

## How The Legal Industry Is Really Doing With Diversity?

19%

As of January 23, 2023, Leopard Solutions diversity data shows that over the past year, the needle has moved up a full percentage point regarding diverse attorneys in the top 200 law firms. Diverse attorneys now make up 19% of the current attorney pool. Diversity hiring increased slightly but is still far from the target set by clients and industry watchers.

***"It takes much investment from the firm side to get diverse talent into the pipeline. So, you want to protect your investment in every way going forward such as by creating an inclusive environment that supports diverse attorneys..."***

**CARMEN KELLEY**  
GLOBAL DIRECTOR OF LATERAL  
RECRUITING MORRISON & FORESTER LLP

### Diversity By The Numbers

Diversity data for top 200 firms paints a concerning but unsurprising picture of the current landscape within law firms. The numbers suggest that there is much work to be done in creating equitable opportunities and in creating cultures that welcome diverse candidates and help them succeed.

**48%** | Ethnically and gender diverse attorneys that left a top 200 firm and did not return to another.

Only 29% of attorneys moved to another top 200 firm, while 17% moved in-house, and 11% moved to a law firm outside of the top 200.

**41%** | Of the partners promoted within a top 200 firm were women in 2022.

The gap between ethnically diverse and non-diverse entry-level hires increased from 41% in 2021 to 42% in 2022.

**26%** | Female attorneys who left a top 200 firm and joined another.

23% of these women who left moved in-house, and 7% moved to a law firm outside of the top 200.

**34%** | Of hires into top 200 firms were ethnically diverse.

### Where Do We Go From Here?

In the recent State of the Industry annual webinar, our panelists of industry leaders provided insights on what actionable steps law firms can take to improve DE&I. Here's what they said:

- **Incentivize practice group leaders to prioritize DE&I. If the Practice Group Leader's income is tied to the recruitment and retention of their diverse team members as opposed to the number of hours billed.**
- **Be willing to speak about the challenges surrounding DE&I. Then be willing to act on it.**
- **Integrate DE&I into every aspect of the firm. Just as you'd include accounting, HR, and legal in meetings, your DE&I team should have a seat at every table.**
- **Ensure DE&I efforts exist beyond marketing and recruitment. Create a plan to retain, attract, develop, and advance underrepresented attorneys.**
- **Recognize that you can't do the same things and expect different results - be willing to embrace change and be intentional about embracing diversity.**