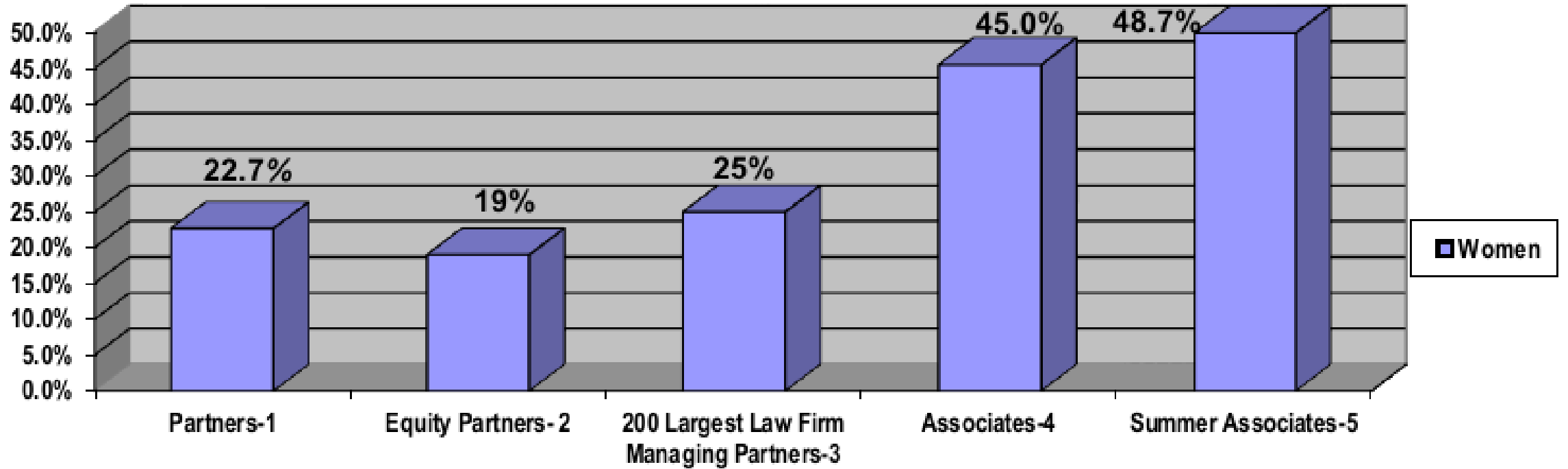


Diversity

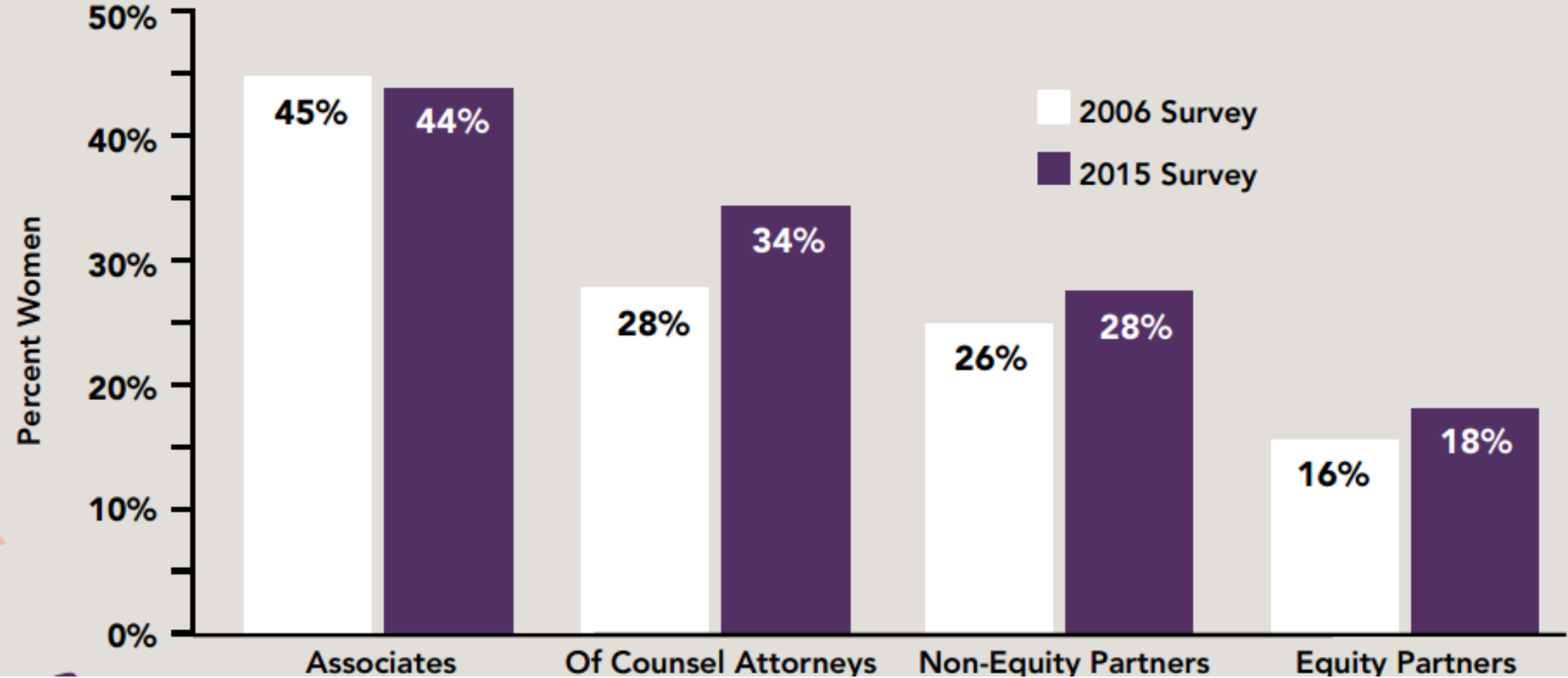
Women in Private Practice



Diversity

Representation of women in attorney positions

Note: For equity partners, we restrict data to equity partner subsample. See appendix on survey methodology.



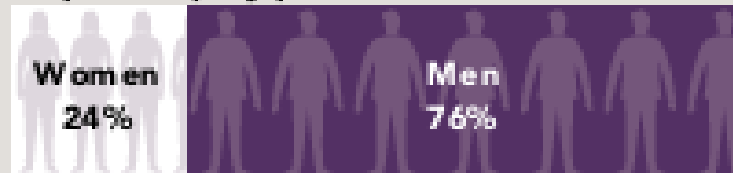
Diversity

Minority law firm equity partners

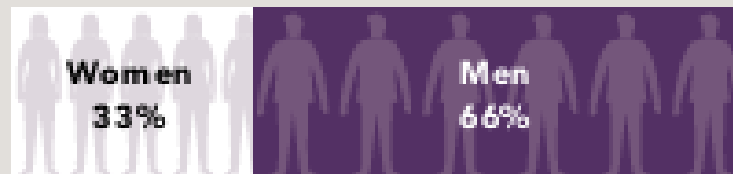
(Total equity partners of color 8%)

The typical firm has 105 white male equity partners, seven minority male equity partners, 20 white female equity partners and two minority female equity partners.

