

# 2024 Bloomberg Law Diversity, Equity, and Inclusion Framework

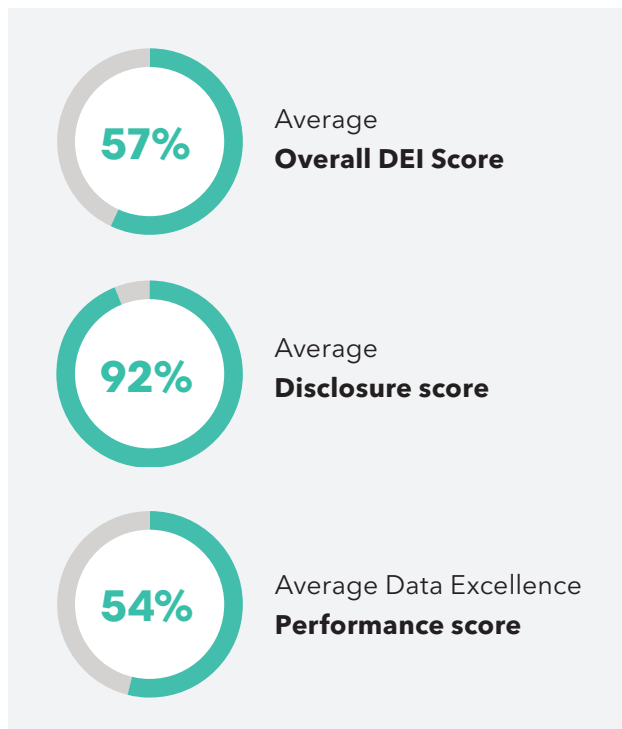


The Bloomberg Law Diversity, Equity, and Inclusion (DEI) Framework is a listing of law firms that meet or exceed an established threshold of diversity, equity, and inclusion in their firm. Standardized

disclosure of diversity-related data allows firms to attract and retain talent, and also allows companies looking to procure legal services to easily compare law firms from a supplier diversity standpoint.

## Overall Scores

Firms are assigned a Bloomberg Law DEI Score based on data disclosed for the metrics defined in the DEI Framework. The DEI Score measures both the level of disclosure of diversity-related metrics, as well as distinguished performance against standards in each of the six pillar areas, weighted and combined into an overall performance score.



**The 2024 Framework is made up of 57 law firms from across the United States**, ranging in size from under 10 to nearly 2,000 attorneys. Bloomberg Law's DEI Framework provides a platform for standardizing law firm diversity metrics, allowing firms to provide their data in one comprehensive Data Collection Instrument, and corporations to quickly access a DEI Framework Listing of firms that meet or exceed an established threshold of diversity, equity, and inclusion.

In the fourth year of this program, submissions increased by 15%, our third year in a row of double digit increases in submissions, giving an even more robust view of diversity in the legal industry.

## DEI Pillar Scores

The DEI Scores measure distinguished performance against standards in each of the six pillar areas. Each is measured from 0-100%, with 100% being a perfect score. Firms only earn points for exceeding overall industry averages (according to ABA and NALP industry reports)\*, so anything over 0% represents exceeding averages in at least one metric and 100% represents exceeding averages on every metric.

\*Where available

## Methodology

The scoring for the six pillar areas represents **90% of the total DEI Score** (the remaining 10% is based on Disclosure). The pillars of Marketing and Diversity & Inclusion in the Community are combined, as these are smaller survey sections. Each pillar, or combination of pillars, receives its own score.

