

# 2021 Report on Diversity in Law Firms

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## **FOR IMMEDIATE RELEASE**

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## **This Year's Summer Associate Class at U.S. Law Firms Was Most Diverse Ever, But Industry Challenges Remain**

WASHINGTON, D.C. — NALP today released its annual *Report on Diversity at U.S. Law Firms*, available at [www.nalp.org/reportondiversity](http://www.nalp.org/reportondiversity). The report, based on information from the 2021-2022 NALP Directory of Legal Employers (NDLE), shows that overall gains have been made at the summer associate level in the representation of women, summer associates of color, and LGBTQ summer associates at major U.S. law firms in 2021 as compared to 2020.

The percentage of summer associates of color grew by nearly 5 percentage points in a single year, the largest gain in the 29 years that NALP has been tracking this information. In addition, women made up more than half of all summer associates for the fourth year in a row, and the proportion of LGBTQ summer associates increased to 8.41%, also a historic high.

“Without doubt, this summer associate class was the most diverse ever measured in every way, and it holds the promise of a law firm world that is truly more diverse, equitable, and inclusive,” noted NALP Executive Director James G. Leipold in the report. “The challenge for the industry is to retain, train, develop, and promote this talented and diverse pool of new lawyers so that 5 years from now the associate ranks as a whole reflect similar diversity and representation, and 10 or 15 years from now we can celebrate a partnership class that is similarly diverse.”



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Leipold continued that many challenges remain, including the representation of Black lawyers in the legal profession. “Although the percentages of Black partners, associates, and lawyers overall increased in 2021, the representation of Black lawyers in law firms still trails that of Asian and Latinx lawyers and those gaps have widened over time.” He also pointed out that in 2021, women made up just 25.92% of all partners, and Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms.

“The 2021 law firm diversity numbers are a cause for celebration, but also a reminder of the hard work that remains to be done,” Leipold added.

### **Key Findings:**

- The percentage of summer associates who are people of color grew by nearly 5 percentage points, increasing from 36.48% in 2020 to 41.34% in 2021 — the largest increase since NALP began tracking these data in 1993. The majority of this increase can be attributed to the rise in the percentage of summer associates who are women of color, which increased by 3 percentage points to 25.14% in 2021.
- In 2021, the percentage of summer associates who are women also increased by 1.4 percentage points to 55.06%. Women accounted for more than half of all summer associates for the fourth year in a row.
- While the percentage of LGBTQ lawyers overall grew by approximately one-third of a percentage point from 2020 to 2021, the percentage of LGBTQ summer associates continued to grow at a more accelerated rate, climbing 0.7 percentage points to 8.41% in 2021. Overall, 3.67% of all lawyers identified as LGBTQ.
- Although the percentage of Black associates overall increased by one-tenth of a percentage point to 5.22%, the rate of growth in the proportion of associates who are Black lags behind that of Latinx and Asian associates.
- The percentage of associates who were Latinx women in 2021 grew to 3.25%, surpassing the share of Black women associates (3.17%) for the first time.



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- Despite slight gains in 2021, just over 4% of all partners are women of color. Black women and Latinx women each continue to represent less than 1% of all partners in U.S. law firms.
- Equity partners in multi-tier law firms continue to be disproportionately white men. In 2021, 22.0% of equity partners were women and only 9.0% were people of color.

Read the *Report on Diversity at U.S. Law Firms* at [www.nalp.org/reportondiversity](http://www.nalp.org/reportondiversity).

### **About NALP**

NALP is an association of more than 2,500 legal career professionals who advise law students, lawyers, law offices, and law schools in North America and beyond. What brings NALP members together is a common belief in three fundamental things. First, all law students and lawyers should benefit from a fair and ethical hiring process. Second, law students and lawyers are more successful when supported by professional development and legal career professionals. Third, a diverse and inclusive legal profession best serves clients and our communities. That's why NALP members work together every day to collect and publish accurate legal employment data and information, and champion education and ethical principles for recruiting, professional and career development, and diversity and inclusion. For 50 years, NALP has played an essential role in the success of our members and the lawyers and law students they serve. NALP maintains an online archive of press releases at [www.nalp.org/pressreleases](http://www.nalp.org/pressreleases). For additional information, contact NALP at [info@nalp.org](mailto:info@nalp.org) or call (202) 835-1001.



# 2021

## REPORT ON DIVERSITY IN U.S. LAW FIRMS



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## INTRODUCTION

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Overall, women and people of color continued to make measured progress in representation at major U.S. law firms in 2021 as compared with 2020, according to the latest demographic findings from NALP's recent analyses of the *2021 NALP Directory of Legal Employers* (NDLE) — the annual compendium of legal employer data published by NALP. Gains were particularly evident at the summer associate level where the percentage of summer associates of color grew by nearly 5 percentage points to more than 41% of all summer associates in 2021 and women of color now make up one-quarter of all summer associates. The representation of women, people of color, and lesbian, gay, bisexual, transgender, and queer (LGBTQ) individuals among summer associates in 2021 is more on par with, and in many cases, exceeds that of the most recent law school graduating classes. These data suggest the opportunity for continued diversification within the associate ranks in the years to follow.

Although the percentages of Black partners, associates, and lawyers overall increased in 2021, representation of Black lawyers in law firms still trails that of Asian and Latinx lawyers and those gaps have widened over time. While the percentage of associates overall who are Latinx has exceeded that of Black associates since 2015, the percentage of associates who were Latinx women (3.25%) surpassed that of Black women (3.17%) for the first time in 2021.

## NEW FOR 2021

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Data for Asian, Black or African American, and Latinx lawyers overall are presented in Table 11 for the first time. These data are further broken out by firm size and location. Additionally, trend data for all lawyers have been added to Table 2.



## COMMENTARY & ANALYSIS

BY JAMES LEIPOLD, EXECUTIVE DIRECTOR

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There are many things to celebrate in NALP's latest *Report on Diversity in U.S. Law Firms*, and there is much that should give the industry pause and continue to challenge all of us to do better, but on balance I'm going to take an uncharacteristically upbeat approach in describing the most important findings that I see in this year's data analyses. Chief among those findings are the gains made at the summer associate level in the representation of women, summer associates of color, and LGBTQ summer associates.

Notably, the percentage of summer associates of color grew by nearly 5 percentage points in a single year, the largest gain in the 29 years that NALP has been tracking this information. In tandem with that eye-popping growth, women made up over half of all summer associates for the fourth year in a row, and the proportion of LGBTQ summer associates increased to 8.41%, also the highest representation ever measured. Without doubt, this summer associate class was the most diverse ever measured in every way, and it holds the promise of a law firm world that is truly more diverse, equitable, and inclusive. The challenge for the industry is to retain, train, develop, and promote this talented and diverse pool of new lawyers so that 5 years from now the associate ranks as a whole reflect similar diversity and representation, and 10 or 15 years from now we can celebrate a partnership class that is similarly diverse.

Closing the outcome gaps in the pipeline from summer associate to law firm partner remains the biggest talent challenge facing the profession. In 2020, law firms and the entire legal profession were forced to confront structural and systemic racism throughout our society. Law firms sprang into action on many fronts, and the unprecedented gains in the representation of summer associates of color is testimony to the speed and seriousness of purpose that law firms brought to bear in the aftermath of some of the most tumultuous social unrest the United States has seen in many years. The test now is whether that resolve will remain, and whether these same institutions can effect similar changes at the associate and partnership levels in the decade ahead.

Many are the challenges that remain. In 2020 NALP called on its members and the legal profession as a whole to address more directly and more forcefully the many ways that the profession has failed Black lawyers and the Black community. Although the percentages of Black partners, associates, and lawyers overall increased in 2021, the representation of Black lawyers in law firms still trails that of Asian and Latinx

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lawyers and those gaps have widened over time. The share of associates who are Latinx women surpassed the percentage of Black women associates for the first time in 2021, and the rate of growth in the share of Black associates overall lags behind that of Latinx and Asian associates. Similarly, most of the increase in representation of partners of color since 2009 can be attributed to an increase in the number of Asian and Latinx partners, and the growth of Black partners has increased by only half a percentage point during this time period. In 2021, women made up just 25.92% of all partners, and Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms.

NALP members are in a unique position to help their institutions make real change to ensure that law firms become truly inclusive. The 2021 law firm diversity numbers are a cause for celebration, but also a reminder of the hard work that remains to be done. NALP once again calls on its members to join with the association in fighting racism in the legal profession and in American society, in redoubling our efforts to provide greater access, support, and development opportunities for law students and lawyers of color, and particularly in committing to greater efforts to support and promote the careers of Black law students and lawyers.

## HIGHLIGHTS

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### ASSOCIATES

- Women, people of color, and women of color continued to make steady progress in representation at the associate level in 2021.
- The percentage of associates who were Latinx women in 2021 grew to 3.25%, surpassing the share of Black women associates (3.17%) for the first time.
- Although the percentage of Black associates overall increased by one-tenth of a percentage point to 5.22%, the rate of growth in the proportion of associates who are Black lags behind that of Latinx and Asian associates.

### PARTNERS

- In 2021, there were modest improvements in the representation of women, people of color, and women of color at the partner level; however, all remain markedly underrepresented within the partnership ranks. Women experienced the largest year-over-year gains, increasing by approximately 0.9 percentage points from 25.05% of all partners in 2020 to 25.92% in 2021.
- Despite slight gains in 2021, just over 4% of all partners are women of color. Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms.

### EQUITY AND NON-EQUITY PARTNERS

- Equity partners in multi-tier law firms continue to be disproportionately white men. In 2021, 22.0% of equity partners were women and only 9.0% were people of color.
- Overall, the share of partners who are equity partners increased from 55.8% in 2020 to 57.2% in 2021. Nearly 61% of men partners in multi-tier firms were equity partners in 2021, compared to just 48% of women partners, and 50% of partners of color.
- Among non-equity partners in 2021, 67.5% were men, 32.5% were women, and 12.0% were people of color.

### COUNSEL

- In 2021, representation of women among counsel was essentially flat at 36.87% as compared to 2020. However, the proportion of counsel who are people of color and women of color improved slightly by approximately 0.7 and 0.2 percentage points, respectively.

*(Continued on page 5)*

## NON-TRADITIONAL TRACK/STAFF ATTORNEYS

- Non-traditional track/staff attorneys are the only attorney positions in which women were the majority in 2021, with women making up nearly 56% of lawyers in this category.
- The representation of people of color at the non-traditional track/staff attorney level fell by 2.5 percentage points to 22.52% in 2021.

## SUMMER ASSOCIATES

- The percentage of summer associates who are people of color grew by nearly 5 percentage points, increasing from 36.48% in 2020 to 41.34% in 2021 — the largest increase since NALP began tracking these data in 1993. The majority of this increase can be attributed to the rise in the percentage of summer associates who are women of color, which increased by 3 percentage points to 25.14% in 2021.
- In 2021, the percentage of summer associates who are women also increased by 1.4 percentage points to 55.06%. Women accounted for more than half of all summer associates for the fourth year in a row.

## LAWYERS WITH DISABILITIES

- The reporting of lawyers with disabilities (of any race or gender) has been increasing over the past two years, but remains limited, both at the associate and partner levels. For offices/firms reporting these data, lawyers with disabilities represented 1.22% of all lawyers.

## LGBTQ LAWYERS

- While the percentage of LGBTQ lawyers overall grew by approximately one-third of a percentage point from 2020 to 2021, the percentage of LGBTQ summer associates continued to grow at a more accelerated rate, climbing 0.7 percentage points to 8.41% in 2021. Overall, 3.67% of all lawyers identified as LGBTQ.
- The proportion of LGBTQ summer associates has increased by almost 4 percentage points since 2017. This expansion in representation in the summer associate ranks suggests that there is still the potential for additional growth in the presence of LGBTQ associates at these firms.

## LAWYERS WHO ARE MILITARY VETERANS

- The percentage of lawyers overall who are military veterans was 1.93%. Representation of military veterans was lowest at the associate level (1.40% of all associates).