Hispanic equity partners



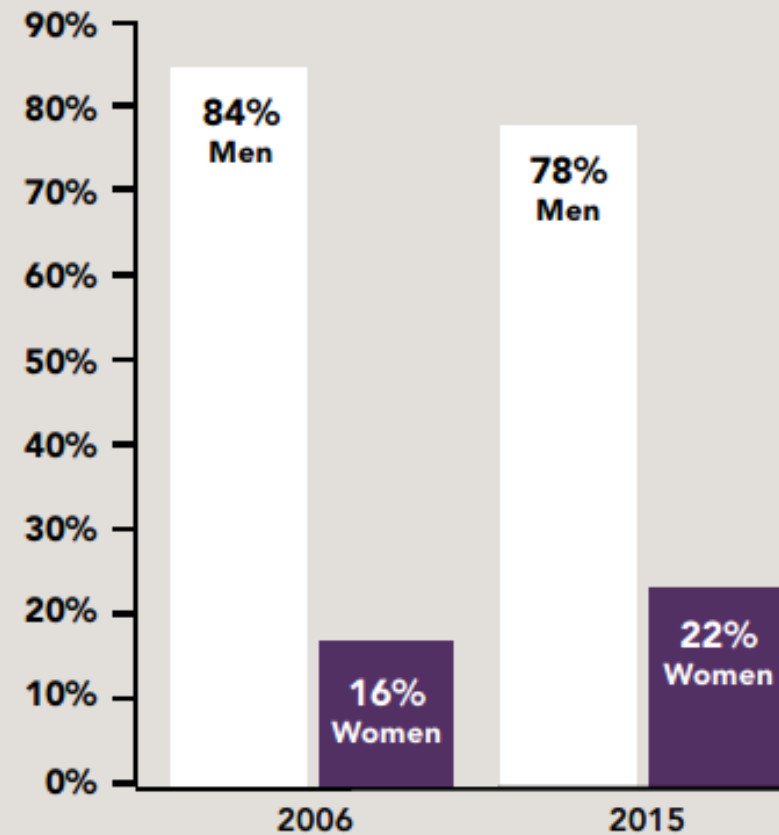
African American



Asian



Representation of women on firm's highest governance committee

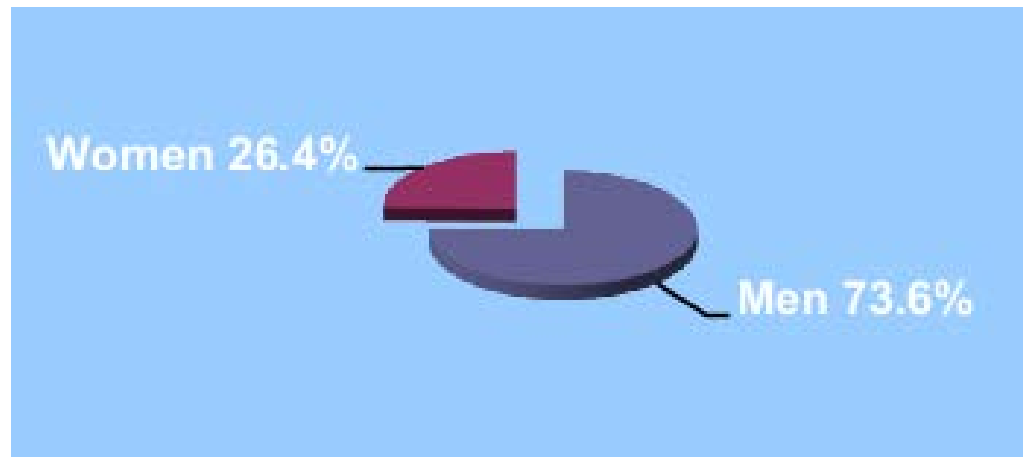


Diversity

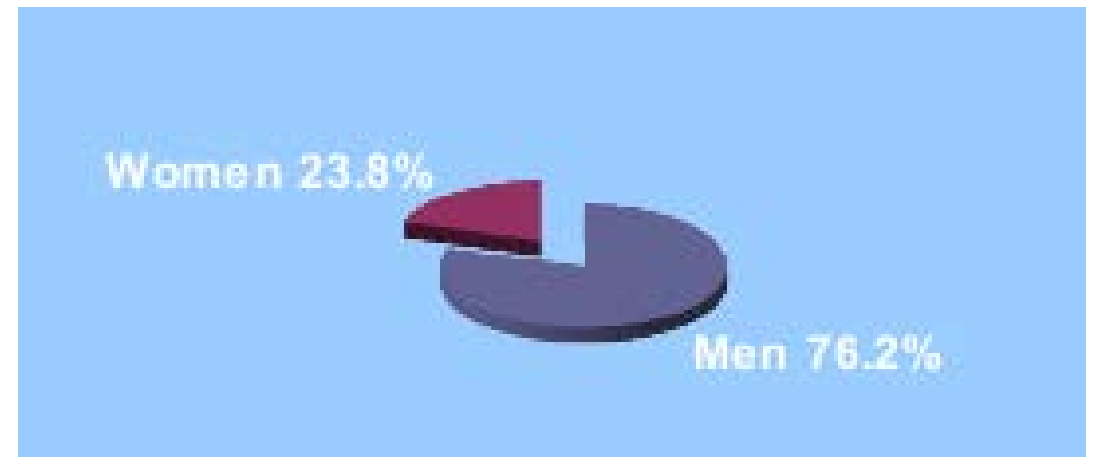
Resident Active Attorney Demographics: Race/Ethnicity												
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Change from 2008
Race/Ethnicity (2)												
African-American	4%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	0.4 pp
Asian	2%	2%	2%	2%	2%	2%	2%	2%	3%	2%	3%	1.1 pp
Caucasian/White	89%	88%	89%	88%	88%	89%	88%	86%	85%	85%	85%	-4.5 pp
Hawaiian/Pacific Islander	1%	0%	1%	0%	1%	0%	0%	1%	0%	0%	0%	-0.4 pp
Hispanic	3%	5%	4%	4%	3%	4%	4%	5%	5%	5%	5%	1.8 pp
Multiracial (1)	N/A	N/A	N/A	N/A	N/A	N/A	0%	0%	1%	2%	1%	1.5 pp
Native American	1%	1%	1%	1%	1%	1%	1%	1%	0%	1%	1%	0.1 pp
Count of States Reporting Statistic	15	16	19	17	16	16	17	18	19	22	20	5
% of Lawyers with Reported Statistic	15%	19%	22%	21%	21%	21%	21%	25%	30%	29%	28%	13.1 pp

