

Calif. Law Firms Show the Way to Diversity, New Report Indicates

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Can law firms across the country learn some diversity lessons from California firms? The authors of a new report think so, and they point to diversity statistics that suggest California firms generally do a better job of hiring and retaining women, gay and lesbian attorneys and minority attorneys... For example, minorities represent 10% of the total partners at major California law firms — twice that of major U.S. firms. The percentages of nonpartner minorities and women attorneys at California firms also outpaced the national statistics... Fenwick & West...commissioned the study... Both Lee [Felix Lee of Fenwick] and Talent Advisory Board principal Tina Paikeday [report's author] acknowledged that recruiting and keeping diverse talent is somewhat easier in California because of the progressive tradition and diversity of the state... The study highlighted the success of Bingham McCutchen's San Francisco office in recruiting and retaining African American attorneys... The report also notes Morrison & Foerster's relatively high percentage of both Hispanic and gay and lesbian attorneys. [also refers to Littler Mendelson; Orrick, Herrington & Sutcliffe; Pillsbury Winthrop Shaw Pittman; Wilson Sonsini Goodrich & Rosati]

Source: The Business & Human Rights Resource Center