

Lawyers

Color

Washington University
School of Law is #1

Cravath Has Highest Percentage of Black
Attorneys Among Largest Law Firms

Michael D. Jones
Black Attorney of the Year

A Majority of Law Firms Fail to
Report Diversity Figures

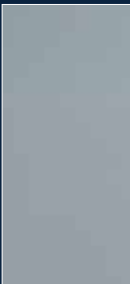
Top Law Schools for Black
Students (Ranked)

Black Attorney Percentages for
565 Law Firms

BLACK STUDENT'S GUIDE TO LAW SCHOOLS & FIRMS

2022 Edition

DIVERSITY, EQUITY, AND INCLUSION ARE PART OF THE FABRIC OF DAVIS WRIGHT TREMAINE — CENTRAL TO WHO WE ARE AND WHAT WE DO.



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Our vision is to further foster a culture where all talented individuals—including those who are traditionally underrepresented in the legal profession—can have, and can see, a path to success. We hope you'll join us in our efforts.

To learn more about DWT and student/entry-level opportunities, contact **Hiroko Peraza**, Sr. Manager of Attorney Recruitment & Inclusion at HirokoPeraza@dwt.com.

Visit [CAREERS.DWT.COM](https://careers.dwt.com) for more information on our DEI work and to see a list of DEI related awards we've proudly received in 2021.



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“ At Venable, we understand the importance of diverse viewpoints when crafting solutions for our clients. I joined Venable because it has a reputation as a firm where a person’s differences are not a barrier to success – we work hard to cultivate a diverse and inclusive environment where all professionals feel a sense of belonging. Through the Venable Success Network, the firm’s African American affinity group, we provide mentoring and ongoing support to our young associates as they work to establish their careers.

– **Lisa Tavares**
Partner and co-chair, Business Division; chair, Venable Success Network

The additional partners and counsel who are members of The Venable Success Network, an affinity group for African American attorneys, come from a mix of practices and specialties around the firm. We invite you to explore their bios on Venable.com.



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Jerry Moore
Counsel, Real Estate, Land Use and Zoning



Thomasina Poirot
Counsel, Product Liability and Mass Torts, Insurance Coverage Litigation

Editorial

Christopher Nelson - Gabriela Martinez - Kaitlyn Williamson - Yolanda Young

Lawyers of Color is a 501(c)(3) devoted to promoting diversity in the legal profession and advancing democracy and equality in marginalized communities. We celebrate attorneys of color and conduct research and studies regarding the intersection of the legal profession and social justice.

List of Law School Student Ambassadors

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Southern University Law Center

Breonna A. Grant

University of Mississippi School of Law

Carletta Sanders

Northern Illinois University College of Law

David Akere

UCLA School of Law

Destiny Rawls

Stetson University College of Law

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David A. Clarke School of Law

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City University of New York School of Law

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University of Illinois College of Law

Come As You Are, Where You Are



All of these smiling faces are real Beveridge & Diamond attorneys and staff.

In the office or working from home, our inclusive culture, collaborative approach, and subject matter expertise make us a top-ranked environmental and litigation firm.

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Last Call: Inclusion in Directory of Law Firm Leaders

Attention managing partners, executive/management committee members, and practice group heads.

Lawyers of Color is providing in-house counsel with a comprehensive directory of attorneys of African, Asian, Hispanic and Native American descent who are legal experts, as well as decision makers within their law firms. Inclusion in the directory is free. Contact Gabriela Martinez at gabriela@lawyersofcolor.co to submit profiles or place an ad. The final deadline is Tuesday, July 19. Over 400 attorneys from the following law firms will be profiled in the directory.

Participating Law Firms

Akerman LLP	Gibbons P.C.	Offit Kurman, Attorneys at Law
BakerHostetler	Glaser Weil LLP	Parker Poe Adams & Bernstein LLP
Barclay Damon LLP	Godfrey & Kahn, S.C.	Paul Hastings LLP
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Dentons Bingham Greenebaum LLP	Lewis Brisbois Bisgaard & Smith LLP	Steptoe & Johnson LLP
Dentons Cohen & Grigsby LLP	Lewis Roca	Stinson LLC
Dentons US LLP	Litchfield Cavo, LLP	Stoel Rives LLP
Dickinson Wright PLLC	Locke Lord	Sullivan & Cromwell LLP
Dorf & Nelson LLP	Manning & Kass	Sullivan & Worcester LLP
Duane Morris LLP	McCarter & English, LLP	Taft Stettinius & Hollister LLP
Dykema Gossett LLP	McGuireWoods LLP	Venable LLP
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Frankfurt Kurnit Klein & Selz PC	Morrison Cohen LLP	Young Conaway Stargatt & Taylor, LLP
Fried, Frank, Harris, Shriver & Jacobson LLP	Nossaman	

HOT LIST 2022

Nominations Open

Deadline: August 9, 2022

Nomination Link:

<https://lawyersofcolor.org/hot-list-nominations-2022/>

Lawyers of Color invites nominations for dynamic junior- and mid-level attorneys who identify as Black, indigenous, or a person of color. These attorneys may be junior partners, associates or in-house counsel who show promise in their careers and demonstrate a strong commitment to advancing diversity in the legal profession. Nominations from organizations are given priority; however, nominations may also be made by peers, colleagues, or clients. Organizations may nominate only one attorney per office and a total of three attorneys. Previous Hot List honorees may be nominated again. We do ask that nominees not nominate themselves. Eligible candidates have been lawyers for 10 years or less. View previous Hot List publications at lawyersofcolor.org.

Should your organization wish to place an ad to congratulate your nominee/s, email gabriela@lawyersofcolor.org. Note: There is never a fee, ad obligation or other requirement to submit nominations or be selected as an honoree.

Hot List Nominations 2022 – Lawyers of Color
Lawyers of Color – Diversity | Justice | Reporting

Gibson Dunn Black Attorneys are proud supporters of **Lawyers of Color**

We are incredibly grateful to Lawyers of Color for the organization's tireless efforts to diversify the legal profession

GIBSON DUNN BLACK ADVANCEMENT INITIATIVE

Our Black partners and senior attorneys play a critical role in helping to strengthen and expand our close-knit Black community at the firm. They have spearheaded efforts in growing Gibson Dunn's Black Advancement Initiative, a dedicated effort to recruit, retain and advance Black talent. We are proud of our senior Black lawyers for their countless contributions, and look forward to welcoming the next generation of Black talent to our community.



CHRISTINA BROWN
Of Counsel, Bankruptcy
New York



MYLAN DENERSTEIN
Partner, Litigation
New York



MATTHEW GIBBONS
Partner, Real Estate
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Diversity and inclusion has been at the core of our firm since its founding. For over 30 years, Weil has been a leader in investing in formal initiatives to cultivate an inclusive culture where all feel comfortable and encouraged to excel.

BLAST

BLAST (Black Lawyers Achieving Success Together) is a new leadership and business development initiative. To date, there are three BLAST programs dedicated to Black senior attorneys, mid-and junior-level associates and partner mentors.

Black Attorney Advisory Boards

Two advisory boards were formed in 2021 to work with Executive Partner Barry Wolf, one composed of Black partners, and the other of Black counsel and associates. These advisory boards advise on a range of issues of importance to the Firm, including but not limited to diversity-related topics.

Diversity Fellowship Program

Weil's Diversity Fellowship Program awards progressive scholarships with the first installment awarded as a summer associate and second upon acceptance of a full-time offer. Since 2011, the Firm has awarded 70 fellowships.

Mentoring

Jumpstart is a new resource for new and lateral Black associates who are paired with a Black partner and associate to support their transition to the Firm. The Black Affinity Group also created Zoom mentoring circles to stay connected during the pandemic

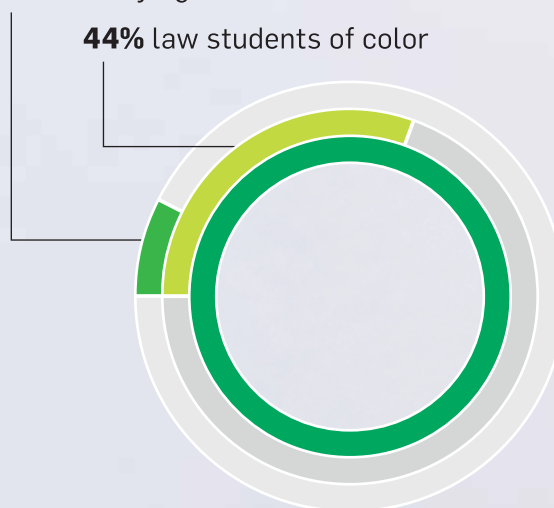
Affinity Group Conferences

Weil has been a leader among law firms for holding firmwide conferences for Asian, Black, Latinx and LGBTQ+ attorneys. The conferences bring together summer associates and attorneys from across the Firm's offices for professional development, internal networking and mentoring, client development, and diversity pipeline efforts.

The U.S. 2021 Summer Class

The U.S. 2021 summer class was 44% law students of color with 8% identifying as Black.

8% identifying as Black



WEIL'S BLACK PARTNERS: LEADERS & CHANGEMAKERS

Weil has a renowned practice comprised of talented attorneys, among them **nine Black partners** who stand out as top industry leaders **across seven practice areas and five offices**. This group of Black partners is having a wide impact on Weil's business and culture. To highlight these valued members of the partnership, Weil is leading the industry by celebrating the Black partners on a microsite devoted to their accomplishments.

View Weil's microsite at

<https://www.weil.com/weils-black-partners>

- including the feature *On Mentorship: Advice for Black Associates and Law Students*

Weil's Black Partners

Weil's Black Partners

Leaders & Changemakers



One Firm

Weil is proudly the professional home of an accomplished, dynamic community of Black partners who are all go-to advisors in their fields and mentors to future generations of leaders. We remain steadfast and passionate in our commitment to attracting, retaining and developing the most talented and diverse practitioners in our profession.

[Learn more about the work of our Black partners.](#)

Weil's Black partners span five of our global offices and seven practice areas throughout our Corporate, Litigation and Restructuring Departments.

From **Adé Heyliger** Diversity Committee Co-Chair



"As Diversity Committee Co-Chair and one of Weil's proud Black partners, I am gratified that our Firm stands out for nurturing a culture of equity and inclusion. We work closely with our colleagues every day to strengthen an environment where all feel comfortable and encouraged to excel."



Q&A with Weil's Recent Lateral Partners

Complex Commercial Litigation partner Chantale Fiebig and Private Equity partner Trey Muidrow joined Weil in 2021.

In this Q&A, they share why they choose to practice at Weil, experiences serving

Editor's Page



Lawyers of Color is delighted to resume publication after a two-year hiatus due to the Covid-19 pandemic. During this time, however, we have still worked with our law school ambassadors and reported diversity news on our website. We think you'll find this issue worth the wait. In these pages you will find the most comprehensive data on law schools and law firms that centers Black law students and attorneys.

One of the highlights for me was profiling Michael D. Jones, who hails from my hometown of Shreveport, Louisiana. None of the attorneys, diversity professionals or research staff who ultimately selected Mike for this honor, knew of our connection. Our selection panel only knew of their charge: to identify the Black attorney whose legal work over the last year has been noted for its excellence and the significant contribution it has made to the Black community. Not only did the Kirkland & Ellis partner lead a team to a \$577 million settlement for Maryland's historically black colleges and universities, but he also recommended the firm gift its \$12.5 million fee to other HBCUs.

I must also express my pride and appreciation for our Lawyers of Color law student ambassadors, without whom this publication would not have been possible. I mean this quite literally in that we were able to find Black attorney percentage data for only about half the nation's largest law firms. It was our law student ambassadors who performed the tedious task of reviewing the other 300 law firms attorney photo images. We then shared our findings with law firms and provided them the opportunity to update or correct our data conclusions.

The biggest surprise to come out of this year's law school ranking was to see the University of Washington School of Law jump to number one under our new methodology. We also combined our national and regional rankings to be a larger, combined ranking of the top 65 law schools for Black students.

We hope you find this information useful.

Yolanda Young
President and Executive Director
Lawyers of Color

Celebrating Diversity

Foley is proud to support Lawyers of Color and its commitment to promote the causes and contributions of diverse attorneys.

At Foley, our diversity and inclusion initiative is based on a clearly defined mission to foster an environment that embraces differences, promotes equality, and engenders mutual respect. Our goal is to create a culture of inclusion where everyone has the opportunity to excel. We recognize that to bring innovative solutions to our clients' legal and business challenges, we must become a firm that is open to diverse perspectives, insights, and experiences.

[For more information about Foley, please contact:](#)

Alexis Robertson | Director of Diversity and Inclusion | arobertson@foley.com

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ahead together

RECRUITING DIVERSE TALENT IS JUST THE START. DORSEY HAS PROGRAMS TO SUPPORT DIVERSE LAWYERS, PROMOTE THEIR PROFESSIONAL DEVELOPMENT AND FOSTER INCLUSION.

- **Firm-wide Resource Groups:** Allyship; Asian Attorneys and Staff; Attorneys of Color; Black Attorneys and Staff; Black Women Attorneys; Lateral Non-Partner Attorneys; LGBTQ+ Attorneys, Staff, and Allies; Staff of Color; Women Attorneys; and Women Attorneys with Children.
- **Diversity Hours Policy:** One of the first AmLaw 100 firms to implement a policy, receive credit for up to 50 hours.
- **Diversity Fellowship Program:** Selected law students can receive up to \$30,000 toward law school tuition and expenses.

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**SCORE ON
CORPORATE
EQUALITY INDEX**

Sixteenth Consecutive Year
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**ADEYEMI
ADENRELE**

Associate, JD 2015

“I feel empowered at Barnes & Thornburg because my colleagues take the time to understand me, both professionally and personally. There are people here that are not only interested in seeing my success as a lawyer at the firm, but also, more generally, in life.”



**ELIZABETH
UNDERWOOD**

Partner, JD 2010

“I chose Barnes & Thornburg because of the opportunity to work on sophisticated legal matters with lawyers who were not only smart and talented, but also collegial and vested in my success.”



**TREVOR
MASON**

Associate, JD 2020

“I feel I can be my authentic self at Barnes & Thornburg because it embraces and commits to building a community that is diverse in thought and in the makeup of attorney teams performing work on legal matters.”

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NEW YORK OHIO RALEIGH SALT LAKE CITY TEXAS WASHINGTON, D.C.

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is honored to support
LAWYERS OF COLOR
and the efforts to promote
sustained inclusion and diversity
within the legal community.

BCLP is committed to inclusion and developing initiatives and programs to celebrate and propel diversity forward in the legal field.



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A LIFETIME COMMITMENT TO DIVERSITY AND INCLUSION



We uphold the tenets of diversity, equity and inclusion, not to earn recognition or acknowledgement, but because clients are best served through innovation and creativity.

Developing talented people with diverse perspectives is a top priority. From law students to senior partners, and from professional staff to senior leadership and our Board of Directors, diversity, equity, and inclusion thrive here.

As Diversity is embedded into our firm's Core Values, we are proud of our commitment to diversity, equity, and inclusion and are thrilled external organizations have recognized our efforts:

- Named by Seramount (formerly *Working Mother Media*) among the 2021 "50 Best Law Firms for Women" for the third time, recognized for excellence in the areas of representation, flexibility, leadership, compensation, and advancement of women, as well as development and retention of women.
- Received a high rating in the **Human Rights Campaign's 2021 Corporate Equality Index**, an annual report assessing lesbian, gay, bisexual, and transgender inclusion in major companies and law firms across the nation.
- Received a high qualifying score on the 2021 Disability Equality Index[®], the leading nonprofit resource for business disability inclusion worldwide, strengthening the firm's commitment to bringing clients a diverse team of attorneys and professionals.
- Ranked #29 in **Law360's** 2021 "Diversity Snapshot," of firms with 251-600 attorneys, among more than 300 firms surveyed.
- Recognized in the "Top 3" law firms for female attorneys in **Law360's** 2021 Glass Ceiling Report, of firms with 251-600 attorneys, among more than 270 U.S. firms surveyed.
- Received "Tipping the Scales" award for the second year in a row, presented by the **Diversity & Flexibility Alliance**, in recognition of promoting 50% or more women to partner in the most recent class.



Diverse Perspectives

Diverse experience.
Diverse talents.
Diverse approaches.

For the nearly 100 years Gibbons has been in business, we have seen in action the distinct value that diversity brings to the business community. The diversity of our attorney teams results in a diversity of solutions we can provide, adding cultural competencies and talents that allow us to be more creative, effective, and ultimately successful in our practice and our service to clients.

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Diversity & Flexibility Alliance "Tipping the Scales" Award

Profiles in Diversity Journal "Diversity Leadership" and "Innovations In Diversity" Awards

Vault Annual Survey Rankings of the Nation's Top Law Firms for Diversity

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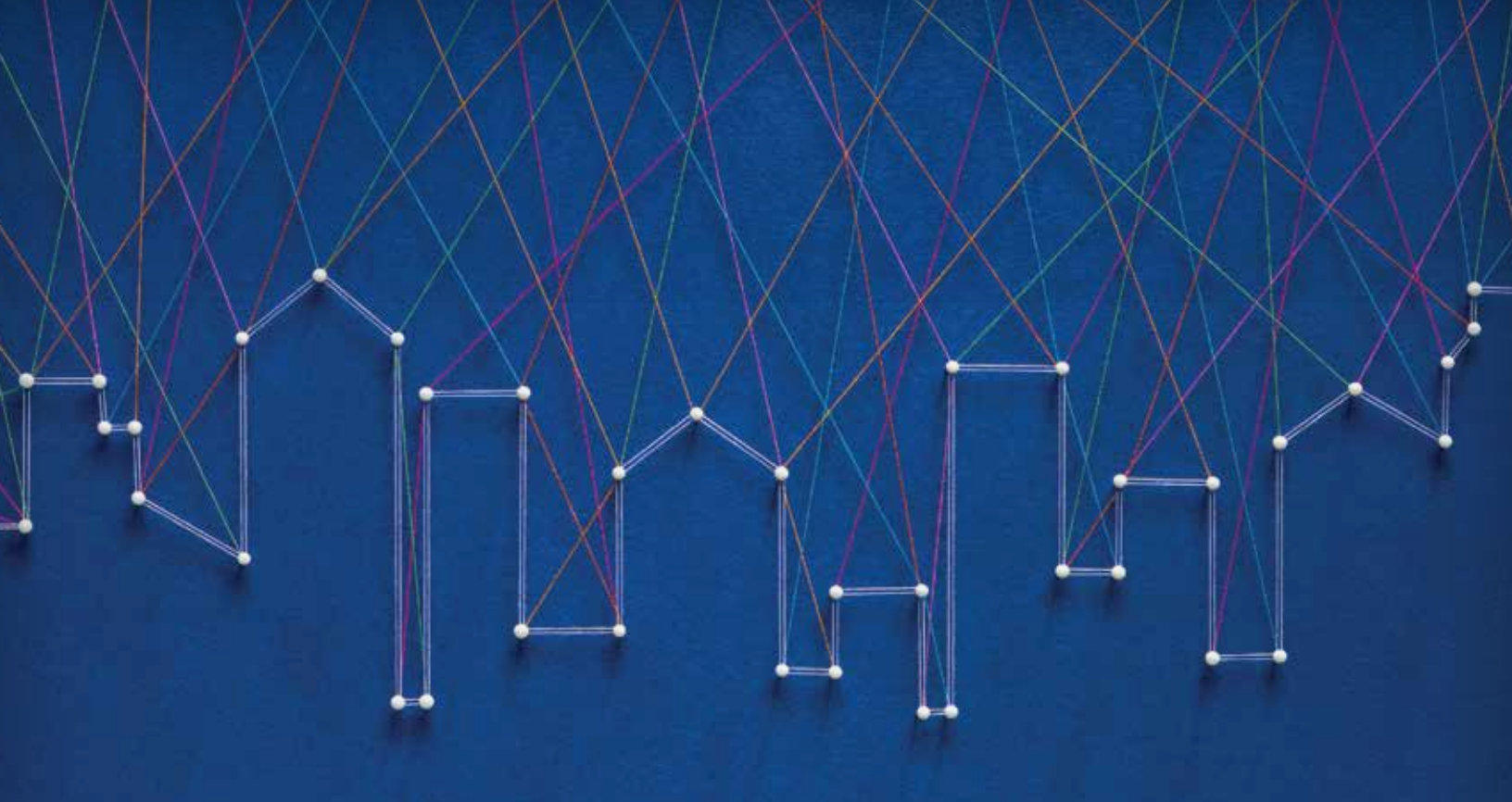
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WASHINGTON, DC

FLORIDA

Gibbons P.C. is headquartered at One Gateway Center, Newark, NJ 07102. Results may vary depending on your particular facts and legal circumstances. A description of the selection methodologies for the awards listed can be found at <https://www.gibbonslaw.com/awards>.

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Building Diversity. Inspiring Inclusion.

Recognizing that certain groups are traditionally under-represented in the legal profession, Gordon & Rees seeks to recruit, include, mentor, promote, and retain members of those groups. The firm has implemented the **Leadership Equality and Diversity (“LEAD”) Program**. Working in tandem with the firm’s Diversity Committee, Women’s Initiative, and Affinity Groups, this initiative has been specifically tailored to achieve core objectives in the areas of diversity and inclusion.

We collectively thrive by cultivating an environment that values our differences. Our strategy has produced wonderful results in the areas of diversity and inclusion, particularly in firm leadership. At present, nearly half of our national offices are led by a diverse or woman managing or assistant managing partner. **Diversity and inclusion is something that starts at the top and we are proud that our firm leadership reflects our culture.**

TOP 55
DIVERSITY SCORECARD
American Lawyer

TOP 40
FIRMS FOR DIVERSE ATTORNEYS
Law360

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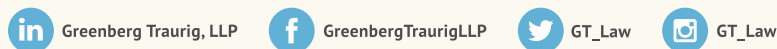
Greenberg Traurig and its Black Shareholders and Senior Directors Congratulate Lawyers of Color for Continuing to Move the Needle Ever Forward

From the start, we've believed that diverse viewpoints produce smarter ideas for our clients. That's why we've made diversity, equity, and inclusion integral to our legal services and community investments. Because a more diverse world happens only by design.



Pictured left to right: Ejim Achi, Nanette Aguirre, Johnine P. Barnes, Jonathan A. Beckham, Mark G. Chretien, Theresa S. Clark, Brandon D. Cox, Jaret L. Davis, Michael Davis, Terrence O. Davis, Brandilyn Dumas, Ronda B. Esaw, Tiffany S. Fordyce, Ernest L. Greer, Phillip H. Hutchinson, Franklin D.R. Jones Jr., Karen M. Kennard, Nicole Kintop Smith, Jillian C. Kirn, Enjolie A. Lett, Vernon L. Lewis, William B. Mack III, Dwayne L. Mason, Demetrius G. McDaniel, Adam Namoury, Maribel N. Nicholson-Choice, John D. Owens III, Jonathan M. Perry, Philip I. Person, Anthony M. Pratt, Nikki L. Simon, Sherman W. Smith III, Michele L. Stocker, Shomari B. Wade, Jesse W. Wainwright, Jean E. Wilson, Natasha L. Wilson, Albert Wynn

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WORLDWIDE LOCATIONS

United States, Europe,
Middle East, Asia, Latin America

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Top 65*
Law Schools
for Black Students

Washington University School of Law leaps to #1! Antonin Scalia School of Law (formerly George Mason University School of Law) excluded.

Lawyers of Color made a few changes to this year's rankings that significantly shuffled the rankings. For starters, Washington University School of Law leaped from #15 all the way to #1. Washington Law outperformed the other top law schools in several categories, including the scholarship and grant awards, which are being evaluated for the first time. Washington Law also had a larger Black enrollment and JD award than most of the others at the top of the list with one exception—Howard University School of Law, which tumbled from #1, but remain in the top five. The biggest surprise was North Carolina Central University Law School, which benefited from our expansion of the national top law school rankings. NCCU Law ranks 69th on our selectivity scale and is in the top five law schools for enrolling Black students and awarding them JDs. NCCU Law also has an outsized proportion of notable alumni that include current U.S. Representative George Kenneth "G. K." Butterfield, Jr. , former North Carolina governor Michael F. Easley, the first African-American mayor of Atlanta Maynard Jackson, Elaine O'Neal, first African-American woman to be Mayor of Durham, former North Carolina Superior Court judge, and famed class-action torts lawyer, Willie Gary.

The biggest change we made to the list was doing away with regional law school rankings in favor of expanding our national law school list. Rather than exclude law schools with low percentages of Black law students, we instead provide a footnote indicating the low percentage. There was, however, one exception. While it made the cut after our statistical analysis, George Mason University's law school, renamed for Affirmative Action foe, Antonin Scalia, had an inexcusably low 2 percent Black law student enrollment even though it is located in Northern Virginia, which is apart of the D.C/Maryland/Virginia region that boasts the highest percentage of Black college graduates in the nation.

Finally, there are actually 66 law schools on our list, but since UC Davis and UC Los Angeles scored similarly, they were both ranked 33.

Categories Scored

Bar Passage Rate	Distinguished Black Alumni
Big Law School Dean	Grants/Scholarship Awards JD
Black JDs Awarded	Required Job Placement
Black Student Enrollment	Selectivity
Clerkships (Federal)	Tuition
Clerkships (State)	

The Top 65* Law Schools for Black Student

<u>Rank</u>	<u>Law School</u>	<u>State</u>	<u>City</u>	<u>Annual Tuition</u>
1	Washington University School of Law	MO	St. Louis	\$59,460
2	Columbia University School of Law	NY	New York	\$72,360
3	Harvard Law School	MA	Cambridge	\$67,080
4	Georgetown University Law Center	DC	Washington	\$64,548
5	University of Pennsylvania Carey Law School	PA	Philadelphia	\$67,998
6	🛡️ Howard University School of Law	DC	Washington	\$35,244
7	Vanderbilt Law School	TN	Nashville	\$60,750
8	Cornell Law School	NY	Ithaca	\$67,833
9	🛡️ The George Washington University Law School	DC	Washington	\$63,204
10	Emory University School of Law	GA	Atlanta	\$59,062
11	The University of Chicago Law School	IL	Chicago	\$67,899
12	Yale Law School	CT	New Haven	\$66,128
13	Northwestern Pritzker School of Law	IL	Chicago	\$67,106
14	University of Southern California, Gould School of Law	CA	Los Angeles	\$67,192
15	Stanford University Law School	CA	Stanford	\$64,554
16	Duke University School of Law	NC	Durham	\$67,398
17	University of Virginia School of Law	VA	Charlottesville	\$63,200
18	⬇️ Boston University School of Law	MA	Boston	\$56,982
19	New York University School of Law	NY	New York	\$68,934
20	⬇️ University of California, Berkeley, School of Law	CA	Berkeley	\$52,016
21	🛡️ Notre Dame Law School	IN	Notre Dame	\$61,220
22	⬇️ The University of Michigan Law School	MI	Ann Arbor	\$61,944
23	🛡️ William & Mary Law School	VA	Williamsburg	\$35,000
24	🛡️ Villanova University Charles Widger School of Law	PA	Villanova	\$47,916
25	Wake Forest University School of Law	NC	Winston-Salem	\$47,352
26	St. John's University School of Law	NY	Queens	\$61,550
27	Washington and Lee University School of Law	VA	Lexington	\$51,392
28	Temple University—James E. Beasley School of Law	PA	Philadelphia	\$28,114
29	The University of Alabama School of Law	AL	Tuscaloosa	\$24,560
30	Fordham University School of Law	NY	New York	\$62,652
31	University of Georgia School of Law	GA	Athens	\$19,894
32	⬇️ University of California, Irvine School of Law	CA	Irvine	\$19,894
33	⬇️ University of California, Davis School of Law (King Hall)	CA	Davis	\$49,456
33	⬇️ University of California at Los Angeles (UCLA) School of Law	CA	Los Angeles	\$47,988
34	University of Florida, Fredric G. Levin College of Law	FL	Gainesville	\$2,1802
35	⬇️ The University of Texas School of Law	TX	Austin	\$36,428



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Lawyers of Color

ABOUT KAUFMAN BERGEEST & RYAN LLP

With eight offices and more than 120 lawyers, Kaufman Borgeest & Ryan LLP consistently delivers focused, high-quality representation to its national and international clients. We have a passion for our work and have gained a reputation for our outstanding track record, cost-efficient case management and our unshakable dedication to protecting our clients' interests.

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The Top 65* Law Schools for Black Students

Rank	Law School	State	City	Annual Tuition
36	🛡️ Georgia State University College of Law	GA	Atlanta	\$18,010
37	Texas A&M University School of Law	TX	Fort Worth	\$31,256
38	The University of Mississippi School of Law	MS	University	\$16,970
39	Indiana University Maurer School of Law—Bloomington	IN	Bloomington	\$36,648
40	University of North Carolina School of Law	NC	Chapel Hill	\$24,480
41	↓ Benjamin N. Cardozo School of Law, Yeshiva University	NY	New York	\$62,408
42	🛡️ Northeastern University School of Law	MA	Boston	\$53,040
43	The Ohio State University Moritz College of Law	OH	Columbus	\$31,883
44	University of Nevada, Las Vegas, William S. Boyd School of Law	NV	Las Vegas	\$27,044
45	🛡️ The Pennsylvania State University, Dickinson Law	PA	Carlisle	\$53,212
46	Case Western Reserve University School of Law	OH	Cleveland	\$53,674
47	↓ Brooklyn Law School	NY	Brooklyn	\$61,996
48	Seton Hall University School of Law	NJ	Newark	\$55,788
49	The Catholic University of America, Columbus School of Law	DC	Washington	\$52,400
50	🛡️ Loyola University Chicago School of Law	IL	Chicago	\$50,348
51	Boston College Law School	MA	Newton	\$57,150
52	Tulane University Law School	LA	New Orleans	\$58,610
53	↓ University of Wisconsin Law School	WI	Madison	\$25,688
54	Florida State University College of Law	FL	Tallahassee	\$20,694
55	University of Tennessee College of Law	TN	Knoxville	\$20,168
56	🛡️ University of Houston Law Center	TX	Houston	\$33,182
57	University of Maryland Francis King Carey School of Law	MD	Baltimore	\$36,684
58	🛡️ Rutgers Law School	NJ	Camden/Newark	\$32,590
59	University of Pittsburgh School of Law	PA	Pittsburgh	\$35,852
60	🛡️ North Carolina Central University School of Law	NC	Durham	\$16,196
61	↓ The University of Iowa College of Law	IA	Iowa City	\$28,150
62	The Pennsylvania State University, Penn State Law	PA	University Park	\$50,980
63	🛡️ American University Washington College of Law	DC	Washington	\$57,836
64	University of Missouri School of Law	MO	Columbia	\$22,468
65	🛡️ University of Cincinnati College of Law	OH	Cincinnati	\$24,010

🛡️ [Denotes law schools with Black deans]

↓ [Denotes law schools with below 5% Black law students]

DIFFERENT PERSPECTIVES CREATE

MASTERPIECES



KELLEY DRYE IS PLEASED TO SUPPORT THE BLACK STUDENT'S GUIDE TO LAW SCHOOLS & FIRMS

The firm understands that promoting diversity is a matter of constant engagement. We regularly examine our progress, improve our efforts and search for and implement new and innovative ways to create a more diverse and inclusive workplace.

Our Kelley Drye Diversity Scholarship – which provides a paid summer associate position in our New York office and a \$25,000 award paid as a signing bonus – is just one of the many ways we are working to increase diversity in the legal profession. Visit our website for details.

**Kelley
Drye**

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We are committed to being a diverse, inclusive, and welcoming workplace. By focusing on our culture, communities, and talent, we're advancing diversity and fostering a sense of belonging in our firm and the legal profession.

LANE POWELL



RON BEARD SCHOLARSHIP

Created in 2015 in honor of our late partner, Ron Beard, we provide financial assistance and mentoring for a University of Washington law student of color each year.

INCREASING THE PIPELINE



GEORGE V. POWELL DIVERSITY SCHOLARSHIP

We created this scholarship to offer a summer position and financial support to a rising 3L who will contribute to the diversity of the Pacific Northwest community.



MULTNOMAH COUNTY BAR FELLOWS

We proudly support this program, which provides financial support, mentoring, and internship opportunities to diverse 1Ls at Lewis & Clark and University of Oregon law schools. We host a Fellow each summer in Portland.



GREGOIRE FELLOWS

We're proud to be a founding sponsor of this innovative program, which provides financial support, mentoring, and a summer internship to diverse 1Ls attending either the University of Washington or Seattle University. We host a Fellow each summer in Seattle.



SERAMOUNT BEST LAW FIRMS FOR WOMEN 2021

RECOGNIZED AS A CEILING SMASHER

Law360's 2021 GLASS CEILING REPORT

RANKED TOP 10

MINORITY CORPORATE COUNSEL ASSOCIATION'S

20 DIVERSITY SCORECARD 21

LEADERSHIP COUNCIL ON LEGAL DIVERSITY

TOP PERFORMER

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SIXTH CONSECUTIVE YEAR BEST PLACES TO WORK FOR 2022 LGBTQ EQUALITY



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DIVERSITYLAB

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BLACK LAW SCHOOL DEANS



Alena Allen

Interim Dean, Professor of Law
Arkansas (Fayetteville)--University of
Arkansas School of Law



A. Benjamin Spencer

Dean and Trustee Professor
William & Mary Law School



Angela Epps

Dean, College of Law
North Texas--University of North Texas
at Dallas College of Law



Angela Onwuachi-Willig

Dean, Ryan Roth Gallo & Ernest J. Gallo Professor of Law
Boston University School of Law



Browne C. Lewis ★

Law School Dean
NC Central University School of Law



Camille A. Nelson

Dean and Professor of Law
University of Hawai'i at Mānoa | William S.
Richardson School of Law



Camille Davidson

Dean and Professor of Law
Southern Illinois University School of Law



Carla D. Pratt ★

Dean and Professor of Law
Washburn University School of Law



Cassandra Hill

Dean and Professor of Law
Northern Illinois University College of Law



Craig M. Boise

Dean and Professor of Law
Syracuse University College of Law



Danielle Holley-Walker

Professor of Law and Dean of Howard University School of Law
Howard University School of Law



Danielle M. Conway

Dean and Donald J. Farage Professor of Law
Penn State Dickinson Law



Dayna Bowen Matthew

Dean and Harold H. Greene Professor of Law
The George Washington University Law
School



Deidre Keller

Dean
Florida A&M University College of Law



Eboni S. Nelson

Dean and Professor of Law
University of Connecticut School of Law



G. Marcus Cole

Joseph A. Matson Dean and Professor of Law
Notre Dame Law School

BLACK LAW SCHOOL DEANS



Garry Jenkins

Dean and William S. Pattee Professor of Law
University of Minnesota Law School



Horace E. Anderson, Jr.

Dean, Professor of Law
Pace University Elisabeth Haub School of Law



Jace C. Gatewood

Dean and CEO
Atlanta's John Marshall Law School



James R. Hackney

Dean and Professor of Law
Northeastern University School of Law



Jelani Jefferson Exum

Dean, School of Law, Professor
Detroit--University of Detroit Mercy School
of Law



Joan R.M. Bullock

Dean and Professor of Law
Texas Southern University Thurgood
Marshall School of Law



John Pierre

Dean
Southern University Law Center



Karen E. Bravo

Dean and Gerald L. Bepko Professor of Law
Indiana University Robert H. McKinney
School of Law



Kimberly Mutcherson

Co-Dean and Professor of Law
Rutgers Law School



LaVonda N. Reed

Dean of the College of Law
Arkansas (Fayetteville)--University of Arkansas
School of Law



Leonard M. Baynes

Dean and Professor of Law
The University of Houston Law Center Faculty



Linda S. Greene

Dean of the MSU College of Law.
Michigan State University College of Law



Lolita Buckner Inniss

Dean and Provost's Professor of Law
Colorado--University of Colorado Law School



Marcilynn A. Burke

Dean and Dave Frohnmayer Chair in Leadership and Law
Oregon--University of Oregon School of Law



Mark C. Alexander

Arthur J. Kania Dean and Professor of Law
Villanova University Charles Widger School
of Law



Michèle Alexandre ★

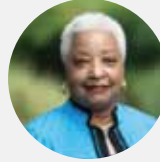
Dean and Professor of Law
Stetson University College of Law

BLACK LAW SCHOOL DEANS



Oren R. Griffin

Dean
Tulsa--The University of Tulsa College of Law



Patricia W. Bennett

*Dean and Henry Vaughan Watkins and Selby Watkins
McPae Professor of Law*
Mississippi College School of Law



Renée McDonald Hutchins ★

Dean and Professor of Law
District of Columbia--University of District of
Columbia David A. Clarke School of Law



Roger A. Fairfax, Jr.