**The pillar scores are weighted to determine 90% of the full DEI score as follows:**

**25%** = Recruitment & Retention

**25%** = Leadership & Talent Pipeline

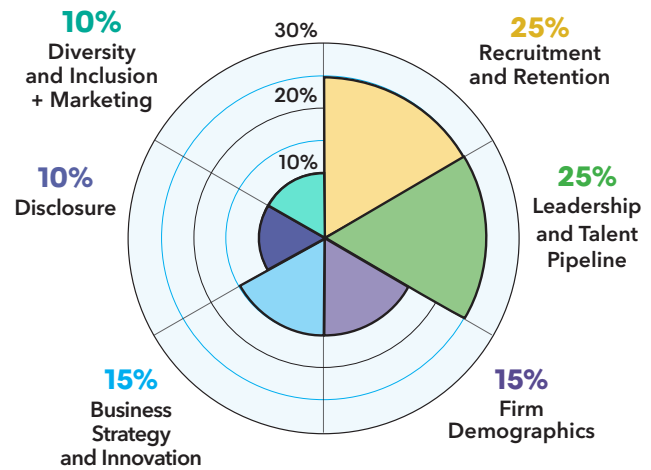
**15%** = Business Strategy & Innovation

**15%** = Firm Demographics

**10%** = Diversity & Inclusion + Marketing

**10%** = Disclosure

### How Pillars are Weighted to Determine DEI Score



### Industry Demographics

The firms participating tend to meet or exceed industry averages for many diversity metrics.

**81%** of companies have a Chief Diversity Officer (or equivalent)

**41%** of firms say that Practice Group Leaders have clear diversity and inclusion goals included as part of their annual performance review

**65%** of firms mandate and monitor that minority and women attorneys have equal access to client, quality work assignments, committee appointments, marketing efforts, and firm events

**95%** of firms have a public statement regarding their commitment to diversity and inclusion

**57%** of firms tie a component of partner compensation to diversity efforts

**35%** conducted a pay audit in 2023

**72%** of firms require diversity within a pool of candidates for management and leadership roles (and of those, an average of 22% of slated candidates must be diverse)

**41%** currently track origination credit diverse attorneys receive, but only 26% have a strategic plan to improve it



## Female

Just over half of all associates are women, and they account for **nearly one-third** of all partners.

**53%**  
Associates

**30%**  
Partners



## Asian

Eleven percent of law firm associates are Asian, as are **one out of every twenty partners**.

**12%**  
Associates

**5%**  
Partners



## Black

Six percent of law firm associates are Black, as are **one out of every 33** partners.

**7%**  
Associates

**3%**  
Partners



## LGBTQ

Six percent of law firm associates identify as LGBTQ+, as does **one out of every 33** partners.

**7%**  
Associates

**3%**  
Partners

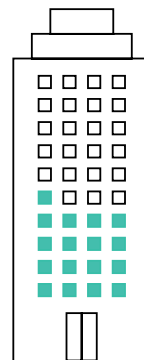
## Firm Management

Most firms are publicly stating their commitment to diversity and inclusion, but only 44% have a succession plan that specifically emphasizes greater inclusion of diverse/minority attorneys.



**88%** of the top management at law firms are **Caucasian**.

**72%** of the top management at law firms are **male**.



**Only 43%**

of law offices are led by attorneys **other than white men**.

## Policies and Benefits

Benefits and policies can be useful ways of both attracting and retaining diverse talent. Nearly all firms offer standard medical, dental vision, and paid primary parental leave. Other types of leave, flexibility and benefits are less common.

**14.5**

average number of weeks of **fully paid parental leave** offered

**13.5**

average number of weeks of **primary leave** taken

**75%**

of employees who took **primary parental leave** were female

**97%**

employees who took **primary parental leave in 2023** returned to work

**96%**

firms that offer **remote work and telecommuting options**

**81%**

firms that offer employees **alternative billing targets**

**65%**

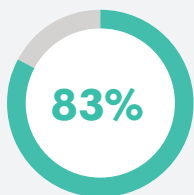
firms that offer **flextime** (adjustable work days/hours) to all employees'

**69%**

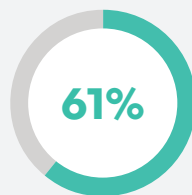
of firms have a **formal, written part-time policy** that permits partners to be part-time

## HR and Engagement

### Groups with an Employee Resource or Affinity Group



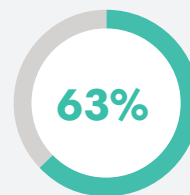
**Women**



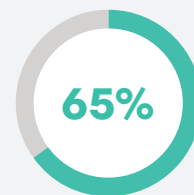
**African American/Black**



**Hispanic Latino/a**



**Asian American**



**LGBTQ+**

Groups with less than 30% of firms saying they have an ERG for this group not shown.

