2023 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 2023 Framework is made up of 55 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 third year of this program, submissions increased by 25%, 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

### Industry Demographics

- **80%** of companies have a Chief Diversity Officer (or equivalent)
- **48%** of firms say that Practice Group Leaders have clear diversity and inclusion goals included as part of their annual performance review
- **72%** 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
- **97%** 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
- **40%** conducted a pay audit in 2021
- **79%** of firms require diversity within a pool of candidates for management and leadership roles (and of those, an average of 25% percent of slated candidates must be diverse)
- **31%** of firms shared a specific, time-bound action plan to increase the representation of diverse groups in leadership positions

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

52% Associates
29% Partners

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

11% Associates
4% Partners

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

6% Associates
3% Partners

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

6% Associates
3% Partners

Firm Management
Most firms are publicly stating their commitment to diversity and inclusion, but fewer have a specific plan to increase diversity within their leadership or tie components of compensation to diversity efforts.

89% of the top management at law firms are Caucasian.

75% of the top management at law firms are male.

Only 41% of law firms 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.

**95%**
employees who took *primary parental leave in 2022* returned to work

**71%**
of employees who took *primary parental leave* were female

**80%**
of employees who took *secondary parental leave* were male

**77%**
law firms that offer *secondary parental leave*

**92%**
firms that offer *remote work and telecommuting options*

**87%**
firms that offer *alternative billing targets*

**66%**
firms that offer *flextime* (adjustable work days/hours) to all employees' average number of weeks of *fully paid parental leave* of ered

HR and Engagement

**Groups with an Employee Resource or Affinity Group**

<table>
<thead>
<tr>
<th>Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>80%</td>
</tr>
<tr>
<td>African American/Black</td>
<td>62%</td>
</tr>
<tr>
<td>Hispanic Latino/a</td>
<td>57%</td>
</tr>
<tr>
<td>Asian American</td>
<td>60%</td>
</tr>
<tr>
<td>LGBTQ</td>
<td>63%</td>
</tr>
</tbody>
</table>

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 83% 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, 62% get about the same amount of credit as pro bono or bar work, while 9% get more credit than they would for pro bono or bar work.
Neurodiversity in Law Firms

Neurodiversity refers to differences in brain functioning, including ADHD, dyslexia, apraxia, and autism-spectrum disorders. We are just beginning to track neurodiversity within the legal community, as are some law firms that participated in the DEI Framework this year.

<table>
<thead>
<tr>
<th>14%</th>
<th>6%</th>
</tr>
</thead>
<tbody>
<tr>
<td>have a targeted recruiting strategy that includes neurodiverse individuals</td>
<td>of firms have an employee resource or affinity group for neurodiverse individuals</td>
</tr>
<tr>
<td>14%</td>
<td>15%</td>
</tr>
<tr>
<td>of firms include neurodiversity as part of their supplier diversity program</td>
<td>include neurodiverse individuals as a group included when considering a diverse slate of candidate for management or leadership roles</td>
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</table>

Learn more
To see the full list of 2023 DEI Framework Member Firms and scoring methodology visit pro.bloomberglaw.com/DEI

Next steps
Get ready for the 2024 DEI Framework: visit 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 or 703.341.3793
2023 Member Firms

Baker, Donelson, Bearman, Caldwell & Berkowitz, PC
Barnes & Thornburg LLP
Beveridge & Diamond, P.C.
Blank Rome LLP
Brownstein Hyatt Farber Schreck, LLP
Bryan Cave Leighton Paisner LLP
Buchanan Ingersoll & Rooney PC
Cadwalader, Wickersham & Taft LLP
CDF Labor Law LLP
Chiesa Shahinian & Gianottisi PC
Crowell & Moring LLP
Davis Wright Tremaine LLP
Drew Eckl & Farnham, LLP
Dykema Gossett PLLC
Edlin Gallagher Huie + Blum
Epstein Becker & Green, P.C.
Fish & Richardson, P.C.
Foley & Lardner LLP
Fox Rothschild LLP
Freshfields Bruckhaus Deringer
Friedman Kaplan Seiler Adelman & Robbins LLP
Frost Brown Todd
Greenberg Traurig, LLP
Haynes Boone, LLP
Hodgson Russ LLP
Hogan Lovells
Holland & Knight LLP
Hunton Andrews Kurth LLP
Husch Blackwell, LLP
Kaplan Hecker & Fink LLP
Kutak Rock LLP
Lane Powell PC
McCarter & English, LLP
McDermott Will & Emery
Morgan, Lewis & Bockius LLP
Munger, Tolles & Olson LLP
Nixon Peabody LLP
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
O’Melveny & Myers LLP
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Potomac Law Group, PLLC
Proskauer Rose LLP
Reed Smith
Riley Safer Holmes & Cancila LLP
Robinson & Cole LLP
Schnader Harrison Segal & Lewis LLP
Sheppard Mullin
Steptoe & Johnson LLP
Thompson Coburn LLP
Thompson Hine LLP
Tucker Ellis LLP
Vincent & Elkins LLP
Wiley Rein LLP
WilmerHale
Wong Fleming, P.C.