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American University Washington College
of Law



Sean M. Scott

California Western President and Dean
California Western School of Law



Tamara F. Lawson

Dean and Professor of Law
St. Thomas University School of Law



Verna L. Williams

Dean and Nippert Professor of Law, College of Law
Cincinnati--University of Cincinnati College
of Law



Zelda B. Harris

*Interim Dean, Director, Dan K. Webb Center for Advocacy;
Mary Ann G. McMorrow Professor of Law*
Loyola University Chicago School of Law

- ★ *Carla Pratt resigned from Washburn and is now a tenured professor at the University of Oklahoma College of Law.*
- ★ *Michele Alexandre is moving from Stetson to Loyola University Chicago School of Law effective July 15th.*
- ★ *Renee Hutchison is moving from UDC to the University of Maryland Francis King Carey School of Law effective August 1.*
- ★ *Browne C. Lewis, Dean of North Carolina Central U School of Law, passed away suddenly.*



PROUD ADVOCATE OF DIVERSITY AND EQUITY IN THE LEGAL PROFESSION

Diversity builds stronger
teams, expands networks,
and broadens horizons

The 25 Best Bargain Law Schools

Rank	Law School	State	City	Annual Tuition
1	University of Puerto Rico School of Law	RR	San Juan	\$7,900
2	★ Florida A&M University College of Law	FL	Orlando	\$13,886
3	★ University of the District of Columbia— David A. Clarke School of Law	DC	Washington	\$14,134
4	University of Arkansas School of Law	AR	Fayetteville	\$14,770
5	Inter American University School of Law	PR	San Juan	\$15,510
6	City University of New York School of Law	NY	Long Island City	\$16,014
7	★ North Carolina Central University School of Law	NC	Durham	\$16,196
8	Pontifical Catholic University of Puerto Rico School of Law	RR	Ponce	\$16,696
9	University of Arkansas at Little Rock, William H. Bowen School of Law	AR	Little Rock	\$16,767
10	★ The University of Mississippi School of Law	MS	University	\$16,970
11	University of North Dakota School of Law	ND	Grand Forks	\$17,594
12	The University of New Mexico School of Law	NM	Albuquerque	\$17,714
13	Georgia State University College of Law	GA	Athens	\$18,010
14	★ University of North Texas Dallas College of Law	TX	Dallas	\$18,213
15	University of Missouri—Kansas City School of Law	MO	Kansas City	\$18,586
16	★ Southern University Law Center	LA	Baton Rouge	\$19,010
17	★ The University of Memphis— Cecil C. Humphreys School of Law	TN	Memphis	\$19,354
18	University of Georgia School of Law	GA	Athens	\$19,894
19	University of Tennessee College of Law	TN	Knoxville	\$20,168
20	Florida State University College of Law	FL	Tallahassee	\$20,694
21	University of Oklahoma College of Law	OK	Norman	\$21,504
22	Florida International University College of Law	FL	Miami	\$21,528
23	University of Florida, Fredric G. Levin College of Law	FL	Gainesville	\$21,802
24	University of South Carolina School of Law	SC	Columbia	\$21,889
25	Northern Illinois University College of Law	IL	DeKalb	\$22,170

★ *Lawyers of Color's endorsement star is given to those law schools that have a Black student enrollment percentage that exceeds national black population of 13%.*

Penn State Dickinson Law is Number One for Grant Awards

Penn State Dickinson Law is number one on Lawyers of Color's list of grant-awarding law schools. Nearly all of their students receive tuition scholarships of at least half, with three quarters of students receiving full tuition grants or more. The schools giving isn't limited to the institution. At the height of the pandemic, Dickinson Law Dean and Donald J. Farage Professor of Law Danielle Conway made a 125,000 gift to the Dickinson Law Future Fund and Penn State Student Care and Advocacy Emergency Fund. It is likely the largest single gift a Dickinson Law dean has ever given.

Conway is able to empathize with students with financial difficulties. Though she received a full scholarship to attend Howard University School of Law, she struggled to pay living expenses and this worry extends to her current law students.

We asked Dean Conway to tell us more about Dickinson Law and its incredible spirit of giving.

Tell us about Penn State Dickinson Law, its history, size, location, etc.

History

Penn State Dickinson Law, located in historic Carlisle, PA, is the oldest law school in the Commonwealth and one of the oldest law schools in the United States, opening its doors in 1834. Dickinson Law operated independently until 1997 when it joined with The Pennsylvania State University from its Carlisle, PA location.

What's with Penn State Dickinson Law's name? Why does everyone confuse it with Penn State Law?



In 2005, Penn State expanded Dickinson Law's operations to begin teaching in University Park, thus creating one law school with two campuses. In 2013, Penn State approved separating the two campuses into two independent law schools. In 2015, the American Bar Association (ABA) approved the separation and granted accreditation to Penn State Dickinson Law in Carlisle, PA and Penn State Law in University Park, PA.

What is the black law student experience like? How do black faculty enhance the experience as well as the community in Carlisle?

Black law students at Penn State Dickinson Law enjoy a small but powerful community of student colleagues and broad support from



Kirkland & Ellis congratulates

Mike Jones

on being named the 2022
Black Attorney of the Year by

Lawyers of Color. Mike, Kirkland's first Black partner, has developed a highly successful litigation practice over the course of his 36-year career.

His immense legal skills, combined with his passion for fighting injustice, led him to his most meaningful court victory yet in 2021, when a 12-year pro bono case concluded with a historic \$577 million settlement that secured equity in education for Maryland's historically Black colleges and universities.

Kirkland is deeply invested in using our legal skills to help communities and advance civil rights, and we're extremely proud of Mike and our other attorneys who have devoted hundreds of thousands of hours to this mission.

allies. The Black Law Students Association serves to connect black law students for social, academic, and professional engagement. Black law students and allies alike are intentional about offering mentorship, resources, and guidance. Black law students who present new ideas for programs and opportunities, including those related to diversity and inclusion, are met with enthusiasm by allies, staff, faculty, and administrators.

The strong, interconnected Penn State Dickinson Law community offers intersectional spaces for collaboration and inclusion. The annual Multicultural Mentorship Dinner and Intersectionality Panel, as examples, are organized by Penn State Dickinson Law student-run affinity organizations. Focusing on broad, inclusive representation, these events and others seek to create spaces for all students to thrive.

Can you highlight some of your black law student success stories?

Black law students at Penn State Dickinson Law enjoy successful student experiences that translate into professional successes upon graduation. Dickinson Law graduates have diverse practices nationally and internationally, in the private sector and in government, in federal and state clerkships, in honors programs, and in house. Black law students serve on law review, SBA, moot court, and clinics, and graduate with honors. Black graduates have established pathways for success for students coming after them:

Quincy Ewell '08 is an experienced mergers and acquisitions attorney and has worked at top law firms on both coasts, and now provides transactional and business consulting as outside general counsel to startups, early-stage and mature private companies from his home base in Los Angeles, CA.

Nicci Harrell Hicks '08 serves as senior counsel for Nationwide in Columbus, OH. Previously, she worked as director of wealth services for Halite Partners and for NetJets as assistant

general counsel and assistant corporate secretary.

Tiffany N. Jeffers '08 is a tenure track assistant professor of legal writing at Georgetown University Law Center. She received her start in the legal academy as an assistant professor of lawyering skills and director of bar preparation at Dickinson Law.

Nolan B. Meeks '10 is deputy chief counsel for the Pennsylvania State Police, providing the State Police with legal advice on Right-To-Know Law matters and representing the State Police in litigation before administrative bodies, courts of common pleas, Pennsylvania's intermediate appellate courts, and the Supreme Court of Pennsylvania.

Please tell us about your grant program, its history, and its impact.

In recent years, Penn State Dickinson Law has been privileged to enjoy a robust scholarship and grant budget as a result of the University's investment in the Law School's success as well as the generosity of our alumni donors who are eager to give back to their alma mater. Deans, of course, are instrumental in both advocating for scholarship support from the central administration as well as aggressively fundraising from alumni and other constituencies to ensure sufficient student support.

To remain competitive in the law school marketplace, Dickinson Law has increased the size of its grants and scholarships over the years, as other law schools have done. While most students will still need to borrow loans to finance their legal education, Dickinson Law's grant and scholarship budget provides students with partial financial relief in furtherance of making an excellent legal education affordable and accessible. The Penn State Dickinson Law community invests in students, and the expectation is that students will continue to invest in themselves and in Penn State Dickinson Law.

One of our most popular grants is Dickinson Law's signature Commonwealth Scholars Grant, which is a \$20,000 per year grant awarded to all Penn State Dickinson Law students who are residents of Pennsylvania at the time of application. As part of the Commonwealth's flagship state university, the Commonwealth Scholars Grant is designed to reduce the financial burden on residents who seek to remain in Pennsylvania for law school. Another popular grant that Penn State Dickinson Law offers is the Public Interest Scholars Grant, which recognizes the long history of public interest service by students and alumni. Penn State Dickinson Law also offers need-based grants to students who demonstrate significant financial need. Receipt of any of these grants does not preclude students from receiving merit-based scholarship aid, which is awarded based on a holistic review of an applicant's file and does not require a separate application.

How do you anticipate the current pandemic will impact the grant program in the future?

The economic implications of the pandemic

have already begun to impact higher education. Colleges and universities across the nation are redoubling efforts to address the fiscal impact of the pandemic. Penn State Dickinson Law is no exception. The Pennsylvania State University and Penn State Dickinson Law are committed to the land-grant mission, which means ensuring that legal education remains accessible and affordable to support the citizens of the Commonwealth and those of the larger community in the protections secured by the rule of law. Accordingly, Penn State Dickinson Law will make every effort to preserve the availability of scholarships and grants by continuing to engage in sound fiscal planning in support of the delivery of its excellent program of legal education.

What else would you like us to know about Penn State Dickinson Law?

We made a nine-position rise to #62 in the 2021 U.S. News & World Report Best Graduate Schools – Best Law Schools. Also, 24% of tenured and tenure-track faculty are African American.



THINKING DIFFERENTLY ABOUT BIG LAW CAREERS

We launched our Racial Justice Fellowship Program to contribute our skills to creating a more just and equitable world.

For Orrick Senior Associate Max Carter-Oberstone, that meant spending 2021 advocating for police accountability at the NYU School of Law Policing Project – without skipping a beat in career advancement or compensation. Max has jumped back into our Supreme Court & Appellate practice, while drawing on his fellowship experience as an appointee to the San Francisco Police Commission.

Visit orrick.com/fellows to learn more about our four-year commitment to the fellowship program.

It's one of many ways we're thinking differently to make Big Law careers inspiring and sustainable. Fast-track advancement. Unplug time. Flexible working. Unique parental leave benefits. Sponsorship. And much more. All supported by a senior leadership team at Orrick that is 50% diverse.

Find your why at Orrick.

orrick.com/careers



As Recession Fears Loom, Nicholas Austin Reflects on the Last Big Fallout

“Generally, everyone should be proactive because it's under those stones that you don't think anything's there; that you truly may find your treasure and your values.”

-Nicholas Austin

Way before becoming the Vice President and Senior Counsel at Wells Fargo Bank, Nick Austin, at one point, was a public school teacher. At Wells Fargo, his desire for greatness and sense of urgency are palpable. He is running this race for himself and for others. He is also remembering his fortune and the lack thereof for some during the legal market's last great recession.

After interning at Foley & Lardner in the summer 2008, Austin received a job offer from the firm. However, upon returning to Georgetown Law for his final year, the market took a downturn. In January 2009, news had reached that many law firms were faltering, even closing. Everyone was talking about the crisis. Who wouldn't? The world's most outstanding economy was tumbling. There's been no better headline on global newspapers since the dot com crash. From professors to the whole law school, panic had gripped everyone. By graduation, many law students were unsure of their future. The fear of the unknown grew, especially among the minority attorneys.

Austin was one of the fortunate ones. Foley & Lardner assured Austin they would honor his job offer. He'd simply have a later start date, which turned out to be a full year away.

During that free year, Austin spent his time doing what he had a concealed passion for teaching. He's from a family of teachers, and encouraged by his background, he majored in English at Morehouse College. He worked in the public school system as a substitute teacher for teachers on maternity leave and others that could not be available for some reason.

“It was one of the most rewarding experiences of my life. I taught everything from physical education to chemistry, to English, even special education, and really got to learn a lot about the school system in America, what students go through, and the fundamental flaws in our current education system,” Austin said.

Austin had the opportunity to do what he loved while knowing he still had a bright future. Others weren't so lucky. Some of Austin's peers ended up volunteering to work at law firms



with no pay. Others did retail and anything they could lay their hands on to make ends meet. It was the toughest of times for legal practitioners, especially for new Black attorneys.

In the aftermath of the great recession, many lawyers that deserted the legal practice never made it back. With the increased competition in the job market, when things began to take shape, minority lawyers faced a gruesome reality.

“The residency for attorneys is your first job,” Austin pointed out. “And many of our minority colleagues unfortunately never got that start.” Like doctors, the experience from that first year at a law firm is a building block upon which every lawyer's career stands. For that reason, most minority lawyers were forced into seeking mediocre career paths.

Austin advises students who've had their careers sidelined by the pandemic to build a strong network with backers. “You've got to build it,” he stressed. “You have to use the tools that you have available at your disposal. There is the Asian American Law Student's Society for Asian students and The National Black Law Students Association for black students. You have to use the tools that are there to build these networks.” Austin believes there are rough seas ahead in the legal industry. Those networks could prove a life jacket.

James Brathwaite

Congratulations to the
Lawyers of Color
*Black Student's Guide to
Law Schools and Firms*

Stanford Law 3rd Year Amir Wright on his journey through the pandemic

In the summer of 2020, Amir Wright was preparing to begin his first year of law school at Stanford even as the Covid-19 pandemic continued to roil the world. He had no idea what awaited him at a time when a vaccine was merely a distant hope, but becoming a lawyer had been his dream for a very long time. Amir was excited and optimistic about starting law school and agreed to periodically check in with Lawyers of Color to share his experience.

Amir, a child of Los Angeles and a graduate of the University of California, Berkeley, was inspired to become a lawyer by his grandfather who graduated from Columbia Law School in 1970 after growing up in Arkansas. Initially, Amir's desire to become a lawyer stemmed from his grandfather's legacy, but the calling became his alone during his college where Amir interned at the California State Assembly District Office in Los Angeles. He also was appointed to the Berkeley's Housing Advisory Commission where his most impactful decisions came as chair of the committee that allocated \$50,000 to help a group of tenants avert the risk of eviction from their apartments. In October 2018, Amir spent his summer in Washington DC, where he worked at the Congressional Black Caucus Foundation and was later tapped to organize Berkeley's campus for the presidential campaign of now Vice President Kamala Harris.

Amir was accepted to many law schools, but he knew his choice would come down to two. Though he loved the idea of following in his grandfather's footsteps by attending Columbia Law, Amir chose Stanford, which in addition to being recognized as one of the best law school in the nation, provided Amir with a strong financial aid package. It also doesn't hurt that it is much closer to his family.

Before starting classes, Amir did his best to build relationships with students and faculty, having talks with an older, more experienced friend and two Stanford professors, one of which he has built a meaningful rapport with.

Amir was hopeful that classes would resume in person; however, the campus decided on virtual classes. "The beginning of his first term was especially tough due to the virtual environment," Amir said. He found it difficult to interface with classmates and professors and missed the spontaneity that typically accompanies school.

Stanford ultimately opted to go with a pass/fail quarter, which Amir found helpful, but Amir still found virtual learning lacking. "I missed things like the few minutes before and after class when you were able to talk with your classmates and ask the professor questions, or when on the way out of class someone would say they're going to the library or going to grab lunch, and they'd invite you to tag along. You couldn't just pop in office hours anymore. Everything became a production," said Amir, who found all of this hard, but figured out how to make due.

When Amir returns to Stanford at the end of the summer, he'll be in his final year. Lawyers of Color checked in on him to learn how he was feeling about his journey.

Were you able to attend classes in person this past quarter? If so, how did the in class experience compare to virtual instruction? Do you have a preference? If so, why?



Yes, though I spent my spring quarter with the Stanford Community Law Clinic. Classes were in-person during the winter quarter as well. In both experiences, I much prefer the in-person model. In the classroom, I learn better when I'm physically present in the room. It also facilitates those small pre- and post-class interactions with classmates; small talk, lunch invites, jokes, all of that. Those things are all missed when you're logging into and out of a Zoom room. In clinic (which mirrors a work environment), being in-person allows teams to more easily collaborate with each other and with our supervising attorneys. The opportunity to meet a client and look them in the eye is invaluable and cannot, in my opinion, be replicated online.

In addition to required virtual classes, did you participate in any professional development or affinity group oriented virtual experiences? If so, how were they?

Yes, but rarely. I struggle to think of a concrete example, but I know I went to one or two. They were just alright. I feel like Zoom isn't conducive to one-on-one conversations in a networking environment. Everyone is in a big room, and even if you make breakout rooms only one person can talk at a time. It works for panels, but not free-flowing social conversation. I found the whole exercise to be somewhat clunky.

Considering the last question, have you attended any in-person networking functions this year? How was that experience?

Yes, I found those to be much better. At in-person networking functions, you can meet someone, shake their hand, comment on the atmosphere, communicate with your body language, share a drink or a meal, receive a physical business card, have side conversations, take a break if you need, run into people, smoothly exit a conversation, and so much more. You can move from table to table or from circle to circle and find a group that you're comfortable with. I much prefer that experience.

Generally, how do you weigh the law school experience you've had against the experience you thought you would have or the experience

others told you they had? Beyond course work, do you feel ready for a career as a lawyer?

Luckily, I felt well-prepared for the law school experience in general. Friends and mentors told me how bad it would be. They warned me about the reading and the cold calls and the exams. What I was not prepared for was doing 1L entirely online - that was a challenge. Everything was new: the style of learning, the material, the people, the location, and the medium through which we were learning. Plus, we were barely able to socialize with our classmates, the only group of people that we knew could share in the experience. Regardless, I feel ready for my career. I owe that mainly to my clinical experience. More than in any course, I learned critical lawyering skills: advocating for clients, taking interviews, drafting motions, arguing in court, calling system players, investigating, researching, etc.

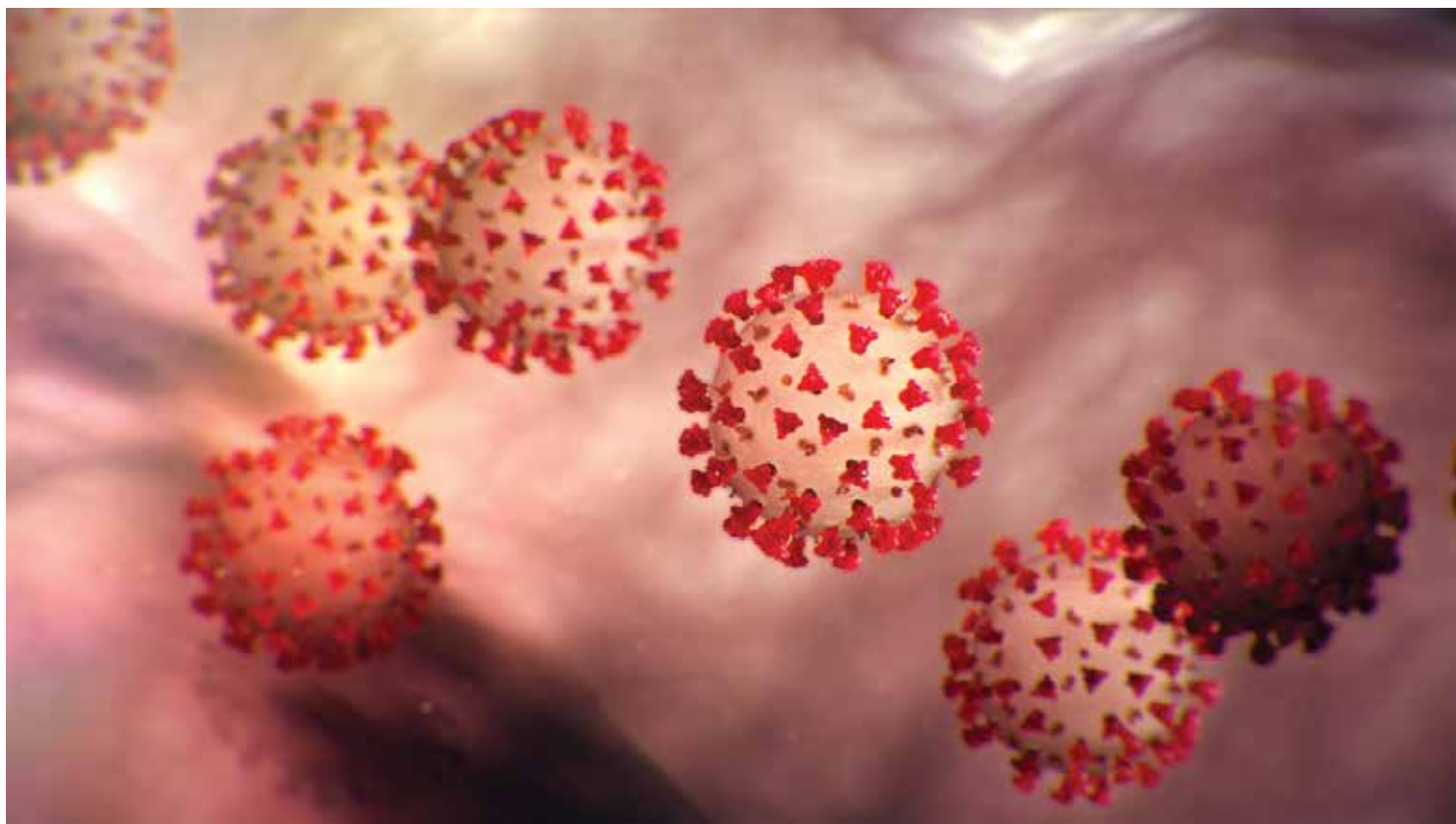
What was the summer job interviewing process like?

I had two summer job interviewing processes. On-Campus Interviews (OCI) was at the end of my 1L summer. That was a process that many lawyers and law students are familiar with: you rank a few dozen law firms in a lottery system, have a number of 20-minute screener interviews over the course of a week, have a number of 4- or 5-hour callback interviews, and eventually accept a position as a summer associate for the following summer. For my current summer job, the interview process was relatively straightforward: I sent in my application materials, had an hour-long Zoom interview, and received an offer. When my current summer job offered me the position, I felt that I could not pass up the opportunity. I notified the law firm that I had lined up, and they were incredibly gracious and understanding. They said that they would always be there, and that I should take the more timely opportunity.

Tell us about your current summer job. In addition to the type of work you are getting to do, what are things like socially? How are you enjoying your time in the nation's capital?

I am interning this summer with the Office of Administration, Executive Office of the President. It's a wonderful place, and I have had the opportunity to work on an array of different Federal Administration issues. Socially things are moving along, I'm getting to meet the other interns, and we're starting to plan events like happy hours and lunches. The team I'm with is a good group as well, and I'm looking forward to working with them this summer. I'm greatly enjoying my time here in D.C. It's certainly nothing new - I worked here last summer and one summer in undergrad, and I used to live nearby with my family when I was growing up. Both of my parents and my older brother are proud Howard graduates, so we spent a lot of time here. My grandparents and my aunt are in the city as well, so it's sort of a second home. Or at least it feels that way, if the brunch circuit is anything to go by.

* All views expressed are my own, and are not necessarily the views or positions of the Office of Administration, White House, the Administration, or the U.S. government. - Amir Wright



Celebrating Inclusion and Diversity

As a leading global law firm, we take seriously our responsibility to call out and help eradicate inequality and discrimination in all its guises. We are intentional about doing so both within our own firm and in the communities where we practice.



Frederick R. Nance
Senior Partner,
Global DEI Counsel

We have established and continually update a comprehensive approach to diversity, equity and inclusion (DEI) to ensure that all of our personnel throughout the firm feel welcomed and that they have the opportunity to fully and fairly pursue their career objectives. Across our global platform, our colleagues also routinely engage in myriad social justice and community support activities, often with firm support.

The “tone at the top” drives organizational culture. We recently solidified our commitment with an Office of DEI, which supports firm leadership, lawyers and staff to execute our DEI vision. Frederick (Fred) R. Nance, current Global Managing Partner, US, accepted the leadership appointment.

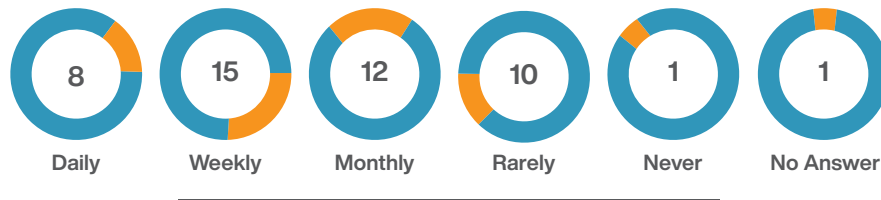
**DIVERSITY, EQUITY
& INCLUSION**

45 Offices in 20 Countries
Local Connections. Global Influence.

Black Law Student Survey

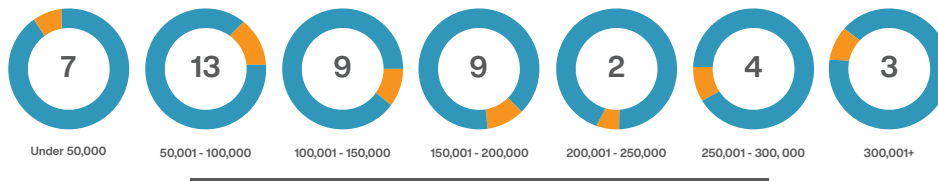
Lawyers of Color surveyed nearly 50 current law students from different parts the country attending different types of law schools. We asked them questions on a range of topics from their experiences with microaggressions to the amount of their student loan debt to their job prospects. Here are the results.

- How often do you experience microaggressions at your law school?



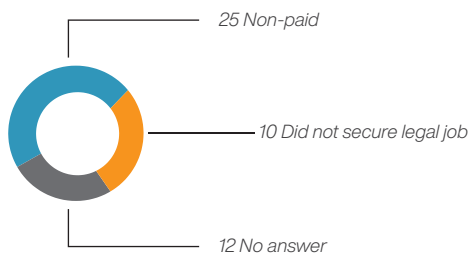
[About half of respondents said they experience microaggressions at law school at least weekly.]

- When you finish law school, how much will you owe in total undergraduate and law loans?

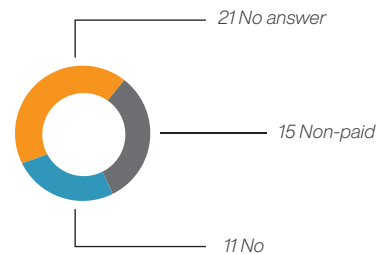


[About a third of respondents said they had over \$150,000 in student debt. Seven have more than \$250,000.]

- Did you secure a legal job after first year?

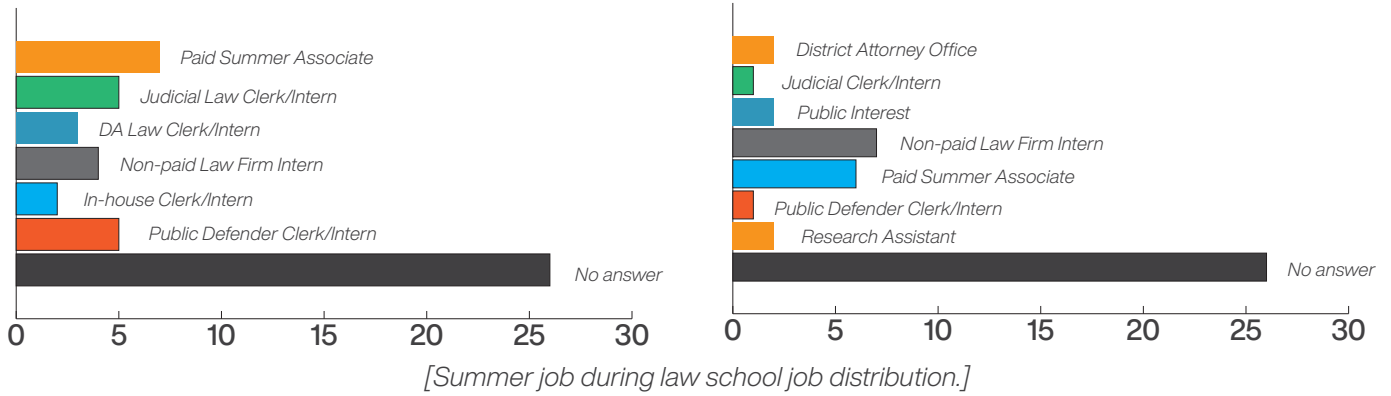


- Did you secure a legal job after second year?

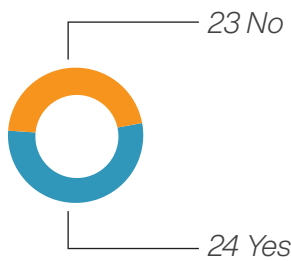


[More than half of respondents did not secure a paid legal job following first or second year of law school.]

- If you secured a legal job following your first or second year of law school, what was your employment status in that position?

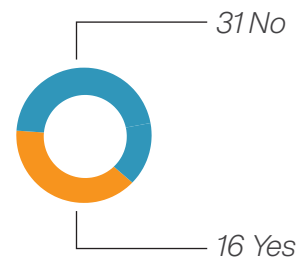


- Do you feel you receive adequate faculty and administrative support from your law school?



[Only half of respondents feel they receive adequate faculty and administrative support from their law schools.]

- Is there adequate black faculty at your law school?



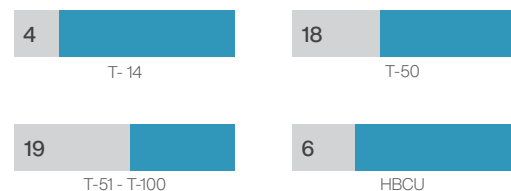
[Most respondents don't feel their law schools have adequate black faculty.]

- How do you intend to pay your student loan debt?



[Nearly a third of respondents said they have no idea how they are going to pay off their student loans.]

- What is your law school ranked (as designated by 2020 U.S. News & World Reports)?



[A few respondents attend T-14 law schools. Most of the respondents attend law schools ranked in the second and third tiers.]

• When you entered law school, were you aware of the employment numbers your school submitted to ABA?

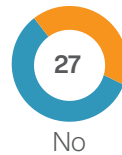


No

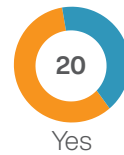


Yes

• Are you now aware of the employment numbers your school submitted to ABA?



No



Yes

[Many law students do not pay attention to their law schools' employment placement figures.]

• How has the coronavirus pandemic impacted your employment prospects?

- My Summer Associate program was cancelled, but I received a job offer for after graduation and summer stipend.
- My initial in house internship was cancelled, which forced me to find a new summer opportunity. (both are paid summer positions)
- My pay decreased 15% and instead of being paid for 10 weeks, I'm being paid for 5 weeks. I still have my position, but I'm worried that I missed out on 5 additional weeks of experience that other students are receiving.
- My internship turned from a paid opportunity to an unpaid opportunity.
- It has made my 10 week in person summer program a 4 week virtual program.
- It cancelled my employment prospects. I withdrew applications to prevent bringing something home to my elderly father.
- I was unable to do my original summer job. With my current position in the clinic I am unable to meet with clients, go to court, or do some of the presentations that the clinic usually does. However, I still feel that I was able to gain a lot from my position.
- I was not able to intern this year with a firm. I wanted to get court experience and the courts weren't open.
- I had to move to a different city.
- I chose to take summer classes instead of pursuing summer employment because many firms suspended summer positions.

[While less than 5 cited no difference, 20 said they were negatively impacted either through things like job opportunities being put on hold or positions being reduced or rescinded.]

Michael D. Jones

Lawyers of Color's

Black Attorney of the Year



Michael D. Jones is Lawyers of Color's 2022 Black Attorney of the Year. The consummate Kirkland & Ellis litigator recently won a jaw-dropping \$577 million settlement for Maryland's historically black colleges and universities. This family man and highly regarded community leader is unquestionably a great success even before one considers the distance he traveled to get here.

The First Steps

Mr. Jones was born in Shreveport, Louisiana at Confederate Hospital, so named to glorify the region's soldiers, who were the first to succeed and last to surrender during the Civil War.

A short while later, the surrounding area of Caddo Parish became the lynching capital of the nation, earning the moniker, Bloody Caddo.

The city's history of racism and segregation, however, could not dim Mr. Jones's light. Instead, this brilliant scholar found inspiration by reciting Martin Luther King's "I Have a Dream" speech in high school. Later, as an undergraduate at the Historically Black Colleges and Universities (HBCU) Dillard University, Mr. Jones's passion for social justice was sparked by a campus speech given by the legendary civil rights activist Kwame Ture, formerly known as Stokely Carmichael, who is credited

for coining the slogan “Black Power.” In a city where the accomplishments by Black residents were rarely acknowledged – much less celebrated – Mr. Jones’s intellectual brilliance could not be ignored. In fact, when Georgetown University Law Center admitted him, the local paper wrote a profile titled, “Mr. Jones goes to Washington.”

Making Strides

Mr. Jones attacked academics and his law practice like a well-disciplined athlete. “I approached my legal career the way Michael Jordan approached his in the NBA,” Mr. Jones said. “I would practice writing. I would try to find the best briefs and copy the style. I’d do the same with transcripts of depositions. I would practice for hours.”

His hard work paid off, and after graduating from Georgetown, Mr. Jones clerked at the U.S. Court of Appeals for the Eleventh Circuit for Judge Elbert Parr Tuttle, Sr. Thereafter, he joined the D.C. office of Kirkland & Ellis.

“When I started at Kirkland in 1986, discussions about diversity in law firms were not a thing, and there simply weren’t a lot of black partners. Those discussions didn’t begin until years later, when Harry Pearce, then the general counsel of General Motors, authored his famous letter,” Mr. Jones said, referencing Pearce’s letter to GM’s outside counsel requesting that diverse lawyers be utilized on GM’s legal matters.

In 1991, Mr. Jones made history by becoming the first black partner at Kirkland & Ellis. He tried cases in places like Blackford County, Indiana and Bisbee, Arizona, where he may have been the first Black lawyer that judges and jurors there had ever seen. Yet, always playing to win, Mr. Jones would find the common ground needed to advance his client’s position.

Making History by Correcting the Past

Against this background, Mr. Jones was well prepared for his biggest legal battle, but also his biggest victory ever. While serving on the

Board of the Lawyers’ Committee for Civil Rights Under Law, he was asked to be lead counsel for the plaintiffs in Coalition for Equity and Excellence in Maryland Higher Education Inc. et al v. Maryland Higher Education Commission et al.

Mr. Jones joined the litigation in 2009, a few years after the lawsuit was initially filed in 2006 with David Burton, a 1967 Morgan State University graduate serving as name plaintiff along with the nonprofit coalition made up of students, alumni and school supporters. In his role, Mr. Jones also coordinated a large legal team that included fellow Kirkland attorney Karen N. Walker, Lawyers’ Committee Senior Deputy Director Jon Greenbaum, along with organizations like the NAACP Legal Defense.

Fund and Georgetown Law

Mr. Jones’s lived experience made him aware of the challenges faced by HBCUs and their students, and he saw challenging Maryland’s discriminatory policies as a worthy cause. He was determined to “bring the resources and talent of Kirkland & Ellis to bear” on the state and help HBCUs “garner a fair amount of national attention and shine a light on the challenges HBCUs face.”

“Throughout its history and up to the present day, Maryland has maintained a racially segregated system of higher education and has systematically and purposefully engaged in a pattern and practice of racial discrimination that has prevented HBCUs from achieving parity with their traditionally White institution (TWI) counterparts,” the complaint read and with those words began what would be the longest, most difficult case of Jones’ 36-year career.

Both the law and the facts were complex and challenging, but the greatest toll on Mr. Jones came from the insincerity of the defendants.

“Just before the trial started, it became clear to me that they were not serious about settling the case. The statements they were making in

public were just to placate the HBCU advocates. The executive branch during the O'Malley and Hogan administrations were only interested in kicking the can down the road," Mr. Jones said. This together with the revelation that "civil rights laws are stacked against the plaintiff" made the case very difficult.

The case pushed Mr. Jones in ways he'd never been challenged previously. He fought the case in two forums. In court, he participated in a six-week liability trial, followed by a seven-week remedies trial, and then multiple weeks of mediation. In public, he issued press releases and did media interviews. He worked with activists, who organized students and alumni, led protests in Annapolis, and lobbied the state legislators — in particular, Legislative Black Caucus members.

Mr. Jones praised his firm for its never-ending support. "We knew this case was a major undertaking, but our philosophy is the same for pro bono cases and paying clients. We take them on to win, and we devote the financial and human resources needed to prevail."

Twelve years and 38,000 pro bono hours later, Mr. Jones delivered an historic victory for the representatives of HBCUs. In 2013, U.S. District Judge Catherine C. Blake ruled that, indeed, Maryland had harmed the HBCUs by allowing nearby historically white universities to add similar degree programs that systematically undermined the ability of Bowie State University, Coppin State University and Morgan State University in Baltimore, and the University of Maryland, Eastern Shore to compete with the state's other public universities for students and resources.

Notwithstanding this historic decision, the State of Maryland resisted. It was not until last year that the Maryland General Assembly passed legislation to force the State to settle. A bipartisan settlement of \$577 million in extra funding over the next 10 years was reached, and then signed by Gov. Larry Hogan, who had vetoed a similar bill in 2020, after insisting in 2019 that a \$200 million settlement was his "final offer."

For its efforts, Kirkland received \$12.5 million in statutory legal fees, which it promptly donated to seven other HBCUs as well as certain civil rights organizations, including the Lawyers' Committee (\$2 million); The Robert M. Bell Center for Civil Rights in Education (\$3 million); and Dillard University Center for Racial Justice (\$5 million), which Mr. Jones had helped to establish in New Orleans not far from where his great grandfather fought with the 76th Infantry, U.S. Colored Division against Confederate soldiers in the siege of Port Hudson in 1863.

"Remembering this battle helps me as I think of the current battle we all face against today's racial injustice. The black military men in this battle didn't retreat even though they knew that many considered them less important because of the color of their skin. They knew the work they needed to do and how they must push forward and not give up. That is how I feel today and how I have always felt as a black lawyer. I am the first black partner at Kirkland, and am excited that I do not stand alone anymore in these ranks. But I also know there is more work to be done within the legal community. Retreat is not an option," Mr. Jones wrote in a moving essay.

It is literally in Mr. Jones's blood to fight injustice. Lawyers of Color salutes him for his recent victories and those battles yet to come as his team looks to help other HBCUs.

Yolanda Young

Anatomy of a (Black) Law School Class

In 1992, my 71 Black classmates and I entered Georgetown University Law Center, at the time, the largest law school in the country with over 650 day and evening students. After law school, I practiced law and worked as a journalist. Beginning in 2005 I began surveying our class.