## SIGNIFICANT FINDINGS

### ASSOCIATES

*The representation of women, people of color, and women of color among associates continued to rise and were at historic highs in 2021. The percentage of associates who were Latinx women surpassed that of Black or African American women for the first time this year.*

NALP's analysis found that representation of associates of color has continued to increase since 2010 (from 19.53% to 27.60%) following widespread layoffs in 2009. However, over the same period of time, women did not see a net increase until 2018. Since 2018, the percentage of women associates has continued to grow — and at 48.21% in 2021 — is the highest this percentage has been in the 29 years that NALP has been reporting data. In contrast to the pattern for women as a whole, representation of women of color among associates increased from about 11% (2009-2012) to nearly 16% in 2021, though some backsliding in 2010 is noted. However, the percentages for women and associates of color remain 7 to 14 percentage points below that of summer associates, suggesting that these figures should continue to improve in the coming years. (See Table 1.)

Much of the increase in the representation of associates of color since 2011 can be attributed to increased representation of Asian associates,

which grew steadily throughout this period before a slight step back in 2020. However, the percentage of Asian associates rose by nearly 0.4 percentage points to 12.49% of all associates in 2021. Since 2009, the share of Asian associates has increased by 3.2 percentage points.

Latinx associate representation has also grown in more recent years. After remaining somewhat steady at between 3.81% and 3.95% of associates between 2009 and 2014, Latinx associates have outnumbered Black or African American associates since 2015. In 2021, 6.11% of associates were Latinx, increasing almost half a percentage point from 2020. **Additionally, the share of associates who were Latinx women grew by about one-quarter of a percentage point to 3.25% in 2021, surpassing for the first time the percentage of Black women associates (3.17%).**

In contrast to trends among Asian and Latinx associates, representation of Black or African American associates fell every year from 2010 to 2015 but has grown slightly in each year since. In 2021, the percentage of Black or African American associates increased by about one-tenth of a percentage point to 5.22%. **Despite this increase, the rate of growth in the share of Black associates lags behind that of Latinx and Asian associates.** (See Table 2.)

(Continued on page 7)

In 2021, 0.18% of all associates were Native American or Alaska Native (0.10% were Native American or Alaska Native women) and 0.09% were Native Hawaiian or other Pacific Islander (0.05% were Native Hawaiian or other Pacific Islander women).

By geography, San Francisco had the highest proportion of women associates in 2021. Women were also the majority of associates in the Los Angeles area, Miami, Tampa, and other areas in Florida. Miami and the Silicon Valley had the highest percentage of associates of color in 2021. These percentages can be attributed to a large population of Latinx associates in Miami and Asian associates in Silicon Valley. (See Tables 6 and 10.)

## PARTNERS

*Women, people of color, and women of color saw small improvements in representation at the partner level in 2021. Women of color remain particularly underrepresented, with Black and Latinx women each making up less than 1% of all partners.*

During the 29 years that NALP has been compiling this information, law firms have made steady, incremental — though excruciatingly slow — progress in increasing the presence of women and people of color in the partner ranks. In 2021, that slight upward trend continued, with people of color accounting for 10.75% of all partners in major U.S. firms and women comprising 25.92% of the partners in these firms, up from 10.23% and 25.05%, respectively, in 2020. (See Table 1.)

**Despite these increases, just over 4% of all partners are women of color — a figure that remains abysmally low due to the significant underrepresentation of both women and people of color at the partnership level and a pattern that holds true across all firm sizes and most jurisdictions.**

Over the period of time that NALP has been reporting these data, the gains for women and partners of color have been minimal at best. In 1993, people of color accounted for 2.55% of partners and women accounted for 12.27% of partners. At the largest firms of more than 700 lawyers, the representation of partners of color (12.14%) and women of color (4.60%) in 2021 was slightly higher compared to firms overall, but not by much. Across all firm sizes of 700 lawyers or fewer, the share of partners of color fell below 10% in 2021.

As is the case with associates, most of the increase in representation of partners of color since 2009 can be attributed to an increase in the number of Asian and Latinx partners, particularly Asian and Latinx men. Representation of Black or African American partners has only increased by approximately half of a percentage point during this time period, only surpassing the 2% threshold for the first time in 2020. **Black and Latinx women each still account for less than 1% of all partners, at 0.86% and 0.92% respectively, in 2021.** (See Table 2.)

(Continued on page 8)



In 2021, 0.18% of all partners were Native American or Alaska Native (0.06% were Native American or Alaska Native women), and 0.06% were Native Hawaiian or other Pacific Islander (0.02% were Native Hawaiian or other Pacific Islander women).

By geography, San Francisco and the Seattle area had the highest percentage of women partners. Miami had the largest share of partners of color, primarily due to a large number of Latinx partners. (See Tables 6 and 9.)

## EQUITY PARTNERS

*In 2021, the percentage of women and people of color who are equity partners increased; however, both groups are still considerably underrepresented.*

This report includes findings on the demographics of both equity and non-equity partners. Equity partner information is reported in the NDLE separately from the demographics grid information used for the other analyses in this report. The demographics of equity figures reflect firms with multi-tier partnerships that also provided equity and non-equity partner demographics in 2021. This reporting accounted for 17,723 partners, of which 57.2% were equity partners.

To the extent that broad trends in the data can be identified over the period for which this information has been collected, it appears that **the distribution of all partners by equity status has moved only slightly toward greater proportions of women and people of color**, just as women

and people of color have made small gains in representation among partners as a whole. For example, between 2011 and 2021, the percentage of all partners who were men equity partners fell from 51.7% to 44.6% (with a low of 43.9% in 2020), while the percentage of all partners who were women equity partners rose from 9.5% to 12.6%, and the percentage of all partners who were equity partners of color rose from 2.9% to 5.1%. Notably, over the same time period, the percentage of partners overall who are equity partners has decreased from 61.3% in 2011 to 57.2% in 2021 (with a low of 55.8% in 2020). (See Table 5.)

## COUNSEL

*In 2021, representation of people of color and women of color among counsel in U.S. law firms increased, but growth in the share of women counsel overall was flat compared to 2020.*

In 2021, growth in the proportion of women counsel was essentially flat compared to 2020, increasing just 0.06 percentage points to 36.87%. The proportion of people of color and women of color among counsel has, for the most part, increased over the 10-year period in which NALP has been collecting data exclusively for counsel, with one small dip in the percentage of women of color in 2017. **However, at just 12.37% and 6.04%, representation of people of color and women of color among counsel is still quite low and only slightly better than the percentages at the partner ranks.** (See Table 1.)

(Continued on page 9)

## NON-TRADITIONAL TRACK/ STAFF ATTORNEYS

*Non-traditional track/staff attorney positions are the only attorney positions in which women are the majority. In 2021, the percentage of non-traditional track/staff attorney positions that were held by people of color and women of color both fell compared to 2020.*

After two years of declines, representation among women in non-traditional track/staff attorney positions increased by about 0.6 percentage points to nearly 56%. However, the percentage of non-traditional track/staff attorneys who were people of color decreased by 2.5 percentage points to 22.62% and the percentage who were women of color declined by 0.7 percentage points to 13.93% — nearly erasing the gains in representation made in 2019 and 2020 (See Table 1.)

## LAWYERS OVERALL

*Representation of women, people of color, and women of color among lawyers overall was up in 2021, reaching new highs. The percentage of lawyers who are women of color is now approaching 10%.*

These increases reflect the growth experienced across all lawyer categories combined — for partners, associates, counsel, and non-traditional track/staff attorneys. Although the overall figure for women fell in 2010 and 2011, and again in 2015, the percentage for women (37.68% in 2021) has exceeded the 2009 figure of 32.97% since 2014.

The representation of lawyers of color as a whole rose by 0.6 percentage points in 2021, to 18.52%. The share of women lawyers of color increased by about one-third of a percentage point to 9.69%.

## SUMMER ASSOCIATES

*The representation of women and people of color in the summer associate ranks compares much more favorably to the population of recent law school graduates and continued to reach new highs in 2021. The percentage of summer associates of color grew by nearly 5 percentage points in 2021 compared to 2020 — the largest increase in the 29 years in which NALP has been tracking this information. Women accounted for over half of all summer associates (55.06%) for the fourth year in a row.*

According to data from the American Bar Association (ABA), since 2000, the percentage of graduates of color has ranged from 20%-32%, while women have accounted for 46%-53% of graduates, with the Class of 2020 representing a new high-water mark for women. In 2021, 55.06% of summer associates were women, 41.34% were people of color, and 25.14% were women of color. The representation of summer associates of color grew by nearly 5 percentage points compared to 2020 and women associates of color increased by 3 percentage points. **Since 2015, there has been a 10-percentage-point gain in the share of summer associates of color, largely attributed to the 8-percentage-point increase in the percentage of women associates of color during this time period. Since 2009, the share of summer**

(Continued on page 10)



**associates who are women of color has nearly doubled from 12.90% in 2009 to 25.14% in 2021. These figures suggest the likelihood of continued improvements in the diversity of associates over the next few years.** (See Table 1.)

## LAWYERS WITH DISABILITIES

*Lawyers with disabilities (of any race or gender) are scarce, both at the associate and partner levels.*

The NALP Directory of Legal Employers also collects information about lawyers with disabilities, though this information is much less widely reported than information on race/ethnicity and gender, making it more difficult to draw definitive conclusions about the representation of lawyers with disabilities. While just 1.07% of partners self-reported as having a disability in 2021, that figure was up by more than one-third of a percentage point from 0.69% in 2020, and was more than double that of the 2019 figure of 0.46%. This percentage had previously been slowly rising from levels of approximately one-third of a percent from 2012-2016 to closer to one-half of a percent of partners from 2017-2019. Representation of associates with disabilities also improved from 0.99% in 2020 to 1.25% in 2021. Similar to the partner figures, the percentage for 2021 is more than double that of the 2019 figure of 0.59%. Overall, 1.22% of all lawyers identified as having a disability. However, despite the increasing percentages over the past few years, these figures are still small, making it difficult to draw any conclusions about trends going forward and more

than one-quarter of the offices included in the 2021 NDLE did not report data on lawyers with disabilities. Although the presence of individuals with disabilities among law school graduates is not precisely known, other NALP research from the Class of 2020 suggests that about 4.5% of graduates self-identify as having a disability. Disability figures for partners, associates, other lawyers, and all attorneys by firm size are presented in Table 12.

## LGBTQ LAWYERS

*While the percentage of LGBTQ lawyers has steadily increased over the period since 2002 when NALP first began compiling these figures, the greatest growth has been at the summer associate level.*

The overall percentage of LGBTQ lawyers reported in 2021 increased by approximately one-third of a percentage point, rising to 3.67%. **However, LGBTQ representation among summer associates continued to grow at a much faster pace, increasing by 0.7 percentage points, from 7.68% in 2020 to 8.41% in 2021.** This 2021 figure is slightly higher than the percentage of Class of 2020 graduates identifying as LGBTQ (8.0%).

The percentage of LGBTQ partners increased by approximately 0.1 percentage points, rising to 2.31% in 2021; however, LGBTQ associates saw a much larger increase of 0.7 percentage points, growing from 4.66% of all associates in 2020 to 5.35% in 2021. The percentage of offices reporting LGBTQ data has been around 90% or higher since

*(Continued on page 11)*

2008, and in 2021, 97% of offices reported LGBTQ counts. Nearly 72% (71.8%) of these offices reported at least one LGBTQ lawyer in 2021.

Perhaps not surprisingly, there are wide geographic disparities in these numbers, and in 2021, as in recent years prior, more than half (51.1%) of the reported LGBTQ lawyers are accounted for by just 4 cities: New York City, Washington, DC, the Los Angeles area, and San Francisco. These same 4 cities comprised 35.5% of the approximately 102,285 lawyers included in these analyses. Thus, the percentage of LGBTQ lawyers in these cities is correspondingly higher — 5.2% overall (and highest in San Francisco specifically at 6.6%) — compared with the 3.67% nationwide figure. In these same 4 cities, the percentage of LGBTQ summer associates is also somewhat higher — at 9.0% compared with 8.41% nationwide.