Diversity

Fortune 500 General Counsel



Fortune 501-1000 General Counsel



Diversity

Women Underrepresented

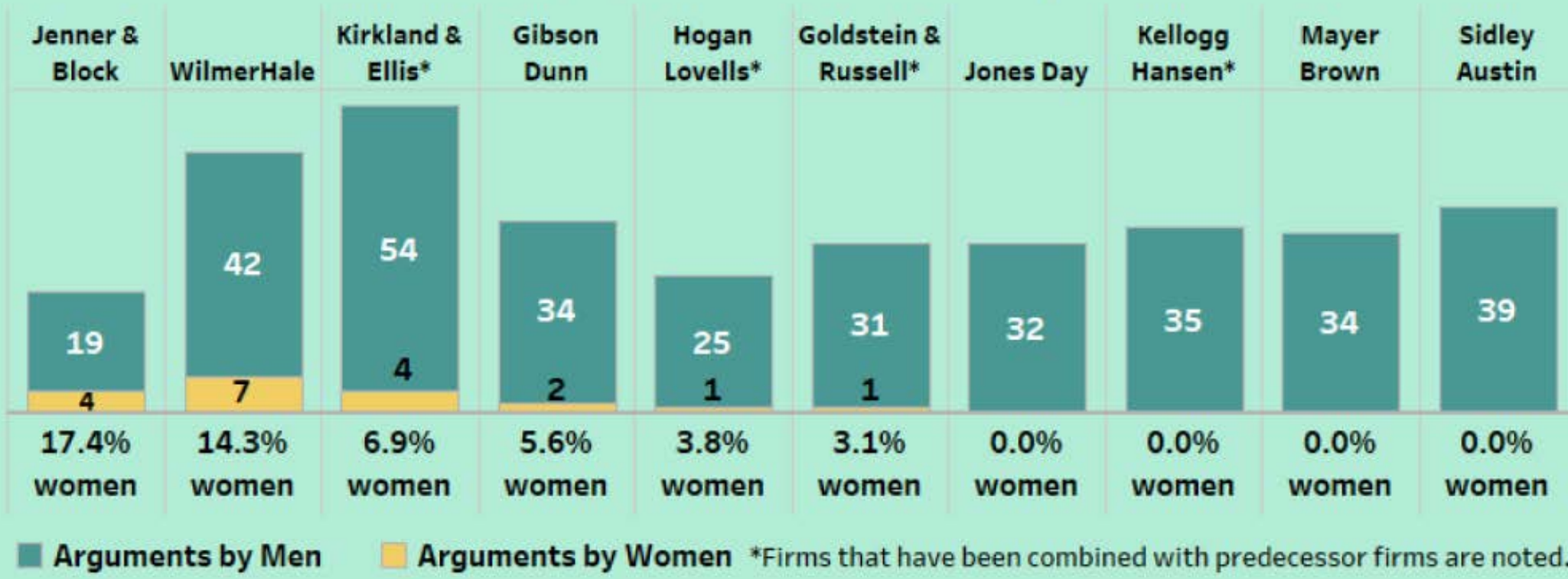
In the 2017 term, the number of individual female advocates the justices saw over the course of the term sank to its lowest point in a decade.