By Yolanda Young

Georgetown University Law Center First Year Students (1992-1993)





Curtis L. Etherly, Jr./4
Washington, DC
Yale University



Monique Fortenberry/1
Illinois
Northwestern University



Matthew B. Fraling, III/7
Maryland
Georgetown University



Mia L. Franklin/2
Florida
Yale University



Shannon Frison/3
Illinois
Harvard



S. Joy Gaines/1
Michigan
University of Detroit



Keisha Althea Gary/1
Georgia
Harvard - Radcliffe



Kenneth Clifton Gibson/3
South Carolina
US Military Academy



David Graff/2
Kentucky
Brown University



Donet D. Graves, Jr./3
Ohio
Williams College



Michael A. Hamilton/3
Washington, DC
Denison University



Scott Hanna/3
New York
Harvard



Jennifer R. Hardy/1
Pennsylvania
Penn State University



Patrice J. Harris/3
Maryland
Stanford University



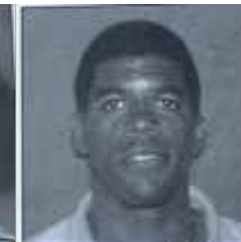
Leslie Anita Headley/4
New York
Columbia Union College



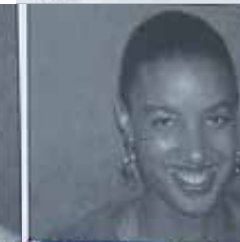
Veronica M. Hart/7
Virginia
Arizona State University



Kimberly J. Henderson/7
New Jersey
Georgetown University



Solomon Hunter, Jr./2
Pennsylvania
Univ. of TN - Knoxville



Keri Anne Jones/2
New Jersey
University of Pittsburgh



Donald Lassere/7
California
Univ. of San Francisco



Tonya M. Lindsey/1
New Jersey
Yale University



Joshua M. Lipsky/1
Massachusetts
Williams College



Edens Maliver/1
New York
Queens College - CUNY



Iva L. Mance/2
Maryland
Howard University



Marc F. McKayle/3
New York
Wesleyan University



Adrian McLean/4
New York
Cornell University



Chester A. McPherson/1
New York
Bernard M. Baruch College - CUNY



Adrian Miller/3
Colorado
Stanford University



J. Douglas Minor, Jr./2
Mississippi
Harvard



Teri Mitchell/1
Texas
Howard University



✓ Angela G. Moore/2
California
Georgetown University



✓ Paul A. Nettelford/1
New Jersey
Columbia Union College



✓ Gregory S. Nixon/7
Washington, DC
Tuskegee Institute



✓ Karla K. Reid/7
Washington, DC
Univ. of the Dist. of Columbia



✓ Nichole Robinson/1
Kansas
Northwestern University



✓ Anrilli Salcedo/3
California
Univ. of CA - Berkeley



✓ Pamela D. Scott/2
New York
Penn State University



✓ Nicole Marie Sharro/2
New Jersey
Univ. of Pennsylvania



✓ Colette Shelton/2
California
Wellesley College



✓ Garren Skinner/2
Maryland
Univ. of the West Indies



✓ Adam C. Smith/2
Massachusetts
Bates College



✓ Erika Elyse Spicer/2
New York
Spelman College



✓ Robbie Steele/3
Alabama
Samford University



✓ Leslie Stenull/7
North Carolina
Fayetteville State Univ.



✓ Natalie O. Stoney/4
Florida
Rollins College



✓ Michelle L. Thomas/4
Pennsylvania
Howard University



✓ Luma N. Trice/4
Washington, DC
Univ. of Pennsylvania



✓ Allyson Tucker/7
Wisconsin
Brown University



✓ Ernest A. Tuckett, III/1
New York
Georgetown University



✓ Jennifer L. Turner/2
Connecticut
Tufts University



✓ Dylan Jordan Walker/3
Pennsylvania
Syracuse University



✓ Elizabeth M. Wells/1
California
Univ. of CA - Berkeley



✓ Damon P. Whitehead/3
Virginia
College of William & Mary



✓ Sabrina L. Williams/3
California
USC



✓ Simone Marie Young/4
Florida
University of Miami



✓ Yolanda S. Young/7
Louisiana
Howard University



✓ Clarence Zachery/1
Connecticut
Yale University

Georgetown Law's Entering Class of 1992 Survey

Has there been a specific situation in your legal career in which you believe racial discrimination significantly impacted your legal career. (For example, demotion, or passed over for a promotion, hiring, lower pay than white colleagues)

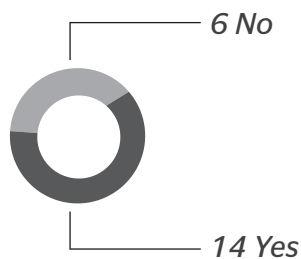


I was removed from a case review to allow another (white) woman to complete the job. Reason: the client could see us working through the glass when they visited and that might be a problem for that client. I was unable to move up the process and gain experience before leaving the firm.

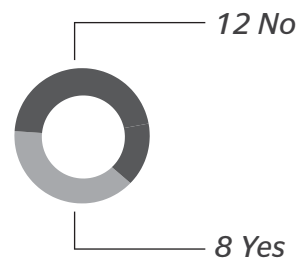
I wanted to transfer within my firm from the litigation department to the corporate transactions department. The transaction partner said that he didn't like to train young associates and preferred lateral hires. A year later, a young white associate was hired as a litigator and transferred to transactions.

Career opportunities available right after law school -- which would set me and some of my White peers on different career trajectories.

Did you have student loans?



If you had student loans, are your student loans paid off?



If your student loans are not paid off, how much student loan debt do you have remaining? And how are you paying them?

“Way more than will ever be repaid.” Income based repayment plan

\$250,000 Income Based Repayment plan.

*More than 150K Monthly payments. *Note -- non consolidated payments are so high that I've consolidated them, which means I'll potentially be paying on educational loans for 30 years.*

\$50,000 Monthly payments

\$20,000 Monthly payments with salary 30,000 but they would've been paid o if my former wife and I had chosen to pay o my loans rather than hers. Hers were at a higher interest rate Payment from wages and bonuses

\$30Kmonthly

About \$3,000 Monthly payments with salary.I received a full academic scholarship to college and did nothave any student loans for my undergraduate years. For law school, I initially received a substantial need-based grant from GULC that I did not have to pay back. The GULC grant was less than what I received from otherlaw schools, but I accepted GULC's oer anyway.

The remaining law school student loan amount, which I recall exceeded \$100K was paid o via monthly payments fromSalary.

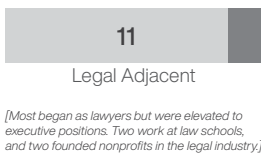
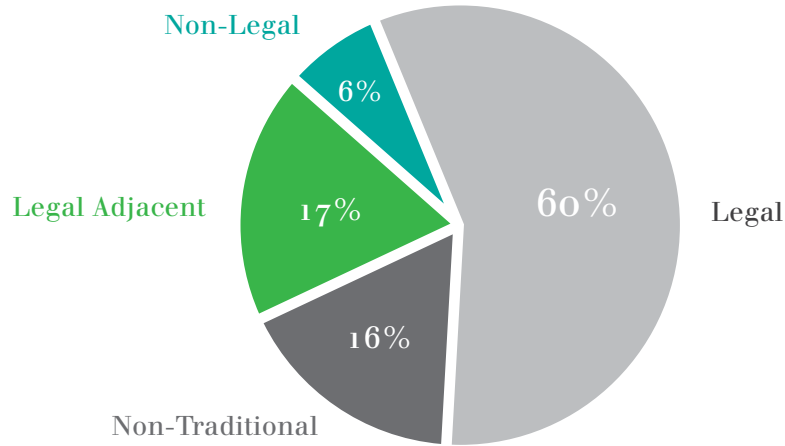
For those who had loans, but paid them off. By what means was this ac com-
plished?

I received a full academic scholarship to college and did not have any student loans for my undergraduate-years. For law school, I initially received a substantial need-based grant from GULC that I did not have to pay back. The GULC grant was less than what I received from other law schools, but I accepted GULC's oer anyway.

The remaining law school student loan amount, which I recall exceeded \$100K was paid o via monthly payments from Salary.

Monthly payments with salary, Monthly Paid with salary,, Monthly payments with salary check Salary

Careers





David Graff on a Mission to Make the World Better

Greatness has its root in diligence, flexibility, and adaptability. Individuals who are high achievers live their lives on this principle. Consequently, thriving companies with global dominance seek these high achievers upon whom their great performances depend. David Graff, in his role as Vice President of Global Policy and Standards at Google, demonstrates how companies and their talent can make the world better. David leads a 150-member team of lawyers and Ph.D. holders around the world with diverse specialties, experience, and culture, which is responsible for moderating content and ensuring that it meets global user expectations.

His contributions don't end with Google. David owns a production company with his wife Dawn Porter, the award-winning documentary filmmaker, who is also a

graduate of Georgetown Law. Trilogy Films produces work centered on racial and social justice that inspires and empowers.

David's Path

As an attorney, David had experienced life in its full form as he progressed through various career stages. Fresh out of Georgetown Law in 1995, he was an associate at a law firm in Washington D.C. A few years later, he moved to New York in support of a career opportunity for Dawn.

The change provided David an opportunity to pursue new opportunities. From the network that he built in Washington, a colleague introduced him to the General Counsel of Edison Schools, an educational company trying to infiltrate schools and introduce its proposed educational program to improve learning in underperforming public and private schools.

In New York, Edison Schools' effort in the educational sector impressed David. He took up the opportunity of assisting the General Counsel of the organization. With a two-person team, David and his direct boss, who was the general counsel, did virtually everything in the organization. The workload was undeniably daunting but certainly not for too long.

Ten months after David accepted the opportunity, the General Counsel was promoted to the Chief Operating Officer of Edison Schools. That left the General Counsel position open for no one but David to fill. Being in charge, he leveraged his leadership skills to build a legal team. This made the work at the organization less terrifying and more efficient.

In his time as General Counsel, with his 25-member team, including lawyers, government relations, and risk management experts, he spearheaded the company's growth and its eventual listing as a publicly-traded company.

To tackle the insurmountable challenges that came with the company's growth, David broke his team into subdivisions with members focused on education law, privacy law, employment-related litigations, security law, and real estate law as the company installed and managed school facilities.

"Our firm was expected to do everything," David recalled, "and as General Counsel, I moved across and oversaw all areas of the organization including M&A, Corporate Law, Litigation, Contracts, and all." The experiences he gathered working across various areas of law helped him develop a guiding principle. Although he was, by no means, an expert in any area, he can deconstruct any issue and find a solution to it by using a "think like a lawyer" mental framework, which he believes is a recipe for success as a lawyer.

Eight years in New York and at Edison Schools, David had witnessed the company grow from its two-person legal team into a public company and, for bizarre reasons, back to a private company.

In 2007, as the eighth year clocked out, David developed a keen interest in the digital technology sector. Again, his desire to explore new opportunities was kindled. With the help of friends in the technology sector, he learned more about the then-emerging market.

In 2008, he was recommended by the Chief Operating Officer at Epic, a digital advertising company. After a few discussions, David had his first taste of the digital technology industry as the General Counsel at Epic. Still, his think-like-a-lawyer framework came in handy as he acquired hands-on knowledge of the rapidly growing digital economy that added over \$800 billion in 2008 alone.

David's Current Career at Google

In 2014, David accepted an opportunity with Google.

Working with the tech giant is a massive milestone, and David is now the Vice President of Global Policy and Standards.

As a Google executive, David commends the organization for doubling its efforts toward racial justice. The tech giant has been doing that in many ways, including their employment and promotion schemes. The content published across the platform is not exempted. He confirmed that the multinational is doing everything it can to support quality across the board as well. As the VP of Global Policy and Standards, he ensures that all the company's products and content are suitable for all groups.

Advice to Aspiring Lawyers

It is common practice that specialized lawyers seldom appear knowledgeable in other areas beyond their specialty. Experts in education law, for instance, have little practical knowledge of other areas of law. However, David believes that every lawyer possesses the required skill set to excel in all areas of law, which primarily includes his infamous "think like a lawyer" framework.

He acknowledged that being an expert in a field comes with its perks. Specialized lawyers often have the answer to various field-specific challenges, and could be terrifying for them to venture into another area that they have no practical knowledge of.

"It's possible to try new waters although not with relative ease," David confirmed. "It will require a few months of getting up to speed and this few months [of navigating the darkness] scares most practitioners."

"Plans are useless but planning is everything." With great humility, David realizes that many young lawyers are riding on his trail. However, he encourages them to aim higher than his current position.

Aims are necessary, and plans are essential to achieving those aims. "Try to chart out your career and figure out where you want to be in a specific number of years. Although the reality is almost always different, planning is never useless."

David acknowledges lawyers leaving law schools, considering an entrepreneurial path. As an entrepreneur, he strongly advises that they acquire the necessary practical experiences as their entrepreneurial journey will be significantly impacted by their knowledge from working in law firms.

But whatever the case may be, "be confident and, with your acquired skill set, allow yourself to test new waters," David suggested.

Interview: Yolanda Young

Deputy Secretary Graves Serves the Nation from the Seat of His Ancestor's Land

Don Graves, Jr. has always been committed to government service. In his formative years, he was involved in student government—at Georgetown Law, he served as student body President for two years. After graduation, in between stints practicing law, he worked in local government and helped others with national campaigns. He served in President Barack Obama's administration as Executive Director of the President's Council on Jobs and Competitiveness and then led the federal effort to revitalize Detroit following the city's bankruptcy. As Vice President, Joe Biden tapped Graves to lead his cancer research initiative and enlisted Graves as his domestic and economic policy director. Now, Graves serves in the Biden administration as Deputy Secretary of Commerce, which has about 49,000 employees and an estimated \$9.9 billion annual budget.

At Commerce, Graves' influence extends well beyond business and economic growth. "We are also the department of data and science," Graves said. "We have, I think, more data and more scientists than any other department in the federal government." In addition to overseeing the Patent and Trademark Office and the National Oceanic Administration, Commerce is also in charge of the International Trade Administration and Bureau of Industry and Security, making the agency a foreign policy and national security organization.

For Graves, his job's significance extends beyond its sheer importance.

"Every day when I come into the building, I'm literally walking in the steps, in the same places where my ancestors walked. It is sort of hard to fathom that 175 years ago my family was on the same land."

Graves is a direct descendant of Lynch and Polly Wormley, who owned a horse-and-buggy taxi service. Their stable and living quarters were located where the Commerce Department sits. To start their business, Mr. Wormley needed a white man to state he was



not a runaway enslaved person. The composer of "The Star-Spangled Banner," Francis Scott Key, who Wormley met on a plantation in Virginia, vouched for him.

Eventually the Wormleys' son opened the Wormley Hotel, and if the name sounds familiar, it may be because of the "Wormley Compromise," which was consummated in the parlor of that hotel.

"It doesn't escape me that their son, who had the hotel three blocks up the street from here, that the compromise that led to 100 more years of systemic racism—the end of Reconstruction—was consummated in the parlor of that hotel," Graves said.

The deal was made to end the disputed Tilden-Hayes presidential election and resulted in the end to Reconstruction. That deal stymied racial progress for nearly a century and had a horrific impact on black businesses, including those owned by the

Wormleys' son, who was unable to secure financing to make upgrades to the hotel which fell into disrepair and was eventually sold.

Graves sees his family legacy as exhibit A. "My story is a fun story, but everyone has a story. It is just that sometimes the cards are stacked against them. There is huge potential if you're given the opportunity and provided a pathway, you can have that life of dignity and success, but just as easily, it can be taken away due to ill will, bad intent, or benign neglect, those pathways can be foreclosed. I'm filled with hope, optimism, pride but also a recognition that but for the grace and will of God, I might not have been here," Graves said.

Indeed, like his forefathers Charles Sumner and Abraham Lincoln as patrons, Graves too has benefited from mentors.

"For me it was a handful of people. It was certainly someone like Dean (Everett) Bellamy at Georgetown, who looked out for me. It was people like the former Comptroller of the Currency, Gene Ludwig. It was people like my former boss, Ambassador Charles Stith, whom I worked for when he led a non-profit, civil rights organization," Graves said as he recalled the precariousness of life.

Ambassador Stith was good friends with Ron Brown, the first Black Secretary of Commerce. Graves and Stith had actually had planned to be a part of Secretary Brown's delegation to Western and Eastern Europe, but changed their plans at the last minute.

"The ambassador was about to speak at an event when we got word that Ron Brown's plane had crashed into a mountain in Croatia and that everyone had perished. I'll never forget this one line from Stith's speech that I've constantly used throughout my life. Recognizing he would've undoubtedly perished with the others, he said you have to have a sense of urgency about that which you are called to do because life and times are tenuous," Graves said.

Having lived by that motto, Graves now finds

himself in the kind of professional position that has eluded far too many Black professionals. As he considered his service in the last three Democratic Administrations, Graves said, "I've always said I will never have one of these jobs without trying to give back and make sure that I am looking out for others."

Graves is especially interested in seeing Black lawyers come to work at the federal government where their legal skills are useful in both legal and policy positions. Graves believes his ability to help craft policy and push legislation is enhanced by his legal training, which in addition to learning law, teaches critical thinking and public speaking skills.

"It is a fantastic department, and we'd love to see more Hoya lawyers, particularly Black lawyers, coming into the administration," Graves added before mentioning how instrumental the Commerce Department is to ensuring that minority businesses succeed.

"In addition to provisions for roads, bridges and high-speed internet, which we do here at Commerce, the Bipartisan Infrastructure Law provided statutory authority to this agency here at Commerce called the Minority Business Development Agency. And MBDA is the single agency in the federal government with the sole purpose of supporting long term health and success of minority businesses," Graves said. "MBDA is empowered to work with every single federal agency in government to ensure that minority businesses have access to opportunities and that the procurement process is mindful of these opportunities. For minority lawyers, there's a lot of legal work that goes on in the federal government and more importantly, the grant dollars we put out for every state and community, black lawyers can participate in all of that."



Ernest Tuckett

For most lawyers, being a General Counsel at a thriving company is an ultimate goal, but Ernest Tuckett had greater ambitions—to usher other Black attorneys into the top legal role.

Tuckett has wanted to bring others along from the very beginning of his legal career. During his time as a law student at Georgetown University Law Center, he began to focus on creating pathways for other minorities to enter the profession by participating in the Street Law program and clinic, in which established legal practitioners extend their hands to high school students, offering them basic education on the law and networking opportunities with law students and law firms to spur the interest of minority, low income students in careers in the law.

Tuckett has been an active member of Street Law, Inc. for more than 25 years, having served for 6 years as a member of its Board of Directors.

Street Law brings high school kids into the light of basic legal concepts through its efforts, including the Corporate Diversity Pipeline program pairing students with lawyers from the legal departments of major companies. The Street Law program has shown remarkable results in the lives of lawyers at various levels.

After graduating from Georgetown Law in 1995, Tuckett started his career with the firm Arent Fox. After a decade with the firm as a commercial litigator, he joined DuPont’s legal department as labor and employment corporate counsel. He later became a commercial lawyer for a DuPont business unit. Then in 2012, he became General Counsel for DuPont Canada Company, DuPont’s \$1.5+ Billion Canadian business. After two years there, Tuckett was hired as General Counsel Americas for a global paint and chemicals company, AkzoNobel. During his time at DuPont Canada and AkzoNobel, he also served on the board of the Association of Corporate Counsel (ACC), a global bar association promoting the common professional and business interests of its more than 40,000 in-house counsel members.

While serving on the ACC board, Tuckett became increasingly aware of the need for more black general counsel. To help drive his advocacy, he co-founded the Black General Counsel 2025 Initiative (the “2025 Initiative”) in 2018 with April Miller Boise, the General Counsel of Eaton Corporation.

The initiative was born from the unpleasant legal paradigm where black lawyers are vastly underrepresented in Fortune 1000 companies. Based on a study by the Minority Corporate Counsel Association (MCCA) in 2017, only 3.8% of Fortune 1000 companies had a black General Counsel. This appalling number of black lawyers in C Suite leadership positions inspired him to build a network of the top black GCs and other leaders in the legal profession to help other black lawyers navigate their way to the top. The 2025 Initiative has set a goal to increase the number of black General Counsel in Fortune 1000 companies to 100 by 2025 (10%).

In collaboration with April Miller Boise, he reached out to over a dozen black Fortune 500 GCs and other leaders in the legal sphere to support the 2025 Initiative and form its Advisory

Council. The Advisory Council, with input from the leading legal executive recruiters in the country, created a template of ideal criteria for Fortune 1000 GC candidates, as a roadmap for all aspiring GCs.

These criteria and the names of more than 200 top black senior lawyers who have held General Counsel positions are highlighted on the 2025 Initiative's website: www.blackGC2025.com. The organization is responsible for seeking out senior black lawyers who are making remarkable progress in their careers and recommend them to companies looking to fill a GC position. In addition, the 2025 Initiative is currently working with a Cohort of 30 black lawyers who are qualified for Fortune 1000 GC roles to help prepare them for such a big position by connecting them with top executive recruiters, and discussing with the recruiters the experiences and must-have skills the company is seeking to better help identify black candidates with the appropriate skills and experience. It is also providing mentors, allies, role models, and avenues to share opportunities within the community of black lawyers.

Furthermore, Tuckett stated that the organization is not only focused on Fortune 1000 companies but also on reputable large private companies (Fortune 1000 equivalent), non-profits, and also publicly traded companies that are not listed on Fortune's list, such as non-US listed companies and smaller US public companies. Although the 2025 Initiative does not claim credit for the progress so far, Tuckett is proud of the progress as there are now 62 Black GCs in Fortune 1000 companies listed on the website. This exceeds the goal for 2020.

With years of legal and corporate executive experience, Tuckett regularly shares his invaluable advice with law school students and new lawyers. He emphasizes the importance of networking both as a student and practicing lawyer. "Don't overlook the need to create genuine relationships with people at your level, above your level, and even below your level because life is always moving in ways that we can't predict," he advised.

Law school students are typically focused on academic activities and campus-based networking events. However, seizing opportunities to attend social events off campus with lawyers who are already in the industry will help you

immensely as you transition into the real post-school world, Tuckett suggested.

He further encouraged every lawyer and student to identify themselves and seek out connections with other people confidently. He believes that minority lawyers are strongest within a network. Reiterating his point, he said that "black people are looking for other black people at all levels to get to know and the vast majority are willing to educate you or connect you with someone in their networks if needed."

Therefore, whether you are an industry expert, a high-rising attorney, a fresh associate, or a student, identifying and networking with others in your community is essential for the survival of black lawyers and other black professionals.

Staff



Why I Give Back to Georgetown Law - Monique Fortenberry

sity, I was a resident assistant and then a residence hall coordinator, which is really consistent with who I am, but also provided room and board. I looked for any kind of summer programs that included room and board because I needed a place to live when I was not in school. Thankfully, I was accepted to an intro to law program for minority students at the University of Wisconsin, Madison.

The program included participation by black lawyers in the Madison area, and I was just blown away by them. And so after that, I decided to go to law school. I went directly to law school because I was literally running for my life, trying to get to some stability and get to a salary and all that. It was a bad decision! I was burnt out on day one and needed a break, but I was too young to know it, or just not aware enough, or too traumatized. Unsurprisingly, my grades were not great, but my saving grace was joining the Frederick Douglass Moot Court Team through the Black Law Students Association. The team required a high level of commitment and hard work, and an expectation that we would represent Georgetown well. Former students came back to help us prepare for competition, as did our professors.

Those experiences helped me gain my footing and improve my skills and confidence. Since my grades put a corporate law firm out of reach, I threw a Hail Mary and tried for a judicial clerkship. It just so hap-

The first eight to nine years of my life were idyllic, at least from my point of view. I grew up in a socio-economically diverse Black neighborhood on the south side of Chicago. We were working class, I believe, and I felt like I fit in. I remember it as a good life.

Even though my parents were separated, their families were not, so I spent my life being loved by many people. Then things fell apart. My father lost his job and the financial and emotional changes in our family took a toll on my mother, who was ill off and on for the remainder of my childhood. Going to the welfare office, using food stamps, and eating government cheese became part of my new reality. School was my escape, especially college because we were evicted from our home around this time. At Northwestern Univer-

pened that the day Judge Frederick Dorsey received my resume, he'd learned the clerk he'd hired had accepted another position. I interviewed and got the job.

Judge Dorsey was an awesome mentor, but working for him was like being in basic training. I arrived at work before him and left after him. In addition to managing his docket, I had to do things like clean the office refrigerator because ensuring that everything was in order was a part of the job. After two years in his chamber, I was confident I could handle any job, and I was right. I did a few years at the Small Business Administration, and then went to a law firm. That's when the cracks in my life actually came.

One of my best friends committed suicide three days after telling me in a joking way that she was depressed and suicidal. I was crushed, grief-stricken, devastated, and probably depressed. I went to the DC Bar and that's how I became involved in the DC Bar Lawyer Assistance Program.. I worked through that process for a while and the firm was totally, absolutely wonderful about it.

The DC Bar has counselors who can meet with you one-on-one—free and confidentially—and they refer you for additional assistance if you need it. I did, and shortly after I began to see a therapist, 9/11 happened. I was in West Virginia on 9/11, taking and defending depositions with a very contentious opposing counsel. I thought it could be the last day of my life and I was spending it arguing with opposing counsel who insisted we continue depositions, even though the world was falling down around us.

I said to myself, “it is time for you to stop. It's time for you to stop.”Some months later, I decided to leave the firm and take the break I had been needing for years. I did some contract legal work during the

break, and went to Mexico to study Spanish. Thereafter, I returned to SBA where I stayed for about a decade, eventually becoming a Deputy General Counsel, and I have spent the last seven years as Deputy Executive Director of the Federal Trade Commission.

At some point after I graduated, Dean Bellamy asked me to teach appellate advocacy with the Charles Hamilton Houston pre-law program. Later I was asked to be on Georgetown Law's alumni board. At some point I said, okay, I'm consciously committing to this place, and I am determined to make sure the board stays attuned to the voices of people like me who have a lot of potential and are navigating race, gender, financial insecurity and other issues that impact the ability of amazing students to succeed as law students and lawyers. I am happy to share that Georgetown has a program now for students like me. The RISE Program helps first year students from historically under-represented backgrounds navigate their first year through pre-orientation, mentoring, and networking. I needed RISE, and I am thrilled it is available to a new generation of students.

When I mentor students, I remind them that they are talented and capable, something law school can help you forget; that we need the unique gifts they bring to the law, especially because of their diverse backgrounds; and, that the years pass quickly, so they might as well spend them pursuing paths that feel right for them. Finally, I share with them the biggest lesson I have learned, which is that work has its place, but having people in your life who love and support you is the real treasure.

Why Can Some Firms Find Talent While Others Can't?



Mark Hatcher, Baker Hostetler's First Black Managing Partner Has an Answer.

BakerHostetler just made history by electing Mark Hatcher managing partner of the firm's Columbus office. Hatcher is the first black managing partner in BakerHostetler's 136 year history. "This is a powerful statement," said Hatcher, "one I've encouraged the firm to own and say, 'Mark is the first but he won't be the last.'"

Hatcher's latest accomplishment comes after a lifetime of overachievement. Hatcher was born and raised in Detroit where his mom was a public school teacher and his dad worked the assembly line at General Motors. He always knew he would attend college and that he was a leader in class and on his football, basketball and swim teams. What he did not know until he began college at Ohio State University was that his background was considered disadvantaged to his wealthy peers and professors. "I didn't see my background as a deficiency," says Hatcher as he recalled his earliest memory of manifesting some-

thing. "I was in Kindergarten, and every Friday we'd have to climb this rope and ring the bell. For the longest time, I couldn't do it. But one day I said to myself, 'You're going to do it today.' And I did."

He drew on this determination when he decided to go to law school. Hatcher had average grades at OSU where he majored in criminology. After graduating in 1997 he began a career as a probation officer for the Franklin County Court of Common Pleas. Hatcher eventually realized he would be better suited and could be more impactful as a lawyer. To do so, he had to first jump some hurdles.

"I went to grad school in part to prove I could get good grades," said Hatcher, who completed his masters at Tiffin University then spent the next year prepping for

the Law School Admissions Test (LSAT) and reading books and films on how to be successful in law school.

“I was so much more prepared for law school than the typical law student,” Hatcher said.

In 2002, while still working for Franklin County where he was eventually promoted to director of the adult rehabilitation program, Hatcher enrolled as an evening student at Capital University Law School. There he made the dean’s list and served on the law review and its board of editors. He was also elected to regional and national board positions for the Black Law Student Association where he worked to help other black students succeed in law school.

It was through a diversity job fair that Hatcher secured a summer associate position at BakerHostetler. After receiving his Juris Doctor and Master of Laws in business and taxation and corporate governance and finance as part of a dual program, Hatcher joined BakerHostetler where he thrived in the corporate law group and made the rare leap to partner in seven years.

While Hatcher felt some insecurity about seeing people his age already making partner when he began, he believes his divergent road to big law worked in his favor. “I’ve always found strength in knowing that if I could make it out of Detroit, I can do this.” When I’m intimidated, I think ‘If those folks were the “only one,” they wouldn’t survive it.’”

Having been an underpaid officer in the criminal justice system, Hatcher was grateful for the privilege of working in a law firm while other attorneys sometimes felt put upon or overwhelmed. “I knew what a tough job was. Sure, law firm work can be challenging and stressful, but it was a HUGE opportunity for me. I appreciated the challenging work and the financial rewards,” Hatcher said.

BakerHostetler appreciated Hatcher too. In two years, Hatcher was heading up projects. Within four years, the firm was encouraging his board service. In time, the firmwide managing partner at the time, Ron Linville, took

notice of Hatcher and eventually became his mentor. “One thing Ron taught me was if you are going to be at an organization, you need to be in the driver’s seat,” Hatcher said. “All the boards I’m on, I chair.”

Hatcher sees his tenure as hiring partner a crucial step in his ascension to managing partner, and hiring remains critical, particularly diverse hiring. Hatcher worked closely with BakerHostetler chairman, Paul Schmidt to design and implement a strategic plan for inclusion and diversity.

Hatcher never believed the “fairness” case for diversity was convincing, instead he stressed a McKinsey & Company report that found that diverse organizations were more profitable. “At the end of the day, we are a business, not a charity,” said Hatcher, who prioritizes top talent.

Hatcher finds it “patently unfair,” that law firms use criteria like grades, honors, and law school ranking, which disadvantage Black lawyers, who could otherwise thrive at law firms. “Not going to be in the top 10 percent. One year Ohio State had only 1 black male in the class, and it hit me. ‘What is the statistical probability that this black man will make it to the top 10%?’”

There are other criteria that Hatcher uses to evaluate talent. “What is their background? Are they driven? I look at legal research and writing grades. If someone has an A or A- in that, I can work with that. If someone is driven and can write, we can work with them.

BakerHostetler’s approach is paying dividends. The firm has just over 100 people in Columbus where 53 percent of associates are women and 24 percent are diverse. Such diversity extends to the partner ranks where 24 percent are women and 11 percent are diverse. According to the firm, BakerHostetler’s firmwide summer associate class of 2021 was 69 percent women and 72 percent diverse.



Black Attorney Percentages

A majority of law firms are below average, failing or not even trying when it comes to hiring Black attorneys.

Background

Lawyers of Color began publishing individual law firm Black attorney percentages several years ago after Black attorney percentages took a nosedive following the 2008 recession. Our data confirmed that Black attorneys had taken the hardest hit, and we were curious about the recovery. After the recession, law firm profits soared and other minority groups saw significant increases. But for Black attorneys, there was no similar bounce back. We wondered why and kept tracking the data.

Initially, we thought we could simply gather Black attorney percentages from NALP and MCCA/Vault diversity surveys; however, we were surprised to find that about half the largest law firms do not complete these surveys. Undaunted, we enlisted our law school ambassadors to perform the tedious task of identifying Black attorneys at the non-reporting law firms. Next, we shared our figures and findings with the non-reporting firms, which we invited to make any updates or corrections. We extended the same invitation to reporting law firms as well. (We provide a key to denote the source of our figures.)

Updates and Changes

This year, we included a considerable number of law firms with less than 100 lawyers for three reasons. First, these law firms tend to have lower Black attor-

ney percentages, and a disproportionate number of them have no Black attorneys at all. Second, these firms tend to merge with larger firms, which then brings down the Black attorney percentage of the merged firm. Finally, there are ten times more law firms with 20 to 100 attorneys than there are law firms with 101 or more attorneys, and so, these firms matter to Black attorneys.

For the first time, Lawyers of Color also included the Year over Year Black Attorney Percentage Change for law firms. Because we simultaneously expanded the list by about 200 firms, the Year over Year change is only available for those firms we evaluated previously. We decided to begin tracking Year over Year change because it is easy for a law firm's Black attorney percentage to take a nosedive. At smaller firms, if one or two Black attorneys depart, then the firm's Black attorney percentage can drop to zero -- as we saw this year. At larger firms, the exit of a practice group with a significant number of Black attorneys can impact the numbers as well. Therefore, firms of all sizes must be intentional and consistent with recruiting, hiring and retaining Black talent.

High Hopes, but Low Achievement

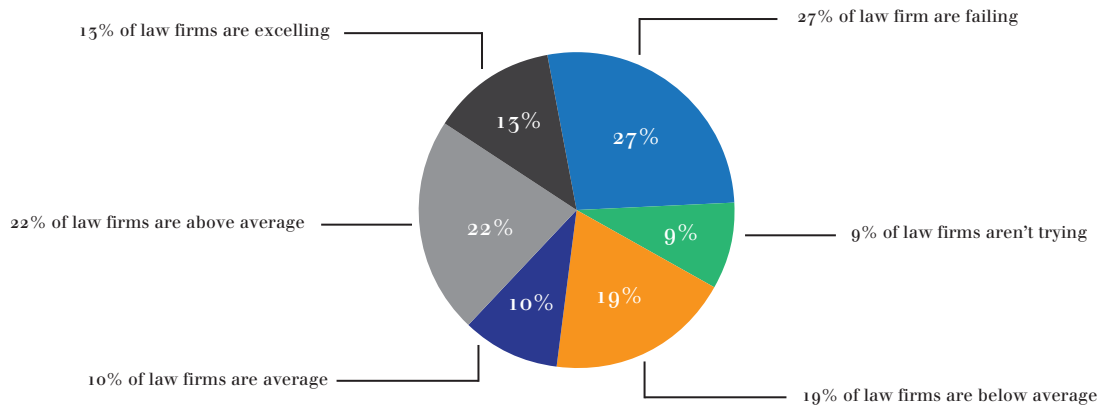
This year, we were optimistic that we'd see an increase in Black attorney percentages given the declarations made by law firms following the murder of George Floyd. Unfortunately, our research confirms Black attorneys remain greatly underrepresented at law firms with a mean of 2.93% and a median of 2.83%. Such low percentages are unjustified given Black attorneys represent 5% of the Bar and nearly 8% of law school graduates.

Interpreting the Numbers and Measuring Success

When asked our view on how a law firm is doing regarding Black representation, we offer this insight:

- Law Firms with over 5% are excelling.
- Law Firms above 3.5% are above average.
- Law Firms around 3% are average.
- Law Firms below 3% are below average.
- Law Firms below 2% are failing.
- Law Firms with no Black attorneys aren't trying.

Based on our most recent results:



A Breakout Success Story

Gilbert LLP showed just what can happen when a firm actually tries. Recognizing that the lack of Black attorneys within their firm was due to “structural inequalities” rather than the “unqualified” or “fit” excuses firms too often make, Gilbert simply worked with a recruiter specializing in identifying diverse talent. Within one year, there were three new Black hires, which vaulted Gilbert into the number 1 spot among small firms, as well as the highest overall percentage of Black attorneys among any of the firms on our list.

