



# LEOPARD SOLUTIONS

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# Diversity Data Report



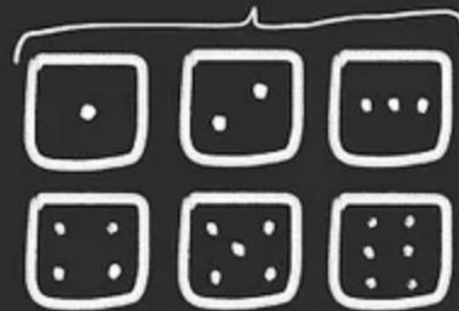


# Why

- ❑ While firms recognize the need for diversity hires, it is difficult to find them
- ❑ Firms are pledging to hire more diverse attorneys but need data sources
- ❑ The Mansfield Rule - over a hundred top firms have signed a pledge to hire at least 30% diverse attorneys. Corporations have signed the pledge to work with diverse attorneys as outside counsel. What is missing is the data.
- ❑ Benchmarking diversity hiring can help move the needle in the right direction.



What Is  
PROBABILITY =  $\frac{\text{DATA INPUT}}{\text{OUTCOME}}$



We are determining the probability of diversity by using multiple data points. They are being carefully researched from within our own dataset and other materials. Points are accessed, accumulated and counted toward the result of being either a low or high probability of being diverse.



SINCE 1828

GAMES | BROWSE THESAURUS | WORD OF THE DAY | WORDS AT PLAY

probability

DICTIONARY

THESAURUS

## probability noun

Save Word

prob-a-bil-i-ty | \ ,prā-bē-'bi-lə-tē

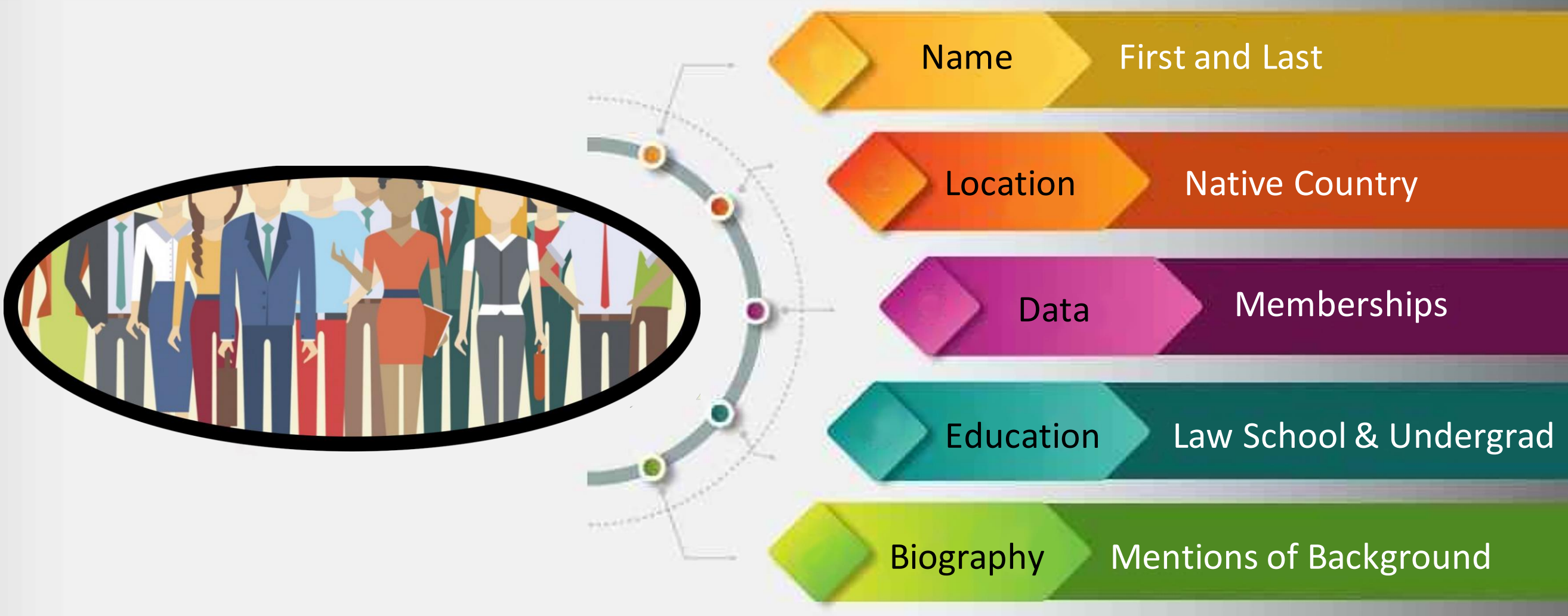
plural **probabilities**

### Definition of *probability*

- 1 : the quality or state of being probable
- 2 : something (such as an event or circumstance) that is probable
- 3 **a** (1) : the ratio of the number of outcomes in an exhaustive set of equally likely outcomes that produce a given event to the total number of possible outcomes  
(2) : the chance that a given event will occur  
**b** : a branch of mathematics concerned with the study of probabilities
- 4 : a logical relation between statements such that evidence confirming one confirms the other to some degree

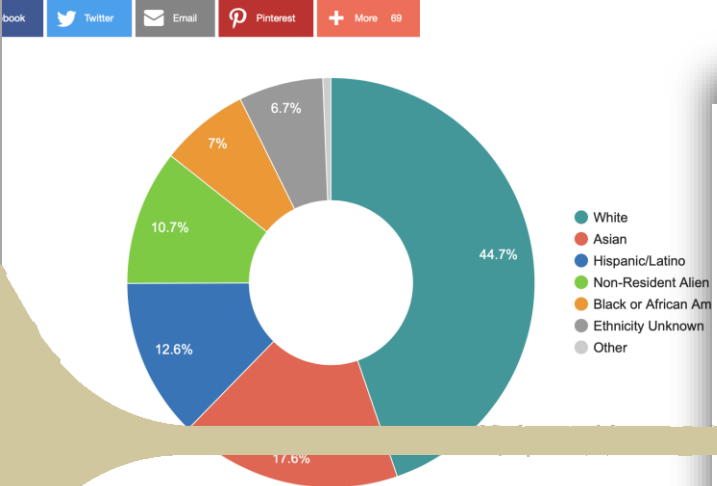
LEOPARD SOLUTIONS

# DATA POINTS

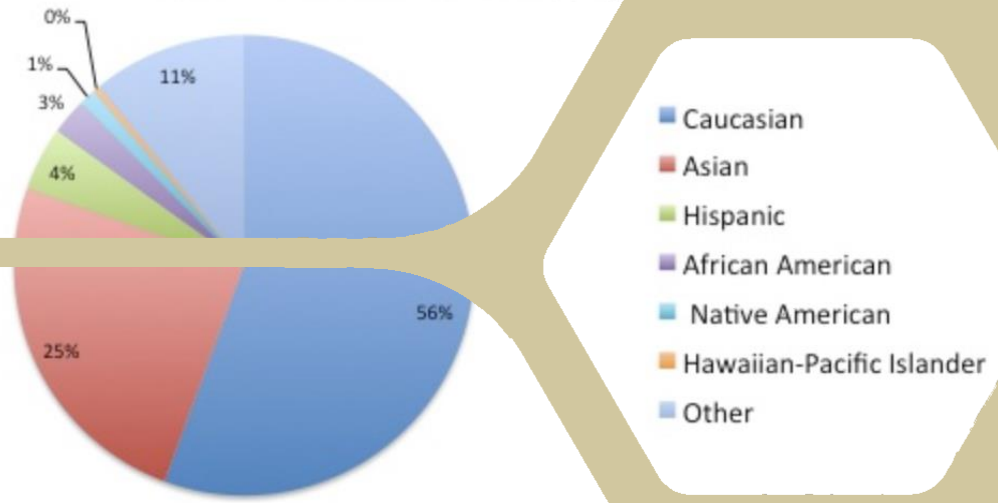


We are determining the probability of Diversity, not ethnicity and we do not store any type of ethnic information in our database. We are only looking at data points to help us discover the PROBABILITY of diversity within the attorneys in our database. The general error rate is within +/- 5% which is true for 95% of our total firms. However, we know there are outliers where the error rate might be higher and we will continue to gather data and adjust as needed.

### University Undergraduate Ethnic Diversity Breakdown



### Pre I-20 Admissions Demographic



### General Commission on the Status and Role of Women

The United Methodist Church

2011	U.S. Clergy membership	U.S. Lay Membership
Asian	2.7%	1.2%
Black	6.4%	5.9%
Hispanic	1.3%	1.0%
Other	0.4%	0.3%
White	0.2%	0.2%
Other	88.5%	89.6%
Other	0.3%	0.7%

The US Census currently does not collect disaggregated data on Arab and Middle Eastern communities as (with the exception of figures on the Latino populations) it focuses on race rather than ethnicity. While the Census Bureau has acknowledged the need to improve data collection on these communities, it announced in January 2018 that there would not be Middle Eastern or North African categories in the 2020 Census: this was seen as a setback by advocates for their inclusion, given the importance of accurate data for public representation, though some community members were wary of this data being collected in the current political climate.

We are using standard categorizations that are considered to be diverse throughout the U.S. and the world with small inclusion deviations. We are not identifying ethnicity, we are simply identifying those who might be diverse and could fall into one of the diverse categories that is universally used and accepted.



# Firmscape Report

# Attorneys (Leopard List)

**SUBMIT**

Clear All Filters

Practice Areas

Include Filter | Exclude Filter

Gender / Diversity

High Probability of Gender Diversity

High Probability of Ethnic Diversity

Firms

Include Filter | Exclude Filter

Specialties

Include Filter | Exclude Filter

Types

Include  Exclude

Associate  
Counsel  
Partner  
Support

Profit Per Partner

\$327,000 Admits \$6,330,000

**APPLIED FILTERS**

Firm Rank: Top 200  
Regions: USA  
Gender / Diversity: High Probability of Gender Diversity

SEARCH | **ADVANCED SEARCH** | WORKSHEETS | SAVED SEARCHES | DOWNLOADS | TOOLBOX

APPLIED FILTERS EDIT EDIT ADVANCED CRITERIA CLEAR ALL

**Remove** Practice\_Areas: INTELLECTUAL PROPERTY ✕

**Remove** Location: CALIFORNIA - NORTHERN CALIFORNIA ✕ CALIFORNIA - SOUTHERN CALIFORNIA ✕

**Remove** Specialties: PATENT ✕ PATENT LITIGATION ✕

**Remove** Gender / Diversity: High Probability of Ethnic Diversity ✕

**Records Found: 205**

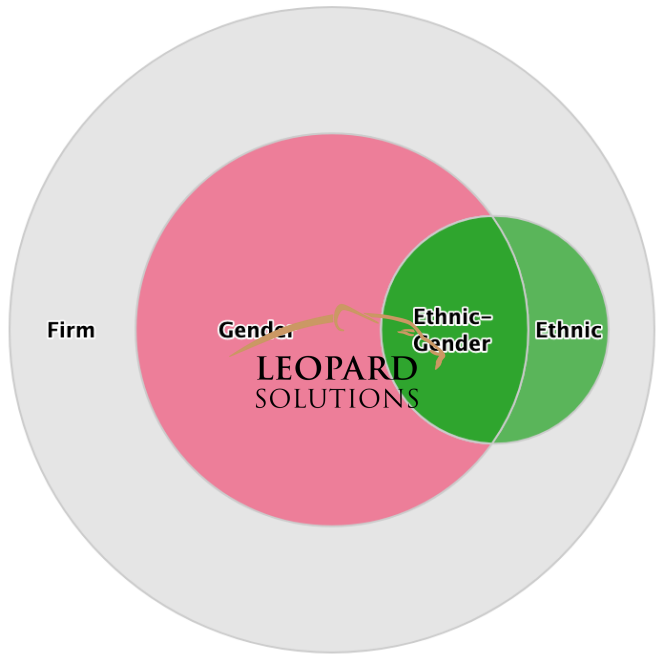
Firm	HQ City	
Adams and Reese LLP	New Orleans	62
Akerman LLP	Miami	275
Akin, Gump, Strauss, Hauer & Feld, LLP	Washington	295
Allen Matkins Leck Gamble Mallory & Natsis LLP	Los Angeles	65