In 2021, the overall count of 3,653 LGBTQ lawyers grew by 14.6% from 2020. **Over a longer span of time, the number of LGBTQ lawyers is now more than three times as large as the numbers from the 2002 NDLE, when these data were first collected/compiled.** In the 2002 NDLE, the number of LGBTQ lawyers reported was just over 1,100 — less than 1% of the total lawyers represented. It took until 2012 for the overall percentage to exceed 2%, while 2020 was the first year in which it surpassed 3%. (See Table 14.)

**The presence of LGBTQ lawyers continued to be highest among associates, at 5.35%.** LGBTQ associates and partners were better represented

at large law firms — with firms of more than 700 lawyers reporting that 5.78% of their associates and 2.47% of their partners identified as LGBTQ. (See Table 13.)

The higher percentage of LGBTQ summer associates compared to associates and all lawyers continues to suggest that there is the potential for considerable growth in the presence of LGBTQ associates at these reporting firms. The percentage of LGBTQ associates in 2021 was just shy of the summer associate figure from three years ago in 2018. The overall figure for summer associates in 2021 was 8.41%, compared with 7.68% in 2020. However, there is considerable variability by firm size, ranging from 2.94% in firms of 100 or fewer lawyers to 9.02% in firms of more than 700 lawyers.

## LAWYERS WHO ARE MILITARY VETERANS

*Among lawyers overall, nearly 2% are military veterans. A smaller percentage of associates were military veterans compared to other types of lawyers.*

NALP began collecting data on military veterans in the *NALP Directory of Legal Employers* in 2018 and in 2021, nearly 84% of offices/firms reported counts, including zero, of military veterans. Reporting on veteran status for summer associates was more limited, with just under half of offices/firms reporting data. Overall, a higher percentage of partners (2.08%) and other lawyers (3.03%) were military veterans compared to associates (1.40%). Small firms of 100 or fewer lawyers generally had a

*(Continued on page 12)*

higher percentage of military veterans than larger sized firms. Among summer associates, 1.73% were military veterans. (See Table 15.)

## GENDER NON-BINARY LAWYERS

This was the second year in which data on gender non-binary lawyers were collected in the NDLE. More than two-thirds (68.0%) of offices/firms reported counts, including zero, of non-binary lawyers in 2021. As with other demographic data, reporting for non-binary summer associates was more limited with less than half of offices/firms reporting numbers. Overall, 20 non-binary lawyers were reported in 2021, of which 12 were associates, 4 were partners, 3 were staff attorneys, and one was counsel. This compares to a total of 9 non-binary lawyers reported in 2020. Eleven non-binary summer associates were reported in 2021, compared to 8 in 2020.

## BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The *2021 NALP Directory of Legal Employers*, which provides the individual firm listings on which these aggregate analyses are based, includes attorney race/ethnicity and gender information for more than 102,000 partners, associates, and other lawyers in 877 offices, and for nearly 6,700 summer associates in 528 offices nationwide. The NDLE is available online at [www.nalpdirectory.com](http://www.nalpdirectory.com).

## TABLES

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For purposes of the figures included in Tables 1-11 and Charts 1-7, lawyers of color include Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers, as reported by the law firms in the NDLE.

The partner numbers include both equity and non-equity partners, unless otherwise noted in Tables 3-5. Tables 2 and 9-11 do not include separate columns for Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers due to the relatively small number of lawyers reported, preventing more detailed analysis by firm size and city. However, the overall percentages for these racial groups in 2021 are noted in the preceding text of the report and within the footnotes of Tables 9-11.

Limited reporting of gender non-binary lawyers also precludes more detailed analysis; however, counts are included in the text of the report.

**Table 1. Women and People of Color at Law Firms, 1993–2021**

	Partners			Associates			Counsel		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
<b>2021</b>	25.92%	10.75%	4.08%	48.21%	27.60%	15.94%	36.87%	12.37%	6.04%
<b>2020</b>	25.05	10.23	3.79	47.45	26.48	15.17	36.81	11.72	5.80
<b>2019</b>	24.17	9.55	3.45	46.77	25.44	14.48	36.90	11.51	5.53
<b>2018</b>	23.36	9.13	3.19	45.91	24.22	13.52	35.37	10.70	4.80
<b>2017</b>	22.70	8.42	2.90	45.48	23.32	12.86	34.53	10.24	4.59
<b>2016</b>	22.13	8.05	2.76	45.00	22.72	12.42	34.31	10.00	4.64
<b>2015</b>	21.46	7.52	2.55	44.68	22.00	11.78	34.03	9.11	4.19
<b>2014</b>	21.05	7.33	2.45	44.94	21.63	11.51	34.63	8.56	4.18
<b>2013</b>	20.22	7.10	2.26	44.79	20.93	11.29	33.55	8.14	3.70
<b>2012</b>	19.91	6.71	2.16	45.05	20.32	11.08	32.97	8.04	3.52
<b>2011</b>	19.54	6.56	2.04	45.35	19.90	10.96	NA	NA	NA
<b>2010</b>	19.43	6.16	1.95	45.41	19.53	10.90	NA	NA	NA
<b>2009</b>	19.21	6.05	1.88	45.66	19.67	11.02	NA	NA	NA
<b>2008</b>	18.74	5.92	1.84	45.34	19.08	10.73	NA	NA	NA
<b>2007</b>	18.34	5.40	1.65	45.06	18.07	10.07	NA	NA	NA
<b>2006</b>	17.90	5.01	1.48	44.33	16.72	9.16	NA	NA	NA
<b>2005</b>	17.29	4.63	NA	44.12**	15.62**	NA	NA	NA	NA
<b>2004</b>	17.06	4.32	NA	43.96**	15.06**	NA	NA	NA	NA
<b>2003</b>	16.81	4.04	NA	43.02**	14.63**	NA	NA	NA	NA
<b>2002</b>	16.30	3.71	NA	42.42**	14.27**	NA	NA	NA	NA
<b>2001</b>	15.80	3.55	NA	41.94**	13.70**	NA	NA	NA	NA
<b>2000</b>	15.63	3.35	NA	41.69**	12.86**	NA	NA	NA	NA
<b>1999</b>	15.04	3.25	NA	41.39**	12.06**	NA	NA	NA	NA
<b>1998</b>	14.55	3.07	NA	40.90**	11.81**	NA	NA	NA	NA
<b>1997</b>	14.21	2.95	NA	40.11**	11.06**	NA	NA	NA	NA
<b>1996</b>	14.19**	2.93**	NA	39.79**	10.17**	NA	NA	NA	NA
<b>1995</b>	13.43**	2.79**	NA	38.98**	9.29**	NA	NA	NA	NA
<b>1994</b>	12.91**	2.68**	NA	38.99**	8.36**	NA	NA	NA	NA
<b>1993</b>	12.27**	2.55**	NA	38.78**	7.69**	NA	NA	NA	NA

(Continued on page 15)

**Table 1. Women and People of Color at Law Firms, 1993–2021** *(continued)*

	Non-traditional Track/ Staff Attorneys			Total Lawyers			Summer Associates		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
<b>2021</b>	55.99%	22.62%	13.93%	37.68%	18.52%	9.69%	55.06%	41.34%	25.14%
<b>2020</b>	55.35	25.14	14.65	37.14	17.95	9.32	53.62	36.48	22.12
<b>2019</b>	57.45	23.18	14.05	36.33	16.98	8.73	52.66	35.26	21.16
<b>2018</b>	57.66	21.71	13.60	35.41	16.10	8.08	51.42	35.04	20.83
<b>2017</b>	56.36	21.48	13.47	34.54	15.18	7.54	49.87	32.33	18.23
<b>2016</b>	56.36	20.59	13.06	33.89	14.62	7.23	48.71	32.33	18.05
<b>2015</b>	56.35	19.94	12.85	33.38	13.97	6.81	47.78	31.16	16.99
<b>2014</b>	55.74	20.79	13.34	33.48	13.83	6.74	46.33	30.27	16.63
<b>2013</b>	NA	NA	NA	32.78	13.36	6.49	45.32	29.51	15.78
<b>2012</b>	NA	NA	NA	32.67	12.91	6.32	46.26	29.55	16.26
<b>2011</b>	NA	NA	NA	32.61	12.70	6.23	47.71	27.11	15.19
<b>2010</b>	NA	NA	NA	32.69	12.40	6.20	47.35	26.99	14.92
<b>2009</b>	NA	NA	NA	32.97	12.59	6.33	46.62	24.04	12.90
<b>2008</b>	NA	NA	NA	32.58	12.26	6.18	45.42	24.04	12.99
<b>2007</b>	NA	NA	NA	31.98	11.43	5.70	45.58	24.19	13.25
<b>2006</b>	NA	NA	NA	31.32	10.58	5.18	46.67	23.05	12.40
<b>2005</b>	NA	NA	NA	NA	NA	NA	47.92	22.85	NA
<b>2004</b>	NA	NA	NA	NA	NA	NA	47.74	20.15	NA
<b>2003</b>	NA	NA	NA	NA	NA	NA	49.20	18.67	NA
<b>2002</b>	NA	NA	NA	NA	NA	NA	48.22	19.19	NA
<b>2001</b>	NA	NA	NA	NA	NA	NA	48.23	17.26	NA
<b>2000</b>	NA	NA	NA	NA	NA	NA	46.26	17.28	NA
<b>1999</b>	NA	NA	NA	NA	NA	NA	45.97	17.67	NA
<b>1998</b>	NA	NA	NA	NA	NA	NA	44.41	18.47	NA
<b>1997</b>	NA	NA	NA	NA	NA	NA	43.95	18.66	NA
<b>1996</b>	NA	NA	NA	NA	NA	NA	43.34	19.27	NA
<b>1995</b>	NA	NA	NA	NA	NA	NA	44.14	19.28	NA
<b>1994</b>	NA	NA	NA	NA	NA	NA	42.16	19.74	NA
<b>1993</b>	NA	NA	NA	NA	NA	NA	41.16	18.91	NA

**Source:** The NALP Directory of Legal Employers, 1993-2021

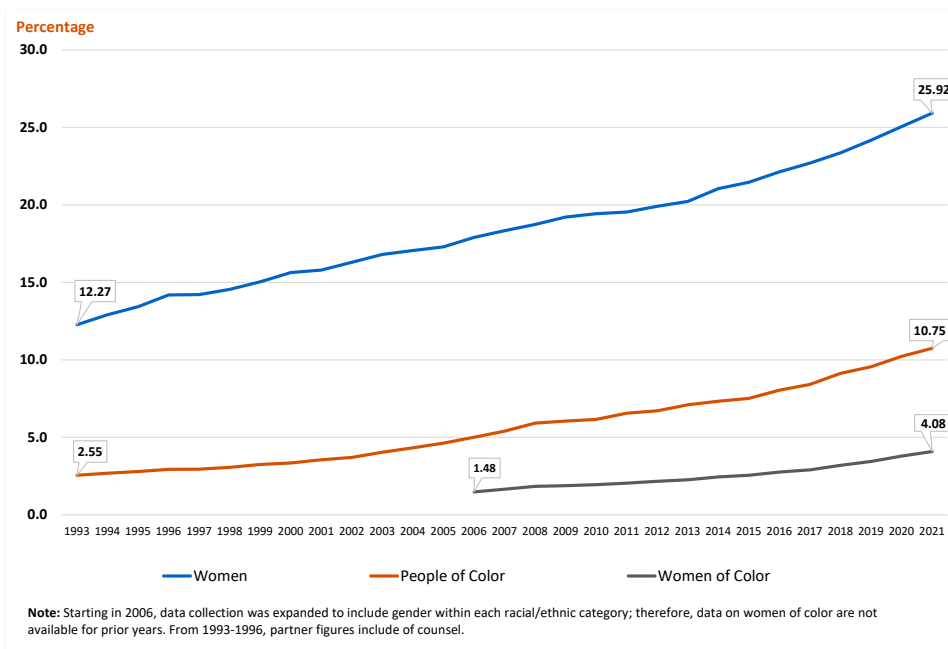
**Notes:** NA: Not available.

\* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

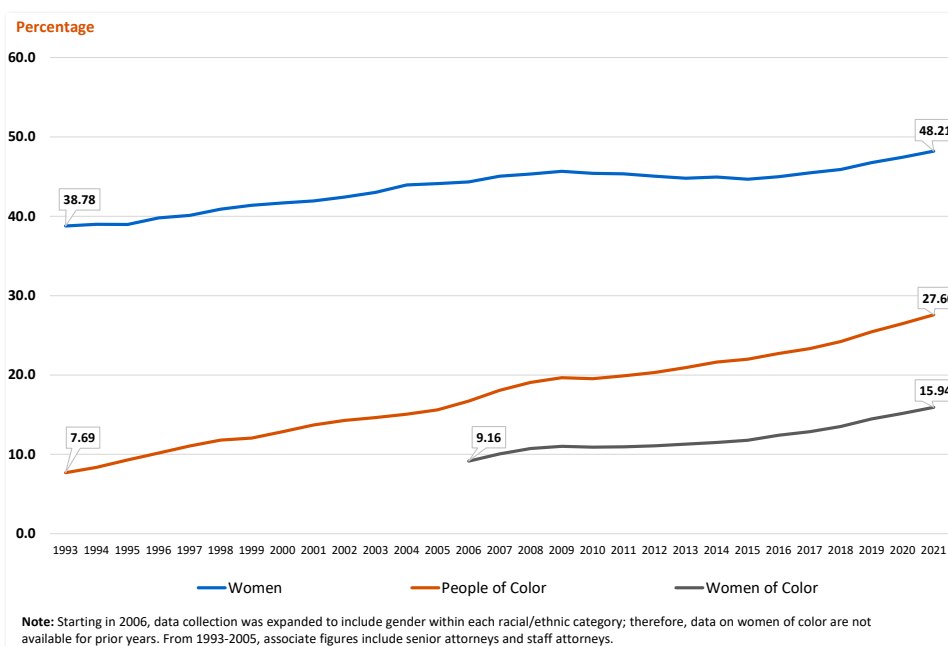
\*\* A double asterisk indicates that the partner figure includes of counsel, or that the associate figure includes senior attorneys and staff attorneys.

Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years. Figures for all lawyers were calculated beginning in 2006. Data specifically for counsel positions is available from 2012-present and for non-traditional track/staff attorneys from 2014-present.

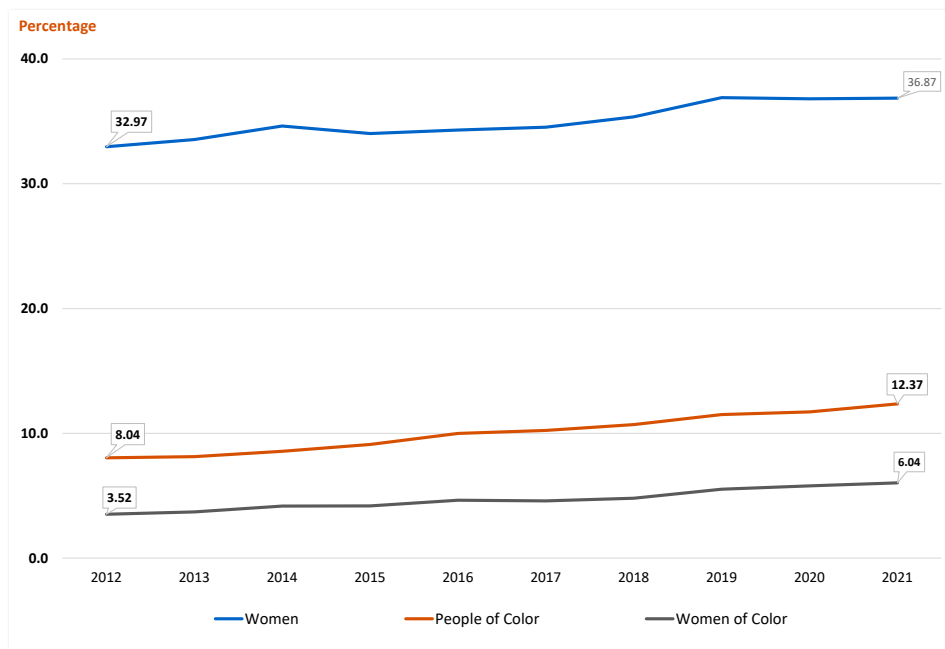
**Chart 1. Percentage of Partners Who are Women and People of Color at Law Firms, 1993–2021**



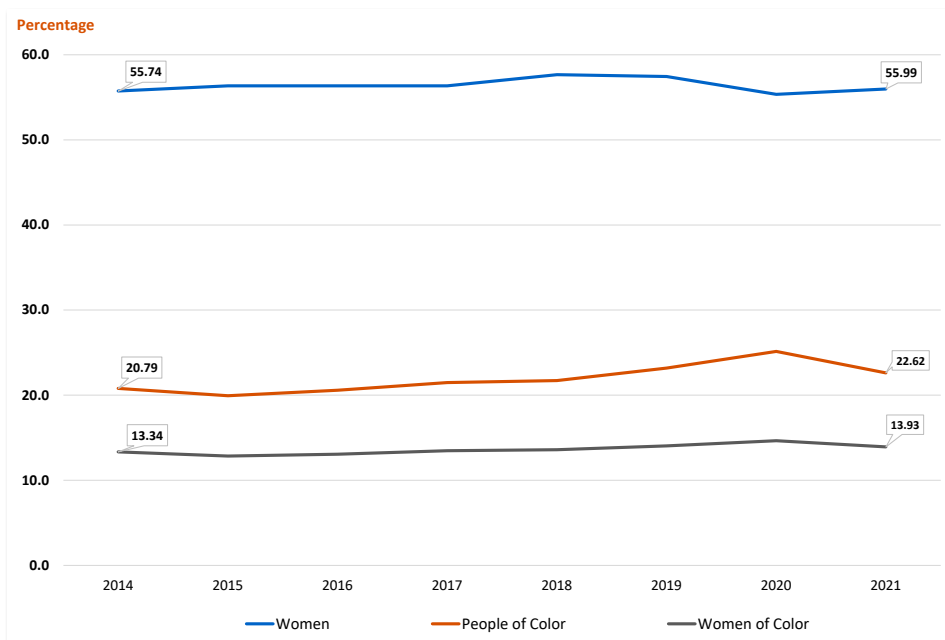
**Chart 2. Percentage of Associates Who are Women and People of Color at Law Firms, 1993–2021**



**Chart 3. Percentage of Counsel Who are Women and People of Color at Law Firms, 2012–2021**

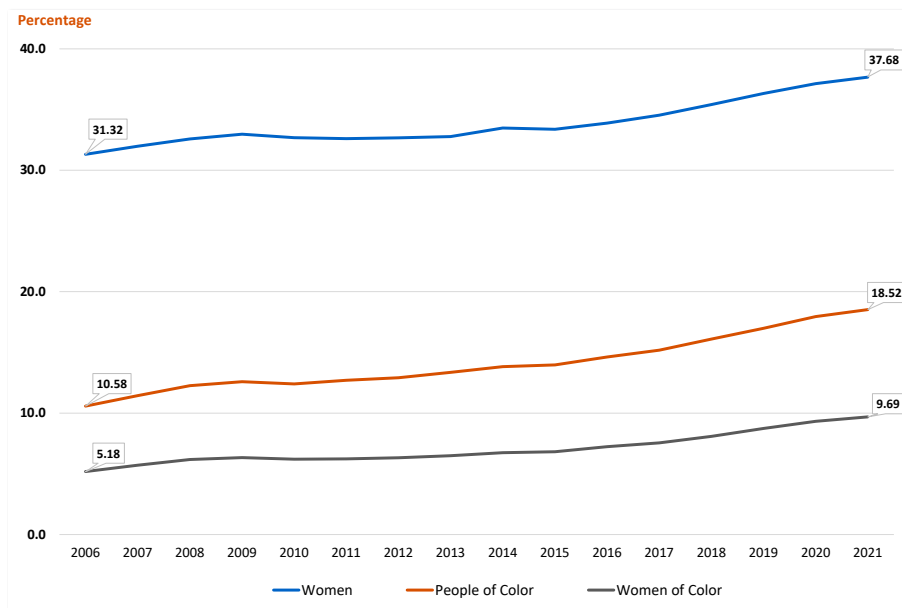


**Chart 4. Percentage of Non-traditional Track/Staff Attorneys Who are Women and People of Color at Law Firms, 2014–2021**

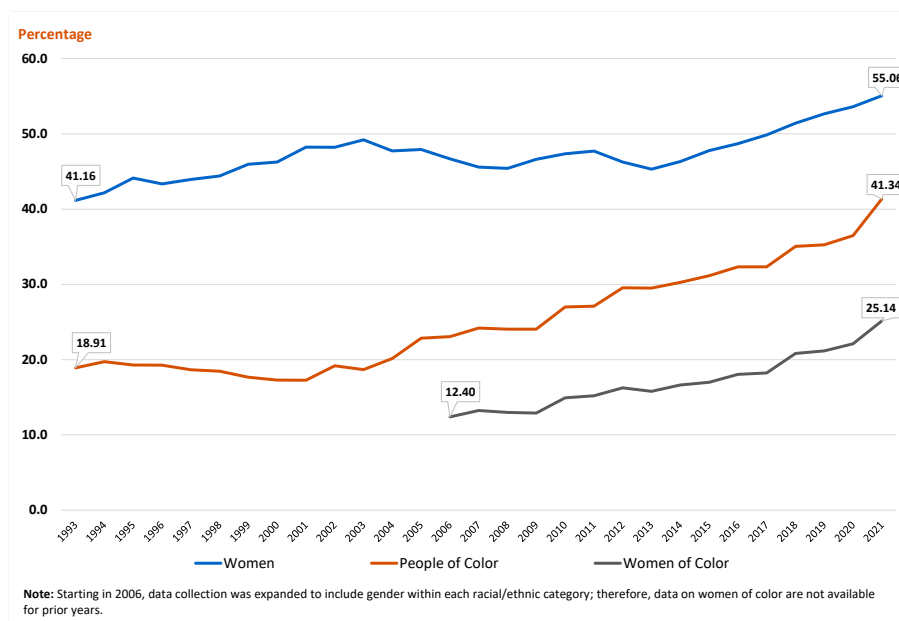




**Chart 5. Percentage of Total Lawyers Who are Women and People of Color at Law Firms, 2006–2021**



**Chart 6. Percentage of Summer Associates Who are Women and People of Color at Law Firms, 1993–2021**



**Table 2. Partner, Associate, and Overall Lawyer Demographics at Law Firms, 2009–2021**

	Partners				Associates				Total Lawyers									
	Asian		Black or African-American		Latinx		Asian		Black or African-American		Latinx							
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women						
<b>2021</b>	4.30%	1.73%	2.22%	0.86%	2.86%	0.92%	12.49%	7.39%	5.22%	3.17%	6.11%	3.25%	8.06%	4.40%	3.63%	1.97%	4.37%	2.04%
<b>2020</b>	4.08	1.62	2.10	0.80	2.80	0.90	12.12	7.18	5.10	3.04	5.64	2.99	7.88	4.30	3.55	1.91	4.17	1.92
<b>2019</b>	3.89	1.46	1.97	0.75	2.52	0.80	12.17	7.17	4.76	2.80	5.17	2.70	7.71	4.15	3.31	1.77	3.79	1.72
<b>2018</b>	3.63	1.38	1.83	0.68	2.49	0.77	11.69	6.64	4.48	2.55	4.71	2.45	7.29	3.84	3.09	1.61	3.55	1.59
<b>2017</b>	3.31	1.23	1.83	0.66	2.40	0.73	11.40	6.52	4.28	2.42	4.57	2.23	6.94	3.65	2.94	1.49	3.42	1.47
<b>2016</b>	3.13	1.17	1.81	0.64	2.31	0.68	11.25	6.35	4.11	2.32	4.42	2.15	6.75	3.53	2.84	1.43	3.30	1.40
<b>2015</b>	2.89	1.07	1.77	0.64	2.19	0.63	10.93	6.00	3.95	2.25	4.28	2.03	6.44	3.29	2.79	1.42	3.11	1.30
<b>2014</b>	2.74	0.99	1.72	0.63	2.16	0.60	10.80	5.81	4.01	2.31	3.95	1.89	6.34	3.21	2.83	1.48	2.98	1.24
<b>2013</b>	2.67	0.91	1.78	0.60	1.99	0.54	10.48	5.64	4.10	2.43	3.82	1.89	6.14	3.07	2.88	1.50	2.83	1.20
<b>2012</b>	2.48	0.89	1.73	0.60	1.91	0.48	10.01	5.40	4.19	2.55	3.90	1.95	5.85	2.93	2.92	1.56	2.83	1.20
<b>2011</b>	2.36	0.82	1.71	0.58	1.92	0.48	9.65	5.31	4.29	2.61	3.83	1.92	5.64	2.88	3.00	1.58	2.81	1.18
<b>2010</b>	2.30	0.81	1.70	0.56	1.70	0.44	9.39	5.15	4.36	2.75	3.81	1.94	5.54	2.83	3.00	1.64	2.71	1.17
<b>2009</b>	2.20	0.76	1.71	0.57	1.65	0.41	9.28	5.12	4.66	2.93	3.89	2.00	5.54	2.84	3.18	1.75	2.73	1.20

