

2023 Bloomberg Law Diversity, Equity, and Inclusion Framework

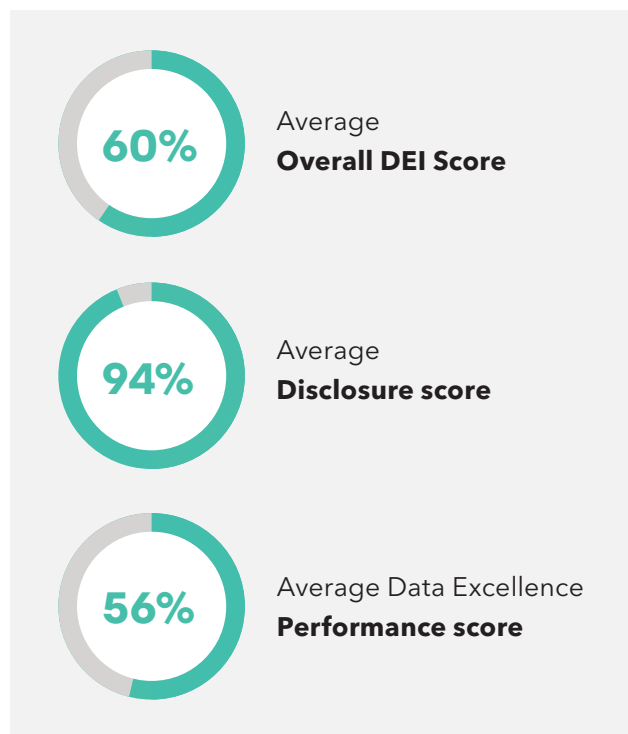


The Bloomberg Law Diversity, Equity, and Inclusion (DEI) Framework is a listing of law firms that meet or exceed an established threshold of diversity, equity, and inclusion in their firm. Standardized

disclosure of diversity-related data allows firms to attract and retain talent, and also allows companies looking to procure legal services to easily compare law firms from a supplier diversity standpoint.

Overall Scores

Firms are assigned a Bloomberg Law DEI Score based on data disclosed for the metrics defined in the DEI Framework. The DEI Score measures both the level of disclosure of diversity-related metrics, as well as distinguished performance against standards in each of the six pillar areas, weighted and combined into an overall performance score.



The 2023 Framework is made up of 55 law firms from across the United States, ranging in size from under 10 to nearly 2,000 attorneys. Bloomberg Law's DEI Framework provides a platform for standardizing law firm diversity metrics, allowing firms to provide their data in one comprehensive Data Collection Instrument, and corporations to quickly access a DEI Framework Listing of firms that meet or exceed an established threshold of diversity, equity, and inclusion.

In the third year of this program, submissions increased by 25%, giving an even more robust view of diversity in the legal industry.

DEI Pillar Scores

The DEI Scores measure distinguished performance against standards in each of the six pillar areas. Each is measured from 0-100%, with 100% being a perfect score. Firms only earn points for exceeding overall industry averages (according to ABA and NALP industry reports)*, so anything over 0% represents exceeding averages in at least one metric and 100% represents exceeding averages on every metric.

*Where available

Methodology

The scoring for the six pillar areas represents **90% of the total DEI Score** (the remaining 10% is based on Disclosure). The pillars of Marketing and Diversity & Inclusion in the Community are combined, as these are smaller survey sections. Each pillar, or combination of pillars, receives its own score.

The pillar scores are weighted to determine 90% of the full DEI score as follows:

25% = Recruitment & Retention

25% = Leadership & Talent Pipeline

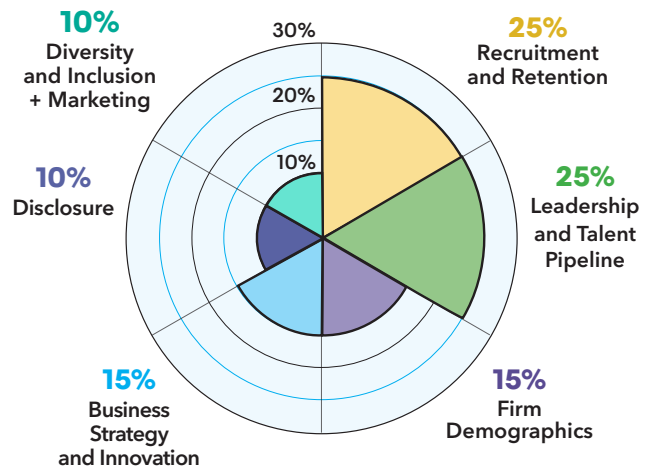
15% = Business Strategy & Innovation

15% = Firm Demographics

10% = Diversity & Inclusion + Marketing

10% = Disclosure

How Pillars are Weighted to Determine DEI Score



Industry Demographics

The firms participating tend to meet or exceed industry averages for many diversity metrics.

80% of companies have a Chief Diversity Officer (or equivalent)

48% of firms say that Practice Group Leaders have clear diversity and inclusion goals included as part of their annual performance review

72% of firms mandate and monitor that minority and women attorneys have equal access to client, quality work assignments, committee appointments, marketing efforts, and firm events

97% of firms have a public statement regarding their commitment to diversity and inclusion

57% of firms tie a component of partner compensation to diversity efforts

40% conducted a pay audit in 2021

79% of firms require diversity within a pool of candidates for management and leadership roles (and of those, an average of 25% percent of slated candidates must be diverse)

31% of firms shared a specific, time-bound action plan to increase the representation of diverse groups in leadership positions



Female

Just over half of all associates are women, and they account for **nearly one-third** of all partners.