## Gender Diversity Breakdown

Diversity	Associate	Partner	Counsel	Support
High	181	106	30	37
Low	161	248	59	33

Ethnic Diversity	Associate	Partner	Counsel	Support
High	48	11	4	11
Low	14	18	6	7

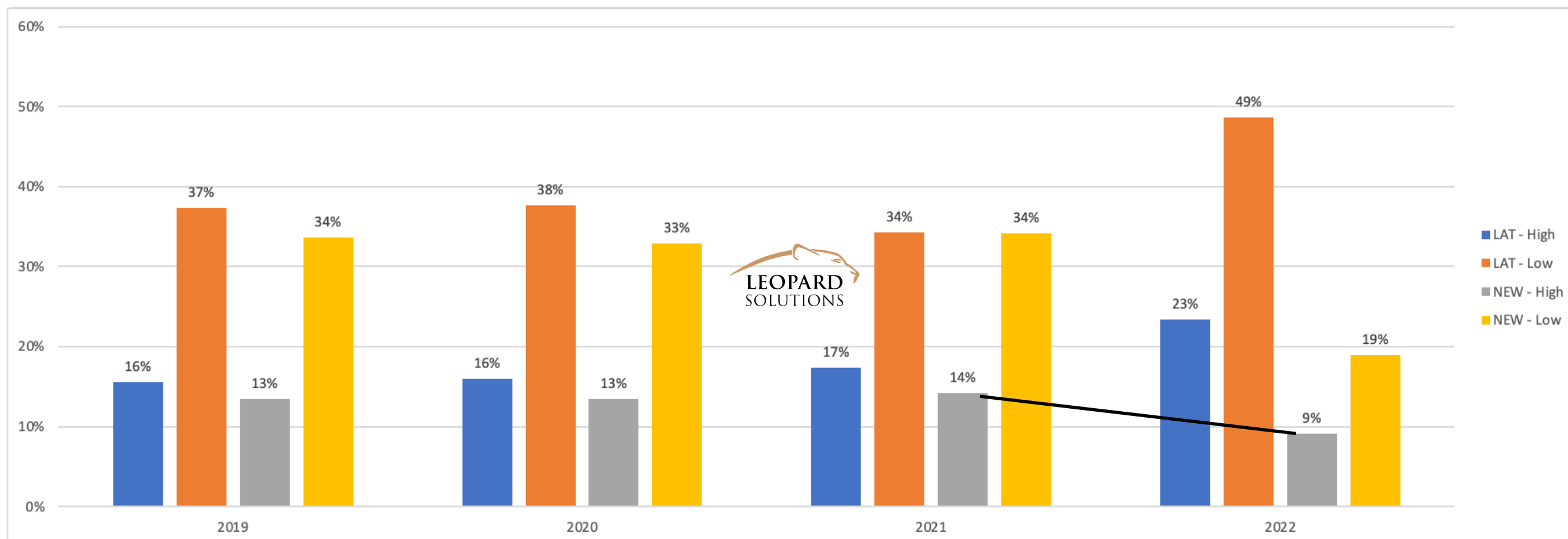
## Ethnic and Gender Diversity



Highcharts.com

## Hiring Patterns Over Time for Ethnically Diverse Hiring

*\*Historical diversity assignment before 9/2020 will have a lower level of accuracy*

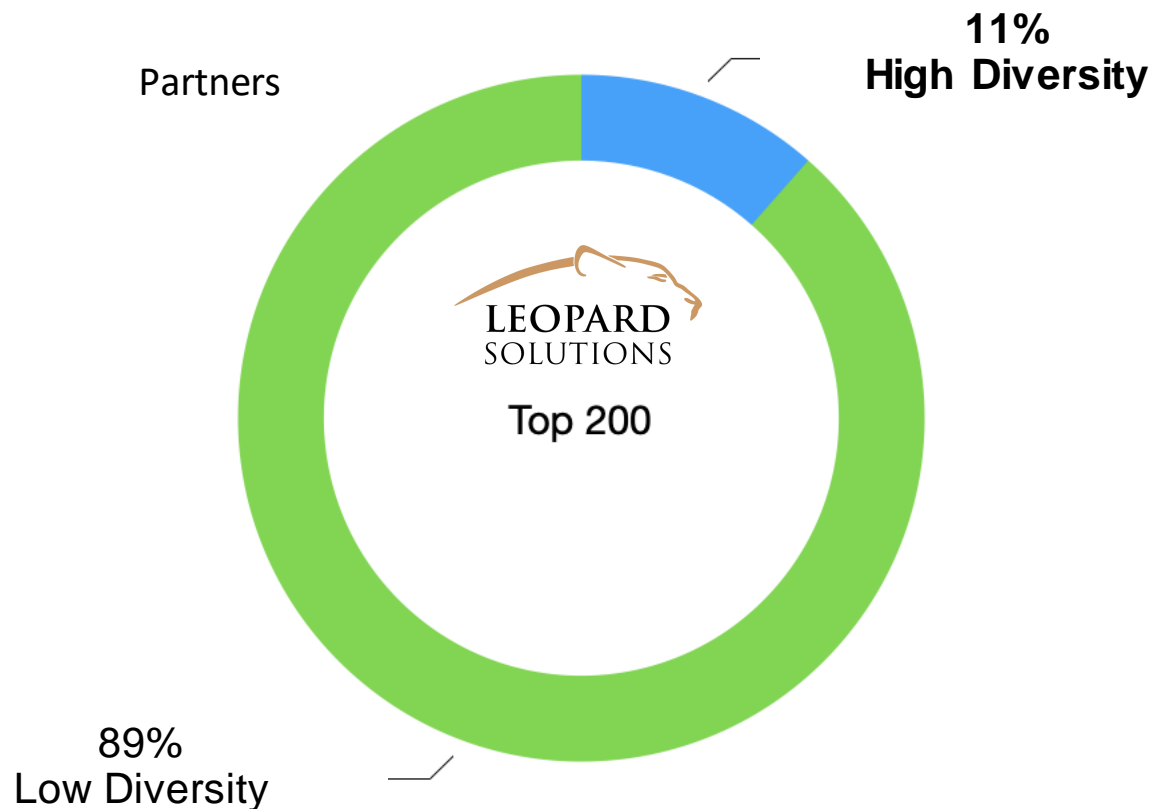
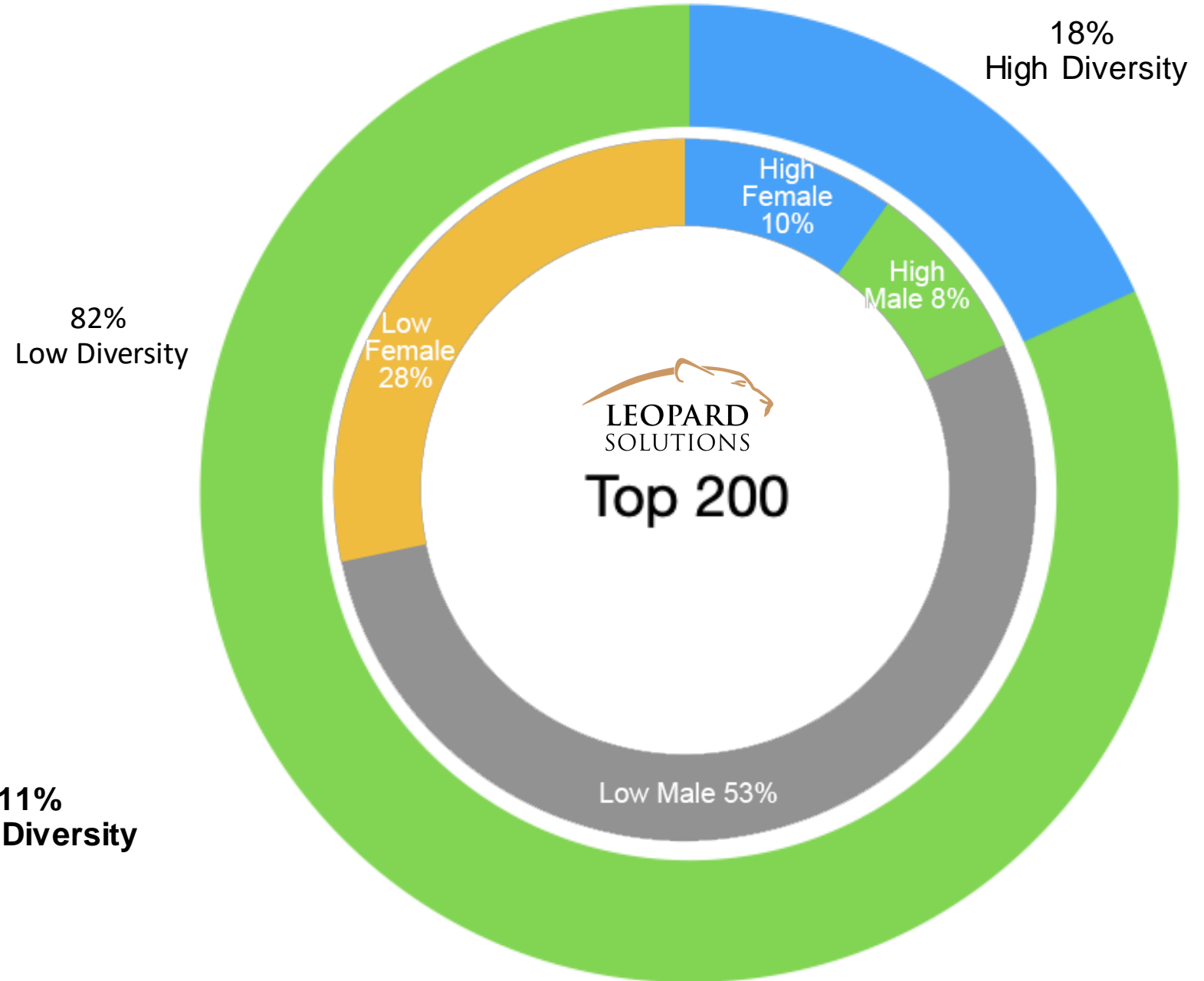


Lateral hiring numbers have dropped overall from the overheated market of 2021 but they are still strong. The remainder of the year is typically a busy hiring period, time will tell. If we look at the percentages instead of the actual numbers a great story begins to appear. While diverse lateral hires had a stagnant number in 2019 and 2020, we see a marked rise in 2022 with 23% of laterals being ethnically diverse. However, gap between high diverse and low diverse laterals increased sharply in 2022. The percentage of entry level hires that are diverse dropped by a good margin and now rests at 9%.