**Source:** The NALP Directory of Legal Employers, 2009-2021

**Table 3. Percentage of Partners Reported as Equity Partners by Gender and Race/Ethnicity, 2011–2021**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Men partners</b>	16,134	18,278	18,083	17,641	17,476	17,456	16,309	15,930	15,247	12,734	13,020
% equity	64.9%	64.2%	63.6%	63.5%	61.8%	62.5%	62.9%	60.9%	60.8%	59.3%	60.6%
<b>Women partners</b>	4,104	4,578	4,778	4,835	4,971	5,145	5,041	5,096	5,057	4,435	4,703
% equity	47.0%	46.4%	47.4%	47.7%	45.8%	46.9%	47.0%	46.4%	46.7%	45.9%	47.5%
<b>Partners who are people of color*</b>	1,229	1,423	1,562	1,549	1,617	1,696	1,670	1,752	1,820	1,667	1,822
% equity	47.1%	46.8%	47.2%	48.5%	45.5%	45.9%	45.9%	45.3%	48.8%	46.3%	49.8%

Source: The NALP Directory of Legal Employers, 2011-2021

Notes: \* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Figures for 2021 are based on 155 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2020.

**Table 4. Distribution of Equity and Non-equity Partners by Gender and Race/Ethnicity, 2011–2021**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Equity partners</b>	12,396	13,864	13,760	13,508	13,078	13,323	12,630	12,067	11,633	9,581	10,129
% men	84.4%	84.7%	83.5%	82.9%	82.6%	81.9%	81.3%	80.4%	79.7%	78.7%	78.0%
% women	15.6%	15.3%	16.5%	17.1%	17.4%	18.1%	18.7%	19.6%	20.3%	21.3%	22.0%
% people of color*	4.7%	4.8%	5.4%	5.6%	5.6%	5.8%	6.1%	6.6%	7.6%	8.1%	9.0%
<b>Non-equity partners</b>	7,842	8,992	9,101	8,968	9,369	9,278	8,720	8,959	8,675	7,588	7,594
% men	72.3%	72.7%	72.4%	71.8%	71.2%	70.6%	69.3%	69.5%	68.9%	68.4%	67.5%
% women	27.7%	27.3%	27.6%	28.2%	28.8%	29.4%	30.7%	30.5%	31.1%	31.6%	32.5%
% people of color*	8.3%	8.4%	9.1%	8.9%	9.4%	9.9%	10.4%	10.7%	10.7%	11.8%	12.0%

Source: The NALP Directory of Legal Employers, 2011-2021

Note: \* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Figures for 2021 are based on 155 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2020. Since partners of color are also counted in the men and women categories, percentages across these three categories do not add up to 100%.

**Table 5. Distribution of All Partners by Equity Status, Gender, and Race/Ethnicity, 2011–2021**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Total partners</b>	20,238	22,856	22,861	22,476	22,447	22,601	21,350	21,026	20,308	17,169	17,723
<b>% Equity partners</b>	61.3%	60.7%	60.2%	60.1%	58.3%	58.9%	59.2%	57.4%	57.3%	55.8%	57.2%
% men	51.7%	51.4%	50.3%	49.8%	48.1%	48.3%	48.1%	46.2%	45.7%	43.9%	44.6%
% women	9.5%	9.3%	9.9%	10.3%	10.1%	10.7%	11.1%	11.2%	11.6%	11.9%	12.6%
% people of color*	2.9%	2.9%	3.2%	3.3%	3.3%	3.4%	3.6%	3.8%	4.4%	4.5%	5.1%
<b>% Non-equity partners</b>	38.7%	39.3%	39.8%	39.9%	41.7%	41.1%	40.8%	42.6%	42.7%	44.2%	42.8%
% men	28.0%	28.6%	28.8%	28.7%	29.7%	29.0%	28.3%	29.6%	29.4%	30.2%	28.9%
% women	10.7%	10.7%	11.0%	11.2%	12.0%	12.1%	12.5%	13.0%	13.3%	14.0%	13.9%
% people of color*	3.2%	3.3%	3.6%	3.5%	3.9%	4.1%	4.2%	4.6%	4.6%	5.2%	5.2%

**Source:** The NALP Directory of Legal Employers, 2011-2021

**Notes:** \* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Figures for 2021 are based on 155 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2020. Since partners of color are also counted in the men and women categories, percentages across these three categories do not add up to 100%.

**Table 6. Women and People of Color at Law Firms — Partners and Associates, 2021**

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
<b>Total</b>	43,739	25.92%	10.75%	4.08%	43,494	48.21%	27.60%	15.94%	877
<b>By Number of Lawyers Firm-wide:</b>									
100 or fewer lawyers	1,672	23.92	8.73	3.35	903	40.97	23.48	12.18	54
101-250 lawyers	6,653	25.70	8.64	3.20	3,766	47.69	22.20	12.77	108
251-500 lawyers	8,413	25.69	9.79	3.63	5,843	47.51	26.01	14.94	168
501-700 lawyers	4,032	25.67	9.15	3.79	3,478	48.27	26.94	15.78	79
701+ lawyers	22,969	26.25	12.14	4.60	29,504	48.62	28.81	16.68	468
<b>Offices in:</b>									
Atlanta	779	23.75	10.14	3.59	710	47.18	24.51	13.38	20
Austin	254	28.74	13.39	3.94	201	44.28	20.40	8.96	16
Boston	1,260	26.67	7.06	2.78	1,524	47.83	22.90	12.86	33
Charlotte	408	18.63	5.15	1.72	356	43.26	14.89	7.87	11
Chicago	2,672	25.82	9.47	3.59	2,241	45.92	22.98	12.94	45
Cincinnati	236	25.42	4.24	1.69	128	41.41	14.06	5.47	5
Cleveland	412	21.84	3.16	0.97	292	38.70	10.27	5.14	6
Columbus	386	26.17	9.07	3.37	211	47.39	16.11	8.06	10
Dallas	780	21.41	11.03	3.85	740	43.51	24.59	11.35	33
Denver area	572	29.37	8.04	2.97	445	49.21	17.53	9.89	19
Detroit area	528	29.17	6.82	2.46	190	46.84	15.26	9.47	9
Grand Rapids	282	23.40	4.26	1.06	101	47.52	17.82	10.89	5
Houston	786	21.12	16.41	5.34	972	43.00	29.22	14.81	31
Indianapolis	313	21.41	3.19	1.28	118	43.22	14.41	11.86	5
Kansas City, MO	442	27.15	4.75	1.81	228	46.49	16.23	9.21	6
Los Angeles area	1,513	26.90	17.91	6.28	1,888	51.59	37.55	23.20	64
Miami	281	28.83	30.25	10.32	251	52.99	49.40	28.29	15
Milwaukee	511	25.83	4.70	2.15	263	47.91	13.31	8.37	5
Minneapolis	799	26.66	6.26	2.25	441	49.43	14.97	9.52	15
New York City	5,590	23.74	12.47	4.81	11,685	47.64	30.90	18.19	81
Northern NJ/ Newark area	283	23.32	6.01	1.77	178	46.63	21.91	11.24	6
Northern Virginia	111	15.32	13.51	4.50	84	46.43	26.19	15.48	6

(Continued on page 23)

**Table 6. Women and People of Color at Law Firms — Partners and Associates, 2021** *(continued)*

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Orange County, CA	431	20.65	16.94	6.03	348	47.13	42.82	26.15	14
Philadelphia	498	25.70	6.83	2.21	406	47.54	18.97	11.08	10
Phoenix	252	25.79	11.11	3.17	117	41.03	19.66	5.98	9
Pittsburgh	258	25.19	3.10	1.94	170	43.53	13.53	8.82	7
Portland, OR	367	27.79	7.36	2.72	161	40.37	19.88	9.94	10
Salt Lake City	115	17.39	6.09	2.61	91	36.26	9.89	5.49	5
San Diego	141	29.79	19.15	9.22	227	41.41	33.48	16.74	10
San Francisco	1,225	32.65	17.55	7.35	1,416	54.24	37.08	23.38	43
Seattle area	621	30.92	11.59	4.99	475	47.37	28.42	16.00	19
Silicon Valley	641	26.52	22.62	8.42	1,027	49.95	47.71	27.46	36
St. Louis	557	28.55	7.18	2.33	248	45.56	14.11	6.85	9
Tampa	115	15.65	7.83	0.87	75	53.33	16.00	10.67	6
Washington, DC	3,682	27.43	12.49	5.00	4,099	48.91	27.81	15.71	77
Wilmington, DE	309	26.21	5.50	2.59	325	43.38	12.92	7.08	15
<b>States:</b>									
Other areas in Florida	348	25.86	7.18	2.01	130	50.77	24.62	15.38	15
Other areas in Texas	140	16.43	7.14	1.43	119	48.74	21.85	9.24	6

**Source:** The 2021 NALP Directory of Legal Employers.

**Notes:** \* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Los Angeles, Santa Monica, and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, Morristown, and West Orange. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. The Seattle area includes offices in Seattle and Bellevue. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

**Table 7. Women and People of Color at Law Firms: Counsel and Non-traditional Track/Staff Attorneys, 2021**

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
<b>Total</b>	11,462	36.87%	12.37%	6.04%	3,590	55.99%	22.62%	13.93%	877
<b>By Number of Lawyers Firm-wide:</b>									
100 or fewer lawyers	342	30.41	10.53	3.80	81	48.15	23.46	20.99	54
101-250 lawyers	1,510	35.36	8.48	4.44	299	42.47	14.72	7.36	108
251-500 lawyers	1,975	39.59	12.30	6.33	539	57.14	24.12	15.58	168
501-700 lawyers	1,165	34.94	10.90	5.49	339	56.05	19.17	11.21	79
701+ lawyers	6,470	37.08	13.66	6.54	2,332	57.72	23.76	14.54	468
<b>Offices in:</b>									
Atlanta	198	39.90	9.60	5.05	141	59.57	19.15	12.77	20
Austin	87	32.18	13.79	5.75	11	63.64	27.27	27.27	16
Boston	346	43.93	10.40	4.05	128	57.03	9.38	6.25	33
Charlotte	101	41.58	14.85	7.92	44	50.00	20.45	15.91	11
Chicago	533	32.27	6.94	2.81	139	53.96	23.02	13.67	45
Cincinnati	40	27.50	2.50	0.00	17	52.94	0.00	0.00	5
Cleveland	88	39.77	2.27	1.14	39	58.97	15.38	12.82	6
Columbus	94	31.91	7.45	4.26	30	53.33	6.67	6.67	10
Dallas	186	35.48	17.20	5.91	74	44.59	24.32	10.81	33
Denver area	182	40.66	8.24	4.40	26	53.85	11.54	3.85	19
Detroit area	55	36.36	10.91	5.45	27	70.37	29.63	22.22	9
Grand Rapids	82	31.71	7.32	4.88	39	17.95	5.13	5.13	5
Houston	208	40.87	18.27	10.10	40	57.50	37.50	30.00	31
Indianapolis	85	29.41	4.71	1.18	15	40.00	13.33	6.67	5
Kansas City, MO	74	45.95	2.70	1.35	31	58.06	6.45	6.45	6
Los Angeles area	418	35.89	21.29	8.37	121	44.63	37.19	18.18	64
Miami	68	44.12	42.65	16.18	10	70.00	40.00	20.00	15
Milwaukee	105	31.43	2.86	0.00	—	—	—	—	5
Minneapolis	129	39.53	5.43	0.78	53	52.83	15.09	7.55	15
New York City	2,085	36.79	13.38	7.48	507	55.62	27.81	17.16	81
Northern NJ/Newark area	76	28.95	7.89	5.26	—	—	—	—	6
Northern Virginia	24	37.50	16.67	8.33	—	—	—	—	6
Orange County, CA	68	41.18	23.53	13.24	29	62.07	65.52	37.93	14