Of Employee Resource or Affinity Groups within law firms, approximately 84% have their own budget. Leaders of these groups are typically volunteers, with just over half (56%) receiving billable hour credit for their leadership role. For leaders that do get billable hour credit, 73% get about the same amount of credit as pro bono or bar work.

## Accessibility in Law Firms

This year, we added a few questions to specifically address accessibility within the legal community.

**52%**

of firms have a website that is WCAG2 (Web Content Accessibility Guidelines) compliant

**2%**

of partners and 3% of associates identify as a person with one or more disabilities

**49%**

offer training to at least some employees on how to interact with and/or manage an employee with a disability

**80%**

of firms allow employees to access basic accessibility aids (ergonomic office equipment, chairs, screen reading software) without requesting an accommodation

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### Learn more

To see the full list of 2024 DEI Framework Member Firms and scoring methodology visit [pro.bloomberglaw.com/DEI](https://pro.bloomberglaw.com/DEI)

### Next steps

Get ready for the 2025 DEI Framework: visit [pro.bloomberglaw.com/DEI](https://pro.bloomberglaw.com/DEI) and click "Stay Notified" to be notified when data collection opens

### Have questions?

Contact Bloomberg Law's DEI Framework Team at:

[DEI\\_Framework@bloombergindustry.com](mailto:DEI_Framework@bloombergindustry.com) or 703.341.3793

# 2024 Member Firms



Amin Talati Wasserman

Armstrong Teasdale

Baker, Donelson, Bearman,  
Caldwell & Berkowitz, PC

Barnes & Thornburg LLP

BCLP LLP

Bilzin Sumberg

Bond, Schoeneck & King, PLLC

Buchanan Ingersoll & Rooney

Cadwalader, Wickersham  
& Taft LLP

CDF Labor Law LLP

Chiesa Shahinian  
& Giantomasi PC

Crowell & Moring

Davis Wright Tremaine LLP

Dinsmore & Shohl LLP

Edlin Gallagher Huie + Blum

Epstein Becker & Green, P.C.

Fish & Richardson P.C.

Foley & Lardner LLP

Fox Rothschild LLP

Freshfields Bruckhaus  
Deringer US LLP

Friedman Kaplan Seiler  
Adelman & Robbins LLP

Groom Law Group, Chartered

Hanson Bridgett LLP

Haynes and Boone, LLP

Hecker Fink LLP

Hogan Lovells

Holland & Hart LLP

Holland & Knight LLP

Hooper, Lundy & Bookman, PC

Hunton Andrews Kurth LLP

Husch Blackwell LLP

Kutak Rock LLP

Labaton Keller Sucharow

Lane Powell PC

McCarter & English, LLP

McDermott Will & Emery

Morgan, Lewis & Bockius LLP

Munger, Tolles & Olson LLP

Nixon Peabody LLP

Norton Rose Fulbright  
US LLP

Ogletree, Deakins, Nash,  
Smoak & Stewart, P.C.

O'Melveny & Myers

Paul, Weiss, Rifkind,  
Wharton & Garrison LLP

Proskauer Rose LLP

Reed Smith LLP

Robinson & Cole LLP

Ropes & Gray LLP

Seyfarth Shaw

Sheppard Mullin

Stephoe LLP

Thompson Coburn LLP

Tucker Ellis LLP

Vinson & Elkins

Wiley Rein LLP

Willkie Farr & Gallagher LLP

WilmerHale

Wong Fleming, P.C.