18	18	6	10
Multiracial	5	5	1	2
Native Hawaiian/Other Pacific Islander	1	0	1	0

Table 5

LGBT	US			Dallas		
	Men	Women	Undisclosed	Men	Women	Undisclosed
Equity Partners	22	6	20	1	0	2
Non-Equity Partners	13	5	0	3	0	0
Of Counsel	14	1	0	1	0	0
Associates	99	44	17	3	3	30
Summer Associates	36	15	0	2	2	0

Table 6

Disabled	US			Dallas		
	Men	Women	Undisclosed	Men	Women	Undisclosed
Equity Partners	2	0	20	1	0	20
Non-Equity Partners	1	0	0	0	0	0
Of Counsel	2	2	0	0	0	0
Associates	2	4	17	0	1	9
Summer Associates	0	1	0	0	0	0

Table 7

Affinity or Employee Resource Groups		
% Firms that have affinity or employee resource groups for underrepresented attorney groups		% of groups that meet at least quarterly
African American/Black	42.86%	88.89%
Alaska Native/American Indian	4.76%	100.00%
Asian	33.33%	85.71%
Hispanic/Latinx	38.10%	87.50%
Multiracial	9.52%	100.00%
Native Hawaiian/Other Pacific Islander	0.00%	0.00%
Women	57.14%	83.33%
LGBT+	38.10%	75.00%
Disabled	4.76%	100.00%
Veteran	9.52%	50.00%

Table 8

Firm has at least one underrepresented attorney who has not yet achieved partner status but has remained on a partnership track with the Firm for at least three years.		
	Men	Women
African American/Black	7	8
Alaska Native/American Indian	0	0
Asian	22	5
Hispanic/Latinx	9	8
Multiracial	4	3
Native Hawaiian/Other Pacific Islander	0	0
Women	224	103
LGBT+	7	3
Disabled	0	0
Veteran	0	0
Data Not Disclosed to Firm by Attorney	0	1

List 1

Akin, Gump, Strauss, Hauer & Feld, L.L.P.	Littler Mendelson, P.C.
Alston & Bird LLP	Locke Lord LLP
Baker & McKenzie, LLP	Lynn Pinker Hurst & Schwegmann
Baker Botts L.L.P.	McGuireWoods LLP
Baron & Budd, P.C.	McKool Smith P.C.
Bell Nunnally & Martin LLP	Munck Wilson Mandala, LLP
Carrington, Coleman, Sloman & Blumenthal, L.L.P.	Munsch Hardt Kopf & Harr, P.C.
Clark Hill Strasburger	Norton Rose Fulbright US LLP
Diamond McCarthy, LLP	Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
DLA Piper LLP (US)	Polsinelli PC
Dykema	Quilling, Selander, Lownds, Winslett & Moser, P.C.
Fee, Smith, Sharp & Vitullo, L.L.P.	Reed Smith LLP
Foley & Lardner LLP	Scheef & Stone, L.L.P.
Gibson, Dunn & Crutcher, LLP	SettlePou
Glast, Phillips & Murray, P.C.	Shackelford, Bowen, McKinley & Norton, LLP
Gray Reed & McGraw LLP	Sheppard Mullin Richter & Hampton LLP
Greenberg Traurig, LLP	Sidley Austin L.L.P.
Haynes and Boone, LLP	Thompson & Knight LLP
Holland & Knight LLP	Thompson, Coe, Cousins & Iron LLP
Hunton Andrews Kurth LLP	Vinson & Elkins LLP
Husch Blackwell LLP	Weil, Gotshal & Manges LLP
Jackson Walker L.L.P.	Wick Phillips
Jones Day	Wilson, Elser, Moskowitz, Edelman & Dicker, L.L.P.
Kane Russell Coleman Logan, PC	Winstead PC
Katten Muchin Rosenman LLP	Winston & Strawn LLP