(Continued on page 25)

**Table 7. Women and People of Color at Law Firms — Counsel and Non-traditional Track/Staff Attorneys, 2021** *(continued)*

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
Philadelphia	128	34.38	5.47	3.13	99	48.48	10.10	6.06	10
Phoenix	36	22.22	13.89	5.56	—	—	—	—	9
Pittsburgh	26	19.23	3.85	0.00	—	—	—	—	7
Portland, OR	58	31.03	6.90	1.72	11	36.36	0.00	0.00	10
Salt Lake City	19	26.32	5.26	0.00	—	—	—	—	5
San Diego	35	25.71	17.14	5.71	14	28.57	21.43	14.29	10
San Francisco	288	36.11	21.53	11.81	66	53.03	27.27	18.18	43
Seattle area	119	30.25	9.24	5.04	21	61.90	28.57	23.81	19
Silicon Valley	174	42.53	26.44	12.64	45	62.22	40.00	26.67	36
St. Louis	107	29.91	4.67	1.87	42	35.71	9.52	7.14	9
Tampa	29	55.17	24.14	13.79	—	—	—	—	6
Washington, DC	1,253	35.12	15.40	6.62	509	55.80	33.79	20.83	77
Wilmington, DE	54	33.33	7.41	1.85	—	—	—	—	15
<b>States:</b>									
Other areas in Florida	60	46.67	11.67	8.33	13	53.85	23.08	7.69	15
Other areas in Texas	44	29.55	6.82	4.55	—	—	—	—	6

**Source:** The 2021 NALP Directory of Legal Employers.

**Notes:** \* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Los Angeles, Santa Monica, and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, Morristown, and West Orange. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. The Seattle area includes offices in Seattle and Bellevue. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

Dashes in the non-traditional track/staff attorneys columns indicate that the total number of non-traditional track/staff attorneys within a city or state was less than 10; therefore, data are not reported in the table.



**Table 8. Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2021**

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
<b>Total</b>	102,285	37.68%	18.52%	9.69%	877	6,698	55.06%	41.34%	25.14%
<b>By Number of Lawyers Firm-wide:</b>									
100 or fewer lawyers	2,998	30.45	13.78	6.54	54	197	51.78	27.41	13.20
101-250 lawyers	12,228	34.08	12.95	6.40	108	459	57.73	39.65	23.53
251-500 lawyers	16,770	35.94	16.20	8.27	168	690	55.65	41.59	25.51
501-700 lawyers	9,014	36.73	16.62	8.92	79	578	56.57	41.87	25.78
701+ lawyers	61,275	39.36	20.77	11.00	468	4,774	54.67	41.98	25.66
<b>Offices in:</b>									
Atlanta	1,828	37.36	16.36	8.26	20	75	58.67	30.67	20.00
Austin	553	35.62	16.27	6.51	16	34	55.88	32.35	17.65
Boston	3,258	39.59	14.92	7.77	33	241	56.43	30.71	22.41
Charlotte	909	32.34	10.78	5.50	11	45	53.33	24.44	13.33
Chicago	5,585	35.20	14.99	7.52	45	287	49.48	35.54	19.16
Cincinnati	421	31.59	6.89	2.61	5	—	—	—	—
Cleveland	831	31.41	6.14	3.01	6	41	60.98	29.27	19.51
Columbus	721	34.26	10.82	4.99	10	33	57.58	45.45	27.27
Dallas	1,780	33.03	17.87	7.47	33	133	45.86	36.09	15.04
Denver area	1,225	38.78	11.59	5.71	19	49	65.31	34.69	26.53
Detroit area	800	35.25	9.88	5.00	9	—	—	—	—
Grand Rapids	504	29.17	7.54	3.97	5	—	—	—	—
Houston	2,006	34.50	23.23	10.92	31	210	49.05	34.76	18.57
Indianapolis	531	28.06	6.21	3.77	5	—	—	—	—
Kansas City, MO	775	35.87	8.00	4.13	6	29	58.62	31.03	17.24
Los Angeles area	3,940	40.23	28.27	14.97	64	299	59.53	49.83	32.11
Miami	610	41.15	39.67	18.52	15	29	37.93	41.38	27.59
Milwaukee	887	33.37	7.10	3.72	5	—	—	—	—
Minneapolis	1,422	35.86	9.21	4.57	15	76	57.89	30.26	18.42
New York City	19,867	39.98	23.80	13.28	81	2,032	52.41	42.18	25.20
Northern NJ/Newark area	541	31.98	11.46	5.36	6	—	—	—	—
Northern Virginia	228	31.14	18.42	8.77	6	10	30.00	10.00	0.00

(Continued on page 27)

**Table 8. Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2021** *(continued)*

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
Orange County, CA	876	34.13	29.34	15.64	14	30	60.00	36.67	23.33
Philadelphia	1,131	36.52	11.32	5.84	10	—	—	—	—
Phoenix	413	30.75	13.80	4.36	9	24	66.67	41.67	37.50
Pittsburgh	463	32.40	6.91	4.32	7	—	—	—	—
Portland, OR	597	31.66	10.55	4.52	10	24	62.50	54.17	29.17
Salt Lake City	234	27.35	8.12	4.27	5	—	—	—	—
San Diego	417	35.73	26.86	13.19	10	36	47.22	47.22	27.78
San Francisco	2,995	43.64	27.38	15.59	43	271	64.94	54.24	37.64
Seattle area	1,236	37.70	18.12	9.55	19	52	69.23	53.85	38.46
Silicon Valley	1,887	41.60	37.04	19.61	36	247	56.68	62.35	36.84
St. Louis	954	33.44	8.81	3.67	9	25	56.00	40.00	16.00
Tampa	220	34.09	12.73	5.91	6	—	—	—	—
Washington, DC	9,543	39.18	20.59	10.66	77	646	57.43	39.47	25.08
Wilmington, DE	696	34.48	9.20	4.60	15	72	54.17	29.17	15.28
<b>States:</b>									
Other areas in Florida	551	34.66	12.16	5.99	15	12	58.33	33.33	25.00
Other areas in Texas	306	31.70	12.75	4.90	6	11	54.55	27.27	18.18

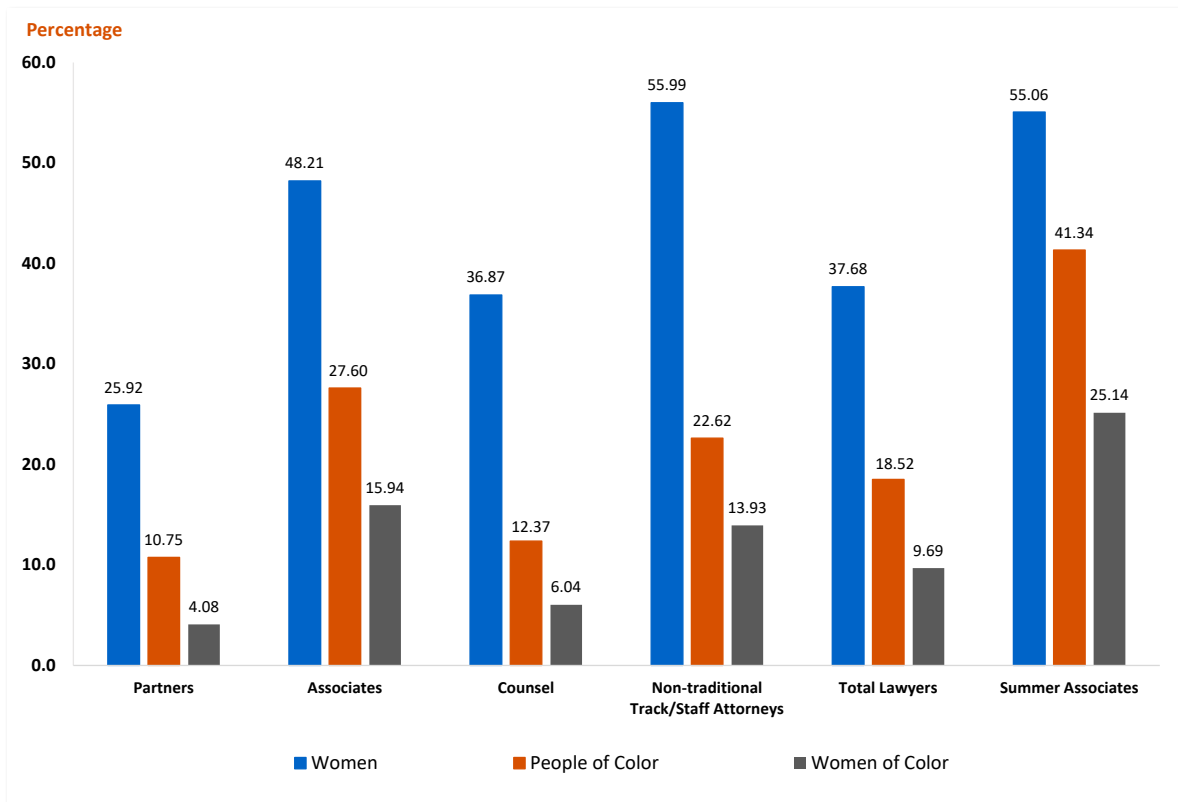
**Source:** The 2021 NALP Directory of Legal Employers.

**Notes:** \* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Los Angeles, Santa Monica, and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, Morristown, and West Orange. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. The Seattle area includes offices in Seattle and Bellevue. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

The number of offices reporting one or more summer associates, including demographic information, was 528. Dashes in the summer associates columns indicate that fewer than 5 offices in that city reported summer associates and their accompanying demographic information, or the total number of summer associates reported was less than 10.