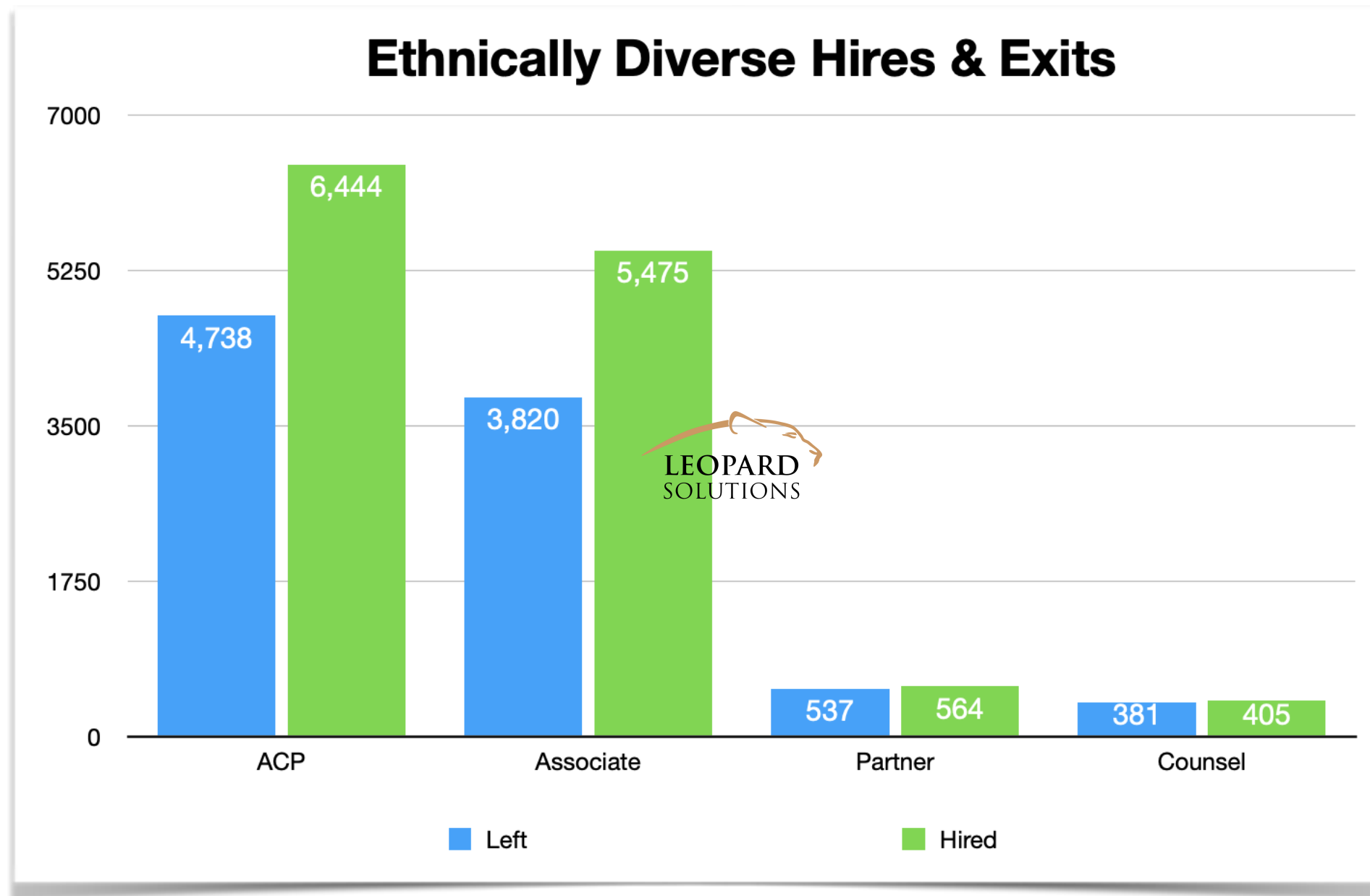


# 2022

These charts represent current data, as of 9/1/2022 and it is showing a 1% gain for overall hiring and for partners at the firms.

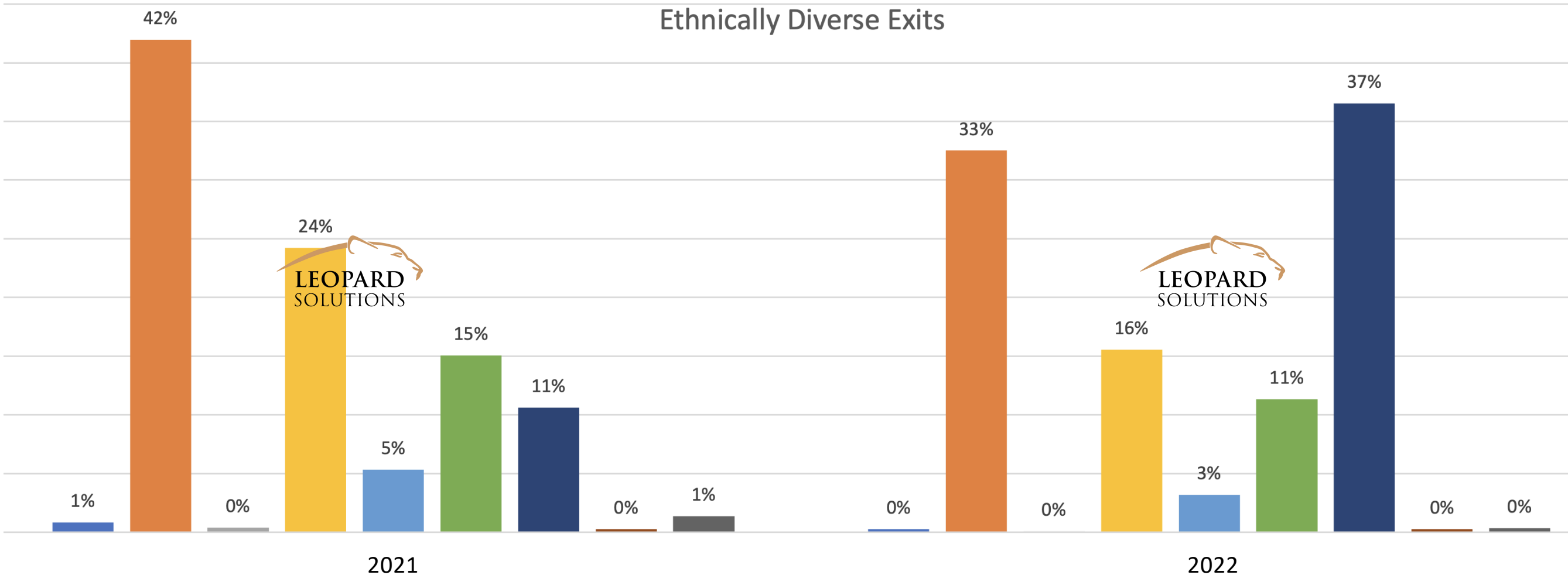


September 1 2021 to September 1 2022



The associate level saw sharp rise in ethnically diverse hires in relation to exits, partners and counsels saw slight gains.

Ethnically Diverse Exits

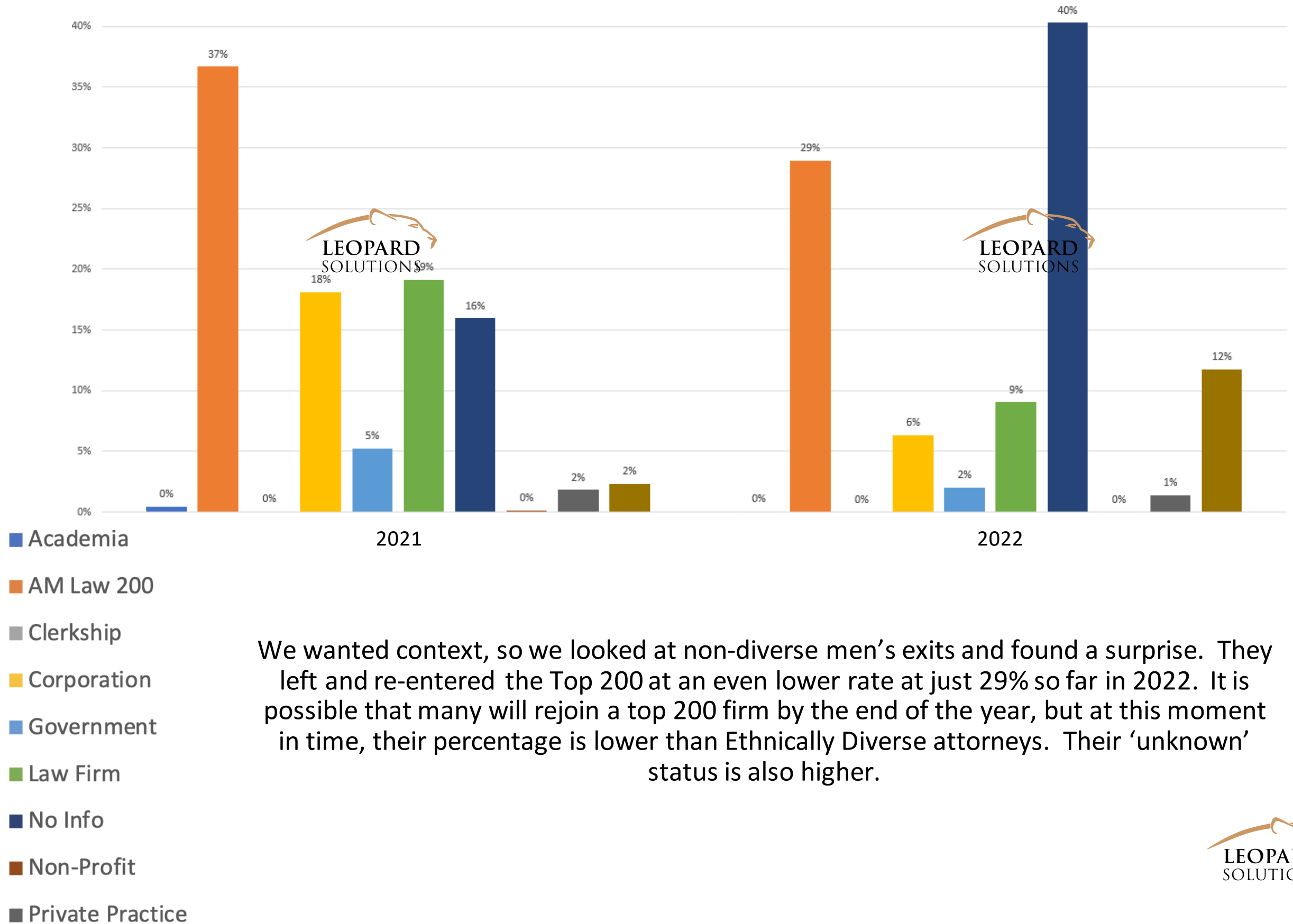


- Academia
- AM Law 200
- Clerkship
- Corporation
- Government
- Law Firm
- No Info
- Non-Profit
- Private Practice

Here we are looking at where diverse attorneys went after they left their Top 200 firm. This chart shows that fewer attorneys went to a Top 200 firm after their exit, it dropped by 9%. The number going to another law firm dropped by 4%. We still have a group in the 'unknown' category but we know they did not rejoin a Top 200 firm, or one of the 4300 law firms we cover or one of the 8000 InHouse companies we research. This number will go down over time as we are able to determine exactly where they went.