Diversity

At Most-Heard Firms, Women Take A Back Seat

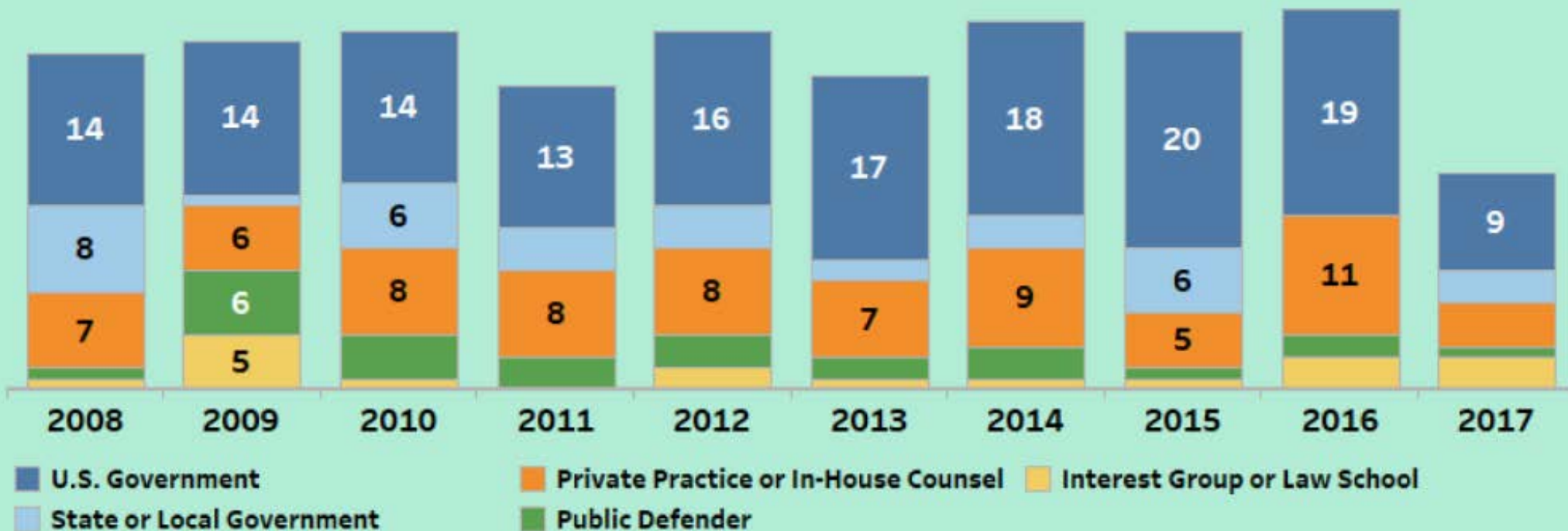
These 10 firms are the most frequent repeat players before the high court — and nearly half have had no female advocates arguing for their clients over the past 10 terms.



Diversity

Government Service Gives Women A Leg Up

The number of cases argued by women shows they most often advocate on behalf of government interests.