**Chart 7. Percentage of Women and People of Color at Law Firms, 2021**



**Table 9. Partner Demographics at Law Firms, 2021**

	Partners by Race or Ethnicity									
	All Partners			Asian		Black or African American		Latinx		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
<b>Total</b>	43,739	10.75%	4.08%	4.30%	1.73%	2.22%	0.86%	2.86%	0.92%	877
<b>By Number of Lawyers Firm-wide:</b>										
100 or fewer lawyers	1,672	8.73	3.35	3.53	1.44	1.50	0.48	1.85	0.78	54
101-250 lawyers	6,653	8.64	3.20	3.70	1.52	1.61	0.62	2.00	0.62	108
251-500 lawyers	8,413	9.79	3.63	3.46	1.36	2.10	0.81	2.73	0.90	168
501-700 lawyers	4,032	9.15	3.79	3.65	1.54	1.98	0.89	2.33	0.77	79
701+ lawyers	22,969	12.14	4.60	4.96	1.99	2.53	0.98	3.33	1.06	468
<b>Offices in:</b>										
Atlanta	779	10.14	3.59	2.95	0.77	4.75	1.93	1.03	0.51	20
Austin	254	13.39	3.94	2.36	0.39	3.94	1.18	5.91	1.57	16
Boston	1,260	7.06	2.78	3.57	1.51	1.03	0.56	1.51	0.32	33
Charlotte	408	5.15	1.72	1.47	0.49	2.21	1.23	0.98	0.00	11
Chicago	2,672	9.47	3.59	4.15	1.72	1.98	0.56	1.95	0.56	45
Cincinnati	236	4.24	1.69	2.12	0.85	0.42	0.00	1.27	0.85	5
Cleveland	412	3.16	0.97	1.70	0.49	0.97	0.24	0.24	0.00	6
Columbus	386	9.07	3.37	2.07	1.04	3.63	1.30	1.55	0.52	10
Dallas	780	11.03	3.85	2.69	0.90	2.56	1.03	3.85	1.28	33
Denver area	572	8.04	2.97	2.62	1.05	0.87	0.17	2.62	0.17	19
Detroit area	528	6.82	2.46	2.08	0.76	2.27	0.76	1.14	0.19	9
Grand Rapids	282	4.26	1.06	1.06	0.35	1.42	0.35	1.77	0.35	5
Houston	786	16.41	5.34	5.09	1.91	3.94	1.27	5.98	1.53	31
Indianapolis	313	3.19	1.28	1.28	0.64	1.60	0.32	0.32	0.32	5
Kansas City, MO	442	4.75	1.81	1.36	0.45	1.36	0.00	0.90	0.45	6
Los Angeles area	1,513	17.91	6.28	9.85	3.57	1.78	0.59	3.83	1.26	64
Miami	281	30.25	10.32	0.71	0.00	3.91	1.42	23.84	8.19	15
Milwaukee	511	4.70	2.15	1.17	0.78	1.17	0.20	1.96	0.98	5
Minneapolis	799	6.26	2.25	2.38	1.25	1.00	0.50	1.50	0.13	15
New York City	5,590	12.47	4.81	5.99	2.25	2.06	0.86	3.22	1.20	81
Northern NJ/ Newark area	283	6.01	1.77	2.12	0.71	1.41	0.35	2.12	0.71	6

(Continued on page 30)

**Table 9. Partner Demographics at Law Firms, 2021** *(continued)*

				Partners by Race or Ethnicity						
	All Partners			Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	# of Offices
Northern Virginia	111	13.51	4.50	5.41	1.80	2.70	0.90	2.70	1.80	6
Orange County, CA	431	16.94	6.03	10.90	4.41	0.46	0.23	3.94	0.93	14
Philadelphia	498	6.83	2.21	2.81	0.60	2.61	1.20	0.20	0.00	10
Phoenix	252	11.11	3.17	3.97	1.59	0.40	0.00	3.17	1.19	9
Pittsburgh	258	3.10	1.94	1.55	0.78	0.39	0.39	0.78	0.78	7
Portland, OR	367	7.36	2.72	1.63	1.09	0.82	0.27	2.18	0.54	10
Salt Lake City	115	6.09	2.61	0.00	0.00	0.87	0.87	3.48	1.74	5
San Diego	141	19.15	9.22	7.80	4.26	0.00	0.00	7.09	2.84	10
San Francisco	1,225	17.55	7.35	10.45	4.98	1.88	0.41	2.69	1.22	43
Seattle area	621	11.59	4.99	6.28	2.74	1.93	0.64	1.93	0.97	19
Silicon Valley	641	22.62	8.42	15.60	6.08	1.56	0.62	3.74	1.09	36
St. Louis	557	7.18	2.33	1.62	0.36	3.23	1.26	1.44	0.54	9
Tampa	115	7.83	0.87	0.87	0.00	0.87	0.00	5.22	0.87	6
Washington, DC	3,682	12.49	5.00	5.08	1.82	3.69	1.85	2.25	0.60	77
Wilmington, DE	309	5.50	2.59	2.27	1.62	1.29	0.65	1.29	0.32	15
States:										
Other areas in Florida	348	7.18	2.01	1.15	0.29	1.72	0.57	3.74	1.15	15
Other areas in Texas	140	7.14	1.43	1.43	0.71	0.71	0.00	4.29	0.71	6

**Source:** The 2021 NALP Directory of Legal Employers.

**Notes:** \* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial partners are included in the overall percentages for people and women of color but are not reported separately due to the small number of partners reported in 2021. Overall, 0.18% of all partners were Native American or Alaska Native and 0.06% were Native American or Alaska Native women, 0.06% of all partners were Native Hawaiian or other Pacific Islander and 0.02% were Native Hawaiian or other Pacific Islander women, and 1.13% of all partners were multiracial and 0.48% were multiracial women.

Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Los Angeles, Santa Monica, and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, Morristown, and West Orange. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. The Seattle area includes offices in Seattle and Bellevue. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

**Table 10. Associate Demographics at Law Firms, 2021**

				Associates by Race or Ethnicity						
	All Associates			Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	# of Offices
Total	43,494	27.60%	15.94%	12.49%	7.39%	5.22%	3.17%	6.11%	3.25%	877
By Number of Lawyers Firm-wide:										
100 or fewer lawyers	903	23.48	12.18	10.85	5.32	4.54	2.10	4.65	2.55	54
101-250 lawyers	3,766	22.20	12.77	9.67	6.03	4.75	2.60	4.59	2.60	108
251-500 lawyers	5,843	26.01	14.94	10.56	6.14	5.31	3.20	6.28	3.35	168
501-700 lawyers	3,478	26.94	15.78	11.27	6.58	6.67	4.23	5.58	3.02	79
701+ lawyers	29,504	28.81	16.68	13.42	7.97	5.12	3.15	6.38	3.36	468
Offices in:										
Atlanta	710	24.51	13.38	6.62	2.96	10.99	6.76	5.63	3.10	20
Austin	201	20.40	8.96	5.97	1.49	1.99	1.49	5.97	1.99	16
Boston	1,524	22.90	12.86	11.61	6.36	3.87	2.10	4.59	2.56	33
Charlotte	356	14.89	7.87	3.93	1.69	4.78	2.81	4.78	1.97	11
Chicago	2,241	22.98	12.94	8.03	4.55	6.29	3.39	5.22	3.08	45
Cincinnati	128	14.06	5.47	1.56	0.78	3.13	0.78	4.69	2.34	5
Cleveland	292	10.27	5.14	3.42	1.71	4.45	2.05	1.37	0.68	6
Columbus	211	16.11	8.06	5.69	1.90	6.16	2.84	2.37	1.42	10
Dallas	740	24.59	11.35	7.16	3.51	5.41	2.57	7.84	3.51	33
Denver area	445	17.53	9.89	5.62	3.15	1.80	1.12	6.52	3.37	19
Detroit area	190	15.26	9.47	3.68	2.63	8.42	5.26	1.05	0.53	9
Grand Rapids	101	17.82	10.89	2.97	1.98	9.90	6.93	2.97	0.99	5
Houston	972	29.22	14.81	8.02	3.81	6.38	3.81	10.49	5.04	31
Indianapolis	118	14.41	11.86	2.54	2.54	5.08	5.08	2.54	2.54	5
Kansas City, MO	228	16.23	9.21	2.63	2.19	5.26	3.07	6.14	2.19	6
Los Angeles area	1,888	37.55	23.20	17.74	11.65	5.19	3.07	8.90	4.82	64
Miami	251	49.40	28.29	1.20	0.40	6.77	4.38	36.65	20.32	15
Milwaukee	263	13.31	8.37	3.04	2.66	2.28	1.90	3.04	1.52	5
Minneapolis	441	14.97	9.52	6.58	4.31	3.63	2.49	2.49	1.59	15
New York City	11,685	30.90	18.19	16.03	9.71	5.03	3.12	6.17	3.22	81

(Continued on page 32)

**Table 10. Associate Demographics at Law Firms, 2021** *(continued)*

	Associates by Race or Ethnicity									
	All Associates			Asian		Black or African American		Latinx		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Northern NJ/Newark area	178	21.91	11.24	11.80	6.18	3.37	1.69	4.49	2.81	6
Northern Virginia	84	26.19	15.48	14.29	11.90	1.19	1.19	2.38	0.00	6
Orange County, CA	348	42.82	26.15	25.29	15.23	2.87	2.59	8.05	4.60	14
Philadelphia	406	18.97	11.08	5.17	3.45	8.13	5.42	2.71	0.99	10
Phoenix	117	19.66	5.98	1.71	0.85	4.27	1.71	8.55	2.56	9
Pittsburgh	170	13.53	8.82	4.12	3.53	4.12	2.94	1.76	0.00	7
Portland, OR	161	19.88	9.94	4.35	2.48	1.86	0.62	4.97	1.86	10
Salt Lake City	91	9.89	5.49	1.10	0.00	1.10	1.10	5.49	3.30	5
San Diego	227	33.48	16.74	22.47	11.45	0.88	0.88	3.96	1.76	10
San Francisco	1,416	37.08	23.38	22.10	14.12	4.38	2.75	6.00	3.60	43
Seattle area	475	28.42	16.00	14.53	9.68	3.79	1.68	5.26	2.32	19
Silicon Valley	1,027	47.71	27.46	34.66	20.64	2.43	1.36	5.84	3.31	36
St. Louis	248	14.11	6.85	5.24	3.63	3.63	1.21	1.61	0.40	9
Tampa	75	16.00	10.67	2.67	2.67	5.33	4.00	4.00	1.33	6
Washington, DC	4,099	27.81	15.71	12.10	6.49	7.00	4.44	4.88	2.73	77
Wilmington, DE	325	12.92	7.08	6.46	3.69	4.00	1.85	1.23	0.31	15
<b>States:</b>										
Other areas in Florida	130	24.62	15.38	2.31	1.54	6.92	3.08	10.00	6.92	15
Other areas in Texas	119	21.85	9.24	1.68	0.84	2.52	1.68	14.29	5.04	6

**Source:** The 2021 NALP Directory of Legal Employers.

**Notes:** \* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial associates are included in the overall percentages for people and women of color but are not reported separately due to the small number of associates reported in 2021. Overall, 0.18% of all associates were Native American or Alaska Native and 0.10% were Native American or Alaska Native women, 0.09% of all associates were Native Hawaiian or other Pacific Islander and 0.05% were Native Hawaiian or other Pacific Islander women, and 3.52% of all associates were multiracial and 1.98% were multiracial women.

Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Los Angeles, Santa Monica, and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, Morristown, and West Orange. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. The Seattle area includes offices in Seattle and Bellevue. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

**Table 11. Total Lawyer Demographics at Law Firms, 2021**

				Total Lawyers by Race or Ethnicity						
	Total Lawyers			Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	# of Offices
Total	102,285	18.52%	9.69%	8.06%	4.40%	3.63%	1.97%	4.37%	2.04%	877
By Number of Lawyers Firm-wide:										
100 or fewer lawyers	2,998	13.78	6.54	5.84	2.67	2.74	1.27	2.97	1.57	54
101-250 lawyers	12,228	12.95	6.40	5.55	2.99	2.68	1.28	2.77	1.29	108
251-500 lawyers	16,770	16.20	8.27	6.27	3.33	3.39	1.82	4.10	1.88	168
501-700 lawyers	9,014	16.62	8.92	6.81	3.73	3.98	2.35	3.69	1.66	79
701+ lawyers	61,275	20.77	11.00	9.34	5.16	3.87	2.13	4.93	2.30	468
Offices in:										
Atlanta	1,828	16.36	8.26	4.49	1.91	7.60	4.10	2.90	1.64	20
Austin	553	16.27	6.51	4.34	1.45	2.89	1.27	5.24	1.45	16
Boston	3,258	14.92	7.77	7.70	3.96	2.33	1.23	2.98	1.44	33
Charlotte	909	10.78	5.50	2.64	1.21	4.07	2.53	2.86	1.10	11
Chicago	5,585	14.99	7.52	5.62	2.90	3.85	1.79	3.37	1.65	45
Cincinnati	421	6.89	2.61	1.66	0.71	1.19	0.24	2.38	1.19	5
Cleveland	831	6.14	3.01	2.29	0.96	2.41	1.08	0.72	0.36	6
Columbus	721	10.82	4.99	3.19	1.53	4.16	1.53	1.80	0.97	10
Dallas	1,780	17.87	7.47	5.00	2.19	3.99	1.85	6.01	2.30	33
Denver area	1,225	11.59	5.71	3.51	1.71	1.14	0.57	4.08	1.55	19
Detroit area	800	9.88	5.00	2.88	1.50	4.00	1.88	1.38	0.63	9
Grand Rapids	504	7.54	3.97	1.39	0.79	3.77	2.18	1.98	0.79	5
Houston	2,006	23.23	10.92	6.88	3.19	5.18	2.74	8.28	3.54	31
Indianapolis	531	6.21	3.77	1.51	1.13	2.64	1.32	0.94	0.94	5
Kansas City, MO	775	8.00	4.13	1.55	0.90	2.45	1.03	2.58	1.16	6
Los Angeles area	3,940	28.27	14.97	14.19	7.82	3.55	1.93	6.55	2.99	64
Miami	610	39.67	18.52	1.31	0.33	4.75	2.46	30.82	14.10	15
Milwaukee	887	7.10	3.72	1.69	1.24	1.58	0.68	2.03	1.01	5
Minneapolis	1,422	9.21	4.57	3.87	2.25	1.90	1.13	1.90	0.63	15