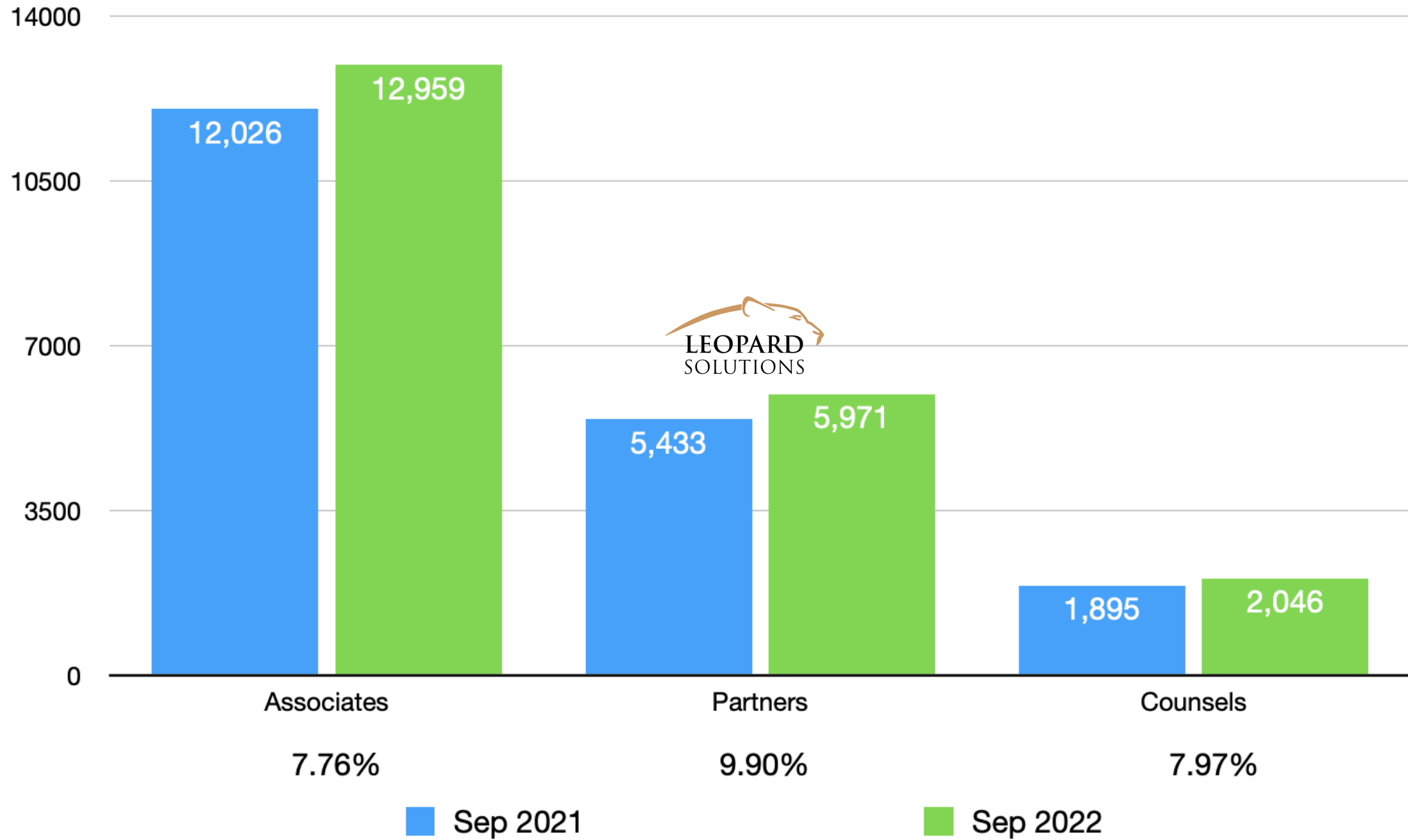
Non-Diverse Men Exits from Top 200



We wanted context, so we looked at non-diverse men’s exits and found a surprise. They left and re-entered the Top 200 at an even lower rate at just 29% so far in 2022. It is possible that many will rejoin a top 200 firm by the end of the year, but at this moment in time, their percentage is lower than Ethnically Diverse attorneys. Their ‘unknown’ status is also higher.

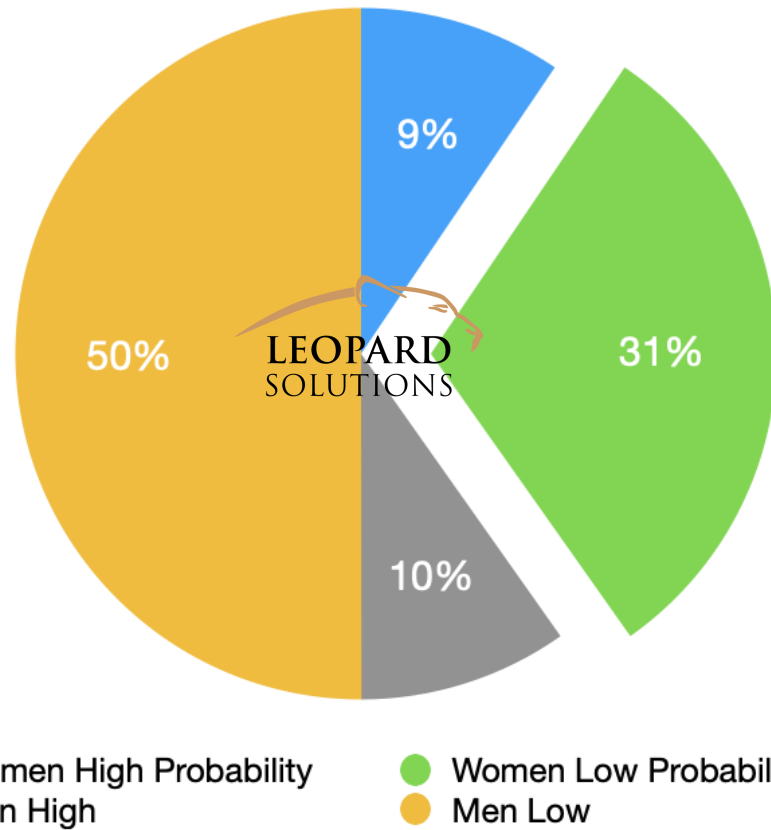


# Ethnically Diverse Growth



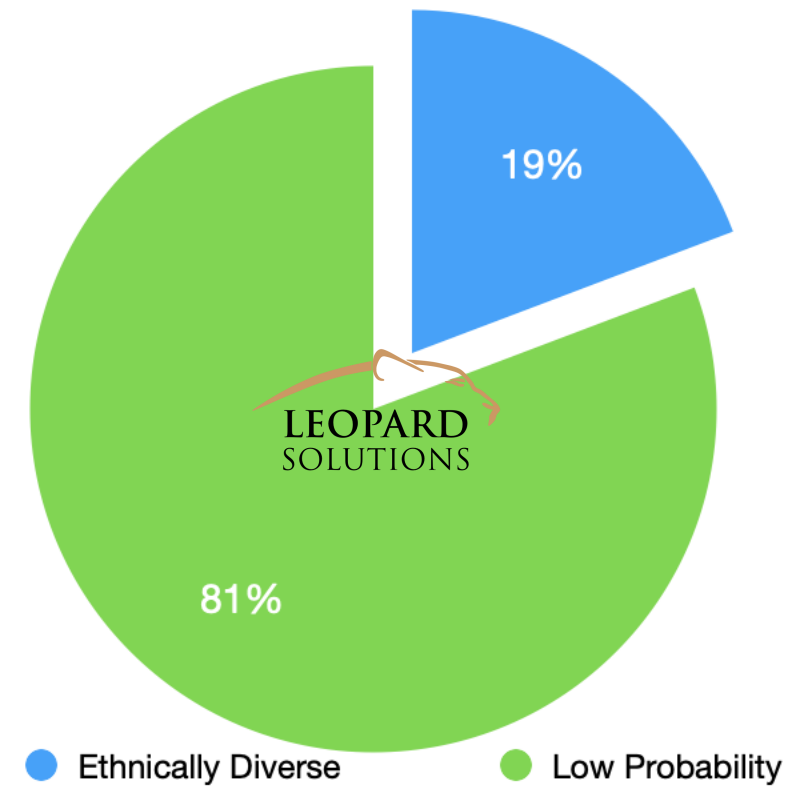
# Promotion Data

## Promo to Partner by Gender Diversity



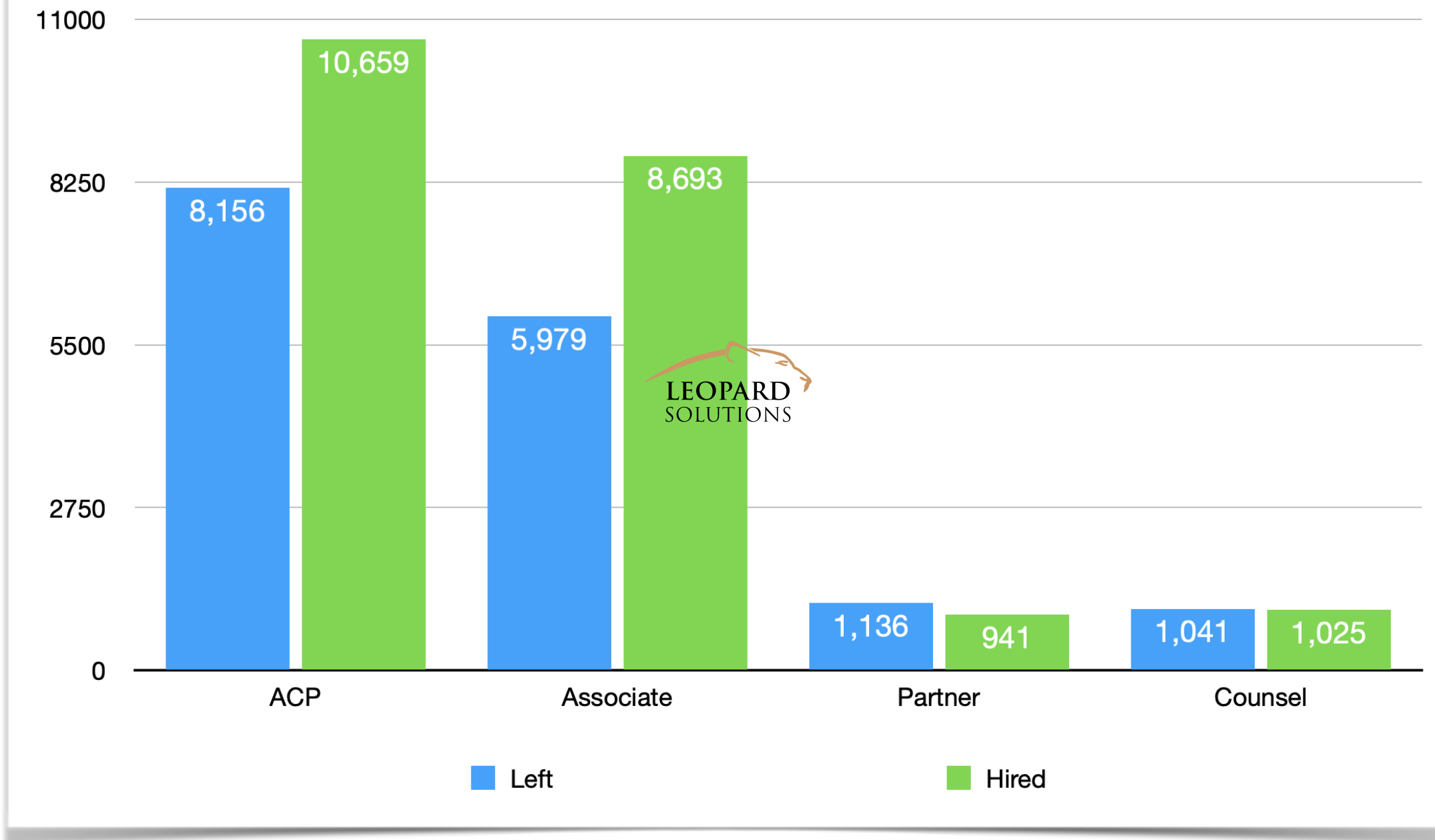
60% of promotions to partner were given to men. Women did see 40% which was a 3% increase from last year at this time.

