

## TAB Q2 2015 Research Update

### [Diversity Matters](#)

February 2015

McKinsey & Company

New research from McKinsey & Company reveals that companies with the highest levels of racial diversity are 35% more likely to financially out-perform the industry median and companies with the lowest levels of diversity are less likely to perform above average. Companies with the most gender diversity are 15% more likely to have higher financial returns than the industry median. The research was based on proprietary data sets from 366 companies in the United States, the United Kingdom, Canada and Latin America.

### [LGBT Representation Among Lawyers in 2014](#)

March 2015

NALP

Data compiled from 634 law firm offices nationwide shows an increase in LGBT attorneys in 2014. In 2013, there was 2.19% LGBT attorneys. In 2014 there was 2.30% LGBT attorneys. Associates had the highest percentage of LGBT representation (2.93%) out of all attorney categories as did the geographic locations of Washington D.C., New York, San Francisco and Los Angeles.

### [Hidden in Plain Sight: Asian American Leaders in Silicon Valley](#)

May 2015

Ascend Foundation

A new report documents the glass ceiling for Asians in the Silicon Valley. Based on EEOC data from Google, Hewlett-Packard, Intel, LinkedIn, and Yahoo, the report finds that white executive representation is at least equal to white representation in the professional workforce, but minority executive representation, including Asian representation, is below total workforce representation. The authors created the Executive Parity Index (EPI) in which they took the percentage of employees of specific racial groups and divided that number into the percentage of executives within that same racial group. EPI scores lower than 1 indicate that the percentage of employees of a particular racial group is higher than the number of executives within that same racial group. While white men had an EPI of 1.4, meaning there was a higher percentage of white male executives than the percentage of white male employees total, Asian women had an EPI of .39. Asian men had an EPI score of .56.

### [The Women and Men of Harvard Law School: Preliminary Results from the HLS Career Study](#)

May 2015

Harvard Law School, Center on the Legal Profession

Harvard Law School's Center on the Legal Profession just released the preliminary findings of a survey of their graduating classes of 1975, 1985, 1995, and 2000. Interesting findings from the study include that of the HLS alumni who left their jobs after having children, 77% were women as compared to only 23% of men. Women were far more likely to work reduced hours, find another job with fewer hours or work

part-time. Women were also far more likely to report workplace consequences after having children like losing clients and having promotions delayed.

### [Women and Minorities at Law Firms by Race and Ethnicity – An Update](#)

May 2015

NALP

As an update to its research released in February of this year, NALP has released diversity data at law firms broken down by race, namely, African American, Asian and Hispanic. The update shows that while there was a general increase in minority associates in 2014, the majority of that increase was in the Asian group. African American associates continue to decline for the fifth straight year. The update also breaks down the categories of lawyers into partners, associates, counsel and staff attorneys and firm size. Hispanics fare better in the partner ranks as the firms gets larger, but African American attorney promotion seems to stall at firms in the 501-700 attorney range.

### [Minority Ranks at Large Firms Show Little Growth](#)

May 28, 2015

MP McQueen

The American Lawyer

The American Lawyer's annual [Diversity Scorecard](#) shows that there has been very little change in the percentage of minority representation at large firms in the past year. In 2013, minorities made up 14.1% of large law firm attorneys, and in 2014, that percentage has gone up only slightly to 14.4 percent. There has been no substantial increase in minority attorneys at these firms in 6 years. The percentage of minorities has increased since 2000 when minorities only made up 9.7% of attorneys. There was also no significant increase in minority partners, both equity and non-equity.

### [Special Report: BigLaw is Failing Women](#)

May 28, 2015

The American Lawyer

In conjunction with its release of [firm rankings](#) of women equity partners, The American Lawyer wrote a special report on the state of women in the legal field. At Am Law 200 firms, women only make up 16.8% of equity partners. Female representation at law firms in the equity partnership ranks are lower than representation of women as CEOs at non-profits (45%), CPA partners (17%), and commissioned military officers (17%). Also, within the legal field, law firms lag behind in female representation as 46% of law school associate or deputy deans are women, 33% of appellate court judges are women and 23% of Fortune 500 GCs are women.

### [Despite Small Gains in the Representation of Women and Minorities Among Equity Partners, Broad Disparity Remains](#)

June 2015

NALP

New data from 2014 shows that women make up only 17.1% of equity partners and racial minorities make up only 5.6 percent. The results were compiled using the data of 262 tiered law firms nationwide.

While 63.5% of male partners were equity partners, less than half of women and minority partners – 48% - were equity partners.

[Google's Workplace Diversity Still has a Long Way to Go](#)

June 1, 2015

Kia Kokalitcheva

Time

Google has released its EEO-1 workforce diversity data for the second year in a row. There has been little change in the diversification of its workforce. The number of women in technical roles has gone up one percent bringing that total to eighteen percent. Also up one percent is women in leadership positions – twenty-two percent. There were no changes in those categories for African American or Latino employees. Google employs 56,000 people worldwide. Google vowed to spend [\\$150 million dollars](#) before the year ends on diversity efforts.