(Continued on page 34)



**Table 11. Total Lawyer Demographics at Law Firms, 2021** *(continued)*

				Total Lawyers by Race or Ethnicity						
	Total Lawyers			Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	# of Offices
New York City	19,867	23.80	13.28	12.24	7.09	3.87	2.27	5.01	2.44	81
Northern NJ/ Newark area	541	11.46	5.36	5.73	2.96	2.03	0.92	2.59	1.29	6
Northern Virginia	228	18.42	8.77	9.65	6.14	1.75	0.88	2.63	0.88	6
Orange County, CA	876	29.34	15.64	17.92	9.59	1.48	1.14	5.82	2.74	14
Philadelphia	1,131	11.32	5.84	3.71	1.95	4.42	2.65	1.41	0.62	10
Phoenix	413	13.80	4.36	3.39	1.69	1.45	0.48	5.33	1.69	9
Pittsburgh	463	6.91	4.32	2.38	1.73	1.73	1.30	1.08	0.43	7
Portland, OR	597	10.55	4.52	2.68	1.51	1.01	0.34	2.68	0.84	10
Salt Lake City	234	8.12	4.27	0.85	0.43	1.28	0.85	4.27	2.56	5
San Diego	417	26.86	13.19	15.59	8.15	0.48	0.48	5.52	2.16	10
San Francisco	2,995	27.38	15.59	16.29	9.62	3.11	1.64	4.34	2.37	43
Seattle area	1,236	18.12	9.55	9.47	5.42	2.51	0.97	3.16	1.54	19
Silicon Valley	1,887	37.04	19.61	26.55	14.57	2.01	0.95	4.93	2.38	36
St. Louis	954	8.81	3.67	2.62	1.47	3.04	1.05	1.47	0.63	9
Tampa	220	12.73	5.91	2.27	0.91	2.73	1.82	5.91	2.27	6
Washington, DC	9,543	20.59	10.66	8.40	4.08	5.68	3.36	3.89	1.88	77
Wilmington, DE	696	9.20	4.60	4.02	2.44	2.87	1.15	1.29	0.43	15
States:										
Other areas in Florida	551	12.16	5.99	1.45	0.73	3.09	1.45	5.81	2.90	15
Other areas in Texas	306	12.75	4.90	1.31	0.65	1.31	0.65	8.17	2.61	6

**Source:** The 2021 NALP Directory of Legal Employers.

**Notes:** \* Refers to race/ethnicity and includes Asian, Black or African American, Latinx, Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers.

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers are included in the overall percentages for people and women of color but are not reported separately due to the small number of associates reported in 2021. Overall, 0.18% of all lawyers were Native American or Alaska Native and 0.08% were Native American or Alaska Native women, 0.08% of all lawyers were Native Hawaiian or other Pacific Islander and 0.04% were Native Hawaiian or other Pacific Islander women, and 2.21% of all lawyers were multiracial and 1.16% were multiracial women.

Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, Southfield, and Troy. The Los Angeles area includes offices in Los Angeles, Santa Monica, and Long Beach. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Hackensack, Morristown, and West Orange. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. The Seattle area includes offices in Seattle and Bellevue. State figures exclude cities reported separately. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

**Table 12. Lawyers with Disabilities at Law Firms, 2021**

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	340	1.07%	81	1.19%	66	1.02%	19	0.71%	174	1.11%
Associates	361	1.25	33	0.89	67	1.42	17	0.72	244	1.34
Other Lawyers*	164	1.59	24	1.35	25	1.38	13	1.33	102	1.77
All Lawyers	865	1.22	138	1.12	158	1.22	49	0.82	520	1.31
Summer Associates	43	1.00	—	—	—	—	—	—	—	—

**Source:** The 2021 NALP Directory of Legal Employers.

**Notes:** \* Data for counsel and non-traditional track/staff attorneys are combined.

Figures for lawyers with disabilities are based on 641 offices/firms reporting counts, including zero, in all lawyer categories; figures for summer associates with disabilities are based on 390 offices/firms with a summer program and reporting counts, including zero. Overall, counts of individuals with disabilities, including zero, cover 70,980 lawyers and 4,304 summer associates. Because the number of reported summer associates with disabilities is relatively small, these data are not broken out by firm size. Since reporting is still somewhat limited, trend information on lawyers with disabilities are not presented.

**Table 13. LGBTQ Lawyers at Law Firms, 2021**

	All Firms		Firms of 100 or Fewer Lawyers		Firms of 101-250 Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	976	2.31%	34	2.34%	122	2.13%	170	2.08%	83	2.06%	567	2.47%
Associates	2,276	5.35	32	4.08	123	3.83	246	4.39	171	4.92	1,704	5.78
Other Lawyers*	401	2.73	4	1.06	25	1.59	61	2.47	37	2.46	274	3.12
All Lawyers	3,653	3.67	70	2.67	270	2.57	477	2.94	291	3.23	2,545	4.16
Summer Associates	522	8.41	5	2.94	26	6.70	44	7.31	40	7.50	407	9.02

**Source:** The 2021 NALP Directory of Legal Employers.

**Notes:** \* Data for counsel and non-traditional track/staff attorneys are combined.

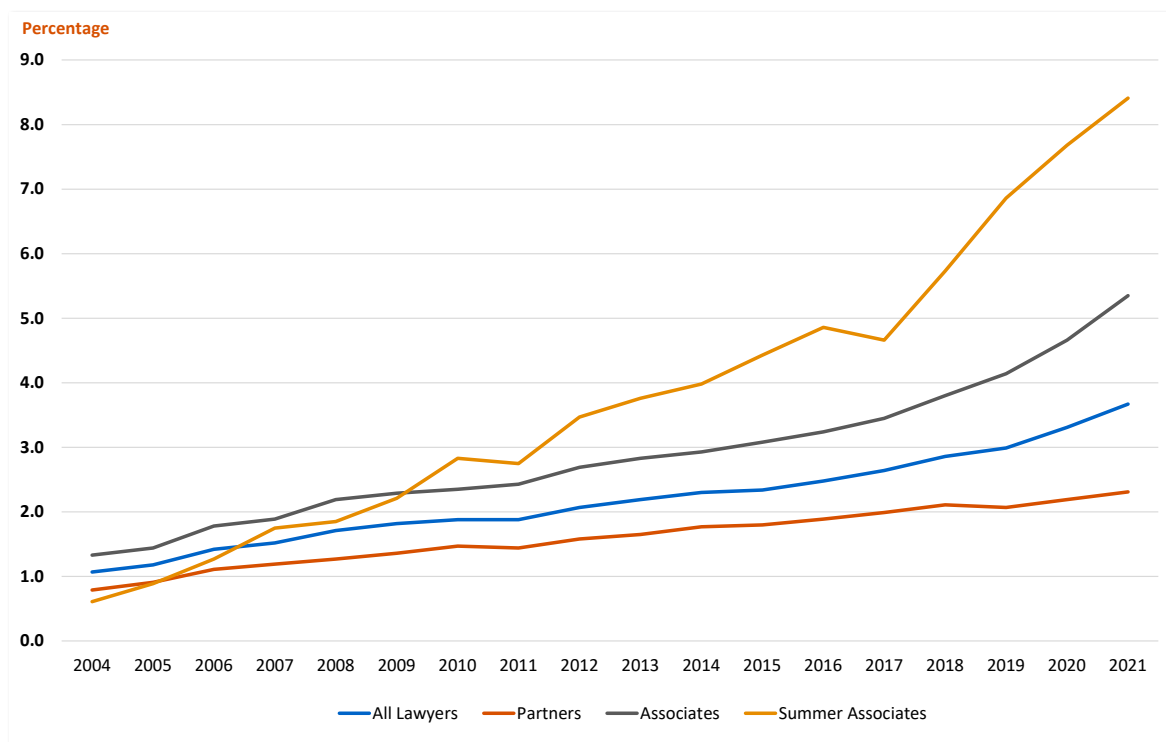
Figures for LGBTQ lawyers are based on 849 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBTQ summer associates are based on 486 offices/firms with a summer program and reporting counts, including zero. Overall, LGBTQ counts, including zero, cover 99,606 lawyers and 6,204 summer associates.

**Table 14. LGBTQ Lawyers at Law Firms, 2004–2021**

Year	All Lawyers		Partners		Associates		Summer Associates	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
2021	3,653	3.67%	976	2.31%	2,276	5.35%	522	8.41%
2020	3,187	3.31	878	2.19	1,936	4.66	456	7.68
2019	3,028	2.99	892	2.07	1,796	4.14	415	6.86
2018	2,827	2.86	900	2.11	1,581	3.80	333	5.73
2017	2,664	2.64	880	1.99	1,438	3.45	287	4.66
2016	2,431	2.48	825	1.89	1,304	3.24	291	4.86
2015	2,297	2.34	785	1.80	1,244	3.08	248	4.43
2014	2,182	2.30	748	1.77	1,172	2.93	210	3.98
2013	2,085	2.19	695	1.65	1,146	2.83	202	3.76
2012	2,105	2.07	718	1.58	1,169	2.69	182	3.47
2011	2,087	1.88	724	1.44	1,166	2.43	128	2.75
2010	2,137	1.88	752	1.47	1,182	2.35	122	2.83
2009	2,200	1.82	723	1.36	1,280	2.29	172	2.21
2008	2,050	1.71	670	1.27	1,209	2.19	184	1.85
2007	1,884	1.52	666	1.19	1,056	1.89	197	1.75
2006	1,733	1.42	618	1.11	979	1.78	129	1.27
2005	1,458	1.18	504	0.91	869	1.44	93	0.89
2004	1,316	1.07	429	0.79	815	1.33	61	0.61

Source: The NALP Directory of Legal Employers, 2004 -2021

**Chart 8. Percentage of LGBTQ Lawyers, 2004–2021**



**Table 15. Lawyers Who are Military Veterans, 2021**

	All Firms		Firms of 100 or Fewer Lawyers		Firms of 101-250 Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	757	2.08%	55	3.75%	130	2.42%	157	2.21%	66	1.99%	349	1.82%
Associates	488	1.40	18	2.26	32	1.06	78	1.50	39	1.42	321	1.39
Other Lawyers*	375	3.03	17	4.38	45	3.07	71	3.15	43	3.50	199	2.82
All Lawyers	1,620	1.93	90	3.39	207	2.10	306	2.10	148	2.03	869	1.76
Summer Associates	86	1.73	—	—	—	—	—	—	—	—	—	—

**Source:** The 2021 NALP Directory of Legal Employers.

**Notes:** \* Data for counsel and non-traditional track/staff attorneys are combined.

Figures for military veteran lawyers are based on 735 offices/firms reporting counts, including zero, in all lawyer categories; figures for military veteran summer associates are based on 436 offices/firms with a summer program and reporting counts, including zero. Overall, military veteran counts, including zero, cover 83,804 lawyers and 4,969 summer associates. Because the number of military veteran summer associates is relatively small, these data are not broken out by firm size. Data collection on lawyers who are military veterans only began in 2018; therefore, there is not enough historical data to present trend information within the report.

For additional information about NALP research, contact

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