## Promo to Partner by Ethnic Diversity



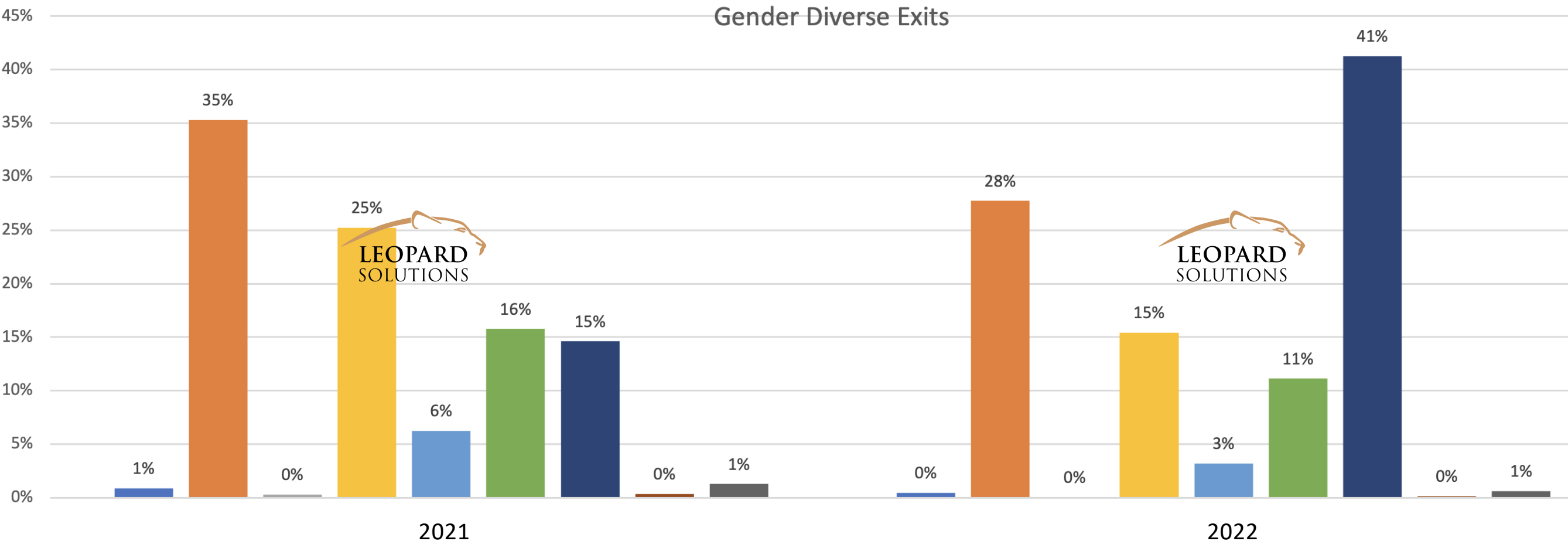
Promotions of ethnically diverse attorney remained unchanged from last year. Diverse attorneys received 19% of promotions to partner.

## Gender Diverse Hires & Exits



There was a large gain in gender diverse associates, but they lost ground on the partner level. More partners exited than were hired to replace them.

Gender Diverse Exits



- Academia
- AM Law 200
- Clerkship
- Corporation
- Government
- Law Firm
- No Info
- Non-Profit
- Private Practice

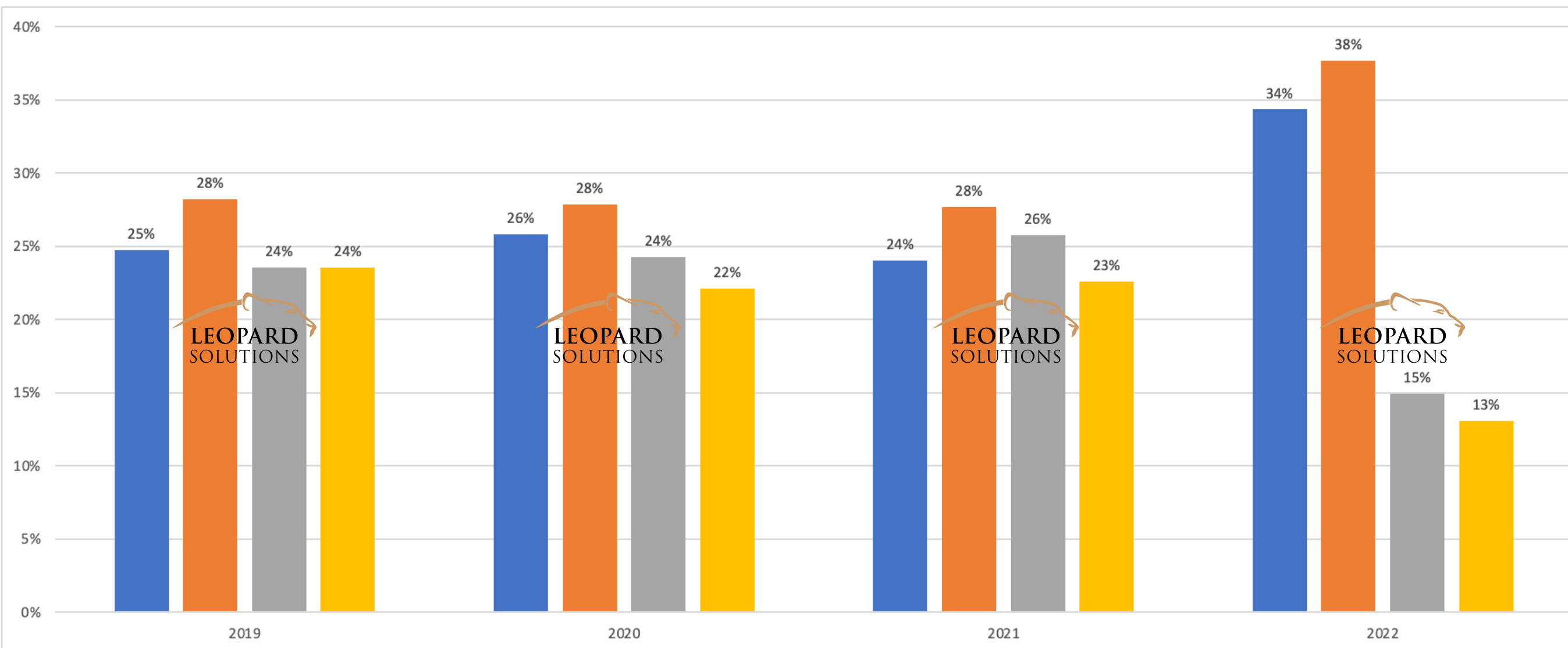
The losses we saw on the previous slide are seen here as fewer women returned to a Top 200 firm after their exit. In our Women Leaving Law white paper, we reported that only 35% returned to a Top 200 firm in 2021 and now that number has dropped to just 28%. They they have the lowest percentage of return of the three groups we looked at for the 2022 time period. The ‘unknown’ number is still very high- we know they have not yet landed at a law firm or company we cover but they still might.

The ‘unknowns’ for the ethnically diverse attorneys were 4% lower than for women. They also exited to another Top 200 firm 5% higher rate than women.





# Hiring Patterns Over Time for Gender Diverse Hiring

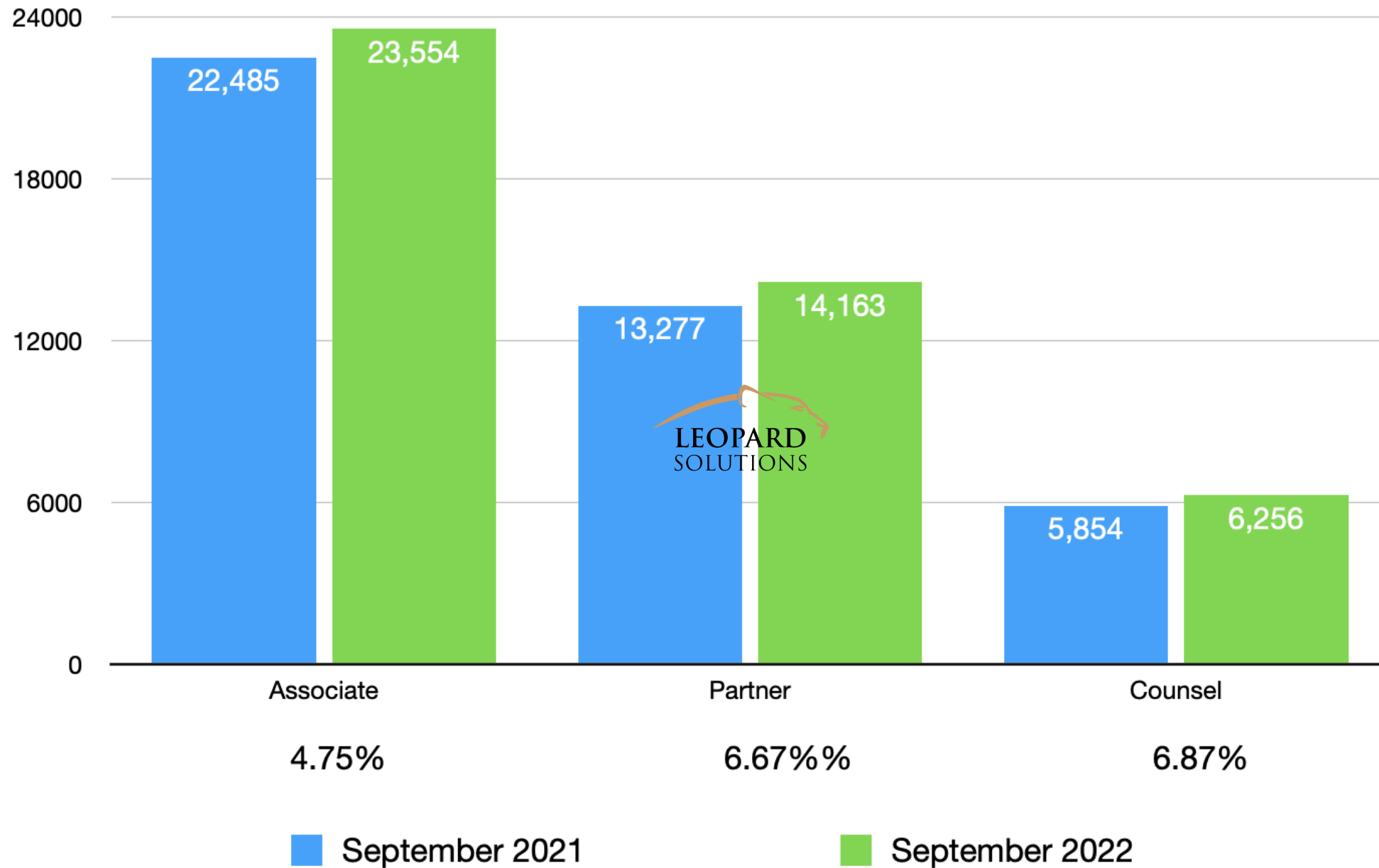


The lateral numbers for 2022 seem high due to the low entry level hiring numbers - but the year is not over and our data shows that this is a normal level for September. It really is about the distribution of gender and the gaps continue to lessen. The gap in lateral hiring between the genders was 4%. At the moment, the gap in entry level hiring is not great, but we will see what it is at the end of the year. It is still trending toward another year of women being hired out of law school at a larger rate than men.