Symbol Key

P - Partner, Shareholder, Member, Principal
A - Associate
C - Of Counsel, Senior Counsel, etc.
NT - Non-partner Track
M- Male
F- Female
N- Non-binary

† Most recently reported NALP
** Firm Verified*
‡ LOC via Firm Website
— No previous data

Full List of Law Firms

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Abrams Fensterman †	104	1	0	0	0	1	0	0	0	0	0	0	0	2	1.92%	—	—
Adams and Reese LLP †	269	1	1	0	4	0	0	1	0	0	3	2	0	11	4.09%	3.35%	0.74%
Ahmad, Zavitsanos, Anaipakos, Alavi & Mensing P.C. †	53	1	0	0	1	1	0	0	0	0	0	0	0	3	5.66%	4.35%	1.31%
Ahmuty, Demers & Mcmanus †	86	0	0	0	0	1	0	0	0	0	0	0	0	1	1.16%	—	—
Akerman LLP †	651	9	7	0	9	14	0	1	1	0	0	0	0	41	6.30%	—	—
Akin Gump Strauss Hauer & Feld LLP *	722	2	3	0	3	18	0	0	2	0	1	3	0	32	4.43%	3.10%	1.33%
Allen & Overy LLP †	273	1	0	0	0	3	0	0	0	0	0	0	0	4	1.47%	2.41%	-0.94%
Allen Matkins †	187	1	0	0	1	2	0	0	0	0	0	0	0	4	2.14%	2.66%	-0.52%
Alston & Bird LLP †	949	2	5	0	9	18	0	1	0	0	0	1	0	36	3.79%	3.79%	0.00%
Archer & Greiner, P.C. †	176	2	1	0	2	4	0	0	0	0	1	0	0	11	6.25%	2.27%	3.98%
Arent Fox LLP †	445	4	2	0	4	7	0	2	0	0	1	3	0	23	5.17%	4.89%	0.28%
Armstrong Teasdale LLP †	264	1	0	0	2	0	0	0	0	0	0	0	0	3	1.14%	2.89%	-1.75%
Arnall Golden Gregory LLP †	169	0	2	0	1	1	0	0	0	0	0	0	0	4	2.37%	2.50%	-0.13%
Arnold & Porter Kaye Scholer LLP *	937	2	4	0	11	10	0	1	1	0	2	3	0	34	3.63%	3.92%	-0.29%
Ashby & Geddes †	23	0	0	0	0	0	0	0	1	0	0	0	0	1	4.35%	0.00%	4.35%
Atkinson, Andelson, Loya, Ruud & Romo †	178	1	2	0	0	4	0	0	1	0	0	1	0	9	5.06%	—	—
Axinn, Veltrop & Harkrider, LLP †	110	0	1	0	0	0	0	0	0	0	0	0	0	1	0.91%	1.35%	-0.44%
Babst, Calland, Clements and Zomnir †	136	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Baker & Hostetler LLP †	916	7	6	0	7	11	0	1	1	0	4	5	0	42	4.59%	4.90%	-0.31%
Baker & McKenzie LLP †	656	3	5	0	7	6	0	0	0	0	0	0	0	21	3.20%	3.11%	0.09%
Baker Botts LLP †	641	3	4	0	6	4	0	0	0	0	0	0	0	17	2.65%	2.84%	-0.19%
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC †	618	5	1	0	2	8	0	1	2	0	1	1	0	21	3.40%	3.73%	-0.33%
Balch & Bingham LLP †	203	1	1	0	0	0	0	0	0	0	1	1	0	4	1.97%	3.94%	-1.97%
Ballard Spahr LLP †	632	3	3	0	9	20	0	0	1	0	1	1	0	38	6.01%	3.83%	2.18%
Banner Witcoff †	96	1	0	0	0	0	0	1	2	0	0	0	0	4	4.17%	2.94%	1.23%
Barack Ferrazzano Kirschbaum & Nagelberg LLP †	125	1	1	0	0	0	0	0	0	0	0	0	0	2	1.60%	2.40%	-0.80%
Barclay Damon *	287	2	2	0	1	1	0	2	1	0	0	0	0	9	3.14%	1.72%	1.42%
Barley Snyder *	121	0	2	0	0	1	0	1	0	0	0	0	0	4	3.31%	1.06%	2.25%
Barnes & Thornburg LLP *	698	13	7	0	5	10	0	2	4	0	1	0	0	42	6.02%	5.46%	0.56%
Bass, Berry & Sims PLC *	318	1	1	0	3	5	0	0	0	0	0	0	0	10	3.14%	1.98%	1.16%
Becker & Poliakoff, PA *	137	1	1	0	1	2	0	0	0	0	0	0	0	5	3.65%	1.80%	1.85%
Belin McCormick, P.C. †	27	0	1	0	0	0	0	0	0	0	0	0	0	1	3.70%	3.70%	0.00%
Bell Nunnally & Martin LLP †	50	0	0	0	2	0	0	0	0	0	0	0	0	2	4.00%	6.00%	-2.00%
Benesch, Friedlander, Coplan & Aronoff LLP †	247	2	0	0	3	3	0	0	0	0	0	0	0	8	3.24%	2.02%	1.22%
Bennett Bricklin & Saltzberg †	85	0	0	0	1	0	0	0	0	0	0	2	0	3	3.53%	—	—
Berger Singerman †	102	1	1	0	0	0	0	0	0	0	0	1	0	3	2.94%	—	—
Bernstein Shur †	112	0	1	0	0	0	0	0	0	0	0	0	0	1	0.89%	—	—
Berry Appleman & Leiden *	191	0	0	0	1	7	0	0	0	0	0	3	0	8	4.19%	—	—
Best Best & Krieger LLP †	217	1	0	0	0	0	0	0	1	0	0	2	0	4	1.84%	1.39%	0.45%
Beveridge & Diamond, P.C. †	123	3	0	0	0	3	0	0	0	0	0	0	0	6	4.88%	5.45%	-0.57%
Bilzin sumberg Baena Price & Axelrod †	100	2	0	0	0	1	0	0	0	0	0	0	0	3	3.00%	3.74%	-0.74%
Blank Rome LLP †	597	6	2	0	5	5	0	2	1	0	0	0	0	21	3.52%	2.38%	1.14%
Bodman PLC †	144	1	1	0	1	2	0	0	0	0	0	0	0	5	3.47%	2.78%	0.69%
Boies, Schiller & Flexner LLP †	175	0	1	0	3	3	0	0	0	0	0	0	0	7	4.00%	2.84%	1.16%
Bond, Schoeneck & King, PLLC †	245	0	0	0	1	2	0	0	0	0	0	0	0	3	1.22%	1.63%	-0.41%
Bondurant Mixson & Elmore LLP †	34	0	0	0	1	1	0	0	0	0	0	0	0	2	5.88%	0.00%	5.88%
Boutin Jones Inc. †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.00%	-2.00%

Full List of Law Firms

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		M	F	N	M	F	N	M	F	N	M	F	N				
Bowles Rice LLP †	92	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Bowman and Brooke †	177	1	2	0	1	1	0	0	0	0	0	0	0	5	2.82%	5.82%	-3.00%
Bracewell LLP †	288	4	0	0	2	4	0	0	1	0	0	0	0	10	3.47%	3.09%	0.38%
Bradley Arant Boult Cummings LLP †	540	4	1	0	4	6	0	1	0	0	0	1	0	17	3.15%	—	—
Bremer Whyte †	206	0	0	0	1	6	0	0	0	0	0	0	0	7	3.40%	—	—
Bressler Amery & Ross †	152	0	1	0	0	1	0	0	0	0	0	0	0	2	1.32%	—	—
Bressler, Amery & Ross PC †	169	0	0	0	1	1	0	0	0	0	0	1	0	3	1.78%	4.14%	-2.36%
Bricker & Eckler LLP †	147	2	1	0	2	1	0	0	0	0	0	0	0	6	4.08%	4.61%	-0.53%
Brinks Gilson & Lione †	119	1	0	0	2	1	0	0	0	0	0	0	0	4	3.36%	3.36%	0.00%
Brooks Kushman †	76	0	0	0	1	1	0	0	0	0	0	0	0	2	2.63%	2.44%	0.19%
Brooks Pierce McLendon Humphrey & Leonard, LLP †	96	1	0	0	1	0	0	0	1	0	0	0	0	3	3.13%	2.08%	1.05%
Brouse McDowell *	81	0	0	0	0	2	0	0	1	0	0	0	0	3	3.70%	—	—
Brown & James †	101	0	0	0	0	1	0	0	0	0	0	0	0	1	00.99%	—	—
Brown Rudnick LLP †	252	0	0	0	1	1	0	0	0	0	1	0	0	3	1.19%	1.59%	-0.40%
Brownstein Hyatt Farber Schreck, LLP †	295	2	0	0	0	2	0	0	0	0	0	0	0	4	1.36%	1.32%	0.04%
Bryan Cave Leighton Paisner †	680	5	2	0	2	8	0	2	0	0	1	1	0	21	3.09%	3.04%	0.05%
Buchalter †	258	0	0	0	0	0	0	0	2	0	0	1	0	3	1.16%	3.10%	-1.94%
Buchanan Ingersoll †	454	2	1	0	3	6	0	0	4	0	0	0	0	16	3.52%	—	—
Buckley LLP †	136	0	1	0	1	0	0	0	0	0	2	0	0	4	2.94%	5.88%	-2.94%
Burke Williams & Sorenson †	119	1	0	0	0	2	0	0	0	0	0	0	0	3	2.52%	—	—
Burns & Levinson LLP *	126	1	0	0	1	0	0	0	0	0	0	0	0	2	1.59%	0.81%	0.78%
Burns White †	137	0	0	0	2	0	0	0	0	0	0	0	0	2	1.46%	—	—
Burr & Forman LLP *	355	7	1	0	3	4	0	0	0	0	0	0	0	15	4.23%	4.30%	-0.07%
Butler Snow †	345	7	6	0	0	0	0	0	0	0	9	4	0	29	8.41%	—	—
Butler Weihmuller Katz Craig †	137	0	0	0	1	6	0	0	0	0	0	0	0	7	5.11%	—	—
Butzel †	140	2	1	0	2	1	0	0	0	0	0	0	0	6	4.29%	2.70%	1.59%
Cades Schutte LLP †	68	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Cadwalader, Wickersham & Taft LLP †	364	1	1	0	4	3	0	0	0	0	0	2	0	11	3.02%	2.50%	0.52%
Cahill Gordon & Reindel LLP †	325	3	0	0	2	6	0	0	1	0	0	0	0	12	3.69%	4.20%	-0.51%
Cairncross & Hempelmann, P.S. †	53	0	0	0	1	0	0	0	0	0	0	0	0	1	1.89%	2.63%	-0.74%
Calfee, Halter & Griswold LLP †	142	0	0	0	2	0	0	0	0	0	1	0	0	2	1.41%	1.30%	0.11%
Capehart Scatchard †	85	0	1	0	0	0	0	0	0	0	0	0	0	1	1.18%	—	—
Caplin & Drysdale †	67	0	0	0	0	1	0	0	0	0	0	0	0	1	1.49%	0.00%	1.49%
Carlson Caspers †	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Carlton Fields Jordan Burt, LLP †	331	6	5	0	3	2	0	0	1	0	0	1	0	18	5.44%	3.47%	1.97%
Carr Allison †	125	0	1	0	0	0	0	0	0	0	0	0	0	1	0.80%	—	—
Carrington Coleman LLP †	50	0	0	0	0	1	0	0	0	0	0	0	0	1	2.00%	2.00%	0.00%
Carter Ledyard & Milburn LLP †	80	1	0	0	1	0	0	0	1	0	0	0	0	3	3.75%	—	—
Certilman Bailn Addler & Hyman †	77	1	0	0	1	1	0	0	0	0	0	0	0	3	3.90%	—	—
Chamberlain Hrdlicka *	132	0	1	0	1	4	0	0	0	0	0	0	0	6	4.55%	3.94%	0.61%
Chapman and Cutler LLP †	208	4	3	0	6	2	0	0	0	0	0	0	0	15	7.21%	2.93%	4.28%
Chartwell Law Offices †	132	0	2	0	1	1	0	0	0	0	0	0	0	4	3.03%	—	—
Chiesa Shahinian & Giantomasi PC †	175	2	1	0	2	1	0	0	0	0	0	0	0	6	3.43%	1.50%	1.93%
Choate, Hall & Stewart LLP †	173	1	1	0	0	2	0	0	0	0	1	1	0	6	3.47%	1.73%	1.74%
Cipriani & Werner †	142	1	0	0	0	0	0	0	0	0	0	0	0	1	0.70%	—	—
Clark Hill *	644	3	3	0	1	5	0	1	2	0	0	2	0	17	2.64%	2.37%	0.27%
Clausen Miller †	96	0	0	0	0	0	0	0	0	0	0	1	0	1	1.04%	—	—
Cleary Gottlieb Steen & Hamilton LLP †	675	2	4	0	9	24	0	0	0	0	4	7	0	50	7.41%	—	—
Clifford Chance US LLP †	199	0	0	0	2	5	0	0	0	0	0	0	0	7	3.52%	1.01%	2.51%
Coblentz Patch †	102	0	0	0	2	1	0	0	0	0	0	0	0	1	0.98%	—	—
Cohen and Wolf, P.C. †	53	0	0	0	0	0	0	0	0	0	0	1	0	1	1.89%	0.00%	1.89%
Cohen Milstein Sellers & Toll †	146	0	1	0	0	1	0	0	1	0	1	0	0	4	2.74%	—	—
Cole Schotz P.C. †	115	0	0	0	1	0	0	0	0	0	0	0	0	1	0.87%	0.00%	0.87%
Cole, Scott & Kissane †	478	3	3	0	7	16	0	0	0	0	0	0	0	29	6.07%	—	—
Connell Foley †	145	0	0	0	1	1	0	0	0	0	0	0	0	2	1.38%	2.07%	-0.69%
Conner & Winters †	110	1	0	0	0	0	0	0	0	0	0	0	0	1	0.91%	—	—

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		M	F	N	M	F	N	M	F	N	M	F	N				
Conroy Simberg ‡	625	1	2	0	2	10	0	0	0	0	0	0	0	15	2.40%	1.60%	0.80%
Constangy, Brooks, Smith & Prophete, LLP ‡	176	1	1	0	0	0	0	0	3	0	2	1	0	8	4.55%	—	—
Cooley *	1306	6	5	0	17	25	1	1	0	0	0	0	0	55	4.21%	2.23%	1.98%
Cordell & Cordell ‡	298	0	3	0	3	17	0	0	0	0	0	2	0	25	8.39%	—	—
Covington & Burling LLP†	1095	2	6	0	19	25	0	4	2	0	9	11	0	78	7.12%	5.03%	2.09%
Cox Castle	146	0	1	0	0	0	0	0	0	0	0	0	0	1	0.68%	—	—
Cozen O'Connor †	1000	9	1	0	4	5	0	1	0	0	0	0	0	20	2.00%	2.52%	-0.52%
Cravath, Swaine & Moore LLP *	454	0	2	0	11	21	0	0	2	0	0	1	0	37	8.15%	5.08%	3.07%
Crowe & Dunlevy ‡	115	2	0	0	0	0	0	0	0	0	0	0	0	2	1.74%	—	—
Crowell & Moring LLP *	637	6	6	N/A	6	17	N/A	1	0	N/A	1	1	N/A	38	5.97%	5.08%	0.89%
Crowley Fleck PLLP‡	165	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Cullen and Dykman LLP ‡	175	1	0	0	1	1	0	0	0	0	0	0	0	3	1.71%	1.25%	0.46%
Cummings & Lockwood LLC ‡	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Curtis, Mallet-Prevost, Colt & Mosle LLP †	148	1	1	0	0	0	0	0	0	0	0	0	0	2	1.35%	2.03%	-0.68%
Davis & Gilbert‡	122	0	0	0	0	3	0	0	0	0	0	0	0	3	2.46%	—	—
Davis Graham & Stubbs LLP †	150	0	0	0	2	0	0	0	0	0	0	0	0	2	1.33%	0.67%	0.66%
Davis Polk ‡	813	1	2	0	13	15	0	0	0	0	0	0	0	31	3.81%	—	—
Davis Wright Tremaine LLP*	653	4	1	0	6	9	0	1	3	0	0	0	0	24	3.68%	1.42%	—
Day Pitney LLP †	273	0	0	0	0	2	0	0	0	0	0	0	0	2	0.73%	3.30%	-2.57%
Debevoise & Plimpton LLP †	518	0	2	0	9	19	0	0	0	0	0	0	0	30	5.79%	5.50%	0.29%
Dechert LLP †	1000	6	0	0	3	7	0	0	0	0	1	0	0	17	1.70%	2.76%	-1.06%
Dentons US LLP †	571	6	1	0	3	7	0	1	0	0	0	1	0	19	3.33%	2.73%	0.60%
Desmarais LLP †	55	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
DeWitt‡	127	0	0	0	1	1	0	0	0	0	0	0	0	2	1.57%	—	—
Dickie, McCamey & Chilcote PC ‡	193	0	0	0	1	2	0	0	0	0	0	1	0	4	2.07%	1.60%	0.47%
Dickinson Wright PLLC *	437	6	0	0	2	2	0	0	1	0	0	1	0	12	2.75%	2.18%	0.57%
Dilworth Paxson ‡	98	2	0	0	0	0	0	0	0	0	0	0	0	2	2.04%	—	—
Dinsmore & Shohl LLP †	1072	10	2	0	5	14	0	0	3	0	0	1	0	35	3.26%	5.70%	-2.44%
DLA Piper, LLP*	1553	11	3	0	18	18	0	4	2	0	3	4	0	63	4.06%	3.23%	0.83%
Dorsey & Whitney LLP *	514	2	5	0	2	5	0	1	0	0	0	0	0	15	2.92%	1.81%	1.11%
Dowd Bennett LLP †	36	1	1	0	2	0	0	0	0	0	0	0	0	4	11.11%	12.12%	-1.01%
Downey Brand LLP †	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Drew Eckl & Farnham*	120	3	0	0	1	4	0	0	1	0	0	0	0	9	7.50%	—	—
Drummond Woodsum‡	97	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Duane Morris LLP †	989	7	1	0	6	1	0	5	1	0	0	1	0	22	2.22%	2.53%	-0.31%
Dykema Gossett PLLC †	431	4	4	0	4	4	0	2	0	0	0	0	0	18	4.18%	4.85%	-0.67%
Eckert Seamans Cherin & Mellott, LLC ‡	365	0	4	0	3	6	0	0	0	0	0	0	0	13	3.56%	2.74%	0.82%
Epstein Becker & Green, P.C. †	212	1	2	0	1	2	0	0	0	0	0	0	0	6	2.83%	5.17%	-2.34%
Eversheds Sutherland LLP ‡	348	1	0	0	3	1	0	0	0	0	0	0	0	5	1.44%	4.60%	-3.16%
Fabysnske, Westra, Hart & Thomson, P. A. ‡	55	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Faegre Drinker †	1292	4	6	0	12	15	0	2	0	0	0	0	0	38	2.94%	—	—
Farella Braun + Martel LLP †	126	0	0	0	0	1	0	0	0	0	0	0	0	1	0.79%	0.70%	0.09%
Farrell Fritz‡	89	0	0	0	1	1	0	0	0	0	0	0	0	2	2.25%	—	—
Felhaber, Larson, Fenlon & Vogt, PA ‡	55	0	0	0	0	0	0	0	0	0	0	1	0	1	1.82%	0.00%	1.82%
Fennemore Craig †	159	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.51%	-0.51%
Fenwick & West LLP †	423	2	1	0	6	9	0	1	1	0	0	0	0	20	4.73%	3.84%	0.89%
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP †	283	3	1	0	3	2	0	0	0	0	0	0	0	9	3.18%	4.00%	-0.82%
Fish & Richardson P.C. †	364	2	0	0	3	2	0	0	1	0	0	0	0	8	2.20%	1.86%	0.34%
Fisher & Phillips LLP †	478	3	6	0	6	7	0	1	1	0	0	0	0	24	5.02%	3.62%	1.40%
FisherBroyles ‡	299	5	1	0	0	0	0	0	0	0	0	0	0	6	2.01%	—	—
Flower White Burnett‡	67	1	0	0	0	0	0	0	0	0	0	0	0	1	1.49%	—	—
Foley & Lardner LLP *	1067	6	3	0	5	11	0	4	7	0	2	3	0	36	3.37%	2.94%	0.43%
Foley & Mansfield‡	178	0	1	0	0	0	0	0	0	0	0	0	0	1	0.56%	—	—
Foley Hoag LLP †	321	1	3	0	2	5	0	0	0	0	0	0	0	11	3.43%	1.95%	1.48%
FordHarrison LLP‡	142	0	2	0	1	4	0	0	1	0	0	1	0	9	6.34%	—	—
Foster Garvey PC †	125	1	1	0	1	2	0	0	0	0	0	0	0	5	4.00%	2.40%	1.60%

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		M	F	N	M	F	N	M	F	N	M	F	N				
Foster Swift Collins & Smith †	92	1	0	0	2	0	0	0	0	0	0	0	0	3	3.26%	3.92%	-0.66%
Foulston Siefkin †	87	1	0	0	0	0	0	0	0	0	0	0	0	1	1.15%	—	—
Fox Rothschild LLP †	1871	6	6	0	14	10	0	3	0	0	0	2	0	41	2.19%	2.16%	0.03%
Fragomen †	352	0	0	0	1	5	0	0	2	0	0	0	0	8	2.27%	2.27%	0.00%
Frankfurt Kurnit Klein & Selz*	92	0	1	0	1	4	0	0	1	0	0	0	0	7	7.61%	—	—
Fredrikson & Byron, P.A. †	323	0	1	0	0	0	0	0	0	0	0	0	0	1	0.31%	1.09%	-0.78%
Freeborn & Peters †	128	1	0	0	1	0	0	0	0	0	0	0	0	2	1.56%	—	—
Freeman Mathis & Gray †	151	1	0	0	1	0	0	0	0	0	0	0	0	2	1.32%	—	—
Freshfields Bruckhaus Deringer †	192	3	1	0	2	6	0	0	0	0	0	0	0	12	6.25%	4.17%	2.08%
Friday Eldredge & Clark*	89	1	0	0	0	0	0	0	0	0	0	0	0	1	1.12%	—	—
Fried, Frank, Harris, Shriver & Jacobson LLP †	531	1	1	0	8	16	0	0	0	0	1	2	0	29	5.46%	5.23%	0.23%
Frost Brown Todd LLC †	506	5	2	0	4	3	0	0	0	0	0	1	0	15	2.96%	2.26%	0.70%
GableGotwals †	96	0	0	0	0	1	0	0	0	0	0	0	0	1	1.04%	1.04%	0.00%
Gallagher & Kennedy †	62	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Galloway, Johnson, Tompkins, Burr & Smith †	125	1	0	0	1	2	0	0	0	0	1	0	0	4	3.20%	—	—
Gammage & Burnham †	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Gibbons P.C.*	200	2	1	0	2	3	0	0	0	0	0	0	0	8	4.00%	3.13%	0.87%
Gibson, Dunn & Crutcher LLP *	1370	5	3	0	21	16	0	3	3	0	0	0	0	51	3.72%	2.01%	1.71%
Gilbert LLP †	33	0	0	0	0	3	0	0	0	0	0	1	0	4	12.12%	—	—
Glaser Weil †	84	0	0	0	0	1	0	0	0	0	0	0	0	1	1.19%	—	—
Godfrey & Kahn †	169	1	0	0	0	2	0	0	0	0	0	0	0	3	1.78%	0.00%	1.78%
Goldberg Kohn †	76	0	1	0	0	1	0	0	0	0	0	0	0	2	2.63%	2.63%	0.00%
Goldberg Segalla LLP*	410	4	5	0	5	9	0	0	0	0	0	0	0	23	5.61%	3.75%	1.86%
Goodwin †	1127	3	1	0	13	24	0	4	2	0	0	1	0	48	4.26%	5.41%	-1.15%
Gordon Rees Scully Mansukhani*	1031	6	3	0	5	11	0	3	5	0	0	0	0	33	3.20%	3.55%	-0.35%
Gordon Thomas Honeywell LLP †	46	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Goulston & Storrs, PC †	215	0	0	0	1	1	0	2	2	0	0	0	0	6	2.79%	3.26%	-0.47%
Graves Dougherty Hearon & Moody, P. C. †	66	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1.52%	-1.52%
Gravey Schubert Berer †	137	1	0	0	0	1	0	0	0	0	0	0	0	2	1.46%	—	—
Gray Reed & McGraw †	138	0	0	0	1	0	0	0	0	0	1	0	0	2	1.45%	—	—
Gray Robinson †	300	0	1	0	0	0	0	0	0	0	0	0	0	1	0.33%	1.45%	-1.12%
Graydon †	80	0	0	0	0	0	0	0	0	0	0	2	0	2	2.50%	2.50%	0.00%
Greenbaum Rowe Smith & Davis †	95	0	0	0	1	1	0	0	0	0	0	0	0	2	2.11%	—	—
Greenberg Glusker Fields Claman & Machtinger †	102	0	0	0	0	0	0	0	1	0	0	0	0	1	0.98%	—	—
Greenberg Traurig †	1742	21	11	0	16	27	0	3	5	0	1	1	0	85	4.88%	4.42%	0.46%
Greensfelder, Hemker & Gale, P.C. †	164	2	1	0	3	0	0	0	0	0	0	0	0	6	3.66%	—	—
Greenspoon Marder, P.A. †	235	0	0	0	1	1	0	0	0	0	0	0	0	2	0.85%	1.70%	-0.85%
Groom Law Group, Chartered*	86	0	1	0	2	0	0	0	0	0	0	0	0	3	3.49%	1.16%	2.33%
Gunderson Dettmer †	307	2	0	0	9	7	0	0	0	0	0	0	0	18	5.86%	5.41%	0.45%
Gunster †	173	1	0	0	1	3	0	0	0	0	0	0	0	5	2.89%	3.05%	-0.16%
Hagens Berman Sobol Shapiro*	82	0	0	0	0	2	0	0	0	0	0	0	0	2	2.44%	—	—
Hahn Loeser †	158	1	0	0	0	0	0	1	0	0	0	0	0	2	1.27%	—	—
Hall & Evans †	106	0	0	0	1	1	0	0	0	0	0	0	0	2	1.89%	—	—
Hall Booth Smith †	197	3	1	0	0	0	0	0	1	0	1	7	0	13	6.60%	—	—
Hall Estill †	130	1	0	0	0	0	0	0	0	0	0	0	0	1	0.77%	—	—
Hall, Render, Killian, Heath & Lyman, P.C.*	141	0	1	0	2	2	0	0	0	0	0	0	0	5	3.55%	2.74%	0.81%
Hangley Aronchick Segal Pudlin & Schiller †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Hanna Brophy †	121	0	1	0	4	3	0	0	0	0	0	0	0	6	4.96%	1.25%	0.97%
Hanson Bridgett †	180	1	0	0	0	3	0	0	0	0	0	0	0	4	2.22%	1.25%	0.97%
Harris Beach PLLC †	240	3	0	0	1	3	0	0	0	0	0	0	0	7	2.92%	3.17%	-0.25%
Harter Secrest & Emery LLP †	117	1	0	0	1	1	0	0	0	0	0	0	0	3	2.56%	0.85%	1.71%
Haug Partners LLP †	56	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Hawkins Delafield & Wood †	79	0	0	0	1	0	0	0	0	0	0	0	0	1	1.27%	—	—
Hawkins Parnell & Young †	170	2	1	0	0	3	0	0	0	0	0	0	0	6	3.53%	—	—
Haynes and Boone, LLP †	608	1	1	0	4	6	0	4	0	0	0	0	0	9	1.48%	2.46%	-0.98%
Haynsworth Sinkler Boyd †	122	0	1	0	1	2	0	0	1	0	0	0	0	5	4.10%	—	—

Full List of Law Firms

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		M	F	N	M	F	N	M	F	N	M	F	N				
Heidell,Pittoni,Murphy & Bach†	96	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
HeplerBroom*	112	2	0	0	2	1	0	0	0	0	0	0	0	5	4.46%	—	—
Herrick, Feinstein LLP †	103	1	0	0	1	1	0	0	0	0	0	0	0	3	2.91%	2.65%	0.26%
Heyl,Royster,Voelker & Allen†	110	0	0	0	1	0	0	0	0	0	0	0	0	1	0.91%	—	—
Hill Ward Henderson †	88	1	0	0	0	0	0	0	1	0	0	0	0	2	2.27%	1.12%	1.15%
Hillis Clark Martin & Peterson P.S. †	39	0	0	0	2	0	0	0	0	0	0	0	0	2	5.13%	0.00%	5.13%
Hinckley Allen †	152	1	0	0	1	0	0	0	0	0	1	1	0	4	2.63%	1.97%	0.66%
Hinman,Howard & Kattell†	81	0	0	0	0	1	0	0	0	0	0	0	0	1	1.23%	—	—
Hinshaw & Culbertson LLP †	418	4	1	0	7	8	0	0	0	0	0	1	0	21	5.02%	3.16%	1.86%
Hoagland,Longo,Moran,Dunst & Doukas†	66	0	0	0	1	0	0	0	0	0	0	0	0	1	1.52%	—	—
Hodgson Russ LLP †	214	1	0	0	0	0	0	0	0	0	0	0	0	1	0.47%	0.48%	-0.01%
Hogan Lovells US LLP †	1107	4	2	0	17	21	0	1	2	0	0	3	0	50	4.52%	3.86%	0.66%
Holland & Hart LLP †	450	0	1	0	1	0	0	1	2	0	0	0	0	5	1.11%	1.06%	0.05%
Holland & Knight LLP †	1245	15	5	0	4	7	0	1	3	0	0	0	0	35	2.81%	3.75%	-0.94%
Hollingsworth LLP †	75	1	0	0	1	5	0	0	0	0	0	7	0	7	9.33%	6.67%	2.66%
Honigman LLP †	325	3	1	0	3	3	0	0	1	0	1	0	0	12	3.69%	4.84%	-1.15%
Hooper, Lundy & Bookman, PC †	56	0	0	0	0	1	0	0	0	0	0	0	0	1	1.79%	1.59%	0.20%
Howard & Howard†	163	0	0	0	1	1	0	0	0	0	0	0	0	2	1.23%	—	—
Hueston Hennigan LLP †	70	0	0	0	2	0	0	0	1	0	0	0	0	3	4.29%	4.08%	0.21%
Hughes Hubbard & Reed LLP *	224	0	1	0	4	5	0	0	0	0	0	0	0	10	4.46%	2.85%	1.61%
Hunton Andrews Kurth LLP †	955	5	4	0	3	9	0	1	1	0	0	3	0	26	2.72%	2.98%	-0.26%
Husch Blackwell LLP †	705	2	5	0	5	12	0	2	1	0	0	1	0	28	3.97%	3.40%	0.57%
Hutchinson Black and Cook, LLC †	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Ice Miller LLP *	347	6	2	0	4	4	0	0	1	0	0	0	0	17	4.90%	4.62%	0.28%
Irell & Manella LLP †	65	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.06%	-2.06%
Ivins, Phillips & Barker †	28	0	0	0	1	0	0	0	0	0	0	0	0	1	3.57%	0.00%	3.57%
Jackson Kelly PLLC†	165	0	0	0	0	0	0	0	1	0	0	0	0	1	0.61%	—	—
Jackson Lewis P.C.*	945	11	7	0	13	19	0	1	3	0	0	0	0	54	5.71%	5.41%	0.30%
Jackson Walker LLP †	802	10	8	0	4	8	0	0	2	0	0	0	0	32	3.99%	2.86%	1.13%
Jaffe, Raitt, Heuer & Weiss †	107	0	1	0	0	1	0	0	0	0	0	0	0	2	1.87%	2.80%	-0.93%
Jeffer Mangels Butler & Mitchell LLP †	113	0	0	0	1	0	0	0	0	0	0	0	0	1	0.88%	1.77%	-0.89%
Jenner & Block LLP †	488	1	4	0	4	6	0	0	0	0	1	3	0	19	3.89%	4.71%	-0.82%
Jennings, Strouss & Salmon, PLC †	63	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Johnson & Bell†	103	0	0	0	2	2	0	0	0	0	0	0	0	4	3.88%	—	—
Jones Day †	1656	8	8	0	11	26	0	2	1	0	0	0	0	56	3.38%	2.41%	0.97%
Jones Walker LLP†	360	1	1	0	1	1	0	0	0	0	0	0	0	4	1.11%	—	—
Jones,Skelton & Hochuli†	83	1	0	0	0	0	0	0	0	0	0	0	0	1	1.20%	—	—
K&L Gates LLP †	1097	6	5	0	8	13	0	0	0	0	1	0	0	33	3.01%	2.76%	0.25%
Kasowitz Benson Torres LLP †	252	2	3	0	1	3	0	0	0	0	2	8	0	19	7.54%	—	—
Katten Muchin Rosenman LLP *	643	2	3	0	9	8	0	0	1	0	0	1	0	24	3.73%	3.11%	0.62%
Katz Teller Brant & Hild †	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Kaufman & Canoles*	88	0	0	0	1	0	0	0	0	0	0	0	0	1	1.14%	—	—
Kaufman Borgeest †	115	0	1	0	0	3	0	0	0	0	0	0	0	4	3.48%	—	—
Kaufman Dolowich Voluck†	145	1	1	0	0	0	0	1	0	0	0	5	0	8	5.52%	—	—
Kean Miller LLP*	163	5	0	0	1	1	0	1	0	0	1	1	0	10	6.13%	4.90%	1.23%
Keating Muething & Klekamp PLL †	119	0	0	0	1	0	0	0	0	0	0	0	0	1	0.84%	0.97%	-0.13%
Keesal, Young & Logan †	46	0	0	0	1	0	0	0	0	0	0	0	0	1	2.17%	0.00%	2.17%
Kegler Brown Hill + Ritter †	70	0	0	0	1	0	0	1	0	0	0	0	0	2	2.86%	3.90%	-1.04%
Keker, Van Nest & Peters LLP †	104	1	0	0	2	0	0	0	0	0	0	0	0	3	2.88%	1.23%	1.65%
Keller and Heckman LLP †	80	1	0	0	0	0	0	0	0	0	0	0	0	1	1.25%	2.60%	-1.35%
Kelley Drye & Warren LLP*	273	0	1	0	3	6	0	0	0	0	0	1	0	11	4.03%	4.55%	-0.52%
Kelley Kronenberg†	192	1	2	0	3	14	0	0	0	0	0	0	0	20	10.42%	—	—
Kellogg Hansen †	79	0	0	0	0	1	0	0	0	0	0	0	0	1	1.27%	—	—
Kelly Hart & Hallman LLP †	152	1	0	0	1	0	0	0	0	0	0	0	0	2	1.32%	1.88%	-0.56%
Kessler Topaz Meltzer & Check†	88	1	0	0	0	0	0	0	0	0	1	2	0	4	4.55%	—	—
Khehr Harrison Harvey Branzburg†	91	0	0	0	1	0	0	0	0	0	0	0	0	1	1.10%	—	—

Full List of Law Firms

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		M	F	N	M	F	N	M	F	N	M	F	N				
Kilpatrick Townsend *	562	2	5	0	6	9	0	0	0	0	1	2	0	25	4.45%	4.05%	0.40%
King & Spalding †	799	8	3	0	4	7	0	0	1	0	5	7	0	35	4.38%	4.49%	-0.11%
Kirkland & Ellis LLP †	2273	17	9	0	28	42	0	0	1	0	0	0	0	97	4.27%	2.37%	1.90%
Kirton McConkie †	143	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Kitch Drutchas Wagner Valitutti & Sherbrook †	108	0	0	0	1	0	0	0	0	0	0	0	0	1	0.93%	—	—
Klarquist Sparkman, LLP †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Knobbe, Martens, Olson & Bear, LLP †	240	0	0	0	0	3	0	0	0	0	0	0	0	3	1.25%	0.38%	0.87%
Kobre & Kim †	76	0	0	0	1	1	0	0	0	0	0	0	0	2	2.63%	—	—
Kramer Levin Naftalis & Frankel LLP †	360	1	1	0	0	1	0	0	0	0	1	1	0	5	1.39%	2.15%	-0.76%
Krieg DeVault, LLP †	84	0	2	0	0	1	0	0	0	0	0	0	0	3	3.57%	3.57%	0.00%
Kubicki Draper †	130	1	1	0	6	5	0						0	13	10.00%	—	—
Kutak Rock LLP †	503	2	2	0	3	3	0	0	1	0	0	0	0	11	2.19%	—	—
Lane Powell PC †	179	1	0	0	1	1	0	0	0	0	0	0	0	3	1.68%	1.11%	0.57%
Latham & Watkins LLP †	2015	2	3	0	19	23	0	1	1	0	1	3	0	53	2.63%	2.74%	-0.11%
Lathrop GPM †	345	1	2	0	0	1	0	0	1	0	0	0	0	5	1.45%	1.65%	-0.20%
Laughlin, Falbo, Levy & Moresi †	130	1	1	0	0	2	0	0	0	0	0	0	0	4	3.08%	—	—
Lazano Smith †	110	1	0	0	2	0	0	0	0	0	0	0	0	3	2.73%	—	—
Leech Tishman Fuscaldo & Lampi †	87	0	1	0	0	0	0	0	0	0	0	0	0	1	1.15%	—	—
Lerner, David, Littenberg, Krumholz & Mentlik LLP †	58	1	0	0	0	0	0	0	0	0	0	0	0	1	1.72%	3.13%	-1.41%
Lewis Brisbois †	1300	8	8	0	15	20	0	0	0	0	0	0	0	51	3.92%	3.92%	0.00%
Lewis Rice LLC †	150	2	3	0	0	0	0	0	0	0	0	0	0	5	3.33%	—	—
Lewis Roca Rothgerber Christie, LLP †	222	1	0	0	0	0	0	0	0	0	0	0	0	1	0.45%	0.37%	0.08%
Lewis Thomason †	105	0	0	0	0	1	0	0	0	0	0	0	0	1	0.95%	—	—
Leydig, Voit & Mayer, Ltd. †	60	0	0	0	0	1	0	0	0	0	0	0	0	1	1.67%	1.67%	0.00%
Liebert Cassidy Whitmore †	99	0	1	0	0	0	0	0	0	0	0	0	0	1	1.01%	—	—
Lieff Cabraser Heimann & Bernstein †	70	1	0	0	0	1	0	0	0	0	0	1	0	3	4.29%	—	—
Linebarger Goggan †	116	0	0	0	0	0	0	0	0	0	0	1	0	0	0.00%	—	—
Linklaters LLP †	200	1	0	0	2	4	0	0	0	0	1	1	0	9	4.50%	2.48%	2.02%
Lippes Mathias †	132	0	0	0	1	0	0	0	0	0	0	0	0	1	0.76%	—	—
Liskow & Lewis †	128	0	1	0	1	4	0	0	0	0	0	0	0	6	4.69%	—	—
litchfield Cavo †	264	1	0	0	2	2	0	0	0	0	0	0	0	5	1.89%	—	—
Littler Mendelson P.C. †	1000	10	10	0	9	22	0	1	4	0	0	3	0	59	5.90%	4.86%	1.04%
Locke Lord LLP †	487	2	3	0	2	3	0	1	1	0	0	1	0	13	2.67%	2.16%	0.51%
Loeb & Loeb LLP †	401	4	5	0	1	6	0	1	0	0	0	1	0	18	4.49%	4.30%	0.19%
Lowenstein Sandler LLP †	349	3	0	0	0	5	0	1	3	0	0	0	0	12	3.44%	2.72%	0.72%
Lowndes, Drosdick, Doster, Kantor & Reed, PA †	85	0	0	0	2	0	0	0	0	0	0	0	0	2	2.35%	2.35%	0.00%
Lozano Smith †	115	1	0	0	3	0	0	0	0	0	0	0	0	4	3.48%	—	—
Luks Santaniello †	152	1	4	0	3	6	0	0	0	0	1	0	0	16	10.53%	—	—
Manatt Phelps & Phillips LLP †	324	3	1	0	2	5	0	0	0	0	0	0	0	11	3.40%	1.50%	1.90%
Manning & Kass, Ellord, Ramirez, Trester †	151	0	2	0	1	5	0	0	0	0	0	0	0	8	5.30%	—	—
Manning Gross+Massemnburg †	114	0	1	0	1	1	0	0	0	0	0	0	0	3	2.63%	—	—
Margolis Edlatein †	106	0	1	0	0	1	0	0	0	0	0	0	0	2	1.89%	—	—
Marshall Dennehey †	416	7	7	0	2	6	0	0	1	0	0	0	0	23	5.53%	—	—
Marshall, Gerstein & Borun LLP †	78	2	0	0	0	0	0	0	0	0	0	0	0	2	2.56%	2.56%	0.00%
Maslon LLP †	82	1	0	0	0	0	0	0	0	0	0	0	0	1	1.22%	2.44%	-1.22%
Mayer Brown LLP †	931	7	0	0	9	17	0	2	1	0	0	1	0	37	3.97%	3.61%	0.36%
Maynard, Cooper & Gale PC †	247	0	0	0	0	0	0	1	2	0	2	0	0	5	2.02%	—	—
McAfee & Taft, PC †	173	0	0	0	0	2	0	0	0	0	0	0	0	2	1.16%	—	—
McAndrews, Held & Malloy, Ltd. †	73	0	1	0	1	1	0	0	0	0	0	0	0	3	4.11%	2.74%	1.37%
McAngus Goudelock †	243	0	0	0	0	0	0	0	0	0	0	13	0	18	7.41%	—	—
McCalla Raymer Leibert Pierce †	127		2	0		3	0						0	5	3.94%	—	—
McCarter & English, LLP*	384	1	3	0	1	1	0	0	0	0	1	0	0	7	1.82%	1.50%	0.32%
McDermott Will & Emery †	908	9	3	0	8	10	0	0	0	0	2	0	0	32	3.52%	2.49%	1.03%
McDonald Hopkins †	131	0	1	0	1	2	0	0	0	0	0	0	0	4	3.05%	—	—
McDonnell Boehnen Hulbert & Berghoff LLP †	58	0	0	0	0	0	0	1	0	0	0	0	0	1	1.72%	0.00%	1.72%