Diversity

Representation of United States Federal Court Women Judges

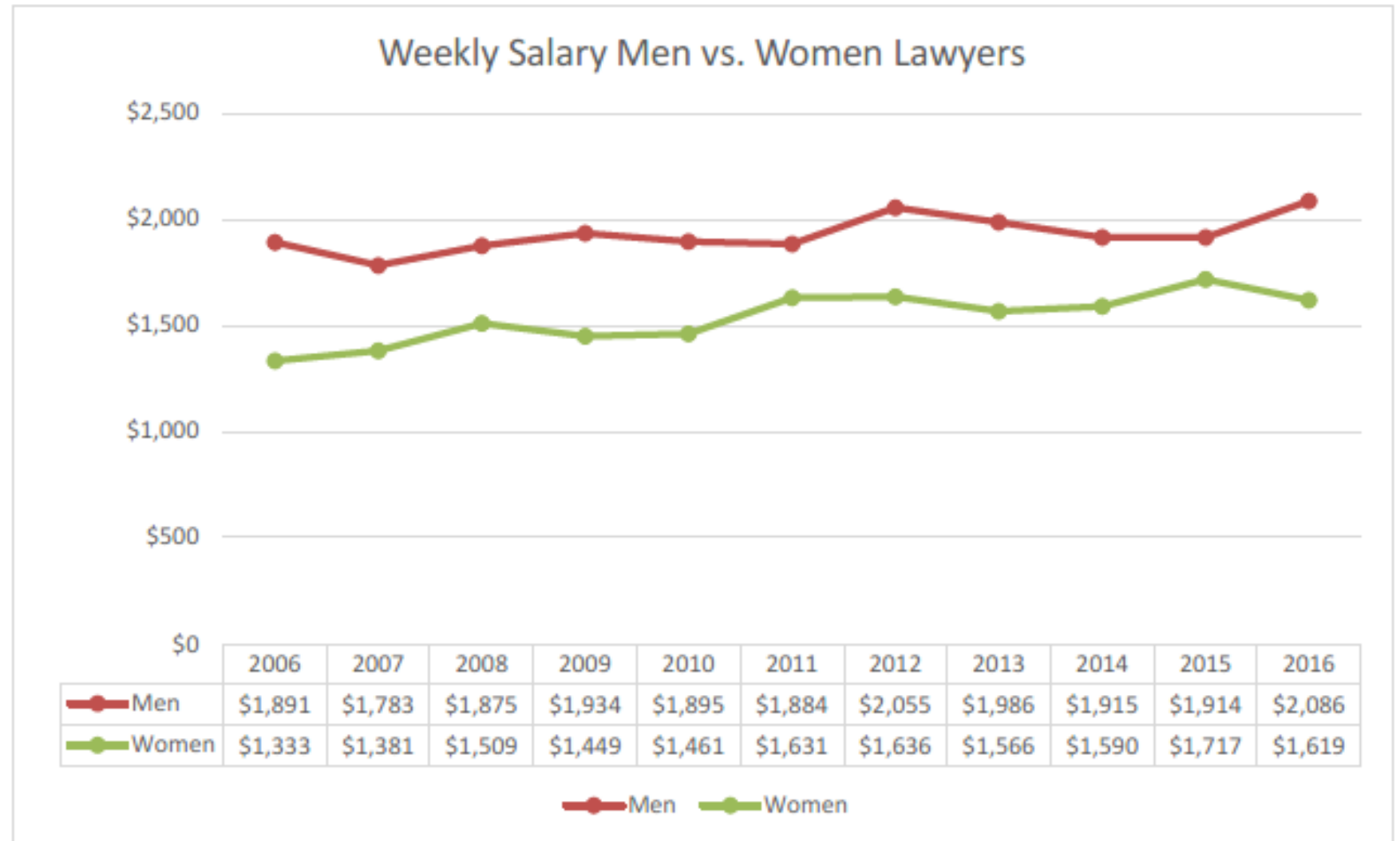
Type of Court	Total # of Seats	Women	% of Women
United States Supreme Court	9	3	33.3%
Circuit Court of Appeals (Active) ¹	160 (active)	59	36.8% ²
Federal District Court Judges (Active) in the U.S. ³	570 (active)	194	34% ⁴

