

Talent Advisory Board – Research Summary – September 12, 2014
Legal Industry Diversity Reports

Diversity Scorecard: LGBT Lawyers at Big Law Firms

August 18, 2014

The American Lawyer

http://www.americanlawyer.com/home/id=1202667165322?kw=Diversity%20Scorecard%3A%20LGBT%20Lawyers%20at%20Big%20Law%20Firms&utm_source=Sailthru&utm_medium=email&utm_term=TALHEADLINES&utm_campaign=TAL%20ALD%3A%20Daily%20Headlines&et=editorial&bu=The%20American%20Lawyer&cn=20140819&src=EMC-Email&pt=Am%20Law%20Daily%20Headlines&slreturn=20140808130147

Am Law published a list of 22 Am Law firms that have the highest percentages of LGBT attorneys. Coming in at first place is Patterson Belknap at nearly 9% LGBT attorneys. Munger Tolles, O'Melveny, Sheppard Mullen and Fenwick & West were among other firms on the list coming in at 7th, 8th, 17th and 19th places respectively. Am Law notes that not all firms provided LGBT data.

The Best Places To Work

August 27, 2014

The American Lawyer

<http://www.americanlawyer.com/id=1202666613278?slreturn=20140808161527>

Am Law's Midlevel Associate Satisfaction Survey ranked firms based on 12 areas of job satisfaction, including compensation, relations with partners and other associates, and management's openness about firm strategies, among others. Nutter McClennen & Fish and Paul Hastings came in first and second this year (switching places from last year), with overall satisfaction scores of 4.856 and 4.805 out of 5 respectively. The survey ranked the top 124 law firms that had 10 or more responses.

Which Schools Produced the Most Satisfied Big-Firm Lawyers

August 27, 2014

The American Lawyer

<http://www.americanlawyer.com/id=1202667735236>

Of Am Law's Midlevel Associate Survey questions, the highest correlation between job satisfaction was how well the associate felt that their law school prepared them for practice. Am Law released a list of law schools that had 20 or more respondents to the survey who went to the same law school and released a list of schools from where satisfied associates came. The top schools were Duke Law School, University of Michigan, and Loyola School of Law in Los Angeles.

MidLevel Report: Who Actually Takes Their Vacation Time?

August 28, 2014

The American Lawyer

<http://www.americanlawyer.com/top-stories/id=1202668410226/Midlevel-Report-Who-Actually-Takes-Their-Vacation-Time%3Fmcode=1202615731542&curindex=13>

Another set of data that came from Am Law's Midlevel Associate Satisfaction Survey was the amount of vacation time associates are taking. The average amount of vacation days midlevel associates took in 2013 was 12.5 days. The firm where midlevels took the most vacation days was Linklaters, whose associates took 19.8 days. The firm where midlevels took the least amount of vacation days was Troutman Sanders coming in at under 6 vacation days in 2013.

Small Minority Group Best Practice Legal Industry Programs

August 2014

Talent Advisory Board

<https://taborg.sharepoint.com/sites/tab.legal.research/Shared%20Documents/TAB%20Research/Small%20Minority%20Group%20Best%20Practice%20Legal%20Industry%20Programs%2009082014.pdf>

TAB's August custom research highlights the publicly available best practices of law firms and in-house legal departments for diversity talent management of small minority groups. These best practice organizations were identified by Talent Advisory Board as those which exceed industry benchmarks of the following quantitative metrics for in-house legal departments: (1) a female, minority or LGBT general counsel or deputy; (2) at least one-fifth minority attorneys, and/or (3) at least two-fifths female attorneys. The success criteria initially used to identify law firms to include in this document are large law firms that meet at least one of the following quantitative metrics: (1) at least 14% minority attorneys; (2) at least 6% under-represented ethnic minority attorneys including African Americans and Hispanics, and/or (3) at least 2% LGBT attorneys. In addition to employee resource groups, minority networks, relevant pro bono work, critical mass, and affinity groups/ally groups, the research indicates that strong and vocal leadership support of these under-represented groups can aid in the retention of small minority group attorneys. The research highlights Skadden's affinity groups, Latham and Wilson Sonsini's law school diversity scholarships, Fenwick and Mofo's pro bono commitment, and HP and Intuit employee resource groups.

Women and Minorities At California 50 Firms

September 2014

California Lawyer

http://www.callawyer.com/fileservers/djictext/CaLawyer/pdf/09CA50Graphs_web.pdf

California Lawyer 50 Firms maintained the same amount of women and minorities as they did last year. In aggregate, at the 50 firms, women make up about 46% of the associates, and minorities make up nearly 24% of associates. Summer associates and associates had significantly higher levels of women and minorities than in the higher ranks – 47.5% women and 41.1% minorities for California summer associates compared to 22.9% women and 13.4% minorities for partners. Jackson Lewis had the most female partners – 37.5% - and Atkinson, Andelson, Lya, Ruud & Romo had the highest number of minority partners – 24.3 percent. In

California, 37% of partner elevations were women and 24% were minorities. Moreover, 20.3% of equity partners in California are women and 14.9% are minorities.

Best Law Firms For Women

September 2014

Working Mother and Flex-Time Lawyers

http://www.wmmsurveys.com/2014_WorkingMother_and_Flex-TimeLawyers_Best_Law_Firms_for_Women_Executive_Summary.pdf

In their annual report on the best law firms for women, Working Mother and Flex-Time Lawyer reveal in their study that 40% of the Best Law Firms had 2 or more women in their top 10 firm rainmakers – a significant increase from last year, 32 percent. At these firms, women hold almost a quarter of all Executive Committee seats and Compensation Committee seats. Moreover, the Best Law Firms have 19% women equity partners, beating the 17% industry average. Nearly all of the Best Law Firms allow promotion to partner while working on a reduced schedule.

Increasing Diversity of Law School Graduates Not Reflected Among Judicial Clerkships

September 2014

NALP Bulletin

<http://www.nalp.org/0914research>

Between 1993 and 2013, the number of minority graduates from law school has increased 11% from 14% to 25%, and yet the percentage of minority judicial clerks has been lower than 20% for more than a decade. Representation of Hispanics and Asians has stayed the same for the past decade, and it has slightly decreased for African Americans.

Talent Advisory Board Inc. is committed to advancing workforce diversity.

You are receiving this email as a member or partner of the 2014 TAB Research Roundtable. For more information, please visit www.talentadvisoryboard.org. If you wish to be removed from this list, please email info@talentadvisoryboard.org.