52%
Associates

29%
Partners



Asian

Eleven percent of law firm associates are Asian, as are **one out of every twenty-five partners**.

11%
Associates

4%
Partners



Black

Six percent of law firm associates are Black, as are **one out of every 33** partners.

6%
Associates

3%
Partners



LGBTQ

Six percent of law firm associates identify as LGBTQ+, as does **one out of every 33** partners.

6%
Associates

3%
Partners

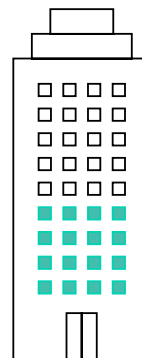
Firm Management

Most firms are publicly stating their commitment to diversity and inclusion, but fewer have a specific plan to increase diversity within their leadership or tie components of compensation to diversity efforts.



89% of the top management at law firms are **Caucasian**.

75% of the top management at law firms are **male**.



Only 41%

of law offices are led by attorneys **other than white men**.

Policies and Benefits

Benefits and policies can be useful ways of both attracting and retaining diverse talent. Nearly all firms offer standard medical, dental vision, and paid primary parental leave. Other types of leave, flexibility and benefits are less common.

95%

employees who took **primary parental leave in 2022** returned to work

71%

of employees who took **primary parental leave** were female

80%

of employees who took **secondary parental leave** were male

77%

law firms that offer **secondary parental leave**

92%

firms that offer **remote work and telecommuting options**

87%

firms that offer employees **alternative billing targets**

66%

firms that offer **flextime** (adjustable work days/hours) to all employees'

15

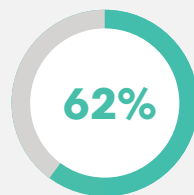
average number of weeks of **fully paid parental leave** offered

HR and Engagement

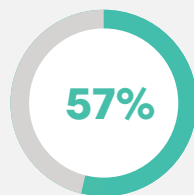
Groups with an Employee Resource or Affinity Group



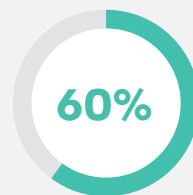
Women



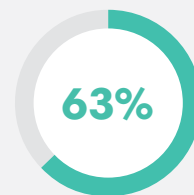
African American/Black



Hispanic Latino/a



Asian American



LGBTQ

Groups with less than 30% of firms saying they have an ERG for this group not shown.

Of Employee Resource or Affinity Groups within law firms, approximately 83% have their own budget. Leaders of these groups are typically volunteers, with just over half (56%) receiving billable hour credit for their leadership role. For leaders that do get billable hour credit, 62% get about the same amount of credit as pro bono or bar work, while 9% get more credit than they would for pro bono or bar work.

Neurodiversity in Law Firms

Neurodiversity refers to differences in brain functioning, including ADHD, dyslexia, apraxia, and autism-spectrum disorders. We are just beginning to track neurodiversity within the legal community, as are some law firms that participated in the DEI Framework this year.

14%

have a targeted recruiting strategy that includes neurodiverse individuals

6%

of firms have an employee resource or affinity group for neurodiverse individuals

14%

of firms include neurodiversity as part of their supplier diversity program

15%

include neurodiverse individuals as a group included when considering a diverse slate of candidate for management or leadership roles

Learn more

To see the full list of 2023 DEI Framework Member Firms and scoring methodology visit pro.bloomberglaw.com/DEI

Next steps

Get ready for the 2024 DEI Framework: visit pro.bloomberglaw.com/DEI and click "Stay Notified" to be notified when data collection opens

Have questions?

Contact Bloomberg Law's DEI Framework Team at:
DEI_Framework@bloombergindustry.com or 703.341.3793

2023 Member Firms



Baker, Donelson, Bearman,
Caldwell & Berkowitz, PC

Barnes & Thornburg LLP

Beveridge & Diamond, P.C.

Blank Rome LLP

Brownstein Hyatt Farber
Schreck, LLP

Bryan Cave Leighton Paisner LLP

Buchanan Ingersoll & Rooney PC

Cadwalader, Wickersham
& Taft LLP

CDF Labor Law LLP

Chiesa Shahinian
& Giantomasi PC

Crowell & Moring LLP

Davis Wright Tremaine LLP

Drew Eckl & Farnham, LLP

Dykema Gossett PLLC

Edlin Gallagher Huie + Blum

Epstein Becker & Green, P.C.

Fish & Richardson, P.C.

Foley & Lardner LLP

Fox Rothschild LLP

Freshfields Bruckhaus
Deringer

Friedman Kaplan Seiler
Adelman & Robbins LLP

Frost Brown Todd

Greenberg Traurig, LLP

Haynes Boone, LLP

Hodgson Russ LLP

Hogan Lovells

Holland & Knight LLP

Hunton Andrews Kurth LLP

Husch Blackwell, LLP

Kaplan Hecker & Fink LLP

Kutak Rock LLP

Lane Powell PC

McCarter & English, LLP

McDermott Will & Emery

Morgan, Lewis & Bockius LLP

Munger, Tolles & Olson LLP

Nixon Peabody LLP

Ogletree, Deakins, Nash,
Smoak & Stewart, P.C.

O'Melveny & Myers LLP

Paul, Weiss, Rifkind,
Wharton & Garrison LLP

Potomac Law Group, PLLC

Proskauer Rose LLP

Reed Smith

Riley Safer Holmes
& Cancila LLP

Robinson & Cole LLP

Schnader Harrison
Segal & Lewis LLP

Sheppard Mullin

Step toe & Johnson LLP

Thompson Coburn LLP

Thompson Hine LLP

Tucker Ellis LLP

Vinson & Elkins LLP

Wiley Rein LLP

WilmerHale

Wong Fleming, P.C.