- LAT - High
- LAT - Low
- NEW - High
- NEW - Low



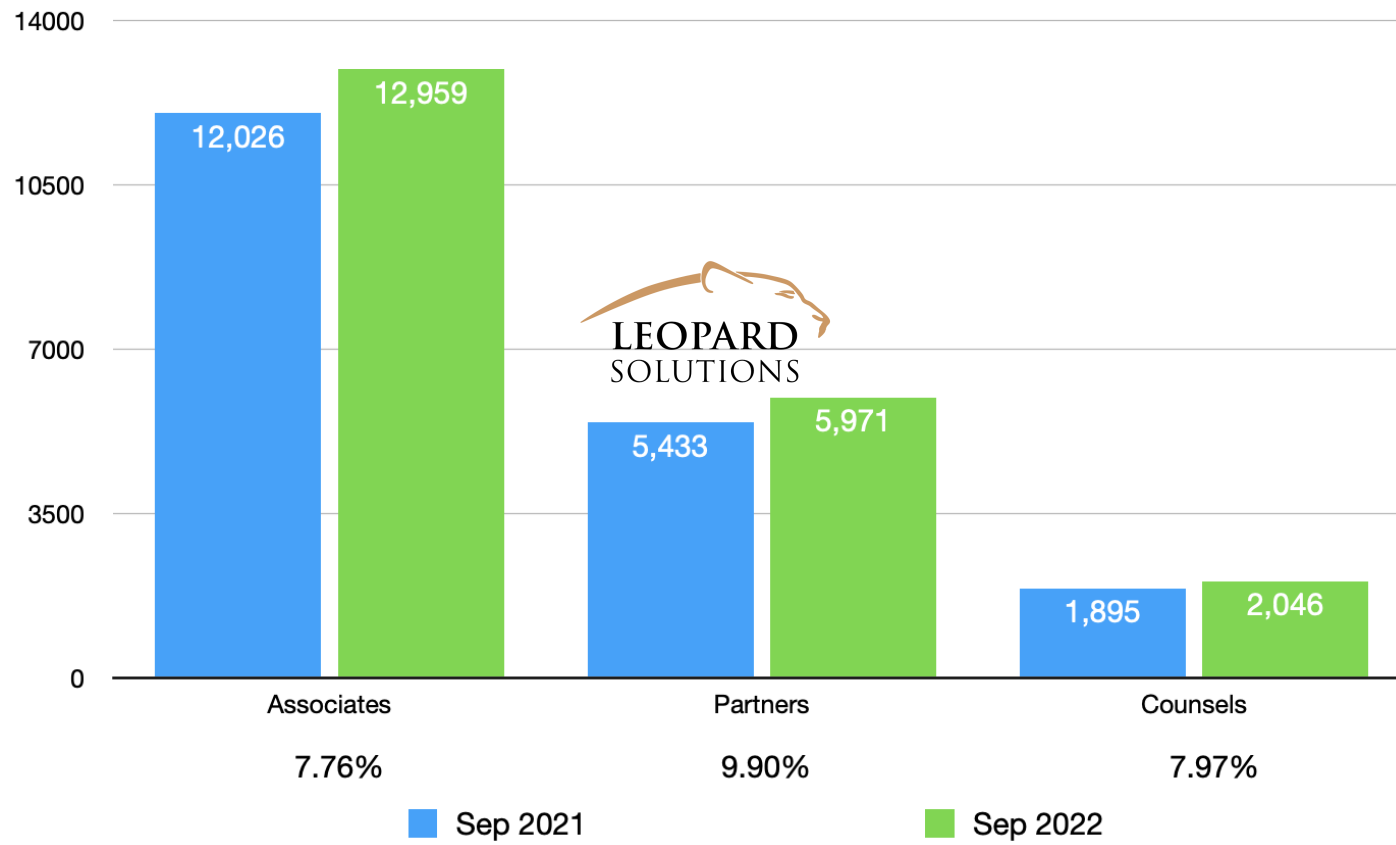
# Gender Diverse Growth



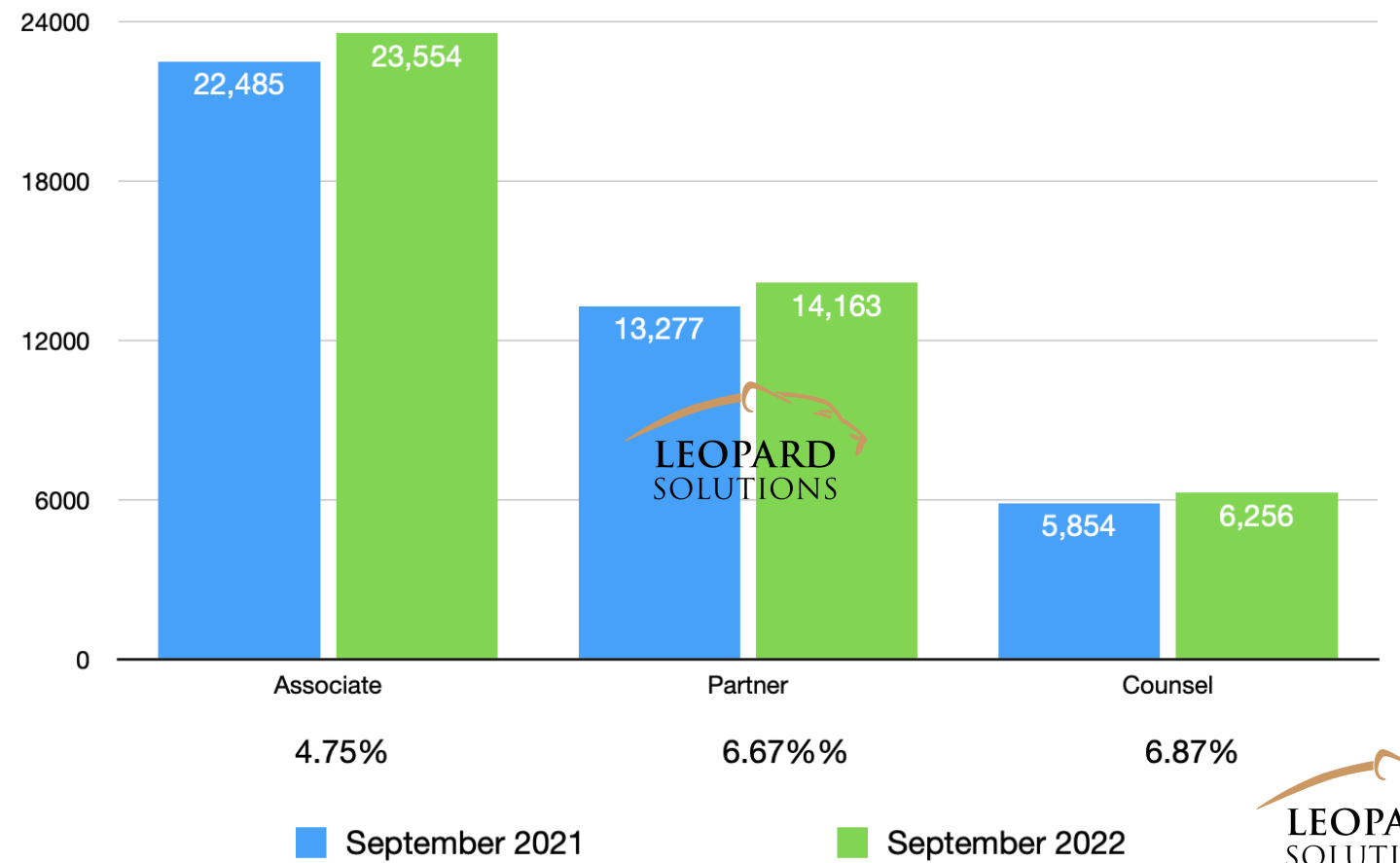
There was less growth for women during this time period. Instead of 8% for associates, it was about 5%.  
There was a slight rise for partners and counsels.

