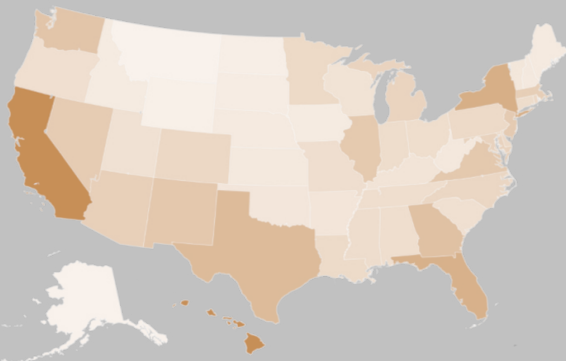




Beyond The Top 200

Ethnic diversity takes a big dip when the data goes beyond the Top 200. In the heat map, the highest concentration of ethnic diversity is in Hawaii (the outlier) followed by California, New York, District of Columbia, and Florida.



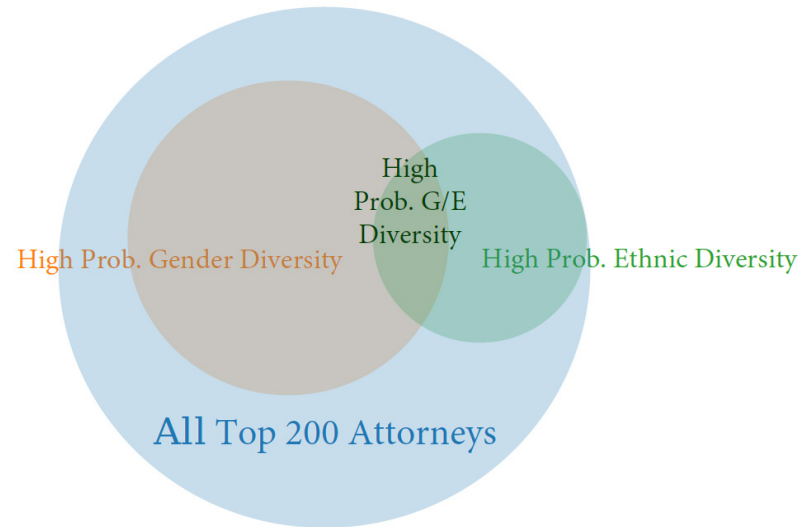
When it comes to ethnic diversity, the legal industry has work to do. People of color represent only 16% of all attorneys in the top 200. Women of color, on the other hand, represent only 8% of the population overall, and only four percent of the top. The use of data and improved retention strategies can help close the diversity gaps. At Leopard Solutions we are committed to diversity and are a proud WBE organization serving the legal industry.



Leopard Solutions tracks 320,000+ law firm attorneys at nearly 4,200 law firms in over 1,845 locations across the world. As of October 30, 2020, the US Top 200 law firms consisted of 112,212 attorneys. How many are diverse? What does it mean to firm leadership?

*Leopard Solutions does not assign gender or ethnicity, what we provide is a "high probability" of gender or ethnic diversity. For more information, contact info@leopardsolutions.com.

Gender and Ethnic Diversity Today: A Current Look at Diversity in the US Top 200

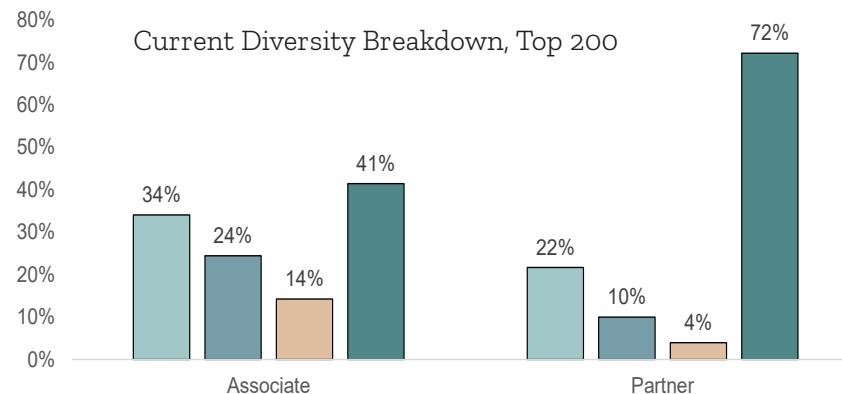


36%
Gender Diversity

16%
Ethnic Diversity

8%
Gender/Ethnic Diversity

On the associate level, gender diversity is nearly even with a 52/48 percent split between the genders. When considering ethnicity and gender individually, male attorneys of color make up only 24% of the top firms, women of color are only 14% of the total. At the firm partner level, diversity dwindles significantly with 72% of all partners being white males. Over the past year (10/30/2019-10/30/20), 58% of all partner promotions were earned by diverse attorneys. 34% to white women, 16% to men of color, and 8% to women of color.



■ High Prob. Of Gender Diversity/Low Ethnic ■ High Prob. Of Ethnic Diversity
■ High Prob. Gender/High Ethnic Div. ■ Low Prob. Of G/E Diversity

Promotions to Partner 10/19-10/20