2016 Representation of United States State Court Women Judges

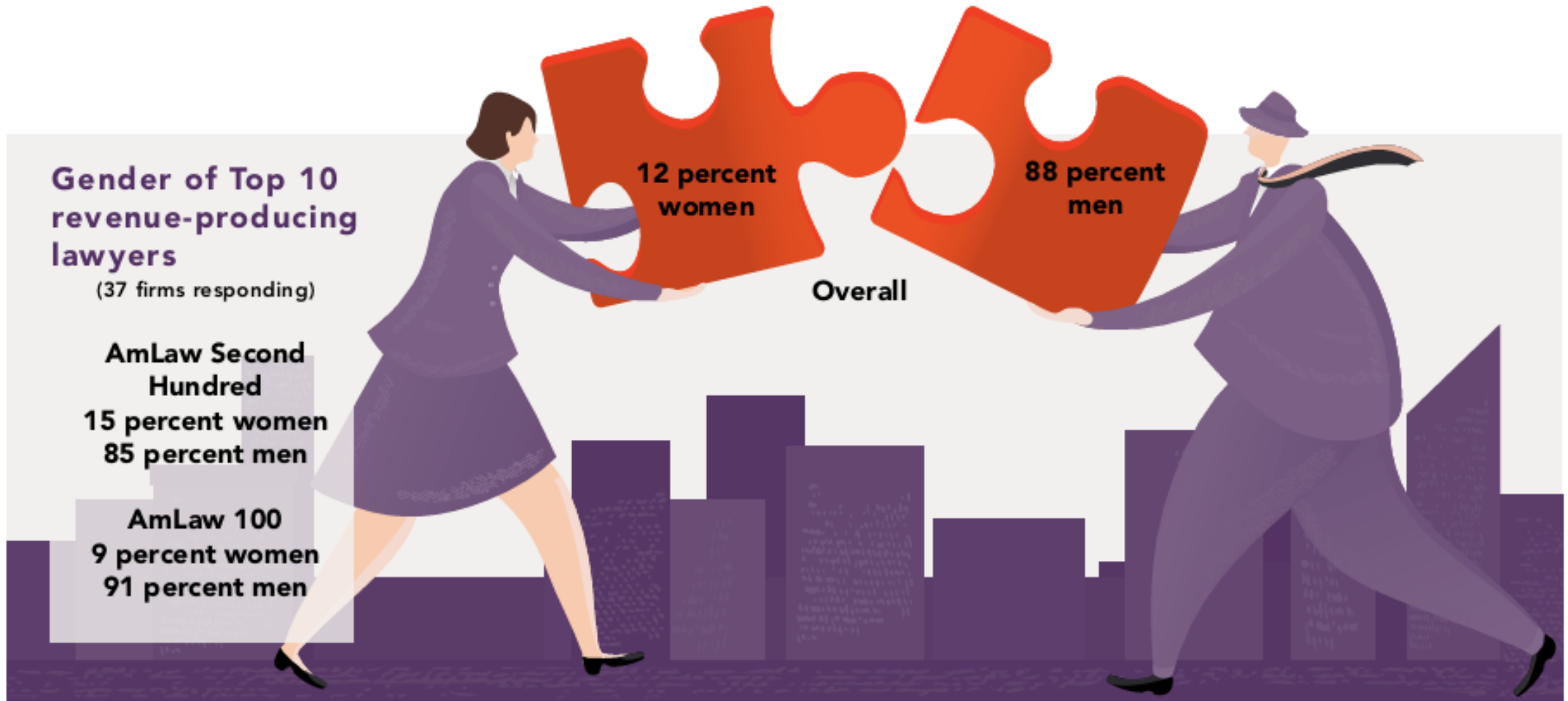
% Women	% Women of Color
22	8

Diversity

Weekly Salary Men vs. Women Lawyers



Diversity



Empowering Yourself and Others

- **Interrupting Bias**

- **Use Metrics** – help you pinpoint where bias exists and assess the effectiveness of the measures you take
- **Implement Bias Interrupters** – make small adjustments to your existing business systems
- **Repeat** – after implementing bias interrupters, return to metrics, and if they have not improved, ratchet up to stronger bias interrupters

Empowering Yourself and Others

- **Mansfield Rule**

- **Women or minorities will make up at least 30%** of candidates for any leadership or governance positions, including lateral hires and equity partner promotions

- **Mansfield Rule 2.0**

- **Expands initiative to LGBTQ+**

Akerman LLP – Arent Fox – Arnold & Porter – Baker Botts – Baker McKenzie – Beveridge & Diamond PC – Blank Rome – Bryan Cave – Clifford Chance – Cooley – Covington – Crowell & Moring – Dechert – Dentons – Drinker Biddle – DLA Piper – Dorsey & Whitney – Eversheds Sutherland – Gaegre Baker – Fenwick & West LLP – Finnegan, Henderson – Fish & Richardson – Foley & Mansfield – Goodwin Proctor – Hogan Lovells – Holland & Hart – Holland & Knight – Husch Blackwell LLP – Jenner & Block – Katten Muchin – McDermott Will & Emery – Miller Canfield – Morris Manning – Morgan Lewis – Morrison & Foerster LLP – Munger Tolles & Olson – Nixon Peabody – Nixon Peabody – O’Melveny & Myers – Orrick, Herrington & Sutcliffe – Pepper Hamilton – Reed Smith – Schiff Hardin – Reed Smith – Seyfarth Shaw – Sheppard Mullin – Steptoe – Wilson Sonsini Goodrich & Rosati – White & Case – WilmerHale – Winston & Strawn LLP – Womble Bond Dickinson – Vinson & Elkin LLP