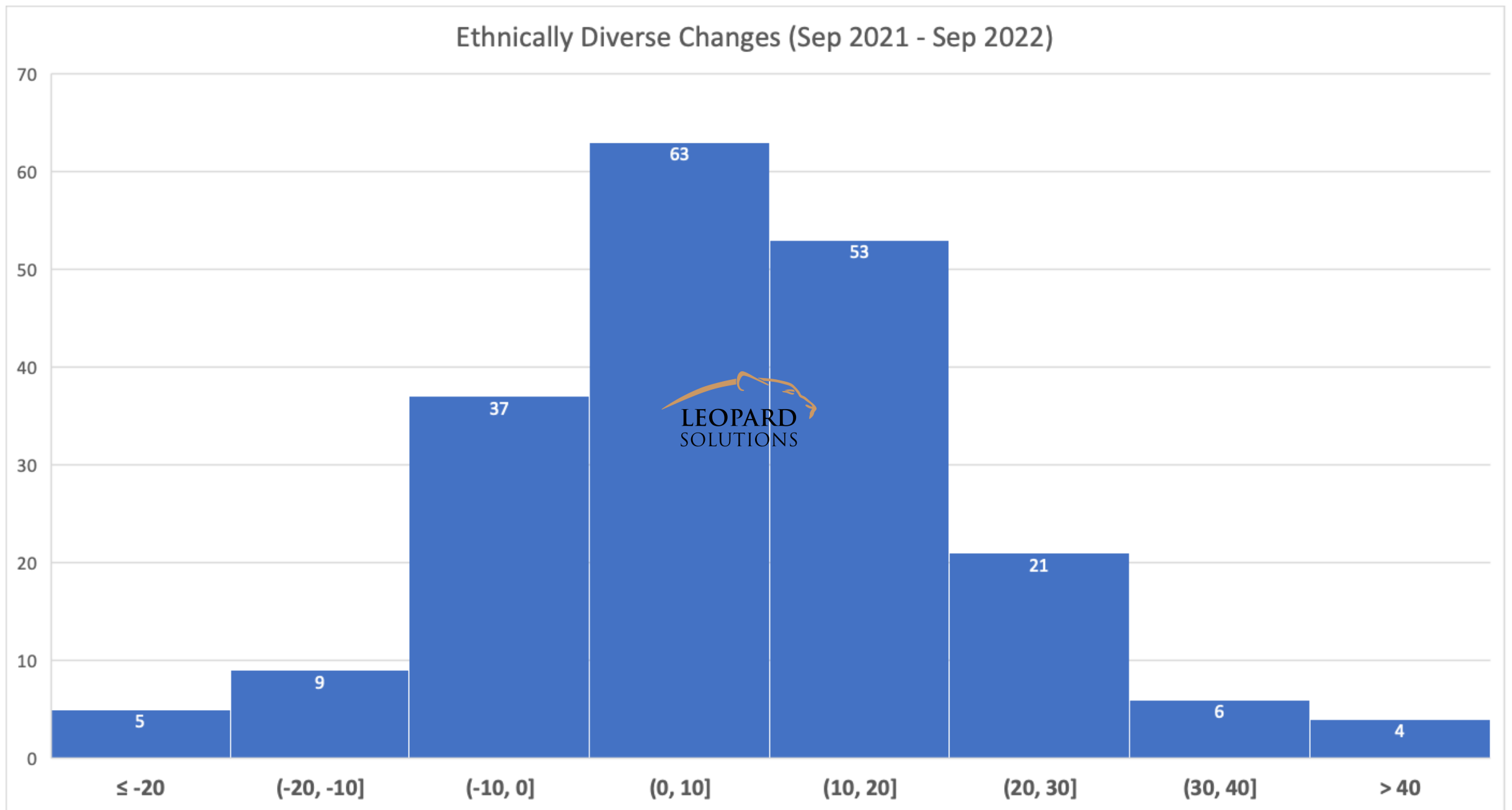


## Ethnically Diverse Growth



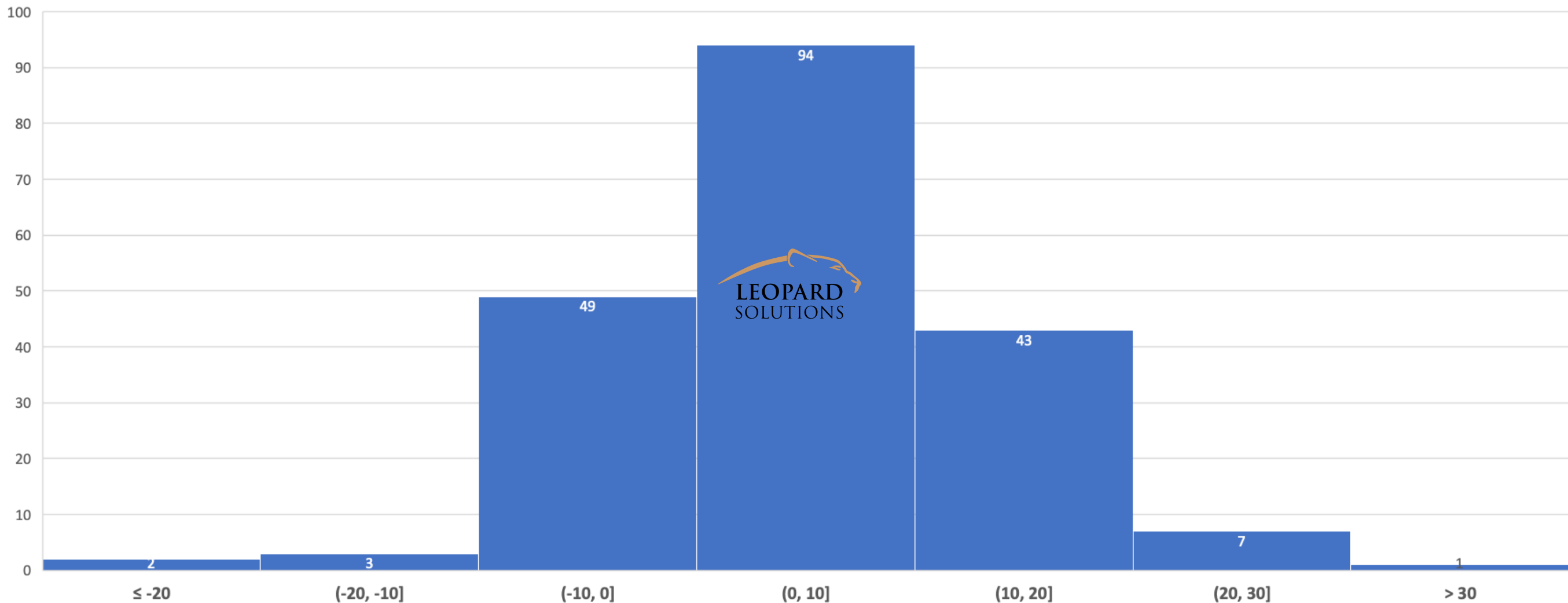
## Gender Diverse Growth





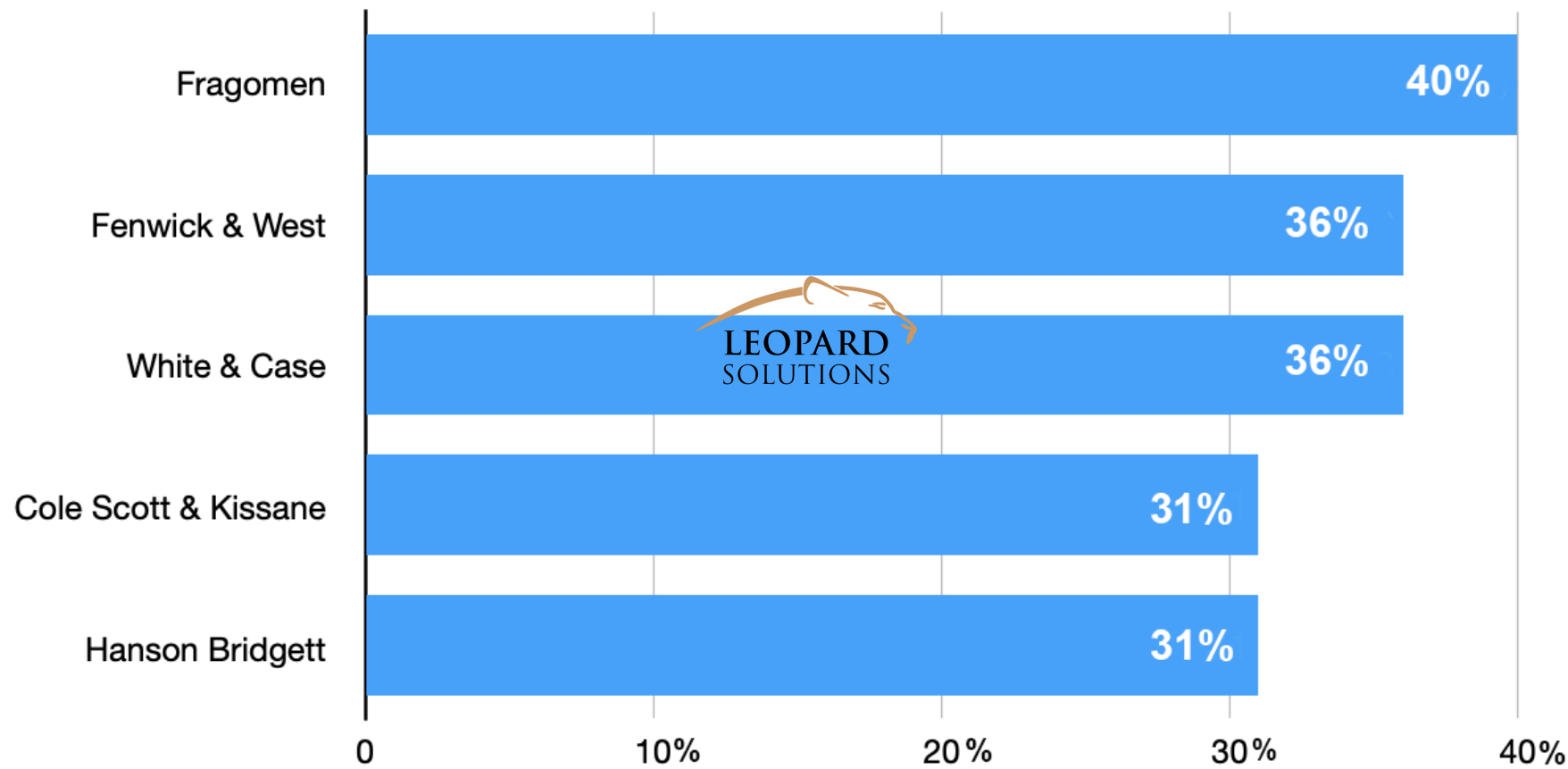
The fortunes of recruitment - 63 firms gained a small number of ethnically diverse attorneys. 53 gained from 10 to 20. 31 firms made large gains while 51 firms experienced losses.

Gender Diverse Changes (Sep 2021 - Sep 2022)



94 firms experienced a small gains for gender diverse attorneys, 54 firms experienced losses for gender diverse attorneys at their firm.

### Top Ethnically Diverse Firms Top 200

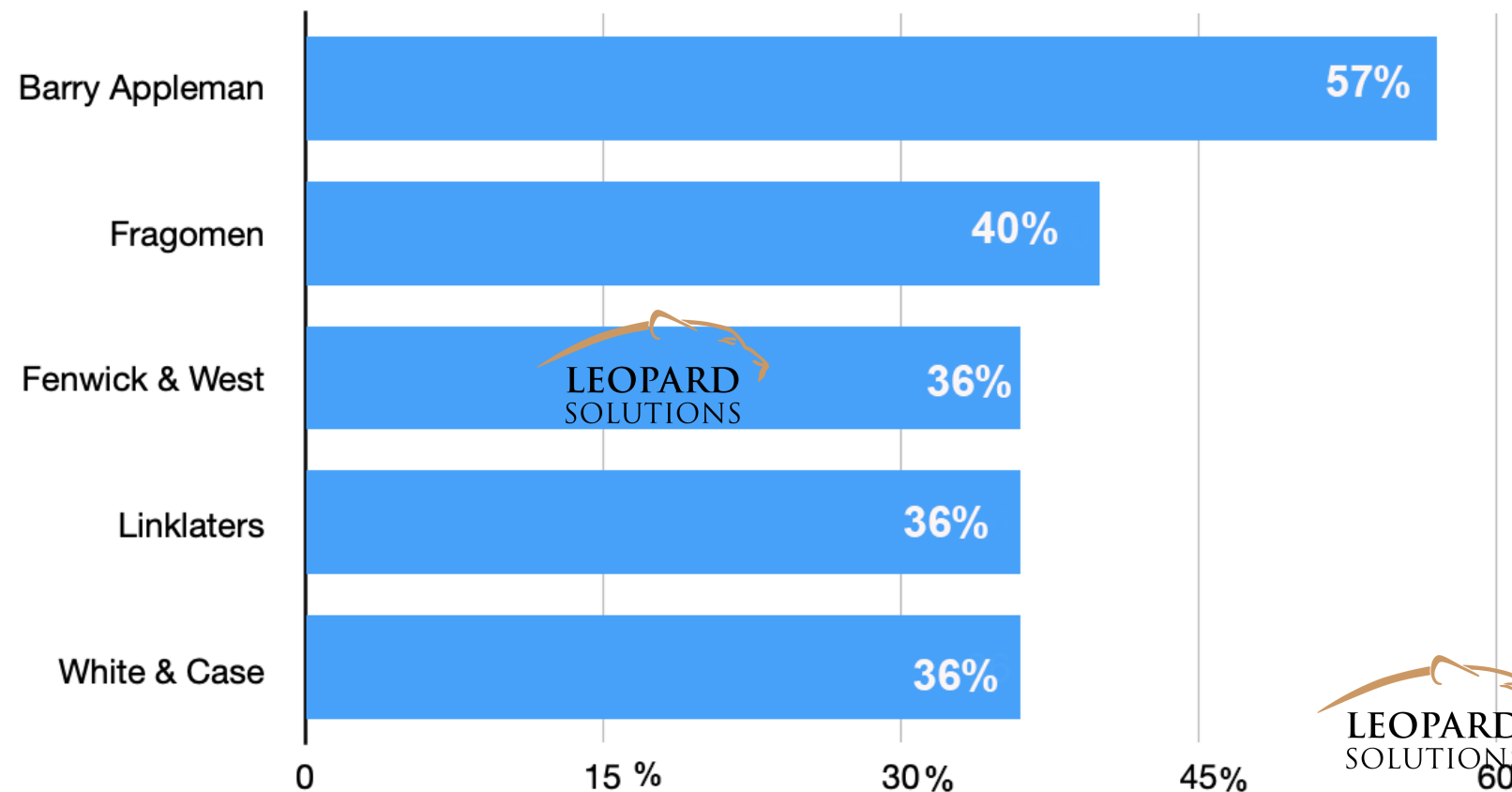


Fragomen and White and Case are in both top five systems with the most Ethnically diverse attorneys.

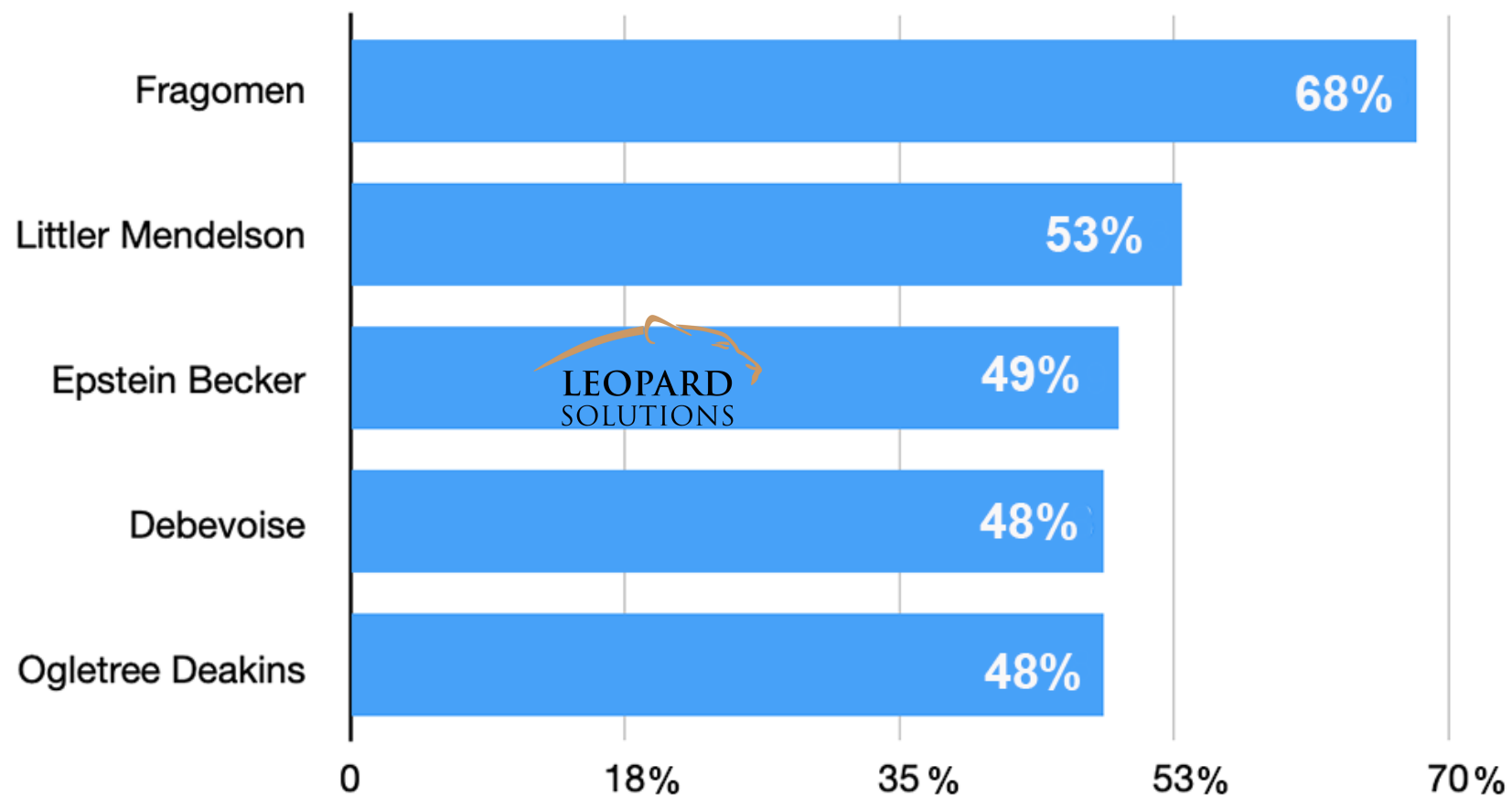
Among the top 200 firms in the Leopard Law Firm Index, the percentages of ethnically diverse firms are higher.