Full List of Law Firms

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
McElroy, Deutsch, Mulvaney & Carpenter LLP*	224	0	1	0	1	2	0	2	1	0	0	0	0	7	3.13%	—	—
McGivney, Kluger & Cook †	50	1	0	0	2		0	0	0	0	0	0	0	3	6.00%	—	—
McGlinchey Stafford PLLC †	148	0	0	0	0	6	0	0	0	0	0	0	0	6	4.05%	—	—
McGuireWoods LLP †	460	3	3	0	3	8	0	0	1	0	0	0	0	18	3.91%	3.86%	0.05%
McKool Smith †	150	0	0	0	0	1	0	0	1	0	3	0	0	5	3.33%	2.70%	0.63%
McLane Middleton †	129	0	0	0	0	2	0	0	0	0	0	0	0	2	1.55%	—	—
McLaughlin & Stern †	111	0	2	0	0	0	0	0	0	0	0	0	0	2	1.80%	—	—
McNair Law Firm †	360	4	1	0	4	1	0	0	0	0	0	0	0	10	2.78%	—	—
McNees Wallace & Nurick LLC †	128	2	0	0	1	2	0	0	0	0	0	0	0	5	3.91%	3.91%	0.00%
Meagher & Geer †	80	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Merchant & Gould †	91	1	1	0	0	0	0	0	0	0	0	0	0	2	2.20%	1.82%	0.38%
Messner Reeves †	131	0	0	0	1	1	0	0	0	0	0	0	0	2	1.53%	—	—
Michael Best & Friedrich LLP †	268	0	1	0	0	0	0	2	0	0	0	0	0	0	0.00%	1.27%	-1.27%
Milbank LLP *	544	4	0	0	13	8	0	0	0	0	0	0	0	25	4.60%	4.08%	0.52%
Milber Markris piousadis & Seiden †	106	0	1	0	0	0	0	0	0	0	0	0	0	1	0.94%	—	—
Miles & Stockbridge P.C. †	214	4	3	0	0	4	0	0	3	0	0	0	0	14	6.54%	—	—
Miller & Chevalier †	82	0	1	0	1	0	0	0	0	0	0	0	0	2	2.44%	—	—
Miller & Martin †	122	0	0	0	0	2	0	0	0	0	0	0	0	2	1.64%	—	—
Miller Canfield †	202	2	2	0	2	2	0	3	0	0	0	1	0	12	5.94%	—	—
Miller Johnson †	97	1	0	0	2	1	0	0	1	0	0	1	0	6	6.19%	3.23%	2.96%
Miller Nash Graham & Dunn LLP †	123	2	1	0	0	2	0	0	0	0	0	0	0	5	4.07%	—	—
Miller, Johnson, Scroll & Cummiskey †	108	1	0	0	2	1	0	0	1	0	0	0	0	5	4.63%	—	—
Mintz*	480	5	1	0	3	7	0	0	1	0	0	0	0	17	3.54%	3.17%	0.37%
Mintzer, Sarowitz Zeris Ledva & Meyers †	74		0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Mirick, O'Connell, DeMallie & Lougee, LLP †	64	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Mitchell Silberberg & Knupp †	128	2	1	0	1	1	0	0	0	0	0	0	0	5	3.91%	—	—
Mitchell, Williams, Selig, Gates & Woodyard †	90	0	0	0	0	1	0	0	0	0	0	0	0	1	1.11%	—	—
Montgomery McCracken Walker & Rhoads †	122	0	2	0	0	0	0	0	0	0	0	0	0	2	1.64%	—	—
Montgomery Purdue Blankinship & Austin, PLLC †	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Moore & Van Allen PLLC *	366	0	1	0	4	2	0	1	5	0	0	0	0	13	3.55%	2.96%	0.59%
Moore Ingram Johnson & Steele †	86	1	0	0	0	2	0	0	0	0	0	0	0	3	3.49%	—	—
Morgan & Morgan, PA †	545	2	0	0	11	5	0	0	0	0	0	0	0	18	3.30%	4.76%	-1.46%
Morgan, Lewis & Bockius LLP †	1556	12	6	0	12	31	0	1	0	0	1	4	0	67	4.31%	3.27%	1.04%
Morris Bart †	88	0	0	0	1	7	0	0	0	0	0	0	0	8	9.09%	—	—
Morris, Manning & Martin, LLP †	167	0	0	0	5	2	0	0	0	0	0	0	0	7	4.19%	2.37%	1.82%
Morris, Nichols, Arsh & Tunnell LLP †	90	1	0	0	0	1	0	0	0	0	0	0	0	2	2.22%	2.22%	0.00%
Morrison & Foerster LLP †	860	3	3	0	7	14	0	1	0	0	0	0	0	28	3.26%	2.48%	0.78%
Morrison & Mahoney †	209	1	1	0	0	1	0	0	0	0	0	0	0	3	1.44%	2.14%	-0.70%
Morrison Cohen †	104	0	0	0	0	3	0	0	0	0	0	0	0	3	2.88%	—	—
Moses & Singer †	92	0	0	0	0	2	0	0	0	0	0	0	0	2	2.17%	—	—
Moss & Barnett †	67	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Motley Rice †	110	1	1	0	1	1	0	0	0	0	0	0	0	4	3.64%	—	—
Mound Cotton Wollan & Greengrass †	83	0	0	0	1	1	0	0	0	0	0	0	0	2	2.41%	1.20%	1.21%
Mullen & Filippi †	116	0	0	0	0	1	0	0	0	0	0	0	0	1	0.86%	—	—
Munger, Tolles & Olson LLP †	231	1	1	0	5	2	0	0	0	0	2	2	0	13	5.63%	7.23%	-1.60%
Munsch Hardt Kopf & Harr †	121	1	0	0	1	2	0	0	0	0	1	0	0	5	4.13%	—	—
Murchison & Cumming †	89	0	0	0	0	1	0	0	0	0	0	0	0	1	1.12%	—	—
Murtha Cullina †	105	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Musick, Peeler & Garrett †	94	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Myers Bigel †	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Neal, Gerber & Eisenberg LLP †	138	1	0	0	0	1	0	0	0	0	0	1	0	3	2.17%	1.45%	0.72%
Nelson Mullins Riley & Scarborough LLP *	843	7	9	0	10	9	0	1	0	0	0	0	0	36	4.27%	3.73%	0.54%
Nexsen Pruet LLC †	193	0	0	0	2	2	0	0	0	0	2	1	0	7	3.63%	—	—
Nixon Peabody LLP †	629	3	2	0	7	3	0	1	1	0	0	1	0	18	2.86%	2.86%	0.00%
Norris McLaughlin & Marcus †	122	0	0	0	0	0	0	0	1	0	0	0	0	1	0.82%	—	—

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		M	F	N	M	F	N	M	F	N	M	F	N				
Norton Rose Fulbright US LLP †	923	4	3	0	2	9	0	2	0	0	0	0	0	20	2.17%	3.94%	-1.77%
Nossaman LLP †	135	2	0	0	0	0	0	0	0	0	0	0	0	2	1.48%	0.70%	0.78%
Nutter McClennen & Fish LLP †	140	1	0	0	0	1	0	0	0	0	0	0	0	2	1.43%	2.90%	-1.47%
O'Hagan Meyer ‡	143	1	0	0	3	3	0	0	1	0	0	0	0	8	5.59%	—	—
O'Melveny & Myers LLP †	677	4	2	0	2	8	0	2	2	0	2	3	0	25	3.69%	2.99%	0.70%
Obermayer Rebmann Maxwell & Hippel‡	106	1	0	0	1	1	0	1	0	0	0	0	0	4	3.77%	—	—
Offit Kurman ‡	173	3	1	0	0	0	0	0	0	0	0	0	0	4	2.31%	—	—
Ogletree, Deakins, Nash, Smoak & Stewart, P.C. †	913	13	7	0	7	13	0	4	2	0	0	1	0	47	5.15%	4.89%	0.26%
Olshan Frome Wolosky LLP ‡	88	0	0	0	1	1	0	0	0	0	0	0	0	2	2.27%	0.00%	2.27%
Orrick, Herrington & Sutcliffe LLP *	970	9	1	0	20	24	0	2	1	0	0	1	0	58	5.98%	3.86%	2.12%
Osborn Maledon, P.A. †	49	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Parker Hudson Rainer & Dobbs LLP ‡	74	0	0	0	0	2	0	0	0	0	0	2	0	4	5.41%	1.35%	4.06%
Parker Poe ‡	29		1	0			0			0			0	1	3.45%	—	—
Parsons Behle & Latimer‡	137	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Patterson & Sheridan, L.L.P. ‡	83	0	0	0	2	0	0	1	0	0	0	0	0	3	3.61%	3.61%	0.00%
Patterson Belknap Webb & Tyler LLP †	191	1	0	0	4	3	0	0	0	0	0	1	0	9	4.71%	3.48%	1.23%
Paul Hastings LLP †	793	6	1	0	4	9	0	11	0	0	0	0	0	31	3.91%	—	3.91%
Paul, Weiss, Rifkind, Wharton & Garrison LLP *	915	5	2	0	8	19	0	0	2	0	7	10	0	53	5.79%	8.27%	-2.48%
Pecker & Abramson‡	114	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Perkins Coie LLP †	964	11	9	0	18	12	0	4	0	0	0	2	0	56	5.81%	4.01%	1.80%
Phelps Dunbar LLP‡	270	6	2	0	2	2	0	0	0	0	0	0	0	12	4.44%	—	—
Phillips Lytle LLP‡	195	0	0	0	1	0	0	0	0	0	0	0	0	1	0.51%	—	—
Pierce Atwood‡	147	0	0	0	0	1	0	0	0	0	0	0	0	1	0.68%	—	—
Pillsbury Winthrop Shaw Pittman LLP †	654	2	2	0	4	11	0	0	2	0	0	1	0	22	3.36%	2.15%	1.21%
Pircher, Nichols & Meeks ‡	52	1	0	0	0	0	0	0	0	0	0	0	0	1	1.92%	1.92%	0.00%
Plunkett Cooney ‡	135	0	0	0	1	2	0	0	0	0	0	0	0	3	2.22%	—	—
Polsinelli †	769	9	2	0	4	6	0	1	1	0	0	0	0	23	2.99%	2.87%	0.12%
Porter Hedges LLP ‡	101	0	0	0	0	0	0	0	1	0	0	0	0	1	0.99%	0.00%	0.99%
Porter Wright Morris & Arthur LLP †	214	4	0	0	2	3	0	1	0	0	0	0	0	10	4.67%	3.23%	1.44%
Porzio Bromberg & Newman P.C.‡	93	0	1	0	1	1	0	2	1	0	0	0	0	6	6.45%	—	—
Post & Schell‡	140	0	0	0	0	1	0	0	0	0	0	0	0	1	0.71%	—	—
Potter Anderson & Corroon LLP †	83	0	0	0	1	0	0	2	0	0	0	0	0	3	3.61%	4.94%	-1.33%
Poyner Spruill‡	132	0	0	0	0	3	0	0	0	0	0	5	0	8	6.06%	—	—
Prince Lobel Tye‡	95	1	1	0	0	1	0	0	0	0	0	0	0	3	3.16%	—	—
Procopio, Cory, Hargreaves & Savitch‡	180	1	0	0	0	0	0	0	0	0	1	1	0	3	1.67%	—	—
Proskauer Rose LLP †	532	4	2	0	5	4	0	0	0	0	0	0	0	15	2.82%	2.13%	0.69%
Pryor Cashman LLP †	178	1	0	0	0	2	0	0	2	0	0	0	0	5	2.81%	1.25%	1.56%
Pullman & Comley ‡	104	1	0	0	1	0	0	0	0	0	0	0	0	2	1.92%	—	—
Quarles & Brady LLP†	488	3	0	0	2	6	0	0	0	0	1	0	0	12	2.46%	2.50%	-0.04%
Quinn Emanuel Urquhart & Sullivan †	923	3	1	0	2	2	0	0	0	0	0	0	0	8	0.87%	0.76%	0.11%
Quintairos, Prieto, Wood & Boyer‡	375	11	9	0	4	8	0	1	0	0	0	0	0	33	8.80%	—	—
Rawle & Henderson ‡	98	1	0	0	1	0	0	0	0	0	0	0	0	2	2.04%	—	—
Ray Quinney & Nebeker‡	89	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Reed Smith LLP †	1678	11	6	0	9	20	0	0	1	0	3	2	0	52	3.10%	4.64%	-1.54%
Reinhart Boerner Van Deuren S.C. †	195	1	1	0	0	2	0	0	0	0	1	0	0	5	2.56%	1.39%	1.17%
Reminger Co. LPA‡	142	2	0	0	0	0	0	0	0	0	2	0	0	2	1.41%	—	—
Resnick & Louis ‡	164	0	3	0	2	3	0	0	0	0	0	0	0	8	4.88%	—	—
Richards, Layton & Finger †	160	0	1	0	2	2	0	0	0	0	0	0	0	5	3.13%	—	—
Richards, Watson & Gershon †	68	1	1	0	0	0	0	0	0	0	0	0	0	2	2.94%	4.62%	-1.68%
Riemer & Braunstein‡	83	0	1	0	0	0	0	0	0	0	0	0	0	1	1.20%	—	—
Riker Danzig Scherer Hyland & Perretti LLP ‡	141	0	0	0	0	0	0	1	1	0	0	0	0	2	1.42%	1.42%	0.00%
Rivkin Radler ‡	190	0	1	0	2	1	0	0	0	0	0	0	0	4	2.11%	—	—
Robbins Geller Rudman & Dowd LLP ‡	171	2	0	0	0	0	0	1	2	0	0	0	0	5	2.92%	—	—
Roberts & Holland †	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Robins Kaplan LLP †	201	1	0	0	3	3	0	0	0	0	2	0	0	9	4.48%	4.39%	0.09%

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Robinson Bradshaw *	163	3	1	0	1	3	0	0	0	0	0	0	0	8	4.91%	4.69%	0.22%
Robinson+Cole*	235	0	2	0	1	2	0	1	0	0	0	0	0	6	2.55%	2.83%	-0.28%
Roetzel & Andress, LPA †	173	2	0	0	0	1	0	0	0	0	0	0	0	3	1.73%	—	—
Ropers Majeski Kohn Bentley†	107	0	1	0	0	0	0	0	0	0	0	0	0	1	0.93%	—	—
Ropes & Gray LLP †	1135	3	3	0	23	17	0	0	1	0	1	1	0	49	4.32%	3.41%	0.91%
Rosenberg & Estis†	86	0	0	0	0	0	0	0	1	0	0	0	0	1	1.16%	—	—
Rumrberger Kirk & Caldwell†	95	0	1	0	1	1	0	0	0	0	0	0	0	3	3.16%	—	—
Rutan & Tucker, LLP †	151	0	1	0	0	0	0	0	0	0	0	0	0	1	0.66%	0.68%	-0.02%
Sandberg Phoenix & Von Gontard†	158	0	0	0	0	2	0	0	0	0	0	0	0	2	1.27%	—	—
Saul Ewing Arnstein & Lehr LLP †	459	3	4	0	2	3	0	0	1	0	0	0	0	13	2.83%	3.22%	-0.39%
Schenck,Price,Smith & King†	81	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Schnader Harrison Segal & Lewis†	124	1	1	0	0	1	0	1	0	0	0	0	0	4	3.23%	—	—
Schulte Roth & Zabel LLP†	354	0	1	0	3	3	0	1	0	0	0	0	0	8	2.26%	3.12%	-0.86%
Schwabe, Williamson & Wyatt †	145	1	0	0	0	1	0	0	0	0	0	0	0	2	1.38%	5.03%	-3.65%
Schwegman Lundberg & Woessner†	178	0	0	0	0	0	0	0	0	0	2	0	0	2	1.12%	—	—
Scopelitis, Garvin, Light, Hanson & Feary†	88	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Scott Douglass & McConnico LLP †	48	1	0	0	0	0	0	0	0	0	0	0	0	1	2.08%	4.17%	-2.09%
Secrest Wardle†	75	2	1	0	0	0	0	0	0	0	0	0	0	3	4.00%	—	—
Segal McCambridge *	111	1	0	0	3	6	0	1	1	0	0	0	0	12	10.81%	—	—
Seigfreid Bingham, P.C. †	49	1	0	0	0	0	0	0	0	0	0	0	0	1	2.04%	2.04%	0.00%
Selman Breitman†	103	0	1	0	1	1	0	0	0	0	0	0	0	3	2.91%	—	—
Severson & Werson†	87	0	1	0	1	1	0	0	0	0	0	0	0	3	3.45%	—	—
Seward & Kissel LLP †	169	0	0	0	1	0	0	1	0	0	0	1	0	3	1.78%	2.37%	-0.59%
Seyfarth LLP †	679	4	2	0	4	6	0	2	1	0	1	2	0	22	3.24%	3.19%	0.05%
Shearman & Sterling LLP †	516	1	2	0	4	12	0	0	0	0	1	1	0	21	4.07%	4.92%	-0.85%
Sheppard, Mullin, Richter & Hampton LLP*	983	6	5	0	3	10	0	1	0	0	1	0	0	26	2.64%	3.38%	-0.74%
Sherman & Howard L.L.C. †	190	0	0	0	0	1	0	0	0	0	0	0	0	1	0.53%	0.59%	-0.06%
Shipman & Goodwin LLP †	169	0	2	0	1	1	0	0	0	0	0	0	0	4	2.37%	3.03%	-0.66%
Shook, Hardy & Bacon L.L.P. *	489	4	1	0	4	11	0	2	1	0	0	1	0	24	4.91%	3.16%	1.75%
Shulman Rogers†	78	0	0	0	3	2	0	1	0	0	0	0	0	6	7.69%	—	—
Shumaker & Sieffert †	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Shumaker, Loop & Kendrick, LLP †	265	1	0	0	3	3	0	0	0	0	0	0	0	7	2.64%	2.26%	0.38%
Shutts & Bowen LLP†	270	2	1	0	2	3	0	0	0	0	0	0	0	8	2.96%	—	—
Sidley Austin LLP †	1420	4	3	0	18	26	0	3	1	0	0	3	0	58	4.08%	3.50%	0.58%
Sills Cummis & Gross P.C. †	145	0	0	0	1	1	0	0	0	0	0	0	0	2	1.38%	2.07%	-0.69%
Simmons Perrine Moyer Bergman PLC †	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Simpson Thacher & Bartlett †	746	1	3	0	8	17	0	0	1	0	0	0	0	30	4.02%	3.56%	0.46%
Skadden †	1711	1	4	0	29	30	0	2	4	0	1	0	0	71	4.15%	4.62%	-0.47%
Slater Matsil, LLP †	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Smith Anderson †	146	0	0	0	2	6	0	0	0	0	0	0	0	8	5.48%	—	—
Smith Debnam Narron Drake Saintsing & Myers, LLP †	32	0	0	0	0	1	0	0	0	0	0	0	0	1	3.13%	3.57%	-0.45%
Smith Gambrell & Russell, LLP †	234	2	2	0	3	3	0	0	0	0	0	0	0	10	4.27%	3.33%	0.94%
Smith, Anderson, Blount, Dorsett, Mitchell & Jeringan†	133	0	0	0	0	0	0	0	0	0	1	4	0	5	3.76%	—	—
SmithAmundsen LLC †	188	0	0	0	0	1	0	0	1	0	0	0	0	1	0.53%	—	—
Smyser Kaplan & Veselka, L.L.P. †	29	0	2	0	0	1	0	0	0	0	0	0	0	3	10.34%	13.64%	-3.30%
Snell & Wilmer L.L.P. †	410	0	0	0	1	2	0	0	0	0	0	0	0	3	0.73%	1.01%	-0.28%
Spencer Fane LLP †	325	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.17%	-2.17%
Spilman Thomas & Battle†	119	0	0	0	0	0	0	0	1	0	0	0	0	1	0.84%	—	—
Squire Patton Boggs LLP*	647	8	5	0	3	9	0	5	2	0	0	0	0	32	4.95%	3.02%	1.93%
Stark & Stark†	103	0	2	0	1	0	0	0	0	0	0	0	0	3	2.91%	—	—
Stearns Weaver Miller Weissler Alhadeff & Sitterson†	115	2	1	0	0	0	0	0	0	0	0	0	0	3	2.61%	—	—
Stephens & Johnson LLP †	359	2	1	0	5	7	0	0	2	0	0	0	0	17	4.74%	3.37%	1.37%
Sterne, Kessler, Goldstein & Fox P.L.L.C. †	132	0	1	0	1	0	0	0	0	0	0	0	0	2	1.52%	3.03%	-1.51%
Stevens & Lee †	166	0	1	0	2	0	0	0	0	0	0	0	0	3	1.81%	—	—

Full List of Law Firms

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Stinson †	812	7	5	0	4	4	0	0	0	0	0	0	0	20	2.46%	2.48%	-0.02%
Stites & Harbison PLLC *	157	1	0	0	1	2	0	0	0	0	0	0	0	4	2.55%	0.68%	1.87%
Stoel Rives LLP*	352	3	1	0	5	0	0	1	0	0	0	0	0	10	2.84%	3.36%	-0.52%
Stoll Keenon Ogden PLLC †	134	0	1	0	1	1	0	0	0	0	0	0	0	3	2.24%	0.73%	1.51%
Strading Yocca Carlson & Rauth†	121	1	0	0	0	0	0	0	0	0	0	0	0	1	0.83%	—	—
Stradley Ronon Stevens & Young LLP †	198	0	1	0	2	3	0	1	0	0	0	0	0	7	3.54%	2.62%	0.92%
Stroock & Stroock & Lavan LLP †	226	0	0	0	1	3	0	0	2	0	1	0	0	7	3.10%	2.53%	0.57%
Sullivan & Cromwell LLP. †	889	0	2	0	8	8	0	1	1	0	0	0	0	20	2.25%	2.04%	0.21%
Sullivan & Worcester LLP †	162	1	1	0	1	1	0	0	0	0	0	0	0	4	2.47%	2.47%	0.00%
Sunstein Kann Murphy & Timbers LLP ‡	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Susman Godfrey ‡	136	1	0	0	1	1	0	0	0	0	0	0	0	3	2.21%	—	—
Swanson, Martin & Bell‡	134	0	0	0	0	1	0	0	0	0	0	0	0	1	0.75%	—	—
Swift, Currie, MaGhes & Hirs‡	149	0	2	0	0	0	0	0	0	0	5	7	0	14	9.40%	—	—
Taft Stettinius & Hollister LLP †	506	4	2	0	4	4	0	0	1	0	1	0	0	16	3.16%	3.61%	-0.45%
Taylor English Duma‡	159	7	3	0	3	0	0	0	0	0	0	0	0	13	8.18%	—	—
Thomas J. Henry Law ‡	107	0	0	0	4	7	0	0	0	0	0	0	0	11	10.28%	—	—
Thomas, Thomas & Hafer‡	78	0	1	0	0	0	0	0	0	0	0	0	0	1	1.28%	—	—
Thompson Coburn LLP †	347	7	3	0	3	1	0	0	0	0	1	1	0	16	4.61%	5.28%	-0.67%
Thompson Hine LLP*	375	2	2	0	4	4	0	3	2	0	0	0	0	17	4.53%	2.65%	1.88%
Thompson, Coe, Cousins & Irons, L.L.P.	197	1	1	0	0	4	0	0	0	0	0	3	0	9	4.57%	—	—
Tonkon Torp LLP †	85	0	0	0	0	1	0	0	0	0	0	0	0	1	1.18%	0.00%	1.18%
Traub Lieberman Straus & Shrewsbury‡	89	0	1	0	1	1	0	0	0	0	0	0	0	3	3.37%	—	—
Trenam‡	101	1	0	0	0	1	0	0	0	0	0	1	0	3	2.97%	—	—
Tressler‡	79	0	0	0	0	1	0	0	0	0	0	0	0	1	1.27%	—	—
Troutman Pepper Hamilton Sanders LLP †	1172	7	4	0	13	18	0	0	0	0	0	6	0	48	4.10%	4.35%	-0.25%
Tucker Ellis LLP‡	219	1	1	0	0	1	0	1	3	0	0	0	0	7	3.20%	—	—
Tyson & Mendes ‡	185	1	0	0	1	2	0	1	1	0	0	0	0	6	3.24%	—	—
Ulmer & Berne‡	163	0	1	0	2	0	0	3	2	0	0	0	0	8	4.91%	—	—
Van Ness Feldman LLP †	88	0	1	0	0	1	0	0	0	0	0	0	0	2	2.27%	3.49%	-1.22%
Varnum LLP *	178	0	0	0	0	3	0	0	0	0	0	0	0	3	1.69%	0.70%	0.99%
Vedder Price P.C.†	245	1	0	0	1	3	0	0	0	0	0	0	0	5	2.04%	2.69%	-0.65%
Venable LLP *	800	9	2	0	6	12	0	1	1	0	0	4	0	35	4.37%	4.46%	-0.09%
Vernis & Bowling‡	119	0	0	0	0	0	0	0	0	0	2	3	0	5	4.20%	—	—
Verrill Dana, LLP ‡	135	0	0	0	1	0	0	0	0	0	0	0	0	1	0.74%	1.48%	-0.74%
Vinson & Elkins LLP †	704	4	3	0	8	14	0	0	1	0	0	0	0	30	4.26%	2.55%	1.71%
Von Briesen & Roper, S.C. †	184	0	0	0	0	1	0	0	0	0	0	0	0	1	0.54%	—	—
Vorys, Sater, Seymour and Pease LLP †	358	1	0	0	2	3	0	1	0	0	0	0	0	7	1.96%	1.41%	0.55%
Wachtell, Lipton, Rosen and Katz †	261	1	0	0	12	3	0	0	0	0	0	0	0	16	6.13%	5.60%	0.53%
Waller Lansden Dortch & Davis, LLP*	265	1	0	0	5	3	0	0	0	0	0	0	0	9	3.40%	3.51%	-0.11%
Ward And Smith‡	91	0	0	0	0	0	0	0	0	0	2	1	0	3	3.30%	—	—
Warner Norcross + Judd LLP †	220	2	0	0	1	2	0	1	2	0	0	0	0	8	3.64%	5.37%	-1.73%
Weil, Gotshal & Manges LLP †	757	4	2	0	8	15	0	0	2	0	0	0	0	31	4.10%	3.42%	0.68%
Weinberg, Wheeler, Hudgins, Gunn & Dial‡	94	2	1	0	0	1	0	0	0	0	0	0	0	4	4.26%	—	—
Weitz & Luxenberg ‡	85	0	0	0	0	2	0	0	0	0	0	0	0	2	2.35%	—	—
Werber Gallagher Simpson Stapleton Fires & Newby†	115	1	0	0	0	0	0	0	0	0	0	0	0	1	0.87%	—	—
Wheeler Trigg O'Donnell LLP †	105	1	0	0	0	0	0	0	0	0	0	0	0	1	0.95%	2.90%	-1.95%
White & Case †	882	4	2	0	12	27	0	2	0	0	0	0	0	47	5.33%	3.92%	1.41%
White and Williams LLP‡	233	0	0	0	0	2	0	1	1	0	0	0	0	4	1.72%	0.86%	0.86%
Whiteford Taylor Preston‡	182	2	2	0	0	3	0	0	0	0	0	0	0	7	3.85%	—	—
Whiteman Osterman & Hanna LLP ‡	77	0	0	0	1	1	0	0	0	0	0	0	0	2	2.60%	1.30%	1.30%
Wicker Smith O'Mara McCoy & Ford ‡	223	1	0	0	2	1	0	0	0	0	0	0	0	4	1.79%	—	—
Wiggin and Dana LLP †	148	0	0	0	2	1	0	0	0	0	0	0	0	3	2.03%	0.70%	1.33%
Wilentz, Goldman & Spitzer‡	94	2	0	0	1	0	0	0	0	0	0	0	0	3	3.19%	—	—
Wiley Rein LLP †	242	3	3	0	1	1	0	2	0	0	0	0	0	10	4.13%	3.78%	0.35%
Williams & Connolly LLP †	265	1	2	0	1	4	0	0	0	0	3	5	0	16	6.04%	3.02%	3.02%

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		M	F	N	M	F	N	M	F	N	M	F	N				
Williams Mullen *	243	2	1	0	0	0	0	0	0	0	0	0	0	3	1.23%	1.72%	-0.49%
Willkie Farr & Gallagher LLP †	704	4	2	0	13	13	0	1	1	0	2	0	0	36	5.11%	3.51%	1.60%
WilmerHale †	899	4	5	0	11	20	0	0	1	0	0	3	0	44	4.89%	4.83%	0.06%
Wilson Elser Moskowitz Edelman & Dicker LLP ‡	775	1	4	0	9	13	0	2	3	0	0	0	0	32	4.13%	2.71%	1.42%
Wilson Sonsini Goodrich & Rosati †	810	6	3	0	14	12	0	1	0	0	0	2	0	38	4.69%	2.42%	2.27%
Windels Marx Lane & Mittendorf ‡	142	0	0	0	0	1	0	1	1	0	0	0	0	3	2.11%	—	—
Winstead PC*	309	1	0	0	3	2	0	0	0	0	0	1	0	7	2.27%	1.63%	0.64%
Winston & Strawn LLP †	1620	12	6	0	28	24	0	2	0	0	0	4	0	76	4.69%	3.61%	1.08%
Winthrop & Weinstine, P.A.†	105	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Wolf Greenfield †	113	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.39%	-3.39%
Womble Bond Dickinson LLP*	586	1	1	0	5	3	0	1	5	0	1	0	0	17	2.90%	2.41%	0.49%
Wood Smith Henning & Berman LLP ‡	302	0	0	0	2	4	0	0	0	0	0	0	0	6	1.99%	—	—
Woods Oviatt Gilman LLP ‡	95	0	0	0	0	0	0	0	1	0	0	0	0	1	1.05%	6.32%	-5.27%
Wyatt, Tarrant & Combs LLP ‡	155	1	0	0	1	0	0	1	0	0	0	0	0	3	1.94%	—	—
Wyrick Robbins Yates & Ponton‡	92	0	0	0	0	1	0	0	0	0	0	0	0	1	1.09%	—	—
Yetter Coleman LLP ‡	36	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.13%	-3.13%
Young Conaway Stargatt & Taylor LLP †	111	0	0	0	1	1	0	0	0	0	0	0	0	2	1.80%	1.00%	0.80%
Zuckerman Spaeder‡	76	0	0	0	2	1	0	0	0	0	2	0	0	5	6.58%	—	—
ZwillGen ‡	26	0	0	0	0	1	0	0	0	0	0	0	0	1	3.85%	—	—

Cravath, Swaine & Moore Leads the Field in Diversity and Inclusion

Founded more than 200 years ago, Cravath has long been recognized for its highly regarded practice areas and continues to enjoy its reputation as one of the premiere law firms in the country. So much so that where Cravath goes, other firms follow or fear falling behind – most notably Cravath routinely sets the standard for associate compensation to recruit and retain some of the best and brightest legal talent.

While not all law firms can match Cravath’s pay, many more firms could follow and benefit from Cravath’s demonstrated commitment to diversity and inclusion, as set forth in its Mission Statement:

At Cravath, we pride ourselves on our ability to deliver excellent legal services to our clients as we invest in the development of our people. We are strengthened by the unique backgrounds, experiences and perspectives that each of our employees brings to our Firm. Our goal is to ensure that Cravath provides a supportive and inclusive workplace where every employee is valued and has the opportunity to succeed. We want Cravath to reflect at all levels the many communities in which we and our clients live and serve. Our Firm’s diversity and inclusion efforts are spearheaded by our Diversity Committee, with the support and involvement of our full partnership. Our efforts encompass all employees across the Firm, and we hold inclusion among our core values, enhancing our culture of excellence, collegiality and respect.

Cravath’s numbers of Black attorneys (over 8%) confirm that there is intention, action, and most importantly results behind Cravath’s words. It is time to follow the leader.

Lawyers of Color congratulates Cravath, Swaine & Moore.

Law Firms (400+ Attorneys)

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Cravath, Swaine & Moore LLP *	454	0	2	0	11	21	0	0	2	0	0	1	0	37	8.15%	5.08%	3.07%
Cleary Gottlieb Steen & Hamilton LLP †	675	2	4	0	9	24	0	0	0	0	4	7	0	50	7.41%	—	—
Covington & Burling LLP†	1095	2	6	0	19	25	0	4	2	0	9	11	0	78	7.12%	5.03%	2.09%
Akerman LLP †	651	9	7	0	9	14	0	1	1	0	0	0	0	41	6.30%	—	—
Cole,Scott & Kissane†	478	3	3	0	7	16	0	0	0	0	0	0	0	29	6.07%	—	—
Barnes & Thornburg LLP *	698	13	7	0	5	10	0	2	4	0	1	0	0	42	6.02%	5.46%	0.56%
Ballard Spahr LLP †	632	3	3	0	9	20	0	0	1	0	1	1	0	38	6.01%	3.83%	2.18%
Orrick, Herrington & Sutcliffe LLP *	970	9	1	0	20	24	0	2	1	0	0	1	0	58	5.98%	3.86%	2.12%
Crowell & Moring LLP *	637	6	6	N/A	6	17	N/A	1	0	N/A	1	1	N/A	38	5.97%	5.08%	0.89%
Littler Mendelson P.C. †	1000	10	10	0	9	22	0	1	4	0	0	3	0	59	5.90%	4.86%	1.04%
Perkins Coie LLP †	964	11	9	0	18	12	0	4	0	0	0	2	0	56	5.81%	4.01%	1.80%
Paul, Weiss, Rifkind, Wharton & Garrison LLP *	915	5	2	0	8	19	0	0	2	0	7	10	0	53	5.79%	8.27%	-2.48%
Debevoise & Plimpton LLP †	518	0	2	0	9	19	0	0	0	0	0	0	0	30	5.79%	5.50%	0.29%
Jackson Lewis P.C.*	945	11	7	0	13	19	0	1	3	0	0	0	0	54	5.71%	5.41%	0.30%
Goldberg Segalla LLP*	410	4	5	0	5	9	0	0	0	0	0	0	0	23	5.61%	3.75%	1.86%
Marshall Dennehey †	416	7	7	0	2	6	0	0	1	0	0	0	0	23	5.53%	—	—
Fried, Frank, Harris, Shriver & Jacobson LLP †	531	1	1	0	8	16	0	0	0	0	1	2	0	29	5.46%	5.23%	0.23%
White & Case †	882	4	2	0	12	27	0	2	0	0	0	0	0	47	5.33%	3.92%	1.41%
Arent Fox LLP †	445	4	2	0	4	7	0	2	0	0	1	3	0	23	5.17%	4.89%	0.28%
Ogletree, Deakins, Nash, Smoak & Stewart, P.C. †	913	13	7	0	7	13	0	4	2	0	0	1	0	47	5.15%	4.89%	0.26%
Willkie Farr & Gallagher LLP †	704	4	2	0	13	13	0	1	1	0	2	0	0	36	5.11%	3.51%	1.60%
Hinshaw & Culbertson LLP †	418	4	1	0	7	8	0	0	0	0	0	1	0	21	5.02%	3.16%	1.86%
Fisher & Phillips LLP †	478	3	6	0	6	7	0	1	1	0	0	0	0	24	5.02%	3.62%	1.40%
Squire Patton Boggs LLP*	647	8	5	0	3	9	0	5	2	0	0	0	0	32	4.95%	3.02%	1.93%
Shook, Hardy & Bacon L.L.P. *	489	4	1	0	4	11	0	2	1	0	0	1	0	24	4.91%	3.16%	1.75%
WilmerHale †	899	4	5	0	11	20	0	0	1	0	0	3	0	44	4.89%	4.83%	0.06%
Greenberg Traurig †	1742	21	11	0	16	27	0	3	5	0	1	1	0	85	4.88%	4.42%	0.46%
Fenwick & West LLP †	423	2	1	0	6	9	0	1	1	0	0	0	0	20	4.73%	3.84%	0.89%
Winston & Strawn LLP †	1620	12	6	0	28	24	0	2	0	0	0	4	0	76	4.69%	3.61%	1.08%
Wilson Sonsini Goodrich & Rosati †	810	6	3	0	14	12	0	1	0	0	0	2	0	38	4.69%	2.42%	2.27%
Milbank LLP *	544	4	0	0	13	8	0	0	0	0	0	0	0	25	4.60%	4.08%	0.52%
Baker & Hostetler LLP †	916	7	6	0	7	11	0	1	1	0	4	5	0	42	4.59%	4.90%	-0.31%
Hogan Lovells US LLP †	1107	4	2	0	17	21	0	1	2	0	0	3	0	50	4.52%	3.86%	0.66%
Loeb & Loeb LLP †	401	4	5	0	1	6	0	1	0	0	0	1	0	18	4.49%	4.30%	0.19%
Kilpatrick Townsend *	562	2	5	0	6	9	0	0	0	0	1	2	0	25	4.45%	4.05%	0.40%
Akin Gump Strauss Hauer & Feld LLP *	722	2	3	0	3	18	0	0	2	0	1	3	0	32	4.43%	3.10%	1.33%
King & Spalding †	799	8	3	0	4	7	0	0	1	0	5	7	0	35	4.38%	4.49%	-0.11%
Venable LLP †	800	9	2	0	6	12	0	1	1	0	0	4	0	35	4.37%	4.46%	-0.09%
Ropes & Gray LLP †	1135	3	3	0	23	17	0	0	1	0	1	1	0	49	4.32%	3.41%	0.91%
Morgan, Lewis & Bockius LLP †	1556	12	6	0	12	31	0	1	0	0	1	4	0	67	4.31%	3.27%	1.04%
Nelson Mullins Riley & Scarborough LLP *	843	7	9	0	10	9	0	1	0	0	0	0	0	36	4.27%	3.73%	0.54%
Kirkland & Ellis LLP †	2273	17	9	0	28	42	0	0	1	0	0	0	0	97	4.27%	2.37%	1.90%
Vinson & Elkins LLP †	704	4	3	0	8	14	0	0	1	0	0	0	0	30	4.26%	2.55%	1.71%
Goodwin Procter LLP †	1127	3	1	0	13	24	0	4	2	0	0	1	0	48	4.26%	5.41%	-1.15%
Cooley *	1306	6	5	0	17	25	1	1	0	0	0	0	0	55	4.21%	2.23%	1.98%
Dykema Gossett PLLC †	431	4	4	0	4	4	0	2	0	0	0	0	0	18	4.18%	4.85%	-0.67%
Skadden †	1711	1	4	0	29	30	0	2	4	0	1	0	0	71	4.15%	4.62%	-0.47%
Wilson Elser Moskowitz Edelman & Dicker LLP †	775	1	4	0	9	13	0	2	3	0	0	0	0	32	4.13%	2.71%	1.42%
Troutman Pepper Hamilton Sanders LLP †	1172	7	4	0	13	18	0	0	0	0	0	6	0	48	4.10%	4.35%	-0.25%
Weil, Gotshal & Manges LLP †	757	4	2	0	8	15	0	0	2	0	0	0	0	31	4.10%	3.42%	0.68%
Sidley Austin LLP †	1420	4	3	0	18	26	0	3	1	0	0	3	0	58	4.08%	3.50%	0.58%
Shearman & Sterling LLP †	516	1	2	0	4	12	0	0	0	0	1	1	0	21	4.07%	4.92%	-0.85%
DLA Piper, LLP*	1553	11	3	0	18	18	0	4	2	0	3	4	0	63	4.06%	3.23%	0.83%
Simpson Thacher & Bartlett †	746	1	3	0	8	17	0	0	1	0	0	0	0	30	4.02%	3.56%	0.46%
Jackson Walker LLP †	802	10	8	0	4	8	0	0	2	0	0	0	0	32	3.99%	2.86%	1.13%
Mayer Brown LLP †	931	7	0	0	9	17	0	2	1	0	0	1	0	37	3.97%	3.61%	0.36%
Husch Blackwell LLP †	705	2	5	0	5	12	0	2	1	0	0	1	0	28	3.97%	3.40%	0.57%
Lewis Brisbois †	1300	8	8	0	15	20	0	0	0	0	0	0	0	51	3.92%	3.92%	0.00%
Paul Hastings LLP †	793	6	1	0	4	9	0	11	0	0	0	0	0	31	3.91%	—	—

