

## **TAB Q4 2015 Research Update**

### **[Women, Black/African-American Associates Lose Ground at Major U.S. Law Firms](#)**

November 19, 2015

NALP

While the percentage of women and minority partners at major U.S. law firms has increased based on NALP's latest analysis of 2015 data, the percentage of women and black/African-American associates has declined. Representation of minority women associates has gone up nearly a percentage point since 2013, but representation of women associates in general has essentially remained flat at 44.68% in the past 2 years. The increase in minority associate representation – from 19.53% in 2010 to 22% in 2014 - is due mainly to Asian and Hispanic attorneys. Since 2009, Hispanic associate representation has gone up from 3.81% to 4.28% in 2015. African-American associates during the same time period, on the other hand, have gone down from 4.66% to 3.95 percent.

### **[Diversity Action Matters](#)**

2015

CMCP

California Minority Counsel Program, in conjunction with Davis Wright Tremaine LLP, has released new research on how to improve business opportunities for diverse lawyers. The report highlights interviews with top legal counsel at Chevron, Southern California Edison, LEGO Group, and Microsoft, among others. Some strategies contained within the report include implementation of a summer clerk sharing program, finding ways to support higher bar passage rates for Hispanic and African American law school graduates, and using diversity as one of the filters in the process of succession planning.

### **[New Partner Report – 2015](#)**

Diversity & Flexibility Alliance

Based on data collection from 121 law firms nationwide, the latest Diversity & Flexibility Alliance report shows 34.4% of partner promotions this year were women attorneys. This percentage is up 2% from last year. In 2009, the percentage of women elevated to partner was 28 percent. Since 2009, the percentage of women elevated to partner has stayed fairly constant – at about 33 percent.

### **[MCCA's 16<sup>th</sup> Annual General Counsel Survey](#)**

December 2015

Lydia Lum

MCCA

This year's General Counsel Survey found that 25% of African-American GCs at Fortune 500 companies have left their positions in 2015. According to last year's report, there were 29 African-American Fortune 500 GCs. The number of minority GCs at Fortune 500 companies is also down from 54 to 51 this year. The number of women in the top legal position at Fortune 500 companies has increased since last year – from 113 women last year to 120 this year. This is the fifth straight year that there have been over 100 women GCs at Fortune 500 companies. The number of women GCs at Fortune 501-1000 companies has also gone up by 2 women over the past year, making 96 female GCs at these companies.

## Report of the Ninth Annual Survey

2015

National Association of Women Lawyers

The number of women in the equity partnership ranks in 2015 is only 2% higher than it was in 2006, the National Association of Women Lawyers' annual survey found. They make up only 18% of the equity partnership at major law firms. Women equity partners are paid 80% of the compensation of their male counterparts. Women only represent 22% of partners on governance committees at law firms. Fewer and fewer law firms who receive the annual survey are responding. This year, NAWL had the lowest rate of responses since the survey's inception – only 37% down from a high of 69% response rate in 2008.