Leopard Law Firm Index is a dynamic rating system for law firms, weighted proportionately to the size of the firm. It is a rating system of all Leopard Solutions firms ranked for profitability, viability, growth, and potential opportunity. The law firm index will change as data changes and provides an overview of how firms are doing in real-time.

### Top Ethnically Diverse Firms LLFI



### Top Gender Diverse Firms Top 200



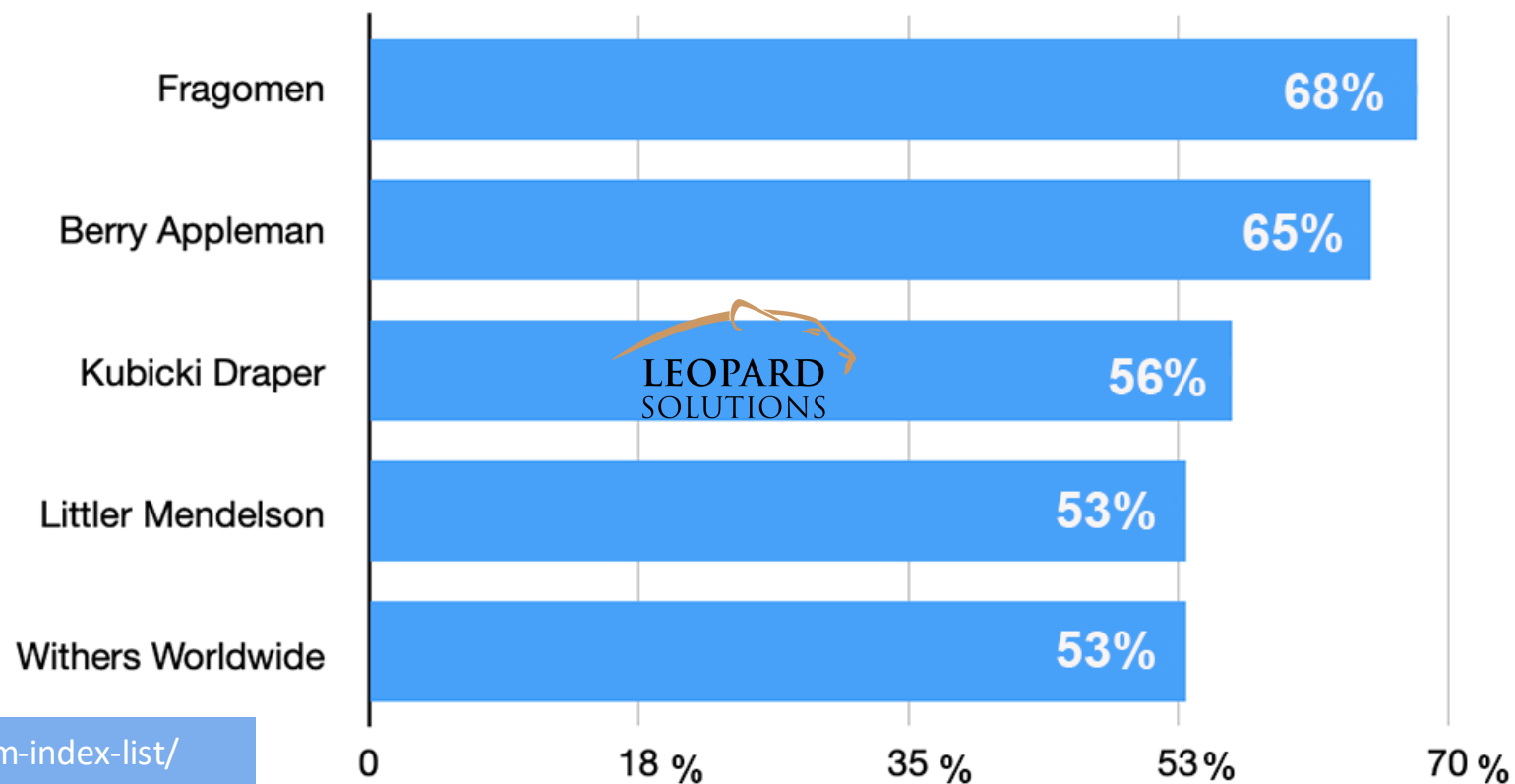
Fragomen is tops in both ranking systems, with 68% of their US attorneys gender diverse.



Using our Leopard Law Firm Index, for the top 200 firms, the percentages are much higher in the traditional Top 200 rankings.

<https://www.leopardsolutions.com/index.php/leopard-law-firm-index-list/>

### Top Gender Diverse Firms LLFI



# Firmscape Report

SUBMIT

Clear All Filters

Firm Size

[Include Filter](#) | [Exclude Filter](#)

Firm Rank

[Clear](#)

Include filters:

AMLAW TOP 200 ✖

[Choose Filter](#)

Regions

- All
- USA
- International

Locations

Headquarters Only

[Include Filter](#) | [Exclude Filter](#)

Practice Areas

[Include Filter](#) | [Exclude Filter](#)

Firms

[Include Filter](#) | [Exclude Filter](#)

Specialties

[Include Filter](#) | [Exclude Filter](#)

Gender / Diversity

- AND  OR
- High Probability of Gender Diversity
- High Probability of Ethnic Diversity

Types

Include  Exclude

Associate  
Counsel  
Partner  
Support

Profit Per Partner

\$389,000 \$8,400,000

Admits

[Include Filter](#) | [Exclude Filter](#)

Revenue Per Lawyer

\$307,000 \$3,860,000

Honors

[Include Filter](#) | [Exclude Filter](#)

## APPLIED FILTERS

Firm Rank: AMLAW TOP 200  
 Regions: USA  
 Types: Associate, Counsel, Partner  
 Gender / Diversity(OR): High Probability of Ethnic Diversity

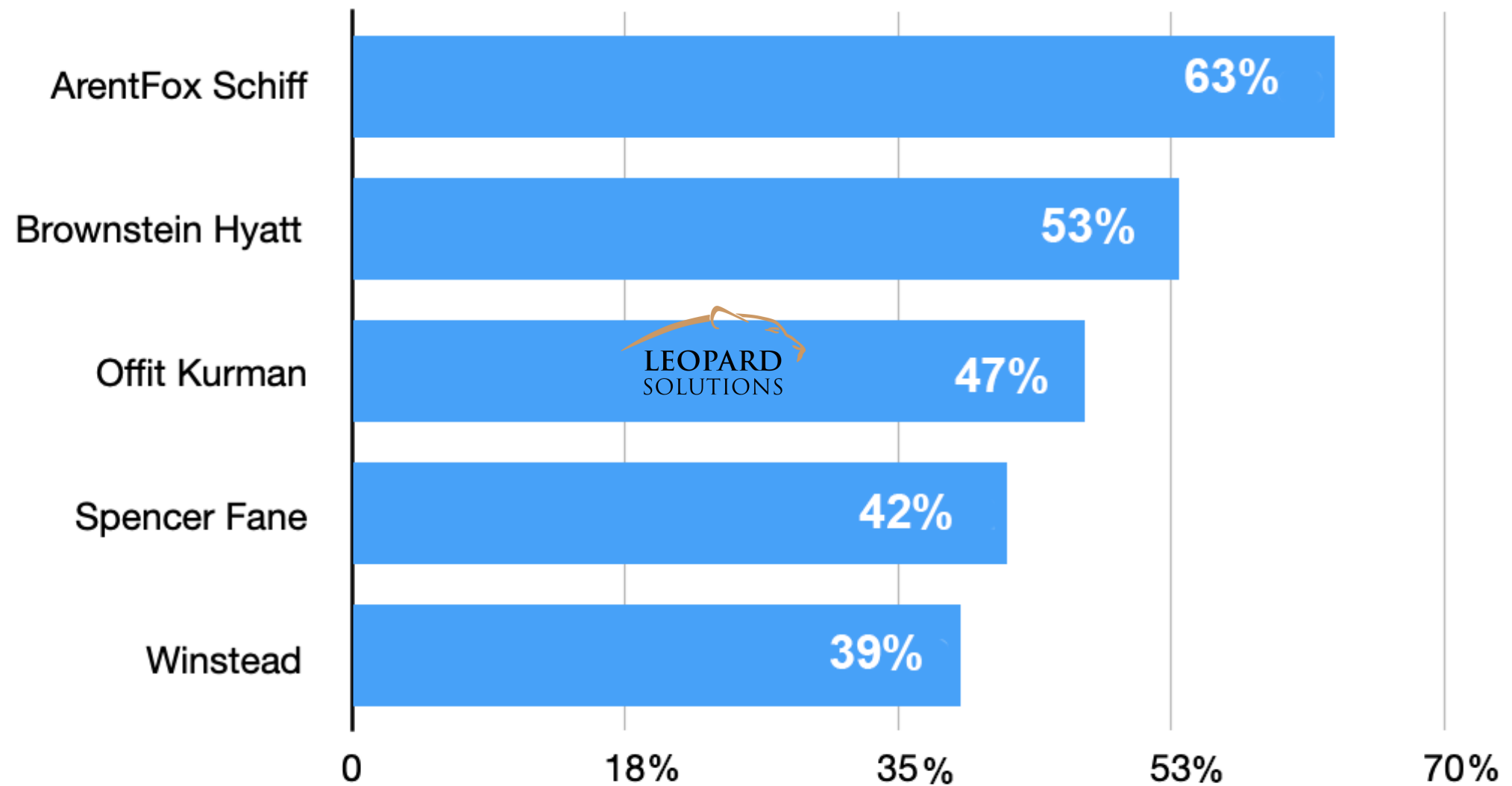
Records Found: 199

Firm	HQ City	Ranks		Domestic Attorneys	
		AMLAW	LLFI	Filtered	% of Attorneys ↑
<b>Total</b>	<b>All</b>			<b>20993</b>	<b>16%</b>
	Grand Rapids	197	189	12	5%
	Providence	196		11	6%
	Buffalo	199	200	13	6%
	Kansas City	157	221	21	6%
	Charlotte	136	167	23	6%
	New Orleans	192	195	20	7%
	Birmingham	107	73	40	7%
	Birmingham	152	146	26	7%
	St. Louis	166	140	28	8%
	Philadelphia	77	57	66	8%
	Pittsburgh	183	224	24	8%
	Cincinnati	133	139	44	8%
	Orlando	122	63	49	8%
	Tampa	187	153	23	8%
	Cincinnati	100	67	59	8%
	Richmond	174	164	20	8%
	Cleveland	155	130	30	9%
	Houston	124	201	28	9%
	Cincinnati	112	60	67	9%
	Denver	119	103	45	9%
	Philadelphia	148	218	46	9%
	Newark	131	162	35	9%
	New Orleans	176	141	36	9%
	Columbus	186	239	19	9%
	Philadelphia	134	145	40	9%
	Kansas City	126	210	40	9%
	Portland	130	237	33	9%
	Columbus	156	142	35	9%
	Denver	139	151	29	10%
	Buffalo	115	135	22	10%
	Denver	110	122	70	10%





## Top 200 Firms With the Most ED Increases



These firms increased their ethnic diversity numbers the most over the last 12 months.



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