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Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
McGuireWoods LLP †	460	3	3	0	3	8	0	0	1	0	0	0	0	18	3.91%	3.86%	0.05%
Jenner & Block LLP †	488	1	4	0	4	6	0	0	0	0	1	3	0	19	3.89%	4.71%	-0.82%
Davis Polk ‡	813	1	2	0	13	15	0	0	0	0	0	0	0	31	3.81%	—	—
Alston & Bird LLP †	949	2	5	0	9	18	0	1	0	0	0	1	0	36	3.79%	3.79%	0.00%
Katten Muchin Rosenman LLP *	643	2	3	0	9	8	0	0	1	0	0	1	0	24	3.73%	3.11%	0.62%
GIBSON, DUNN & CRUTCHER LLP †	1370	5	3	0	21	16	0	3	3	0	0	0	0	51	3.72%	2.01%	1.71%
Davis Wright Tremaine LLP*	653	4	1	0	6	9	0	1	3	0	0	0	0	24	3.68%	1.42%	2.26%
O'Melveny & Myers LLP †	677	4	2	0	2	8	0	2	2	0	2	3	0	25	3.69%	2.99%	0.70%
Arnold & Porter Kaye Scholer LLP *	937	2	4	0	11	10	0	1	1	0	2	3	0	34	3.63%	3.92%	-0.29%
Mintz*	480	5	1	0	3	7	0	0	1	0	0	0	0	17	3.54%	3.17%	0.37%
McDermott Will & Emery †	908	9	3	0	8	10	0	0	0	0	2	0	0	32	3.52%	2.49%	1.03%
Buchanan Ingersoll ‡	454	2	1	0	3	6	0	0	4	0	0	0	0	16	3.52%	—	—
Blank Rome LLP †	597	6	2	0	5	5	0	2	1	0	0	0	0	21	3.52%	2.38%	1.14%
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC †	618	5	1	0	2	8	0	1	2	0	1	1	0	21	3.40%	3.73%	-0.33%
Jones Day †	1656	8	8	0	11	26	0	2	1	0	0	0	0	56	3.38%	2.41%	0.97%
Foley & Lardner LLP *	1067	6	3	0	5	11	0	4	7	0	2	3	0	36	3.37%	2.94%	0.43%
Pillsbury Winthrop Shaw Pittman LLP †	654	2	2	0	4	11	0	0	2	0	0	1	0	22	3.36%	2.15%	1.21%
Dentons†	571	6	1	0	3	7	0	1	0	0	0	1	0	19	3.33%	2.73%	0.60%
Morgan & Morgan, PA‡	545	2	0	0	11	5	0	0	0	0	0	0	0	18	3.30%	4.76%	-1.46%
Dinsmore & Shohl LLP †	1072	10	2	0	5	14	0	0	3	0	0	1	0	35	3.26%	5.70%	-2.44%
Morrison & Foerster LLP †	860	3	3	0	7	14	0	1	0	0	0	0	0	28	3.26%	2.48%	0.78%
Seyfarth Shaw LLP †	679	4	2	0	4	6	0	2	1	0	1	2	0	22	3.24%	3.19%	0.05%
Baker & McKenzie LLP †	656	3	5	0	7	6	0	0	0	0	0	0	0	21	3.20%	3.11%	0.09%
Gordon Rees Scully Mansukhani*	1031	6	3	0	5	11	0	3	5	0	0	0	0	33	3.20%	3.55%	-0.35%
Taft Stettinius & Hollister LLP †	506	4	2	0	4	4	0	0	1	0	1	0	0	16	3.16%	3.61%	-0.45%
Bradley Arant Boult Cummings LLP‡	540	4	1	0	4	6	0	1	0	0	0	1	0	17	3.15%	—	—
Reed Smith LLP †	1678	11	6	0	9	20	0	0	1	0	3	2	0	52	3.10%	4.64%	-1.54%
Bryan Cave Leighton Paisner †	680	5	2	0	2	8	0	2	0	0	1	1	0	21	3.09%	3.04%	0.05%
K&L Gates LLP †	1097	6	5	0	8	13	0	0	0	0	1	0	0	33	3.01%	2.76%	0.25%
Polsinelli †	769	9	2	0	4	6	0	1	1	0	0	0	0	23	2.99%	2.87%	0.12%
Frost Brown Todd LLC †	506	5	2	0	4	3	0	0	0	0	0	1	0	15	2.96%	2.26%	0.70%
Faegre Drinker †	1292	4	6	0	12	15	0	2	0	0	0	0	0	38	2.94%	—	—
Dorsey & Whitney LLP *	514	2	5	0	2	5	0	1	0	0	0	0	0	15	2.92%	1.81%	1.11%
Womble Bond Dickinson LLP*	586	1	1	0	5	3	0	1	5	0	1	0	0	17	2.90%	2.41%	0.49%
Nixon Peabody LLP‡	629	3	2	0	7	3	0	1	1	0	0	1	0	18	2.86%	2.86%	0.00%
Saul Ewing Arnstein & Lehr LLP †	459	3	4	0	2	3	0	0	1	0	0	0	0	13	2.83%	3.22%	-0.39%
Proskauer Rose LLP †	532	4	2	0	5	4	0	0	0	0	0	0	0	15	2.82%	2.13%	0.69%
Holland & Knight LLP †	1245	15	5	0	4	7	0	1	3	0	0	0	0	35	2.81%	3.75%	-0.94%
Dickinson Wright PLLC *	437	6	0	0	2	2	0	0	1	0	0	1	0	12	2.75%	2.18%	0.57%
Hunton Andrews Kurth LLP †	955	5	4	0	3	9	0	1	1	0	0	3	0	26	2.72%	2.98%	-0.26%
Locke Lord LLP †	487	2	3	0	2	3	0	1	1	0	0	1	0	13	2.67%	2.16%	0.51%
Baker Botts LLP †	641	3	4	0	6	4	0	0	0	0	0	0	0	17	2.65%	2.84%	-0.19%
Sheppard, Mullin, Richter & Hampton LLP*	983	6	5	0	3	10	0	1	0	0	1	0	0	26	2.64%	3.38%	-0.74%
Clark Hill *	644	3	3	0	1	5	0	1	2	0	0	2	0	17	2.64%	2.37%	0.27%
Latham & Watkins LLP †	2015	2	3	0	19	23	0	1	1	0	1	3	0	53	2.63%	2.74%	-0.11%
Stinson †	812	7	5	0	4	4	0	0	0	0	0	0	0	20	2.46%	2.48%	-0.02%
Quarles & Brady LLP†	488	3	0	0	2	6	0	0	0	0	1	0	0	12	2.46%	2.50%	-0.04%
Conroy Simberg †	625	1	2	0	2	10	0	0	0	0	0	0	0	15	2.40%	1.60%	0.80%
Sullivan & Cromwell LLP. †	889	0	2	0	8	8	0	1	1	0	0	0	0	20	2.25%	2.04%	0.21%
Duane Morris LLP †	989	7	1	0	6	1	0	5	1	0	0	1	0	22	2.22%	2.53%	-0.31%
Fox Rothschild LLP †	1871	6	6	0	14	10	0	3	0	0	2	0	0	41	2.19%	2.16%	0.03%
Kutak Rock LLP ‡	503	2	2	0	3	3	0	0	1	0	0	0	0	11	2.19%	—	—
Norton Rose Fulbright US LLP †	923	4	3	0	2	9	0	2	0	0	0	0	0	20	2.17%	3.94%	-1.77%
Cozen O'Connor †	1000	9	1	0	4	5	0	1	0	0	0	0	0	20	2.00%	2.52%	-0.52%
Dechert LLP †	1000	6	0	0	3	7	0	0	0	0	1	0	0	17	1.70%	2.76%	-1.06%
Haynes and Boone, LLP †	608	1	1	0	4	6	0	4	0	0	0	0	0	9	1.48%	2.46%	-0.98%
Holland & Hart LLP †	450	0	1	0	1	0	0	1	2	0	0	0	0	5	1.11%	1.06%	0.05%
Quinn Emanuel Urquhart & Sullivan ‡	923	3	1	0	2	2	0	0	0	0	0	0	0	8	0.87%	0.76%	0.11%
Snell & Wilmer L.L.P. †	410	0	0	0	1	2	0	0	0	0	0	0	0	3	0.73%	1.01%	-0.28%

Segal McCambridge Has Highest Percentage of Black Attorneys Among Law Firms with 100 to 399 Attorneys

Segal Cambridge continues its commitment to diversity. As the firm states on its website:

Segal Cambridge attorneys and staff represent the rich spectrum of diversity of skin color, gender, country of birth, sexual orientation and other factors that collectively make us human. This diversity guides one of our core principles: We value everyone for who they are as a person. We are adamant in viewing one's uniqueness as an asset rather than a limitation and insist that colleagues bring their complete selves to our team.

Lawyers of Color Congratulates Segal Cambridge.

Law Firms (100 - 399)

Law Firms

	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Segal McCambridge *	111	1	0	0	3	6	0	1	1	0	0	0	0	12	10.81%	—	—
Luks Santaniello †	152	1	4	0	3	7	0	0	0	0	1	0	0	16	10.53%	—	—
Kelley Kronenberg†	192	1	2	0	3	14	0	0	0	0	0	0	0	20	10.42%	—	—
Thomas J. Henry Law †	107	0	0	0	4	7	0	0	0	0	0	0	0	11	10.28%	—	—
Kubicki Draper†	130	1	1	0	6	5	0			0			0	13	10.00%	—	—
Swift, Currie, MaGhes & Hirs†	149	0	2	0	0	0	0	0	0	0	5	7	0	14	9.40%	—	—
Quinteiros, Prieto, Wood & Boyer†	375	11	9	0	4	8	0	1	0	0	0	0	0	33	8.80%	—	—
Butler Snow †	345	7	6	0	0	0	0	0	0	0	9	4	0	29	8.41%	—	—
Cordell & Cordell †	298	0	3	0	3	17	0	0	0	0	0	2	0	25	8.39%	—	—
Taylor English Duma†	159	7	3	0		3	0	0	0	0	0	0	0	13	8.18%	—	—
Kasowitz Benson Torres LLP †	252	2	3	0	1	3	0	0	0	0	2	8	0	19	7.54%	—	—
Drew Eckl & Farnham*	120	3	0	0	1	4	0	0	1	0	0	0	0	9	7.50%	—	—
McAngus Goudelock †	243	0	0	0	0	0	0	0	0	0	5	13	0	18	7.41%	—	—
Chapman and Cutler LLP †	208	4	3	0	6	2	0	0	0	0	0	0	0	15	7.21%	2.93%	4.28%
Hall Booth Smith†	197	3	1	0	0	0	0	0	1	0	1	7	0	13	6.60%	—	—
Miles & Stockbridge P.C.†	214	4	3	0	0	4	0	0	3	0	0	0	0	14	6.54%	—	—
FordHarrison LLP†	142	0	2	0	1	4	0	0	1	0	0	1	0	9	6.34%	—	—
Freshfields Bruckhaus Deringer †	192	3	1	0	2	6	0	0	0	0	0	0	0	12	6.25%	4.17%	2.08%
Archer & Greiner, P.C. †	176	2	1	0	2	4	0	0	0	0	1	0	0	11	6.25%	2.27%	3.98%
Kean Miller LLP*	163	5	0	0	1	1	0	1	0	0	1	1	0	10	6.13%	4.90%	1.23%
Wachtell, Lipton, Rosen and Katz †	261	1	0	0	12	3	0	0	0	0	0	0	0	16	6.13%	5.60%	0.53%
Poyner Spruill†	132	0	0	0	0	3	0	0	0	0	0	5	0	8	6.06%	—	—
Williams & Connolly LLP †	265	1	2	0	1	4	0	0	0	0	3	5	0	16	6.04%	3.02%	3.02%
Miller Canfield †	202	2	2	0	2	2	0	3	0	0	0	1	0	12	5.94%	—	—
Gunderson Dettmer †	307	2	0	0	9	7	0	0	0	0	0	0	0	18	5.86%	5.41%	0.45%
Munger, Tolles & Olson LLP †	231	1	1	0	5	2	0	0	0	0	2	2	0	13	5.63%	7.23%	-1.60%
O'Hagan Meyer †	143	1	0	0	3	3	0	0	1	0	0	0	0	8	5.59%	—	—
Kaufman Dolowich Voluck†	145	1	1	0	0	0	0	1	0	0	0	5	0	8	5.52%	—	—
Smith Anderson †	146	0	0	0	2	6	0	0	0	0	0	0	0	8	5.48%	—	—
Carlton Fields Jorden Burt, LLP †	331	6	5	0	3	2	0	0	1	0	0	1	0	18	5.44%	3.47%	1.97%
Manning & Kass, Ellord, Ramirez, Trester†	151	0	2	0	1	5	0	0	0	0	0	0	0	8	5.30%	—	—
Butler Weihmuller Katz Craig†	137	0	0	0	1	6	0	0	0	0	0	0	0	7	5.11%	—	—
Atkinson, Andelson, Loya, Ruud & Romo†	178	1	2	0	0	4	0	0	1	0	0	1	0	9	5.06%	—	—
Hanna Brophy †	121	0	1	0	4	1	0	0	0	0	0	0	0	6	4.96%	—	—
Robinson Bradshaw *	163	3	1	0	1	3	0	0	0	0	0	0	0	8	4.91%	4.69%	0.22%
Ulmer & Berne†	163	0	1	0	2	0	0	3	2	0	0	0	0	8	4.91%	—	—
Ice Miller LLP *	347	6	2	0	4	4	0	0	1	0	0	0	0	17	4.90%	4.62%	0.28%
Beveridge & Diamond, P.C. †	123	3	0	0	0	3	0	0	0	0	0	0	0	6	4.88%	5.45%	-0.57%
Resnick & Louis †	164	0	3	0	2	3	0		0	0	0	0	0	8	4.88%	—	—
Steptoe & Johnson LLP †	359	2	1	0	5	7	0	0	2	0	0	0	0	17	4.74%	3.37%	1.37%
Patterson Belknap Webb & Tyler LLP †	191	1	0	0	4	3	0	0	0	0	0	1	0	9	4.71%	3.48%	1.23%
Liskow & Lewis†	128		1	0	1	4	0			0			0	6	4.69%	—	—
Porter Wright Morris & Arthur LLP †	214	4	0	0	2	3	0	1	0	0	0	0	0	10	4.67%	3.23%	1.44%
Miller, Johnson, Scroll & Cumiskey†	108	1	0	0	2	1	0	0	1	0	0	0	0	5	4.63%	—	—
Thompson Coburn LLP †	347	7	3	0	3	1	0	0	0	0	1	1	0	16	4.61%	5.28%	-0.67%
Thompson, Coe, Cousins & Irons, L.L.P.	197	1	1	0	0	4	0	0	0	0	0	3	0	9	4.57%	—	—
Constangy, Brooks, Smith & Prophete, LLP †	176	1	1	0	0	0	0	0	3	0	2	1	0	8	4.55%	—	—
Chamberlain Hrdlicka *	132	0	1	0	1	4	0	0	0	0	0	0	0	6	4.55%	3.94%	0.61%
Thompson Hine LLP*	375	2	2	0	4	4	0	3	2	0	0	0	0	17	4.53%	2.65%	1.88%
Linklaters LLP †	200	1	0	0	2	4	0	0	0	0	1	1	0	9	4.50%	2.48%	2.02%
Robins Kaplan LLP †	201	1	0	0	3	3	0	0	0	0	2	0	0	9	4.48%	4.39%	0.09%
Hughes Hubbard & Reed LLP *	224	0	1	0	4	5	0	0	0	0	0	0	0	10	4.46%	2.85%	1.61%
HeplerBroom*	112	2	0	0	2	1	0	0	0	0	0	0	0	5	4.46%	—	—
Phelps Dunbar LLP†	270	6	2	0	2	2	0	0	0	0	0	0	0	12	4.44%	—	—
Butzel †	140	2	1	0	2	1	0	0	0	0	0	0	0	6	4.29%	2.70%	1.59%
Smith Gambrell & Russell, LLP †	234	2	2	0	3	3	0	0	0	0	0	0	0	10	4.27%	3.33%	0.94%
Burr & Forman LLP *	355	7	1	0	3	4	0	0	0	0	0	0	0	15	4.23%	4.30%	-0.07%
Vernis & Bowling†	119	0	0	0	0	0	0	0	0	0	2	3	0	5	4.20%	—	—

Law Firms (100 - 399)

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Morris, Manning & Martin, LLP †	167	0	0	0	5	2	0	0	0	0	0	0	0	7	4.19%	2.37%	1.82%
Berry Appleman & Leiden *	191	0	0	0	1	7	0	0	0	0	0	3	0	8	4.19%	—	—
Wiley Rein LLP †	242	3	3	0	1	1	0	2	0	0	0	0	0	10	4.13%	3.78%	0.35%
Munsch Hardt Kopf & Harr †	121	1	0	0	1	2	0	0	0	0	1	0	0	5	4.13%	—	—
Haynsworth Sinkler Boyd †	122	0	1	0	1	2	0	0	1	0	0	0	0	5	4.10%	—	—
Adams and Reese LLP †	269	1	1	0	4	0	0	1	0	0	3	2	0	11	4.09%	3.35%	0.74%
Bricker & Eckler LLP †	147	2	1	0	2	1	0	0	0	0	0	0	0	6	4.08%	4.61%	-0.53%
Miller Nash Graham & Dunn LLP †	123	2	1	0	0	2	0	0	0	0	0	0	0	5	4.07%	—	—
McGlinchey Stafford PLLC †	148	0	0	0	0	6	0	0	0	0	0	0	0	6	4.05%	—	—
Kelley Drye & Warren LLP*	273	0	1	0	3	6	0	0	0	0	0	1	0	11	4.03%	4.55%	-0.52%
Gibbons P.C.*	200	2	1	0	2	3	0	0	0	0	0	0	0	8	4.00%	3.13%	0.87%
Boies, Schiller & Flexner LLP †	175	0	1	0	3	3	0	0	0	0	0	0	0	7	4.00%	2.84%	1.16%
Foster Garvey PC †	125	1	1	0	1	2	0	0	0	0	0	0	0	5	4.00%	2.40%	1.60%
McCalla Raymer Leibert Pierce †	127		2	0		3	0			0		0	0	5	3.94%	—	—
McNees Wallace & Nurick LLC †	128	2	0	0	1	2	0	0	0	0	0	0	0	5	3.91%	3.91%	0.00%
Mitchell Silberberg & Knupp †	128	2	1	0	1	1	0	0	0	0	0	0	0	5	3.91%	—	—
Johnson & Bell †	103	0	0	0	2	2	0	0	0	0	0	0	0	4	3.88%	—	—
Whiteford Taylor Preston †	182	2	2	0	0	3	0	0	0	0	0	0	0	7	3.85%	—	—
Obermayer Rebmann Maxwell & Hippel †	106	1	0	0	1	1	0	1	0	0	0	0	0	4	3.77%	—	—
Smith, Anderson, Blount, Dorsett, Mitchell & Jeringan †	133	0	0	0	0	0	0	0	0	0	1	4	0	5	3.76%	—	—
Cahill Gordon & Reindel LLP †	325	3	0	0	2	6	0	0	1	0	0	0	0	12	3.69%	4.20%	-0.51%
Honigman LLP †	325	3	1	0	3	3	0	0	1	0	1	0	0	12	3.69%	4.84%	-1.15%
Greensfelder, Hemker & Gale, P.C. †	164	2	1	0	3	0	0	0	0	0	0	0	0	6	3.66%	—	—
Becker & Poliakoff, PA *	137	1	1	0	1	2	0	0	0	0	0	0	0	5	3.65%	1.80%	1.85%
Warner Norcross + Judd LLP †	220	2	0	0	1	2	0	1	2	0	0	0	0	8	3.64%	5.37%	-1.73%
Motley Rice †	110	1	1	0	1	1	0	0	0	0	0	0	0	4	3.64%	—	—
Nexsen Pruet LLC †	193	0	0	0	2	2	0	0	0	0	2	1	0	7	3.63%	—	—
Eckert Seamans Cherin & Mellott, LLC †	365	0	4	0	3	6	0	0	0	0	0	0	0	13	3.56%	2.74%	0.82%
Moore & Van Allen PLLC *	366	0	1	0	4	2	0	1	5	0	0	0	0	13	3.55%	2.96%	0.59%
Hall, Render, Killian, Heath & Lyman, P.C.*	141	0	1	0	2	2	0	0	0	0	0	0	0	5	3.55%	2.74%	0.81%
Stradley Ronon Stevens & Young LLP †	198	0	1	0	2	3	0	1	0	0	0	0	0	7	3.54%	2.62%	0.92%
Hawkins Parnell & Young †	170	2	1	0	0	3	0	0	0	0	0	0	0	6	3.53%	—	—
Clifford Chance US LLP †	199	0	0	0	2	5	0	0	0	0	0	0	0	7	3.52%	1.01%	2.51%
Kaufman Borgeest †	115	0	1	0	0	3	0	0	0	0	0	0	0	4	3.48%	—	—
Lozano Smith †	115	1	0	0	3	0	0	0	0	0	0	0	0	4	3.48%	—	—
Bracewell LLP †	288	4	0	0	2	4	0	0	1	0	0	0	0	10	3.47%	3.09%	0.38%
Bodman PLC †	144	1	1	0	1	2	0	0	0	0	0	0	0	5	3.47%	2.78%	0.69%
Choate, Hall & Stewart LLP †	173	1	1	0	1	2	0	0	0	0	1	1	0	6	3.47%	1.73%	1.74%
Lowenstein Sandler LLP †	349	3	0	0	0	5	0	1	3	0	0	0	0	12	3.44%	2.72%	0.72%
Chiesa Shahnian & Giantomasi PC †	175	2	1	0	2	1	0	0	0	0	0	0	0	6	3.43%	1.50%	1.93%
Foley Hoag LLP †	321	1	3	0	2	5	0	0	0	0	0	0	0	11	3.43%	1.95%	1.48%
Bremer Whyte †	206	0	0	0	1	6	0	0	0	0	0	0	0	7	3.40%	—	—
Waller Lansden Dortch & Davis, LLP*	265	1	0	0	5	3	0	0	0	0	0	0	0	9	3.40%	3.51%	-0.11%
Manatt Phelps & Phillips LLP †	324	3	1	0	2	5	0	0	0	0	0	0	0	11	3.40%	1.50%	1.90%
Brinks Gilson & Lione †	119	1	0	0	2	1	0	0	0	0	0	0	0	4	3.36%	3.36%	0.00%
McKool Smith †	150	0	0	0	0	1	0	0	1	0	3	0	0	5	3.33%	2.70%	0.63%
Lewis Rice LLC †	150	2	3	0	0	0	0	0	0	0	0	0	0	5	3.33%	—	—
Barley Snyder *	121	0	2	0	0	1	0	1	0	0	0	0	0	4	3.31%	1.06%	2.25%
Tyson & Mendes †	185	1	0	0	1	2	0	1	1	0	0	0	0	6	3.24%	—	—
Benesch, Friedlander, Coplan & Aronoff LLP †	247	2	0	0	3	3	0	0	0	0	0	0	0	8	3.24%	2.02%	1.22%
Schnader Harrison Segal & Lewis †	124	1	1	0	0	1	0	1	0	0	0	0	0	4	3.23%	—	—
Galloway, Johnson, Tompkins, Burr & Smith †	125	1	0	0	1	2	0	0	0	0	1	0	0	4	3.20%	—	—
Tucker Ellis LLP †	219	1	1	0	0	1	0	1	3	0	0	0	0	7	3.20%	—	—
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP †	283	3	1	0	3	2	0	0	0	0	0	0	0	9	3.18%	4.00%	-0.82%
Bass, Berry & Sims PLC *	318	1	1	0	3	5	0	0	0	0	0	0	0	10	3.14%	1.98%	1.16%
Barclay Damon *	287	2	2	0	1	1	0	2	1	0	0	0	0	9	3.14%	1.72%	1.42%
McElroy, Deutsch, Mulvaney & Carpenter LLP*	224	0	1	0	1	2	0	2	1	0	0	0	0	7	3.13%	—	—
Richards, Layton & Finger †	160	0	1	0	2	2	0	0	0	0	0	0	0	5	3.13%	—	—
Stroock & Stroock & Lavan LLP †	226	0	0	0	1	3	0	0	2	0	1	0	0	7	3.10%	2.53%	0.57%
Laughlin, Falbo, Levy & Moresi †	130	1	1	0	0	2	0	0	0	0	0	0	0	4	3.08%	—	—

Law Firms (100 - 399)

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
McDonald Hopkins ‡	131	0	1	0	1	2	0	0	0	0	0	0	0	4	3.05%	—	—
Chartwell Law Offices ‡	132	0	2	0	1	1	0	0	0	0	0	0	0	4	3.03%	—	—
Cadwalader, Wickersham & Taft LLP †	364	1	1	0	4	3	0	0	0	0	0	2	0	11	3.02%	2.50%	0.52%
Bilzin sumberg Baena Price & Axelrod †	100	2	0	0	0	1	0	0	0	0	0	0	0	3	3.00%	3.74%	-0.74%
Trenam ‡	101	1	0	0	0	1	0	0	0	0	0	1	0	3	2.97%	—	—
Shutts & Bowen LLP ‡	270	2	1	0	2	3	0	0	0	0	0	0	0	8	2.96%	—	—
Buckley LLP ‡	136	0	1	0	1	0	0	0	0	0	2	0	0	4	2.94%	5.88%	-2.94%
Berger Singerman ‡	102	1	1	0	0	0	0	0	0	0	0	1	0	3	2.94%	—	—
Robbins Geller Rudman & Dowd LLP ‡	171	2	0	0	0	0	0	1	2	0	0	0	0	5	2.92%	—	—
Harris Beach PLLC †	240	3	0	0	1	3	0	0	0	0	0	0	0	7	2.92%	3.17%	-0.25%
Herrick, Feinstein LLP ‡	103	1	0	0	1	1	0	0	0	0	0	0	0	3	2.91%	2.65%	0.26%
Selman Breitman ‡	103	0	1	0	1	1	0	0	0	0	0	0	0	3	2.91%	—	—
Stark & Stark ‡	103	0	2	0	1	0	0	0	0	0	0	0	0	3	2.91%	—	—
Gunster †	173	1	0	0	1	3	0	0	0	0	0	0	0	5	2.89%	3.05%	-0.16%
Keker, Van Nest & Peters LLP †	104	1	0	0	2	0	0	0	0	0	0	0	0	3	2.88%	1.23%	1.65%
Morrison Cohen ‡	104	0	0	0	0	3	0	0	0	0	0	0	0	3	2.88%	—	—
Stoel Rives LLP*	352	3	1	0	5	0	0	1	0	0	0	0	0	10	2.84%	3.36%	-0.52%
Epstein Becker & Green, P.C. †	212	1	2	0	1	2	0	0	0	0	0	0	0	6	2.83%	5.17%	-2.34%
Bowman and Brooke †	177	1	2	0	1	1	0	0	0	0	0	0	0	5	2.82%	5.82%	-3.00%
Pryor Cashman LLP †	178	1	0	0	0	2	0	0	2	0	0	0	0	5	2.81%	1.25%	1.56%
Goulston & Storrs, PC †	215	0	0	0	1	1	0	2	2	0	0	0	0	6	2.79%	3.26%	-0.47%
McNair Law Firm ‡	360	4	1	0	4	1	0	0	0	0	0	0	0	10	2.78%	—	—
Cohen Milsein Sellers & Toll ‡	146	0	1	0	0	1	0	0	1	0	1	0	0	4	2.74%	—	—
Lazano Smith ‡	110	1	0	0	2	0	0	0	0	0	0	0	0	3	2.73%	—	—
Shumaker, Loop & Kendrick, LLP †	265	1	0	0	3	3	0	0	0	0	0	0	0	7	2.64%	2.26%	0.38%
Hinckley Allen ‡	152	1	0	0	1	0	0	0	0	0	1	1	0	4	2.63%	1.97%	0.66%
Manning Gross+Massemburg ‡	114	0	1	0	1	1	0	0	0	0	0	0	0	3	2.63%	—	—
Stearns Weaver Miller Weissler Alhadeff & Sitterson ‡	115	2	1	0	0	0	0	0	0	0	0	0	0	3	2.61%	—	—
Reinhart Boerner Van Deuren S.C. †	195	1	1	0	0	2	0	0	0	0	1	0	0	5	2.56%	1.39%	1.17%
Harter Secrest & Emery LLP †	117	1	0	0	1	1	0	0	0	0	0	0	0	3	2.56%	0.85%	1.71%
Robinson+Cole*	235	0	2	0	1	2	0	1	0	0	0	0	0	6	2.55%	2.83%	-0.28%
Stites & Harbison PLLC *	157	1	0	0	1	2	0	0	0	0	0	0	0	4	2.55%	0.68%	1.87%
Burke Williams & Sorenson ‡	119	1	0	0	0	2	0	0	0	0	0	0	0	3	2.52%	—	—
Sullivan & Worcester LLP †	162	1	1	0	1	1	0	0	0	0	0	0	0	4	2.47%	2.47%	0.00%
Davis & Gilbert ‡	122	0	0	0	0	3	0	0	0	0	0	0	0	3	2.46%	—	—
Arnall Golden Gregory LLP †	169	0	2	0	1	1	0	0	0	0	0	0	0	4	2.37%	2.50%	-0.13%
Shipman & Goodwin LLP †	169	0	2	0	1	1	0	0	0	0	0	0	0	4	2.37%	3.03%	-0.66%
Offit Kurman ‡	173	3	1	0	0	0	0	0	0	0	0	0	0	4	2.31%	—	—
Fragomen ‡	352	0	0	0	1	5	0	0	2	0	0	0	0	8	2.27%	2.27%	0.00%
Winstead PC*	309	1	0	0	3	2	0	0	0	0	0	1	0	7	2.27%	1.63%	0.64%
Schulte Roth & Zabel LLP †	354	0	1	0	3	3	0	1	0	0	0	0	0	8	2.26%	3.12%	-0.86%
Stoll Keenon Ogden PLLC †	134	0	1	0	1	1	0	0	0	0	0	0	0	3	2.24%	0.73%	1.51%
Hanson Bridgett †	180	1	0	0	0	3	0	0	0	0	0	0	0	4	2.22%	1.25%	0.97%
Plunkett Cooney ‡	135	0	0	0	1	2	0	0	0	0	0	0	0	3	2.22%	—	—
Susman Godfrey ‡	136	1	0	0	1	1	0	0	0	0	0	0	0	3	2.21%	—	—
Fish & Richardson P.C. †	364	2	0	0	3	2	0	0	1	0	0	0	0	8	2.20%	1.86%	0.34%
Neal, Gerber & Eisenberg LLP †	138	1	0	0	0	1	0	0	0	0	0	1	0	3	2.17%	1.45%	0.72%
Allen Matkins †	187	1	0	0	1	2	0	0	0	0	0	0	0	4	2.14%	2.66%	-0.52%
Windels Marx Lane & Mittendorf ‡	142	0	0	0	0	1	0	1	1	0	0	0	0	3	2.11%	—	—
Rivkin Radler ‡	190	0	1	0	2	1	0	0	0	0	0	0	0	4	2.11%	—	—
Dickie, McCamey & Chilcote PC ‡	193	0	0	0	1	2	0	0	0	0	0	1	0	4	2.07%	1.60%	0.47%
Vedder Price P.C. †	245	1	0	0	1	3	0	0	0	0	0	0	0	5	2.04%	2.69%	-0.65%
Wiggin and Dana LLP †	148	0	0	0	2	1	0	0	0	0	0	0	0	3	2.03%	0.70%	1.33%
Maynard, Cooper & Gale PC ‡	247	0	0	0	0	0	0	1	2	0	2	0	0	5	2.02%	—	—
FisherBroyles ‡	299	5	1	0	0	0	0	0	0	0	0	0	0	6	2.01%	—	—
Wood Smith Henning & Berman LLP ‡	302	0	0	0	2	4	0	0	0	0	0	0	0	6	1.99%	—	—
Balch & Bingham LLP ‡	203	1	1	0	0	0	0	0	0	0	1	1	0	4	1.97%	3.94%	-1.97%
Vorys, Sater, Seymour and Pease LLP †	358	1	0	0	2	3	0	1	0	0	0	0	0	7	1.96%	1.41%	0.55%
Wyatt, Tarrant & Combs LLP ‡	155	1	0	0	1	0	0	1	0	0	0	0	0	3	1.94%	—	—
Pullman & Comley ‡	104	1	0	0	1	0	0	0	0	0	0	0	0	2	1.92%	—	—
Abrams Fensterman ‡	104	1	0	0	0	1	0	0	0	0	0	0	0	2	1.92%	—	—
litchfield Cavo ‡	264	1	0	0	2	2	0	0	0	0	0	0	0	5	1.89%	—	—
Hall & Evans ‡	106	0	0	0	1	1	0	0	0	0	0	0	0	2	1.89%	—	—

Law Firms (100 - 399)

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Margolis Edlatein †	106	0	1	0	0	1	0	0	0	0	0	0	0	2	1.89%	—	—
Jaffe, Raitt, Heuer & Weiss †	107	0	1	0	0	1	0	0	0	0	0	0	0	2	1.87%	2.80%	-0.93%
Best Best & Krieger LLP †	217	1	0	0	0	0	0	0	1	0	0	2	0	4	1.84%	1.39%	0.45%
McCarte & English, LLP*	384	1	3	0	1	1	0	0	0	0	1	0	0	7	1.82%	1.50%	0.32%
Stevens & Lee †	166	0	1	0	2	0	0	0	0	0	0	0	0	3	1.81%	—	—
Young Conaway Stargatt & Taylor LLP †	111	0	0	0	1	1	0	0	0	0	0	0	0	2	1.80%	1.00%	0.80%
McLaughlin & Stern †	111	0	2	0	0	0	0	0	0	0	0	0	0	2	1.80%	—	—
Wicker Smith O'Mara McCoy & Ford †	223	1	0	0	2	1	0	0	0	0	0	0	0	4	1.79%	—	—
Godfrey & Kahn †	169	1	0	0	0	2	0	0	0	0	0	0	0	3	1.78%	0.00%	1.78%
Seward & Kissel LLP †	169	0	0	0	1	0	0	1	0	0	0	1	0	3	1.78%	2.37%	-0.59%
Bressler, Amery & Ross PC †	169	0	0	0	1	1	0	0	0	0	0	1	0	3	1.78%	4.14%	-2.36%
Crowe & Dunlevy †	115	2	0	0	0	0	0	0	0	0	0	0	0	2	1.74%	—	—
Roetzel & Andress, LPA †	173	2	0	0	0	1	0	0	0	0	0	0	0	3	1.73%	—	—
White and Williams LLP†	233	0	0	0	0	2	0	1	1	0	0	0	0	4	1.72%	0.86%	0.86%
Cullen and Dykman LLP †	175	1	0	0	1	1	0	0	0	0	0	0	0	3	1.71%	1.25%	0.46%
Varnum LLP *	178	0	0	0	0	3	0	0	0	0	0	0	0	3	1.69%	0.70%	0.99%
Lane Powell PC †	179	1	0	0	1	1	0	0	0	0	0	0	0	3	1.68%	1.11%	0.57%
Procopip,Cory,Hargreaves & Savitch†	180	1	0	0	0	0	0	0	0	0	1	1	0	3	1.67%	—	—
Montgomery McCracken Walker & Rhoads†	122	0	2	0	0	0	0	0	0	0	0	0	0	2	1.64%	—	—
Miller & Martin †	122	0	0	0	0	2	0	0	0	0	0	0	0	2	1.64%	—	—
Barack Ferrazzano Kirschbaum & Nagelberg LLP †	125	1	1	0	0	0	0	0	0	0	0	0	0	2	1.60%	2.40%	-0.80%
Burns & Levinson LLP *	126	1	0	0	1	0	0	0	0	0	0	0	0	2	1.59%	0.81%	0.78%
DeWitt†	127	0	0	0	1	1	0	0	0	0	0	0	0	2	1.57%	—	—
Freeborn & Peters†	128	1	0	0	1	0	0	0	0	0	0	0	0	2	1.56%	—	—
McLane Middleton †	129	0	0	0	0	2	0	0	0	0	0	0	0	2	1.55%	—	—
Messner Reeves †	131	0	0	0	1	1	0	0	0	0	0	0	0	2	1.53%	—	—
Sterne, Kessler, Goldstein & Fox P.L.L.C. †	132	0	1	0	1	0	0	0	0	0	0	0	0	2	1.52%	3.03%	-1.51%
Nossaman LLP †	135	2	0	0	0	0	0	0	0	0	0	0	0	2	1.48%	0.70%	0.78%
Allen & Overy LLP †	273	1	0	0	0	3	0	0	0	0	0	0	0	4	1.47%	2.41%	-0.94%
Burns White†	137	0	0	0	2	0	0	0	0	0	0	0	0	2	1.46%	—	—
Gravey Schubert Berer†	137	1	0	0	0	1	0	0	0	0	0	0	0	2	1.46%	—	—
Lathrop GPM †	345	1	2	0	0	1	0	0	1	0	0	0	0	5	1.45%	1.65%	-0.20%
Gray Reed & McGraw†	138	0	0	0	1	0	0	0	0	0	1	0	0	2	1.45%	—	—
Eversheds Sutherland LLP †	348	1	0	0	3	1	0	0	0	0	0	0	0	5	1.44%	4.60%	-3.16%
Morrison & Mahoney†	209	1	1	0	0	1	0	0	0	0	0	0	0	3	1.44%	2.14%	-0.70%
Nutter McClennen & Fish LLP †	140	1	0	0	0	1	0	0	0	0	0	0	0	2	1.43%	2.90%	-1.47%
Riker Danzig Scherer Hyland & Perretti LLP †	141	0	0	0	0	0	0	1	1	0	0	0	0	2	1.42%	1.42%	0.00%
Calfee, Halter & Griswold LLP †	142	0	0	0	2	0	0	0	0	0	1	0	0	2	1.41%	1.30%	0.11%
Reminger Co. LPA†	142	2	0	0	0	0	0	0	0	0	2	0	0	2	1.41%	—	—
Kramer Levin Naftalis & Frankel LLP †	360	1	1	0	0	1	0	0	0	0	1	1	0	5	1.39%	2.15%	-0.76%
Connell Foley †	145	0	0	0	1	1	0	0	0	0	0	0	0	2	1.38%	2.07%	-0.69%
Sills Cummins & Gross P.C. †	145	0	0	0	1	1	0	0	0	0	0	0	0	2	1.38%	2.07%	-0.69%
Schwabe, Williamson & Wyatt †	145	1	0	0	0	1	0	0	0	0	0	0	0	2	1.38%	5.03%	-3.65%
Brownstein Hyatt Farber Schreck, LLP †	295	2	0	0	0	2	0	0	0	0	0	0	0	4	1.36%	1.32%	0.04%
Curtis, Mallet-Prevost, Colt & Mosle LLP †	148	1	1	0	0	0	0	0	0	0	0	0	0	2	1.35%	2.03%	-0.68%
Davis Graham & Stubbs LLP †	150	0	0	0	2	0	0	0	0	0	0	0	0	2	1.33%	0.67%	0.66%
Freeman Mathis & Gray†	151	1	0	0	1	0	0	0	0	0	0	0	0	2	1.32%	—	—
Kelly Hart & Hallman LLP †	152	1	0	0	1	0	0	0	0	0	0	0	0	2	1.32%	1.88%	-0.56%
Bressler Amery & Ross†	152	0	1	0	0	1	0	0	0	0	0	0	0	2	1.32%	—	—
Sandberg Phoenix & Von Gontard†	158	0	0	0	0	2	0	0	0	0	0	0	0	2	1.27%	—	—
Hahn Loeser †	158	1	0	0	0	0	0	1	0	0	0	0	0	2	1.27%	—	—
Knobbe, Martens, Olson & Bear, LLP †	240	0	0	0	0	3	0	0	0	0	0	0	0	3	1.25%	0.38%	0.87%
Williams Mullen *	243	2	1	0	0	0	0	0	0	0	0	0	0	3	1.23%	1.72%	-0.49%
Howard & Howard†	163	0	0	0	1	1	0	0	0	0	0	0	0	2	1.23%	—	—
Bond, Schoeneck & King, PLLC †	245	0	0	0	1	2	0	0	0	0	0	0	0	3	1.22%	1.63%	-0.41%
Brown Rudnick LLP †	252	0	0	0	1	1	0	0	0	0	1	0	0	3	1.19%	1.59%	-0.40%
Buchalter †	258	0	0	0	0	0	0	0	2	0	0	1	0	3	1.16%	3.10%	-1.94%
McAfee & Taft, PC†	173	0	0	0	0	2	0	0	0	0	0	0	0	2	1.16%	—	—
Armstrong Teasdale LLP †	264	1	0	0	2	0	0	0	0	0	0	0	0	3	1.14%	2.89%	-1.75%
Schwegman Lundberg & Woessner†	178	0	0	0	0	0	0	0	0	0	2	0	0	2	1.12%	—	—

Law Firms (100 - 399)

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Jones Walker LLP †	360	1	1	0	1	1	0	0	0	0	0	0	0	4	1.11%	—	—
Porter Hedges LLP †	101	0	0	0	0	0	0	0	1	0	0	0	0	1	0.99%	0.00%	0.99%
Brown & James †	101	0	0	0	0	1	0	0	0	0	0	0	0	1	0.99%	—	—
Greenberg Glusker Fields Claman & Machtinger †	102	0	0	0	0	0	0	0	1	0	0	0	0	1	0.98%	—	—
Coblentz Patch †	102	0	0	0	0	1	0	0	0	0	0	0	0	1	0.98%	—	—
Wheeler Trigg O'Donnell LLP †	105	1	0	0	0	0	0	0	0	0	0	0	0	1	0.95%	2.90%	-1.95%
Lewis Thomason †	105	0	0	0	0	1	0	0	0	0	0	0	0	1	0.95%	—	—
Milber Markris Piousadis & Seiden †	106	0	1	0	0	0	0	0	0	0	0	0	0	1	0.94%	—	—
Ropers Majeski Kohn Bentley †	107	0	1	0	0	0	0	0	0	0	0	0	0	1	0.93%	—	—
Kitch Drutchas Wagner Valitutti & Sherbrook †	108	0	0	0	1	0	0	0	0	0	0	0	0	1	0.93%	—	—
Axinn, Veltrop & Harkrider, LLP †	110	0	1	0	0	0	0	0	0	0	0	0	0	1	0.91%	1.35%	-0.44%
Conner & Winters †	110	1	0	0	0	0	0	0	0	0	0	0	0	1	0.91%	—	—
Heyl, Royster, Voelker & Allen †	110	0	0	0	1	0	0	0	0	0	0	0	0	1	0.91%	—	—
Bernstein Shur †	112	0	1	0	0	0	0	0	0	0	0	0	0	1	0.89%	—	—
Jeffer Mangels Butler & Mitchell LLP †	113	0	0	0	1	0	0	0	0	0	0	0	0	1	0.88%	1.77%	-0.89%
Cole Schotz P.C. †	115	0	0	0	1	0	0	0	0	0	0	0	0	1	0.87%	0.00%	0.87%
Werber Gallagher Simpson Stapleton Fires & Newby †	115	1	0	0	0	0	0	0	0	0	0	0	0	1	0.87%	—	—
Mullen & Filippi †	116	0	0	0	0	1	0	0	0	0	0	0	0	1	0.86%	—	—
Greenspoon Marder, P.A. †	235	0	0	0	1	1	0	0	0	0	0	0	0	2	0.85%	1.70%	-0.85%
Keating Muething & Klekamp PLL †	119	0	0	0	1	0	0	0	0	0	0	0	0	1	0.84%	0.97%	-0.13%
Spilman Thomas & Battle †	119	0	0	0	0	0	0	0	1	0	0	0	0	1	0.84%	—	—
Strading Yocca Carlson & Rauth †	121	1	0	0	0	0	0	0	0	0	0	0	0	1	0.83%	—	—
Norris McLaughlin & Marcus †	122	0	0	0	0	0	0	0	1	0	0	0	0	1	0.82%	—	—
Carr Allison †	125	0	1	0	0	0	0	0	0	0	0	0	0	1	0.80%	—	—
Farella Braun + Martel LLP †	126	0	0	0	0	1	0	0	0	0	0	0	0	1	0.79%	0.70%	0.09%
Hall Estill †	130	1	0	0	0	0	0	0	0	0	0	0	0	1	0.77%	—	—
Lippes Mathias †	132	0	0	0	1	0	0	0	0	0	0	0	0	1	0.76%	—	—
Swanson, Martin & Bell †	134	0	0	0	0	1	0	0	0	0	0	0	0	1	0.75%	—	—
Verrill Dana, LLP †	135	0	0	0	1	0	0	0	0	0	0	0	0	1	0.74%	1.48%	-0.74%
Day Pitney LLP †	273	0	0	0	0	2	0	0	0	0	0	0	0	2	0.73%	3.30%	-2.57%
Post & Schell †	140	0	0	0	0	1	0	0	0	0	0	0	0	1	0.71%	—	—
Cipriani & Werner †	142	1	0	0	0	0	0	0	0	0	0	0	0	1	0.70%	—	—
Pierce Atwood †	147	0	0	0	0	1	0	0	0	0	0	0	0	1	0.68%	—	—
Cox Castle	146	0	1	0	0	0	0	0	0	0	0	0	0	1	0.68%	—	—
Rutan & Tucker, LLP †	151	0	1	0	0	0	0	0	0	0	0	0	0	1	0.66%	0.68%	-0.02%
Jackson Kelly PLLC †	165	0	0	0	0	0	0	0	1	0	0	0	0	1	0.61%	—	—
Foley & Mansfield †	178	0	1	0	0	0	0	0	0	0	0	0	0	1	0.56%	—	—
Von Briesen & Roper, S.C. †	184	0	0	0	0	1	0	0	0	0	0	0	0	1	0.54%	—	—
Smith Amundsen LLC †	188	0	0	0	0	0	0	0	1	0	0	0	0	1	0.53%	—	—
Sherman & Howard L.L.C. †	190	0	0	0	0	1	0	0	0	0	0	0	0	1	0.53%	0.59%	-0.06%
Phillips Lytle LLP †	195	0	0	0	1	0	0	0	0	0	0	0	0	1	0.51%	—	—
Hodgson Russ LLP †	214	1	0	0	0	0	0	0	0	0	0	0	0	1	0.47%	0.48%	-0.01%
Lewis Roca Rothgerber Christie, LLP †	222	1	0	0	0	0	0	0	0	0	0	0	0	1	0.45%	0.37%	0.08%
Gray Robinson †	300	0	1	0	0	0	0	0	0	0	0	0	0	1	0.33%	1.45%	-1.12%
Fredrikson & Byron, P.A. †	323	0	1	0	0	0	0	0	0	0	0	0	0	1	0.31%	1.09%	-0.78%
Spencer Fane LLP †	325	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.17%	-2.17%
Michael Best & Friedrich LLP †	268	0	1	0	0	0	0	2	0	0	0	0	0	0	0.00%	1.27%	-1.27%
Crowley Fleck PLLP †	165	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Fennemore Craig †	159	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.51%	-0.51%
Kirton McConkie †	143	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Parsons Behle & Latimer †	137	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Babst, Calland, Clements and Zomnir †	136	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Pecker & Abramson †	114	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Wolf Greenfield †	113	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.39%	-3.39%
Winthrop & Weinstine, P.A. †	105	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Murtha Cullina †	105	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Downey Brand LLP †	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Linebarger Goggan †	116	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—

Gilbert Got It Done!

Gilbert LLP has the highest percentage of Black attorneys overall and among law firms with 99 or fewer attorneys. The firm explains in its diversity message how this goal was accomplished.

Over the last several months, Gilbert LLP has brought in three new lawyers through Legal Innovators. We hope to continue hiring through Legal Innovators in the years to come—increasing the diversity of our legal team, strengthening our firm as an institution, and doing our part to remedy historic inequities that have long plagued the legal recruiting process. These inequities have denied fair access and opportunities to minority candidates and deprived law firms and their clients of the full range of available legal talent. At Gilbert LLP, we never thought that there was a lack of diverse candidates who could do the work of our firm at the highest level and thrive here. But despite considerable efforts, we have struggled to build a diverse legal team that reflects our values and meets our goals. We agree with the words of Dr. Wayne Frederick, the president of Howard University and co-chairman of the Equity Committee of DC Mayor Muriel Bowser’s ReOpen DC Advisory Group: “There is no shortage of Black talent in the United States.” Rather, in addition to “[u]nconscious and institutionalized biases across industries [that] make it difficult for Black candidates to get their foot in the door . . . , many of our nation’s . . . employers lack pipelines that can connect them to Black talent.”

Lawyers of Color congratulates Gilbert!

Law Firms (99 or Fewer)

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Gilbert LLP †	33	0	0	0	0	3	0	0	0	0	0	1	0	4	12.12%	—	—
Dowd Bennett LLP †	36	1	1	0	2	0	0	0	0	0	0	0	0	4	11.11%	12.12%	-1.01%
Smyser Kaplan & Veselka, L.L.P. †	29	0	2	0	0	1	0	0	0	0	0	0	0	3	10.34%	13.64%	-3.30%
Hollingsworth LLP †	75	1	0	0	1	5	0	0	0	0	0	7	0	7	9.33%	6.67%	2.66%
Morris Bart †	88	0	0	0	1	7	0	0	0	0	0	0	0	8	9.09%	—	—
Shulman Rogers†	78	0	0	0	3	2	0	1	0	0	0	0	0	6	7.69%	—	—
Frankfurt Kurnit Klein & Selz*	92	0	1	0	1	4	0	0	1	0	0	0	0	7	7.61%	—	—
Zuckerman Spaeder†	76	0	0	0	2	1	0	0	0	0	2	0	0	5	6.58%	—	—
Porzio Bromberg & Newman P.C.†	93	0	1	0	1	1	0	2	1	0	0	0	0	6	6.45%	—	—
Miller Johnson †	97	1	0	0	2	1	0	0	1	0	0	1	0	6	6.19%	3.23%	2.96%
McGivney, Kluger & Cook†	50	1	0	0	2		0	0	0	0	0	0	0	3	6.00%	—	—
Bondurant Mixson & Elmore LLP †	34	0	0	0	1	1	0	0	0	0	0	0	0	2	5.88%	0.00%	5.88%
Ahmad, Zavitsanos, Anaipakos, Alavi & Mensing P.C. †	53	1	0	0	1	1	0	0	0	0	0	0	0	3	5.66%	4.35%	1.31%
Parker Hudson Rainer & Dobbs LLP †	74	0	0	0	0	2	0	0	0	0	0	2	0	4	5.41%	1.35%	4.06%
Hillis Clark Martin & Peterson P.S. †	39	0	0	0	2	0	0	0	0	0	0	0	0	2	5.13%	0.00%	5.13%
Kessler Topaz Meltzer & Check†	88	1	0	0	0	0	0	0	0	0	1	2	0	4	4.55%	—	—
Ashby & Geddes †	23	0	0	0	0	0	0	0	1	0	0	0	0	1	4.35%	0.00%	4.35%
Hueston Hennigan LLP †	70	0	0	0	2	0	0	0	1	0	0	0	0	3	4.29%	4.08%	0.21%
Lieff Cabraser Heimann & Bernstein†	70	1	0	0	0	1	0	0	0	0	0	1	0	3	4.29%	—	—
Weinberg, Wheeler, Hudgins, Gunn & Dial†	94	2	1	0	0	1	0	0	0	0	0	0	0	4	4.26%	—	—
Banner Witcoff †	96	1	0	0	0	0	0	1	2	0	0	0	0	4	4.17%	2.94%	1.23%
McAndrews, Held & Malloy, Ltd. †	73	0	1	0	1	1	0	0	0	0	0	0	0	3	4.11%	2.74%	1.37%
Secrest Wardle†	75	2	1	0	0	0	0	0	0	0	0	0	0	3	4.00%	—	—
Bell Nunnally & Martin LLP †	50	0	0	0	2	0	0	0	0	0	0	0	0	2	4.00%	6.00%	-2.00%
Certilman Bail Adlder & Hyman†	77	1	0	0	1	1	0	0	0	0	0	0	0	3	3.90%	—	—
ZwillGen †	26	0	0	0	0	1	0	0	0	0	0	0	0	1	3.85%	—	—
Carter Ledyard & Milburn LLP †	80	1	0	0	1	0	0	0	1	0	0	0	0	3	3.75%	—	—
Brouse McDowell *	81	0	0	0	0	2	0	0	1	0	0	0	0	3	3.70%	—	—
Belin McCormick, P.C. †	27	0	1	0	0	0	0	0	0	0	0	0	0	1	3.70%	3.70%	0.00%
Patterson & Sheridan, L.L.P. †	83	0	0	0	2	0	0	1	0	0	0	0	0	3	3.61%	3.61%	0.00%
Potter Anderson & Corroon LLP †	83	0	0	0	1	0	0	2	0	0	0	0	0	3	3.61%	4.94%	-1.33%
Krieg DeVault, LLP †	84	0	2	0	0	1	0	0	0	0	0	0	0	3	3.57%	3.57%	0.00%
Ivins, Phillips & Barker †	28	0	0	0	1	0	0	0	0	0	0	0	0	1	3.57%	0.00%	3.57%
Bennett Bricklin & Saltzburg†	85	0	0	0	1	0	0	0	0	0	0	2	0	3	3.53%	—	—
Groom Law Group, Chartered*	86	0	1	0	2	0	0	0	0	0	0	0	0	3	3.49%	1.16%	2.33%
Moore Ingram johnson & Steele†	86	1	0	0	0	2	0	0	0	0	0	0	0	3	3.49%	—	—
Severson & Werson†	87	0	1	0	1	1	0	0	0	0	0	0	0	3	3.45%	—	—
Parker Poe †	29		1	0			0						0	1	3.45%	—	—
Traub Lieberman Straus & Shrewsbury†	89	0	1	0	1	1	0	0	0	0	0	0	0	3	3.37%	—	—
Ward And Smith†	91	0	0	0	0	0	0	0	0	0	2	1	0	3	3.30%	—	—
Foster Swift Collins & Smith †	92	1	0	0	2	0	0	0	0	0	0	0	0	3	3.26%	3.92%	
Wilentz, Goldman & Spitzer†	94	2	0	0	1	0	0	0	0	0	0	0	0	3	3.19%	—	—
Prince Lobel Tye†	95	1	1	0	0	1	0	0	0	0	0	0	0	3	3.16%	—	—
Rumrberger Kirk & Caldwell†	95	0	1	0	1	1	0	0	0	0	0	0	0	3	3.16%	—	—
Brooks Pierce McLendon Humphrey & Leonard, LLP †	96	1	0	0	1	0	0	0	1	0	0	0	0	3	3.13%	2.08%	1.05%
Smith Debnam Narron Drake Saintsing & Myers, LLP †	32	0	0	0	0	1	0	0	0	0	0	0	0	1	3.13%	3.57%	-0.45%
Richards, Watson & Gershon †	68	1	1	0	0	0	0	0	0	0	0	0	0	2	2.94%	4.62%	-1.68%
Kegler Brown Hill + Ritter †	70	0	0	0	1	0	0	1	0	0	0	0	0	2	2.86%	3.90%	-1.04%
Brooks Kushman †	76	0	0	0	1	1	0	0	0	0	0	0	0	2	2.63%	2.44%	0.19%
Goldberg Kohn †	76	0	1	0	0	1	0	0	0	0	0	0	0	2	2.63%	2.63%	0.00%
Kobre & Kim†	76	0	0	0	1	1	0	0	0	0	0	0	0	2	2.63%	—	—

Law Firms (99 or Fewer)

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Whiteman Osterman & Hanna LLP ‡	77	0	0	0	1	1	0	0	0	0	0	0	0	2	2.60%	1.30%	1.30%
Marshall, Gerstein & Borun LLP †	78	2	0	0	0	0	0	0	0	0	0	0	0	2	2.56%	2.56%	0.00%
Graydon ‡	80	0	0	0	0	0	0	0	0	0	0	2	0	2	2.50%	2.50%	0.00%
Hagens Berman Sobol Shapiro*	82	0	0	0	0	2	0	0	0	0	0	0	0	2	2.44%	—	—
Miller & Chevalier‡	82	0	1	0	1	0	0	0	0	0	0	0	0	2	2.44%	—	—
Mound Cotton Wollan & Greengrass ‡	83	0	0	0	1	1	0	0	0	0	0	0	0	2	2.41%	1.20%	1.21%
Lowndes, Drosdick, Doster, Kantor & Reed, PA †	85	0	0	0	2	0	0	0	0	0	0	0	0	2	2.35%	2.35%	0.00%
Weitz & Luxenberg ‡	85	0	0	0	0	2	0	0	0	0	0	0	0	2	2.35%	—	—
Olshan Frome Wolosky LLP ‡	88	0	0	0	1	1	0	0	0	0	0	0	0	2	2.27%	0.00%	2.27%
Hill Ward Henderson †	88	1	0	0	0	0	0	0	1	0	0	0	0	2	2.27%	1.12%	1.15%
Van Ness Feldman LLP †	88	0	1	0	0	1	0	0	0	0	0	0	0	2	2.27%	3.49%	-1.22%
Farrell Fritz‡	89	0	0	0	1	1	0	0	0	0	0	0	0	2	2.25%	—	—
Morris, Nichols, Arsht & Tunnell LLP †	90	1	0	0	0	1	0	0	0	0	0	0	0	2	2.22%	2.22%	0.00%
Merchant & Gould †	91	1	1	0	0	0	0	0	0	0	0	0	0	2	2.20%	1.82%	0.38%
Moses & Singer ‡	92	0	0	0	0	2	0	0	0	0	0	0	0	2	2.17%	—	—
Keesal, Young & Logan †	46	0	0	0	1	0	0	0	0	0	0	0	0	1	2.17%	0.00%	2.17%
Greenbaum Rowe Smith & Davis ‡	95	0	0	0	1	1	0	0	0	0	0	0	0	2	2.11%	—	—
Scott Douglass & McConnico LLP †	48	1	0	0	0	0	0	0	0	0	0	0	0	1	2.08%	4.17%	-2.09%
Dilworth Paxson ‡	98	2	0	0	0	0	0	0	0	0	0	0	0	2	2.04%	—	—
Rawle & Henderson ‡	98	1	0	0	1	0	0	0	0	0	0	0	0	2	2.04%	—	—
Seigfreid Bingham, P.C. †	49	1	0	0	0	0	0	0	0	0	0	0	0	1	2.04%	2.04%	0.00%
Carrington Coleman LLP †	50	0	0	0	0	1	0	0	0	0	0	0	0	1	2.00%	2.00%	0.00%
Pircher, Nichols & Meeks ‡	52	1	0	0	0	0	0	0	0	0	0	0	0	1	1.92%	1.92%	0.00%
Cohen and Wolf, P.C. ‡	53	0	0	0	0	0	0	0	0	0	0	1	0	1	1.89%	0.00%	1.89%
Cairncross & Hempelmann, P.S. ‡	53	0	0	0	1	0	0	0	0	0	0	0	0	1	1.89%	2.63%	-0.74%
Felhaber, Larson, Fenlon & Vogt, PA ‡	55	0	0	0	0	0	0	0	0	0	0	1	0	1	1.82%	0.00%	1.82%
Hooper, Lundy & Bookman, PC †	56	0	0	0	0	1	0	0	0	0	0	0	0	1	1.79%	1.59%	0.20%
McDonnell Boehnen Hulbert & Berghoff LLP †	58	0	0	0	0	0	0	1	0	0	0	0	0	1	1.72%	0.00%	1.72%
Lerner, David, Littenberg, Krumholz & Mentlik LLP †	58	1	0	0	0	0	0	0	0	0	0	0	0	1	1.72%	3.13%	-1.41%
Leydig, Voit & Mayer, Ltd. †	60	0	0	0	0	1	0	0	0	0	0	0	0	1	1.67%	1.67%	0.00%
Hoagland, Longo, Moran, Dunst & Doukas‡	66	0	0	0	1	0	0	0	0	0	0	0	0	1	1.52%	—	—
Caplin & Drysdale †	67	0	0	0	0	1	0	0	0	0	0	0	0	1	1.49%	0.00%	1.49%
Flower White Burnett‡	67	1	0	0	0	0	0	0	0	0	0	0	0	1	1.49%	—	—
Thomas, Thomas & Hafer‡	78	0	1	0	0	0	0	0	0	0	0	0	0	1	1.28%	—	—
Hawkins Delafield & Wood‡	79	0	0	0	1	0	0	0	0	0	0	0	0	1	1.27%	—	—
Tressler‡	79	0	0	0	0	1	0	0	0	0	0	0	0	1	1.27%	—	—
Kellogg Hansen ‡	79	0	0	0	0	1	0	0	0	0	0	0	0	1	1.27%	—	—
Keller and Heckman LLP †	80	1	0	0	0	0	0	0	0	0	0	0	0	1	1.25%	2.60%	-1.35%
Hinman, Howard & Kattell‡	81	0	0	0	0	1	0	0	0	0	0	0	0	1	1.23%	—	—
Maslon LLP †	82	1	0	0	0	0	0	0	0	0	0	0	0	1	1.22%	2.44%	-1.22%
Jones, Skelton & Hochuli‡	83	1	0	0	0	0	0	0	0	0	0	0	0	1	1.20%	—	—
Riemer & Braunstein‡	83	0	1	0	0	0	0	0	0	0	0	0	0	1	1.20%	—	—
Glaser Weil‡	84	0	0	0	0	1	0	0	0	0	0	0	0	1	1.19%	—	—
Tonkon Torp LLP †	85	0	0	0	0	1	0	0	0	0	0	0	0	1	1.18%	0.00%	1.18%
Capehart Scatchard‡	85	0	1	0	0	0	0	0	0	0	0	0	0	1	1.18%	—	—
Ahmuty, Demers & Mcmanus ‡	86	0	0	0	0	1	0	0	0	0	0	0	0	1	1.16%	—	—
Rosenberg & Estis‡	86	0	0	0	0	0	0	0	1	0	0	0	0	1	1.16%	—	—
Foulston Siefkin‡	87	1	0	0	0	0	0	0	0	0	0	0	0	1	1.15%	—	—
Leech Tishman Fuscaldo & Lampi‡	87	0	1	0	0	0	0	0	0	0	0	0	0	1	1.15%	—	—
Kaufman & Canoles*	88	0	0	0	1	0	0	0	0	0	0	0	0	1	1.14%	—	—
Friday Eldredge & Clark*	89	1	0	0	0	0	0	0	0	0	0	0	0	1	1.12%	—	—
Murchison & Cumming‡	89	0	0	0	0	1	0	0	0	0	0	0	0	1	1.12%	—	—
Mitchell, Williams, Selig, Gates & Woodyard‡	90	0	0	0	0	1	0	0	0	0	0	0	0	1	1.11%	—	—
Khehr Harrison Harvey Branzburg‡	91	0	0	0	1	0	0	0	0	0	0	0	0	1	1.10%	—	—

Law Firms (99 or Fewer)

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Wyrick Robbins Yates & Ponton ‡	92	0	0	0	0	1	0	0	0	0	0	0	0	1	1.09%	—	—
Woods Oviatt Gilman LLP ‡	95	0	0	0	0	0	0	0	1	0	0	0	0	1	1.05%	6.32%	-5.27%
GableGotwals †	96	0	0	0	0	1	0	0	0	0	0	0	0	1	1.04%	1.04%	0.00%
Clausen Miller †	96	0	0	0	0	0	0	0	0	0	0	1	0	1	1.04%	—	—
Liebert Cassidy Whitmore ‡	99	0	1	0	0	0	0	0	0	0	0	0	0	1	1.01%	—	—
Drummond Woodsum ‡	97	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Heidell, Pittoni, Murphy & Bach ‡	96	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Musick, Peeler & Garrett ‡	94	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Bowles Rice LLP †	92	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Ray Quinney & Nebeker ‡	89	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Scopelitis, Garvin, Light, Hanson & Feary ‡	88	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Schenck, Price, Smith & King ‡	81	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Meagher & Geer ‡	80	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Mintzer, Sarowitz Zeris Ledva & Meyers ‡	74	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Cades Schutte LLP †	68	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Moss & Barnett ‡	67	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Graves Dougherty Hearon & Moody, P. C. ‡	66	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1.52%	-1.52%
Irell & Manella LLP †	65	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.06%	-2.06%
Mirick, O'Connell, DeMallie & Lougee, LLP †	64	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Jennings, Strouss & Salmon, PLC ‡	63	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Gallagher & Kennedy ‡	62	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Simmons Perrine Moyer Bergman PLC †	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Cummings & Lockwood LLC ‡	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Haug Partners LLP †	56	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Desmarais LLP †	55	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Fabyanske, Westra, Hart & Thomson, P. A. ‡	55	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Hangley Aronchick Segal Pudlin & Schiller †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Klarquist Sparkman, LLP †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Boutin Jones Inc. †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.00%	-2.00%
Osborn Maledon, P.A. †	49	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Gordon Thomas Honeywell LLP ‡	46	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Shumaker & Sieffert †	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Yetter Coleman LLP ‡	36	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.13%	-3.13%
Roberts & Holland †	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Carlson Caspers ‡	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Gammage & Burnham †	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Slater Matsil, LLP †	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Hutchinson Black and Cook, LLC †	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Sunstein Kann Murphy & Timbers LLP ‡	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Katz Teller Brant & Hild ‡	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Montgomery Purdue Blankinship & Austin, PLLC †	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Myers Bigel †	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—

Law Firms with Less Than 2% Black Attorneys

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Wood Smith Henning & Berman LLP †	302	0	0	0	2	4	0	0	0	0	0	0	0	6	1.99%	—	—
Balch & Bingham LLP †	203	1	1	0	0	0	0	0	0	0	1	1	0	4	1.97%	3.94%	-1.97%
Vorys, Sater, Seymour and Pease LLP †	358	1	0	0	2	3	0	1	0	0	0	0	0	7	1.96%	1.41%	0.55%
Wyatt, Tarrant & Combs LLP †	155	1	0	0	1	0	0	1	0	0	0	0	0	3	1.94%	—	—
Pullman & Comley †	104	1	0	0	1	0	0	0	0	0	0	0	0	2	1.92%	—	—
Pircher, Nichols & Meeks †	52	1	0	0	0	0	0	0	0	0	0	0	0	1	1.92%	1.92%	0.00%
Abrams Fensterman †	104	1	0	0	0	1	0	0	0	0	0	0	0	2	1.92%	—	—
litchfield Cavo †	264	1	0	0	2	2	0	0	0	0	0	0	0	5	1.89%	—	—
Hall & Evans †	106	0	0	0	1	1	0	0	0	0	0	0	0	2	1.89%	—	—
Margolis Edelatein †	106	0	1	0	0	1	0	0	0	0	0	0	0	2	1.89%	—	—
Cohen and Wolf, P.C. †	53	0	0	0	0	0	0	0	0	0	0	1	0	1	1.89%	0.00%	1.89%
Cairncross & Hempelmann, P.S. †	53	0	0	0	1	0	0	0	0	0	0	0	0	1	1.89%	2.63%	-0.74%
Jaffe, Raitt, Heuer & Weiss †	107	0	1	0	0	1	0	0	0	0	0	0	0	2	1.87%	2.80%	-0.93%
Best Best & Krieger LLP †	217	1	0	0	0	0	0	0	1	0	0	2	0	4	1.84%	1.39%	0.45%
McCarter & English, LLP*	384	1	3	0	1	1	0	0	0	0	1	0	0	7	1.82%	1.50%	0.32%
Felhaber, Larson, Fenlon & Vogt, PA †	55	0	0	0	0	0	0	0	0	0	0	1	0	1	1.82%	0.00%	1.82%
Stevens & Lee †	166	0	1	0	2	0	0	0	0	0	0	0	0	3	1.81%	—	—
Young Conaway Stargatt & Taylor LLP †	111	0	0	0	1	1	0	0	0	0	0	0	0	2	1.80%	1.00%	0.80%
McLaughlin & Stern †	111	0	2	0	0	0	0	0	0	0	0	0	0	2	1.80%	—	—
Wicker Smith O'Mara McCoy & Ford †	223	1	0	0	2	1	0	0	0	0	0	0	0	4	1.79%	—	—
Hooper, Lundy & Bookman, PC †	56	0	0	0	0	1	0	0	0	0	0	0	0	1	1.79%	1.59%	0.20%
Godfrey & Kahn †	169	1	0	0	0	2	0	0	0	0	0	0	0	3	1.78%	0.00%	1.78%
Seward & Kissel LLP †	169	0	0	0	1	0	0	1	0	0	0	1	0	3	1.78%	2.37%	-0.59%
Bressler, Amery & Ross PC †	169	0	0	0	1	1	0	0	0	0	0	1	0	3	1.78%	4.14%	-2.36%
Crowe & Dunlevy †	115	2	0	0	0	0	0	0	0	0	0	0	0	2	1.74%	—	—
Roetzel & Andress, LPA †	173	2	0	0	0	1	0	0	0	0	0	0	0	3	1.73%	—	—
McDonnell Boehnen Hulbert & Berghoff LLP †	58	0	0	0	0	0	0	1	0	0	0	0	0	1	1.72%	0.00%	1.72%
Lerner, David, Littenberg, Krumholz & Mentlik LLP †	58	1	0	0	0	0	0	0	0	0	0	0	0	1	1.72%	3.13%	-1.41%
White and Williams LLP†	233	0	0	0	0	2	0	1	1	0	0	0	0	4	1.72%	0.86%	0.86%
Cullen and Dykman LLP †	175	1	0	0	1	1	0	0	0	0	0	0	0	3	1.71%	1.25%	0.46%
Dechert LLP †	1000	6	0	0	3	7	0	0	0	0	1	0	0	17	1.70%	2.76%	-1.06%
Varnum LLP *	178	0	0	0	0	3	0	0	0	0	0	0	0	3	1.69%	0.70%	0.99%
Lane Powell PC †	179	1	0	0	1	1	0	0	0	0	0	0	0	3	1.68%	1.11%	0.57%
Procopip,Cory,Hargreaves & Savitch†	180	1	0	0	0	0	0	0	0	0	1	1	0	3	1.67%	—	—
Leydig, Voit & Mayer, Ltd. †	60	0	0	0	0	1	0	0	0	0	0	0	0	1	1.67%	1.67%	0.00%
Montgomery McCracken Walker & Rhoads†	122	0	2	0	0	0	0	0	0	0	0	0	0	2	1.64%	—	—
Miller & Martin †	122	0	0	0	0	2	0	0	0	0	0	0	0	2	1.64%	—	—
Barack Ferrazzano Kirschbaum & Nagelberg LLP †	125	1	1	0	0	0	0	0	0	0	0	0	0	2	1.60%	2.40%	-0.80%
Burns & Levinson LLP *	126	1	0	0	1	0	0	0	0	0	0	0	0	2	1.59%	0.81%	0.78%
DeWitt†	127	0	0	0	1	1	0	0	0	0	0	0	0	2	1.57%	—	—
Freeborn & Peters†	128	1	0	0	1	0	0	0	0	0	0	0	0	2	1.56%	—	—
McLane Middleton †	129	0	0	0	0	2	0	0	0	0	0	0	0	2	1.55%	—	—
Messner Reeves †	131	0	0	0	1	1	0	0	0	0	0	0	0	2	1.53%	—	—
Sterne, Kessler, Goldstein & Fox P.L.L.C. †	132	0	1	0	1	0	0	0	0	0	0	0	0	2	1.52%	3.03%	-1.51%
Hoagland,Longo,Moran,Dunst & Doukas†	66	0	0	0	1	0	0	0	0	0	0	0	0	1	1.52%	—	—
Caplin & Drysdale †	67	0	0	0	0	1	0	0	0	0	0	0	0	1	1.49%	0.00%	1.49%
Flower White Burnett†	67	1	0	0	0	0	0	0	0	0	0	0	0	1	1.49%	—	—
Nossaman LLP †	135	2	0	0	0	0	0	0	0	0	0	0	0	2	1.48%	0.70%	0.78%
Haynes and Boone, LLP †	608	1	1	0	4	6	0	4	0	0	0	0	0	9	1.48%	2.46%	-0.98%
Allen & Overy LLP †	273	1	0	0	0	3	0	0	0	0	0	0	0	4	1.47%	2.41%	-0.94%

Law Firms with Less Than 2% Black Attorneys

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		M	F	N	M	F	N	M	F	N	M	F	N				
Burns White†	137	0	0	0	2	0	0	0	0	0	0	0	0	2	1.46%	—	—
Gravey Schubert Berer†	137	1	0	0	0	1	0	0	0	0	0	0	0	2	1.46%	—	—
Lathrop GPM †	345	1	2	0	0	1	0	0	1	0	0	0	0	5	1.45%	1.65%	-0.20%
Gray Reed & McGraw†	138	0	0	0	1	0	0	0	0	0	1	0	0	2	1.45%	—	—
Eversheds Sutherland LLP †	348	1	0	0	3	1	0	0	0	0	0	0	0	5	1.44%	4.60%	-3.16%
Morrison & Mahoney†	209	1	1	0	0	1	0	0	0	0	0	0	0	3	1.44%	2.14%	-0.70%
Nutter McClennen & Fish LLP †	140	1	0	0	0	1	0	0	0	0	0	0	0	2	1.43%	2.90%	-1.47%
Riker Danzig Scherer Hyland & Perretti LLP †	141	0	0	0	0	0	0	1	1	0	0	0	0	2	1.42%	1.42%	0.00%
Calfee, Halter & Griswold LLP †	142	0	0	0	2	0	0	0	0	0	1	0	0	2	1.41%	1.30%	0.11%
Reminger Co. LPA†	142	2	0	0	0	0	0	0	0	0	2	0	0	2	1.41%	—	—
Kramer Levin Naftalis & Frankel LLP †	360	1	1	0	0	1	0	0	0	0	1	1	0	5	1.39%	2.15%	-0.76%
Connell Foley †	145	0	0	0	1	1	0	0	0	0	0	0	0	2	1.38%	2.07%	-0.69%
Sills Cummis & Gross P.C. †	145	0	0	0	1	1	0	0	0	0	0	0	0	2	1.38%	2.07%	-0.69%
Schwabe, Williamson & Wyatt †	145	1	0	0	0	1	0	0	0	0	0	0	0	2	1.38%	5.03%	-3.65%
Brownstein Hyatt Farber Schreck, LLP †	295	2	0	0	0	2	0	0	0	0	0	0	0	4	1.36%	1.32%	0.04%
Curtis, Mallet-Prevost, Colt & Mosle LLP †	148	1	1	0	0	0	0	0	0	0	0	0	0	2	1.35%	2.03%	-0.68%
Davis Graham & Stubbs LLP †	150	0	0	0	2	0	0	0	0	0	0	0	0	2	1.33%	0.67%	0.66%
Freeman Mathis & Gray†	151	1	0	0	1	0	0	0	0	0	0	0	0	2	1.32%	—	—
Kelly Hart & Hallman LLP †	152	1	0	0	1	0	0	0	0	0	0	0	0	2	1.32%	1.88%	-0.56%
Bressler Amery & Ross†	152	0	1	0	0	1	0	0	0	0	0	0	0	2	1.32%	—	—
Thomas,Thomas & Hafer†	78	0	1	0	0	0	0	0	0	0	0	0	0	1	1.28%	—	—
Sandberg Phoenix & Von Gontard†	158	0	0	0	0	2	0	0	0	0	0	0	0	2	1.27%	—	—
Hawkins Delafield & Wood†	79	0	0	0	1	0	0	0	0	0	0	0	0	1	1.27%	—	—
Tressler†	79	0	0	0	0	1	0	0	0	0	0	0	0	1	1.27%	—	—
Hahn Loeser †	158	1	0	0	0	0	0	1	0	0	0	0	0	2	1.27%	—	—
Kellogg Hansen †	79	0	0	0	0	1	0	0	0	0	0	0	0	1	1.27%	—	—
Knobbe, Martens, Olson & Bear, LLP †	240	0	0	0	0	3	0	0	0	0	0	0	0	3	1.25%	0.38%	0.87%
Keller and Heckman LLP †	80	1	0	0	0	0	0	0	0	0	0	0	0	1	1.25%	2.60%	-1.35%
Williams Mullen *	243	2	1	0	0	0	0	0	0	0	0	0	0	3	1.23%	1.72%	-0.49%
Hinman,Howard & Kattell†	81	0	0	0	0	1	0	0	0	0	0	0	0	1	1.23%	—	—
Howard & Howard†	163	0	0	0	1	1	0	0	0	0	0	0	0	2	1.23%	—	—
Bond, Schoeneck & King, PLLC †	245	0	0	0	1	2	0	0	0	0	0	0	0	3	1.22%	1.63%	-0.41%
Maslon LLP †	82	1	0	0	0	0	0	0	0	0	0	0	0	1	1.22%	2.44%	-1.22%
Jones,Skelton & Hochuli†	83	1	0	0	0	0	0	0	0	0	0	0	0	1	1.20%	—	—
Rierner & Braunstein†	83	0	1	0	0	0	0	0	0	0	0	0	0	1	1.20%	—	—
Brown Rudnick LLP †	252	0	0	0	1	1	0	0	0	0	1	0	0	3	1.19%	1.59%	-0.40%
Glaser Weil†	84	0	0	0	0	1	0	0	0	0	0	0	0	1	1.19%	—	—
Tonkon Torp LLP †	85	0	0	0	0	1	0	0	0	0	0	0	0	1	1.18%	0.00%	1.18%
Capehart Scatchard†	85	0	1	0	0	0	0	0	0	0	0	0	0	1	1.18%	—	—
Buchalter †	258	0	0	0	0	0	0	0	2	0	0	1	0	3	1.16%	3.10%	-1.94%
Ahmuty, Demers & Mcmanus †	86	0	0	0	0	1	0	0	0	0	0	0	0	1	1.16%	—	—
Rosenberg & Estis†	86	0	0	0	0	0	0	0	1	0	0	0	0	1	1.16%	—	—
McAfee & Taft, PC†	173	0	0	0	0	2	0	0	0	0	0	0	0	2	1.16%	—	—
Foulston Siefkin†	87	1	0	0	0	0	0	0	0	0	0	0	0	1	1.15%	—	—
Leech Tishman Fuscaldo & Lampi†	87	0	1	0	0	0	0	0	0	0	0	0	0	1	1.15%	—	—
Armstrong Teasdale LLP †	264	1	0	0	2	0	0	0	0	0	0	0	0	3	1.14%	2.89%	-1.75%
Kaufman & Canoles*	88	0	0	0	1	0	0	0	0	0	0	0	0	1	1.14%	—	—
Schwegman Lundberg & Woessner†	178	0	0	0	0	0	0	0	0	0	2	0	0	2	1.12%	—	—
Friday Eldredge & Clark*	89	1	0	0	0	0	0	0	0	0	0	0	0	1	1.12%	—	—
Murchison & Cumming†	89	0	0	0	0	1	0	0	0	0	0	0	0	1	1.12%	—	—
Jones Walker LLP†	360	1	1	0	1	1	0	0	0	0	0	0	0	4	1.11%	—	—
Holland & Hart LLP †	450	0	1	0	1	0	0	1	2	0	0	0	0	5	1.11%	1.06%	0.05%

Law Firms with Less Than 2% Black Attorneys

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		M	F	N	M	F	N	M	F	N	M	F	N				
Mitchell, Williams, Selig, Gates & Woodyard†	90	0	0	0	0	1	0	0	0	0	0	0	0	1	1.11%	—	—
Khehr Harrison Harvey Branzburg†	91	0	0	0	1	0	0	0	0	0	0	0	0	1	1.10%	—	—
Wyrick Robbins Yates & Ponton†	92	0	0	0	0	1	0	0	0	0	0	0	0	1	1.09%	—	—
Woods Oviatt Gilman LLP †	95	0	0	0	0	0	0	0	1	0	0	0	0	1	1.05%	6.32%	-5.27%
GableGotwals †	96	0	0	0	0	1	0	0	0	0	0	0	0	1	1.04%	1.04%	0.00%
Clausen Miller †	96	0	0	0	0	0	0	0	0	0	0	1	0	1	1.04%	—	—
Liebert Cassidy Whitmore†	99	0	1	0	0	0	0	0	0	0	0	0	0	1	1.01%	—	—
Porter Hedges LLP †	101	0	0	0	0	0	0	0	1	0	0	0	0	1	0.99%	0.00%	0.99%
Brown & James †	101	0	0	0	0	1	0	0	0	0	0	0	0	1	0.99%	—	—
Greenberg Glusker Fields Claman & Machtinger†	102	0	0	0	0	0	0	0	1	0	0	0	0	1	0.98%	—	—
Coblentz Patch †	102	0	0	0	0	1	0	0	0	0	0	0	0	1	0.98%	—	—
Wheeler Trigg O'Donnell LLP †	105	1	0	0	0	0	0	0	0	0	0	0	0	1	0.95%	2.90%	-1.95%
Lewis Thomason†	105	0	0	0	0	1	0	0	0	0	0	0	0	1	0.95%	—	—
Milber Markris piousadis & Seiden†	106	0	1	0	0	0	0	0	0	0	0	0	0	1	0.94%	—	—
Ropers Majeski Kohn Bentley†	107	0	1	0	0	0	0	0	0	0	0	0	0	1	0.93%	—	—
Kitch Drutchas Wagner Valitutti & Sherbrook†	108	0	0	0	1	0	0	0	0	0	0	0	0	1	0.93%	—	—
Axinn, Veltrop & Harkrider, LLP †	110	0	1	0	0	0	0	0	0	0	0	0	0	1	0.91%	1.35%	-0.0044
Conner & Winters†	110	1	0	0	0	0	0	0	0	0	0	0	0	1	0.91%	—	—
Heyl, Royster, Voelker & Allen†	110	0	0	0	1	0	0	0	0	0	0	0	0	1	0.91%	—	—
Bernstein Shur †	112	0	1	0	0	0	0	0	0	0	0	0	0	1	0.89%	—	—
Jeffer Mangels Butler & Mitchell LLP †	113	0	0	0	1	0	0	0	0	0	0	0	0	1	0.88%	1.77%	-0.89%
Cole Schotz P.C. †	115	0	0	0	1	0	0	0	0	0	0	0	0	1	0.87%	0.00%	0.87%
Werber Gallagher Simpson Stapleton Fires & Newby†	115	1	0	0	0	0	0	0	0	0	0	0	0	1	0.87%	—	—
Quinn Emanuel Urquhart & Sullivan †	923	3	1	0	2	2	0	0	0	0	0	0	0	8	0.87%	0.76%	0.11%
Mullen & Filippi†	116	0	0	0	0	1	0	0	0	0	0	0	0	1	0.86%	—	—
Greenspoon Marder, P.A. †	235	0	0	0	1	1	0	0	0	0	0	0	0	2	0.85%	1.70%	-0.85%
Keating Muething & Klekamp PLL †	119	0	0	0	1	0	0	0	0	0	0	0	0	1	0.84%	0.97%	-0.13%
Spilman Thomas & Battle†	119	0	0	0	0	0	0	0	1	0	0	0	0	1	0.84%	—	—
Strading Yocca Carlson & Rauth†	121	1	0	0	0	0	0	0	0	0	0	0	0	1	0.83%	—	—
Norris McLaughlin & Marcus†	122	0	0	0	0	0	0	0	1	0	0	0	0	1	0.82%	—	—
Carr Allison †	125	0	1	0	0	0	0	0	0	0	0	0	0	1	0.80%	—	—
Farella Braun + Martel LLP †	126	0	0	0	0	1	0	0	0	0	0	0	0	1	0.79%	0.70%	0.09%
Hall Estill†	130	1	0	0	0	0	0	0	0	0	0	0	0	1	0.77%	—	—
Lippes Mathias †	132	0	0	0	1	0	0	0	0	0	0	0	0	1	0.76%	—	—
Swanson, Martin & Bell†	134	0	0	0	0	1	0	0	0	0	0	0	0	1	0.75%	—	—
Verrill Dana, LLP †	135	0	0	0	1	0	0	0	0	0	0	0	0	1	0.74%	1.48%	-0.74%
Day Pitney LLP †	273	0	0	0	0	2	0	0	0	0	0	0	0	2	0.73%	3.30%	-2.57%
Snell & Wilmer L.L.P. †	410	0	0	0	1	2	0	0	0	0	0	0	0	3	0.73%	1.01%	-0.28%
Post & Schell†	140	0	0	0	0	1	0	0	0	0	0	0	0	1	0.71%	—	—
Cipriani & Werner†	142	1	0	0	0	0	0	0	0	0	0	0	0	1	0.70%	—	—
Pierce Atwood†	147	0	0	0	0	1	0	0	0	0	0	0	0	1	0.68%	—	—
Cox Castle	146	0	1	0	0	0	0	0	0	0	0	0	0	1	0.68%	—	—
Rutan & Tucker, LLP †	151	0	1	0	0	0	0	0	0	0	0	0	0	1	0.66%	0.68%	-0.02%
Jackson Kelly PLLC†	165	0	0	0	0	0	0	0	1	0	0	0	0	1	0.61%	—	—
Foley & Mansfield†	178	0	1	0	0	0	0	0	0	0	0	0	0	1	0.56%	—	—
Von Briesen & Roper, S.C. †	184	0	0	0	0	1	0	0	0	0	0	0	0	1	0.54%	—	—
SmithAmundsen LLC †	188	0	0	0	0	0	0	0	1	0	0	0	0	1	0.53%	—	—
Sherman & Howard L.L.C. †	190	0	0	0	0	1	0	0	0	0	0	0	0	1	0.53%	0.59%	-0.06%
Phillips Lytle LLP†	195	0	0	0	1	0	0	0	0	0	0	0	0	1	0.51%	—	—
Hodgson Russ LLP †	214	1	0	0	0	0	0	0	0	0	0	0	0	1	0.47%	0.48%	-0.01%
Lewis Roca Rothgerber Christie, LLP †	222	1	0	0	0	0	0	0	0	0	0	0	0	1	0.45%	0.37%	0.08%
Gray Robinson †	300	0	1	0	0	0	0	0	0	0	0	0	0	1	0.33%	1.45%	-1.12%
Fredrikson & Byron, P.A. †	323	0	1	0	0	0	0	0	0	0	0	0	0	1	0.31%	1.09%	-0.0078

Law Firms with No Black Attorneys

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Spencer Fane LLP †	325	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.17%	-2.17%
Michael Best & Friedrich LLP †	268	0	1	0	0	0	0	2	0	0	0	0	0	0	0.00%	1.27%	-1.27%
Crowley Fleck PLLP †	165	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Fennemore Craig †	159	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.51%	-0.51%
Kirton McConkie †	143	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Parsons Behle & Latimer †	137	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Babst, Calland, Clements and Zomnir †	136	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Linebarger Goggan †	116	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Pecker & Abramson †	114	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Wolf Greenfield †	113	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.39%	-3.39%
Winthrop & Weinstine, P.A. †	105	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Murtha Cullina †	105	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Downey Brand LLP †	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Drummond Woodsum †	97	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Heidell, Pittoni, Murphy & Bach †	96	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Musick, Peeler & Garrett †	94	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Bowles Rice LLP †	92	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Ray Quinney & Nebeker †	89	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Scopelitis, Garvin, Light, Hanson & Feary †	88	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Schenck, Price, Smith & King †	81	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Meagher & Geer †	80	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Mintzer, Sarowitz Zeris Ledva & Meyers †	74	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Cades Schutte LLP †	68	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Moss & Barnett †	67	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Graves Dougherty Hearon & Moody, P. C. †	66	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1.52%	-1.52%
Irell & Manella LLP †	65	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.06%	-2.06%
Mirick, O'Connell, DeMallie & Lougee, LLP †	64	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Jennings, Strouss & Salmon, PLC †	63	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Gallagher & Kennedy †	62	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Simmons Perrine Moyer Bergman PLC †	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Cummings & Lockwood LLC †	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Haug Partners LLP †	56	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Desmarais LLP †	55	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Fabyanske, Westra, Hart & Thomson, P. A. †	55	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Hangley Aronchick Segal Pudlin & Schiller †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Klarquist Sparkman, LLP †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Boutin Jones Inc. †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.00%	-2.00%
Osborn Maledon, P.A. †	49	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Gordon Thomas Honeywell LLP †	46	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Shumaker & Sieffert †	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Yetter Coleman LLP †	36	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.13%	-3.13%
Roberts & Holland †	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Carlson Caspers †	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Gammage & Burnham †	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Slater Matsil, LLP †	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Hutchinson Black and Cook, LLC †	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Sunstein Kann Murphy & Timbers LLP †	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Katz Teller Brant & Hild †	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Montgomery Purdue Blankinship & Austin, PLLC †	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Myers Bigel †	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—

Law Firm Black Attorney Percentage Change

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Bondurant Mixson & Elmore LLP †	34	0	0	0	1	1	0	0	0	0	0	0	0	2	5.88%	0.00%	5.88%
Hillis Clark Martin & Peterson P.S. †	39	0	0	0	2	0	0	0	0	0	0	0	0	2	5.13%	0.00%	5.13%
Ashby & Geddes †	23	0	0	0	0	0	0	0	1	0	0	0	0	1	4.35%	0.00%	4.35%
Chapman and Cutler LLP †	208	4	3	0	6	2	0	0	0	0	0	0	0	15	7.21%	2.93%	4.28%
Parker Hudson Rainer & Dobbs LLP †	74	0	0	0	0	2	0	0	0	0	0	2	0	4	5.41%	1.35%	4.06%
Archer & Greiner, P.C. †	176	2	1	0	2	4	0	0	0	0	1	0	0	11	6.25%	2.27%	3.98%
Ivins, Phillips & Barker †	28	0	0	0	1	0	0	0	0	0	0	0	0	1	3.57%	0.00%	3.57%
Cravath, Swaine & Moore LLP *	454	0	2	0	11	21	0	0	2	0	0	1	0	37	8.15%	5.08%	3.07%
Williams & Connolly LLP †	265	1	2	0	1	4	0	0	0	0	3	5	0	16	6.04%	3.02%	3.02%
Miller Johnson †	97	1	0	0	2	1	0	0	1	0	0	1	0	6	6.19%	3.23%	2.96%
Hollingsworth LLP †	75	1	0	0	1	5	0	0	0	0	0	7	0	7	9.33%	6.67%	2.66%
Clifford Chance US LLP †	199	0	0	0	2	5	0	0	0	0	0	0	0	7	3.52%	1.01%	2.51%
Groom Law Group, Chartered*	86	0	1	0	2	0	0	0	0	0	0	0	0	3	3.49%	1.16%	2.33%
Wilson Sonsini Goodrich & Rosati †	810	6	3	0	14	12	0	1	0	0	0	2	0	38	4.69%	2.42%	2.27%
Olshan Frome Wolosky LLP †	88	0	0	0	1	1	0	0	0	0	0	0	0	2	2.27%	0.00%	2.27%
Davis Wright Tremaine LLP*	653	4	1	0	6	9	0	1	3	0	0	0	0	24	3.68%	1.42%	2.26%
Barley Snyder *	121	0	2	0	0	1	0	1	0	0	0	0	0	4	3.31%	1.06%	2.25%
Ballard Spahr LLP †	632	3	3	0	9	20	0	0	1	0	1	1	0	38	6.01%	3.83%	2.18%
Keesal, Young & Logan †	46	0	0	0	1	0	0	0	0	0	0	0	0	1	2.17%	0.00%	2.17%
Orrick, Herrington & Sutcliffe LLP *	970	9	1	0	20	24	0	2	1	0	0	1	0	58	5.98%	3.86%	2.12%
Covington & Burling LLP†	1095	2	6	0	19	25	0	4	2	0	9	11	0	78	7.12%	5.03%	2.09%
Freshfields Bruckhaus Deringer †	192	3	1	0	2	6	0	0	0	0	0	0	0	12	6.25%	4.17%	2.08%
Linklaters LLP †	200	1	0	0	2	4	0	0	0	0	1	1	0	9	4.50%	2.48%	2.02%
Cooley *	1306	6	5	0	17	25	1	1	0	0	0	0	0	55	4.21%	2.23%	1.98%
Carlton Fields Jordan Burt, LLP †	331	6	5	0	3	2	0	0	1	0	0	1	0	18	5.44%	3.47%	1.97%
Chiesa Shahinian & Giantomasi PC †	175	2	1	0	2	1	0	0	0	0	0	0	0	6	3.43%	1.50%	1.93%
Squire Patton Boggs LLP*	647	8	5	0	3	9	0	5	2	0	0	0	0	32	4.95%	3.02%	1.93%
Kirkland & Ellis LLP †	2273	17	9	0	28	42	0	0	1	0	0	0	0	97	4.27%	2.37%	1.90%
Manatt Phelps & Phillips LLP †	324	3	1	0	2	5	0	0	0	0	0	0	0	11	3.40%	1.50%	1.90%
Cohen and Wolf, P.C. †	53	0	0	0	0	0	0	0	0	0	0	1	0	1	1.89%	0.00%	1.89%
Thompson Hine LLP*	375	2	2	0	4	4	0	3	2	0	0	0	0	17	4.53%	2.65%	1.88%
Stites & Harbison PLLC *	157	1	0	0	1	2	0	0	0	0	0	0	0	4	2.55%	0.68%	1.87%
Hinshaw & Culbertson LLP †	418	4	1	0	7	8	0	0	0	0	0	1	0	21	5.02%	3.16%	1.86%
Goldberg Segalla LLP*	410	4	5	0	5	9	0	0	0	0	0	0	0	23	5.61%	3.75%	1.86%
Becker & Poliakoff, PA *	137	1	1	0	1	2	0	0	0	0	0	0	0	5	3.65%	1.80%	1.85%
Morris, Manning & Martin, LLP †	167	0	0	0	5	2	0	0	0	0	0	0	0	7	4.19%	2.37%	1.82%
Felhaber, Larson, Fenlon & Vogt, PA †	55	0	0	0	0	0	0	0	0	0	0	1	0	1	1.82%	0.00%	1.82%
Perkins Coie LLP †	964	11	9	0	18	12	0	4	0	0	0	2	0	56	5.81%	4.01%	1.80%
Godfrey & Kahn †	169	1	0	0	0	2	0	0	0	0	0	0	0	3	1.78%	0.00%	1.78%
Shook, Hardy & Bacon L.L.P. *	489	4	1	0	4	11	0	2	1	0	0	1	0	24	4.91%	3.16%	1.75%
Choate, Hall & Stewart LLP †	173	1	1	0	0	2	0	0	0	0	1	1	0	6	3.47%	1.73%	1.74%
McDonnell Boehnen Hubert & Berghoff LLP †	58	0	0	0	0	0	0	1	0	0	0	0	0	1	1.72%	0.00%	1.72%
GIBSON, DUNN & CRUTCHER LLP †	1370	5	3	0	21	16	0	3	3	0	0	0	0	51	3.72%	2.01%	1.71%
Harter Secrest & Emery LLP †	117	1	0	0	1	1	0	0	0	0	0	0	0	3	2.56%	0.85%	1.71%
Vinson & Elkins LLP †	704	4	3	0	8	14	0	0	1	0	0	0	0	30	4.26%	2.55%	1.71%
Keker, Van Nest & Peters LLP †	104	1	0	0	2	0	0	0	0	0	0	0	0	3	2.88%	1.23%	1.65%
Hughes Hubbard & Reed LLP *	224	0	1	0	4	5	0	0	0	0	0	0	0	10	4.46%	2.85%	1.61%
Willkie Farr & Gallagher LLP †	704	4	2	0	13	13	0	1	1	0	2	0	0	36	5.11%	3.51%	1.60%
Foster Garvey PC †	125	1	1	0	1	2	0	0	0	0	0	0	0	5	4.00%	2.40%	1.60%
Butzel †	140	2	1	0	2	1	0	0	0	0	0	0	0	6	4.29%	2.70%	1.59%
Pryor Cashman LLP †	178	1	0	0	0	2	0	0	2	0	0	0	0	5	2.81%	1.25%	1.56%

Law Firm Black Attorney Percentage Change

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Stoll Keenon Ogden PLLC †	134	0	1	0	1	1	0	0	0	0	0	0	0	3	2.24%	0.73%	1.51%
Caplin & Drysdale †	67	0	0	0	0	1	0	0	0	0	0	0	0	1	1.49%	0.00%	1.49%
Foley Hoag LLP †	321	1	3	0	2	5	0	0	0	0	0	0	0	11	3.43%	1.95%	1.48%
Porter Wright Morris & Arthur LLP †	214	4	0	0	2	3	0	1	0	0	0	0	0	10	4.67%	3.23%	1.44%
Wilson Elser Moskowitz Edelman & Dicker LLP †	775	1	4	0	9	13	0	2	3	0	0	0	0	32	4.13%	2.71%	1.42%
Barclay Damon *	287	2	2	0	1	1	0	2	1	0	0	0	0	9	3.14%	1.72%	1.42%
White & Case †	882	4	2	0	12	27	0	2	0	0	0	0	0	47	5.33%	3.92%	1.41%
Fisher & Phillips LLP †	478	3	6	0	6	7	0	1	1	0	0	0	0	24	5.02%	3.62%	1.40%
McAndrews, Held & Malloy, Ltd. †	73	0	1	0	1	1	0	0	0	0	0	0	0	3	4.11%	2.74%	1.37%
Steptoe & Johnson LLP †	359	2	1	0	5	7	0	0	2	0	0	0	0	17	4.74%	3.37%	1.37%
Akin Gump Strauss Hauer & Feld LLP *	722	2	3	0	3	18	0	0	2	0	1	3	0	32	4.43%	3.10%	1.33%
Wiggin and Dana LLP †	148	0	0	0	2	1	0	0	0	0	0	0	0	3	2.03%	0.70%	1.33%
Ahmad, Zavitsanos, Anapakos, Alavi & Mensing P.C. †	53	1	0	0	1	1	0	0	0	0	0	0	0	3	5.66%	4.35%	1.31%
Whiteman Osterman & Hanna LLP †	77	0	0	0	1	1	0	0	0	0	0	0	0	2	2.60%	1.30%	1.30%
Kean Miller LLP*	163	5	0	0	1	1	0	1	0	0	1	1	0	10	6.13%	4.90%	1.23%
Patterson Belknap Webb & Tyler LLP †	191	1	0	0	4	3	0	0	0	0	0	1	0	9	4.71%	3.48%	1.23%
Banner Witcoff †	96	1	0	0	0	0	0	1	2	0	0	0	0	4	4.17%	2.94%	1.23%
Benesch, Friedlander, Coplan & Aronoff LLP †	247	2	0	0	3	3	0	0	0	0	0	0	0	8	3.24%	2.02%	1.22%
Pillsbury Winthrop Shaw Pittman LLP †	654	2	2	0	4	11	0	0	2	0	0	1	0	22	3.36%	2.15%	1.21%
Mound Cotton Wollan & Greengrass †	83	0	0	0	1	1	0	0	0	0	0	0	0	2	2.41%	1.20%	1.21%
Tonkon Torp LLP †	85	0	0	0	0	1	0	0	0	0	0	0	0	1	1.18%	0.00%	1.18%
Reinhart Boerner Van Deuren S.C. †	195	1	1	0	0	2	0	0	0	0	1	0	0	5	2.56%	1.39%	1.17%
Bass, Berry & Sims PLC *	318	1	1	0	3	5	0	0	0	0	0	0	0	10	3.14%	1.98%	1.16%
Boies, Schiller & Flexner LLP †	175	0	1	0	3	3	0	0	0	0	0	0	0	7	4.00%	2.84%	1.16%
Hill Ward Henderson †	88	1	0	0	0	0	0	0	1	0	0	0	0	2	2.27%	1.12%	1.15%
Blank Rome LLP †	597	6	2	0	5	5	0	2	1	0	0	0	0	21	3.52%	2.38%	1.14%
Jackson Walker LLP †	802	10	8	0	4	8	0	0	2	0	0	0	0	32	3.99%	2.86%	1.13%
Dorsey & Whitney LLP *	514	2	5	0	2	5	0	1	0	0	0	0	0	15	2.92%	1.81%	1.11%
Winston & Strawn LLP †	1620	12	6	0	28	24	0	2	0	0	0	4	0	76	4.69%	3.61%	1.08%
Brooks Pierce McLendon Humphrey & Leonard, LLP †	96	1	0	0	1	0	0	0	1	0	0	0	0	3	3.13%	2.08%	1.05%
Littler Mendelson P.C. †	1000	10	10	0	9	22	0	1	4	0	0	3	0	59	5.90%	4.86%	1.04%
Morgan, Lewis & Bockius LLP †	1556	12	6	0	12	31	0	1	0	0	1	4	0	67	4.31%	3.27%	1.04%
McDermott Will & Emery †	908	9	3	0	8	10	0	0	0	0	2	0	0	32	3.52%	2.49%	1.03%
Porter Hedges LLP †	101	0	0	0	0	0	0	0	1	0	0	0	0	1	0.99%	0.00%	0.99%
Varnum LLP *	178	0	0	0	0	3	0	0	0	0	0	0	0	3	1.69%	0.70%	0.99%
Hanson Bridgett †	180	1	0	0	0	3	0	0	0	0	0	0	0	4	2.22%	1.25%	0.97%
Jones Day †	1656	8	8	0	11	26	0	2	1	0	0	0	0	56	3.38%	2.41%	0.97%
Smith Gambrell & Russell, LLP †	234	2	2	0	3	3	0	0	0	0	0	0	0	10	4.27%	3.33%	0.94%
Stradley Ronon Stevens & Young LLP †	198	0	1	0	2	3	0	1	0	0	0	0	0	7	3.54%	2.62%	0.92%
Ropes & Gray LLP †	1135	3	3	0	23	17	0	0	1	0	1	1	0	49	4.32%	3.41%	0.91%
Fenwick & West LLP †	423	2	1	0	6	9	0	1	1	0	0	0	0	20	4.73%	3.84%	0.89%
Crowell & Moring LLP *	637	6	6	N/A	6	17	N/A	1	0	N/A	1	1	N/A	38	5.97%	5.08%	0.89%
Knobbe, Martens, Olson & Bear, LLP †	240	0	0	0	0	3	0	0	0	0	0	0	0	3	1.25%	0.38%	0.87%
Gibbons P.C.*	200	2	1	0	2	3	0	0	0	0	0	0	0	8	4.00%	3.13%	0.87%
Cole Schotz P.C. †	115	0	0	0	1	0	0	0	0	0	0	0	0	1	0.87%	0.00%	0.87%
White and Williams LLP†	233	0	0	0	0	2	0	1	1	0	0	0	0	4	1.72%	0.86%	0.86%
DLA Piper, LLP*	1553	11	3	0	18	18	0	4	2	0	3	4	0	63	4.06%	3.23%	0.83%
Eckert Seamans Cherin & Mellott, LLC †	365	0	4	0	3	6	0	0	0	0	0	0	0	13	3.56%	2.74%	0.82%
Hall, Render, Killian, Heath & Lyman, P.C.*	141	0	1	0	2	2	0	0	0	0	0	0	0	5	3.55%	2.74%	0.81%
Young Conaway Stargatt & Taylor LLP †	111	0	0	0	1	1	0	0	0	0	0	0	0	2	1.80%	1.00%	0.80%
Conroy Simberg †	625	1	2	0	2	10	0	0	0	0	0	0	0	15	2.40%	1.60%	0.80%
Nossaman LLP †	135	2	0	0	0	0	0	0	0	0	0	0	0	2	1.48%	0.70%	0.78%
Burns & Levinson LLP *	126	1	0	0	1	0	0	0	0	0	0	0	0	2	1.59%	0.81%	0.78%

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Morrison & Foerster LLP †	860	3	3	0	7	14	0	1	0	0	0	0	0	28	3.26%	2.48%	0.78%
Adams and Reese LLP †	269	1	1	0	4	0	0	1	0	0	3	2	0	11	4.09%	3.35%	0.74%
Neal, Gerber & Eisenberg LLP †	138	1	0	0	0	1	0	0	0	0	0	1	0	3	2.17%	1.45%	0.72%
Lowenstein Sandler LLP †	349	3	0	0	0	5	0	1	3	0	0	0	0	12	3.44%	2.72%	0.72%
Frost Brown Todd LLC †	506	5	2	0	4	3	0	0	0	0	0	1	0	15	2.96%	2.26%	0.70%
O'Melveny & Myers LLP †	677	4	2	0	2	8	0	2	2	0	2	3	0	25	3.69%	2.99%	0.70%
Bodman PLC †	144	1	1	0	1	2	0	0	0	0	0	0	0	5	3.47%	2.78%	0.69%
Proskauer Rose LLP †	532	4	2	0	5	4	0	0	0	0	0	0	0	15	2.82%	2.13%	0.69%
Weil, Gotshal & Manges LLP †	757	4	2	0	8	15	0	0	2	0	0	0	0	31	4.10%	3.42%	0.68%
Davis Graham & Stubbs LLP †	150	0	0	0	2	0	0	0	0	0	0	0	0	2	1.33%	0.67%	0.66%
Hinckley Allen †	152	1	0	0	1	0	0	0	0	0	1	1	0	4	2.63%	1.97%	0.66%
Hogan Lovells US LLP †	1107	4	2	0	17	21	0	1	2	0	0	3	0	50	4.52%	3.86%	0.66%
Winstead PC*	309	1	0	0	3	2	0	0	0	0	0	1	0	7	2.27%	1.63%	0.64%
McKool Smith †	150	0	0	0	0	1	0	0	1	0	3	0	0	5	3.33%	2.70%	0.63%
Katten Muchin Rosenman LLP *	643	2	3	0	9	8	0	0	1	0	0	1	0	24	3.73%	3.11%	0.62%
Chamberlain Hrdlicka *	132	0	1	0	1	4	0	0	0	0	0	0	0	6	4.55%	3.94%	0.61%
Dentons†	571	6	1	0	3	7	0	1	0	0	0	1	0	19	3.33%	2.73%	0.60%
Moore & Van Allen PLLC *	366	0	1	0	4	2	0	1	5	0	0	0	0	13	3.55%	2.96%	0.59%
Sidley Austin LLP †	1420	4	3	0	18	26	0	3	1	0	0	3	0	58	4.08%	3.50%	0.58%
Husch Blackwell LLP †	705	2	5	0	5	12	0	2	1	0	0	1	0	28	3.97%	3.40%	0.57%
Stroock & Stroock & Lavan LLP †	226	0	0	0	1	3	0	0	2	0	1	0	0	7	3.10%	2.53%	0.57%
Dickinson Wright PLLC *	437	6	0	0	2	2	0	0	1	0	0	1	0	12	2.75%	2.18%	0.57%
Lane Powell PC †	179	1	0	0	1	1	0	0	0	0	0	0	0	3	1.68%	1.11%	0.57%
Barnes & Thornburg LLP *	698	13	7	0	5	10	0	2	4	0	1	0	0	42	6.02%	5.46%	0.56%
Vorys, Sater, Seymour and Pease LLP †	358	1	0	0	2	3	0	1	0	0	0	0	0	7	1.96%	1.41%	0.55%
Nelson Mullins Riley & Scarborough LLP *	843	7	9	0	10	9	0	1	0	0	0	0	0	36	4.27%	3.73%	0.54%
Wachtell, Lipton, Rosen and Katz †	261	1	0	0	12	3	0	0	0	0	0	0	0	16	6.13%	5.60%	0.53%
Cadwalader, Wickersham & Taft LLP †	364	1	1	0	4	3	0	0	0	0	0	2	0	11	3.02%	2.50%	0.52%
Milbank LLP *	544	4	0	0	13	8	0	0	0	0	0	0	0	25	4.60%	4.08%	0.52%
Locke Lord LLP †	487	2	3	0	2	3	0	1	1	0	0	1	0	13	2.67%	2.16%	0.51%
Womble Bond Dickinson LLP*	586	1	1	0	5	3	0	1	5	0	1	0	0	17	2.90%	2.41%	0.49%
Dickie, McCamey & Chilcote PC †	193	0	0	0	1	2	0	0	0	0	0	1	0	4	2.07%	1.60%	0.47%
Cullen and Dykman LLP †	175	1	0	0	1	1	0	0	0	0	0	0	0	3	1.71%	1.25%	0.46%
Simpson Thacher & Bartlett †	746	1	3	0	8	17	0	0	1	0	0	0	0	30	4.02%	3.56%	0.46%
Greenberg Traurig †	1742	21	11	0	16	27	0	3	5	0	1	1	0	85	4.88%	4.42%	0.46%
Gunderson Dettmer †	307	2	0	0	9	7	0	0	0	0	0	0	0	18	5.86%	5.41%	0.45%
Best Best & Krieger LLP †	217	1	0	0	0	0	0	0	1	0	0	2	0	4	1.84%	1.39%	0.45%
Foley & Lardner LLP *	1067	6	3	0	5	11	0	4	7	0	2	3	0	36	3.37%	2.94%	0.43%
Kilpatrick Townsend *	562	2	5	0	6	9	0	0	0	0	1	2	0	25	4.45%	4.05%	0.40%
Bracewell LLP †	288	4	0	0	2	4	0	0	1	0	0	0	0	10	3.47%	3.09%	0.38%
Shumaker, Loop & Kendrick, LLP †	265	1	0	0	3	3	0	0	0	0	0	0	0	7	2.64%	2.26%	0.38%
Merchant & Gould †	91	1	1	0	0	0	0	0	0	0	0	0	0	2	2.20%	1.82%	0.38%
Mintz*	480	5	1	0	3	7	0	0	1	0	0	0	0	17	3.54%	3.17%	0.37%
Mayer Brown LLP †	931	7	0	0	9	17	0	2	1	0	0	1	0	37	3.97%	3.61%	0.36%
Wiley Rein LLP †	242	3	3	0	1	1	0	2	0	0	0	0	0	10	4.13%	3.78%	0.35%
Fish & Richardson P.C. †	364	2	0	0	3	2	0	0	1	0	0	0	0	8	2.20%	1.86%	0.34%
McCarter & English, LLP*	384	1	3	0	1	1	0	0	0	0	1	0	0	7	1.82%	1.50%	0.32%
Jackson Lewis P.C.*	945	11	7	0	13	19	0	1	3	0	0	0	0	54	5.71%	5.41%	0.30%
Debevoise & Plimpton LLP †	518	0	2	0	9	19	0	0	0	0	0	0	0	30	5.79%	5.50%	0.29%
Ice Miller LLP *	347	6	2	0	4	4	0	0	1	0	0	0	0	17	4.90%	4.62%	0.28%
Arent Fox LLP †	445	4	2	0	4	7	0	2	0	0	1	3	0	23	5.17%	4.89%	0.28%
Clark Hill *	644	3	3	0	1	5	0	1	2	0	0	2	0	17	2.64%	2.37%	0.27%
Herrick, Feinstein LLP †	103	1	0	0	1	1	0	0	0	0	0	0	0	3	2.91%	2.65%	0.26%

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Ogletree, Deakins, Nash, Smoak & Stewart, P.C. †	913	13	7	0	7	13	0	4	2	0	0	1	0	47	5.15%	4.89%	0.26%
K&L Gates LLP †	1097	6	5	0	8	13	0	0	0	0	1	0	0	33	3.01%	2.76%	0.25%
Fried, Frank, Harris, Shriver & Jacobson LLP †	531	1	1	0	8	16	0	0	0	0	1	2	0	29	5.46%	5.23%	0.23%
Robinson Bradshaw *	163	3	1	0	1	3	0	0	0	0	0	0	0	8	4.91%	4.69%	0.22%
Sullivan & Cromwell LLP. †	889	0	2	0	8	8	0	1	1	0	0	0	0	20	2.25%	2.04%	0.21%
Hueston Hennigan LLP †	70	0	0	0	2	0	0	0	1	0	0	0	0	3	4.29%	4.08%	0.21%
Hooper, Lundy & Bookman, PC †	56	0	0	0	0	1	0	0	0	0	0	0	0	1	1.79%	1.59%	0.20%
Brooks Kushman †	76	0	0	0	1	1	0	0	0	0	0	0	0	2	2.63%	2.44%	0.19%
Loeb & Loeb LLP †	401	4	5	0	1	6	0	1	0	0	0	1	0	18	4.49%	4.30%	0.19%
Polsinelli †	769	9	2	0	4	6	0	1	1	0	0	0	0	23	2.99%	2.87%	0.12%
Calfee, Halter & Griswold LLP †	142	0	0	0	2	0	0	0	0	0	1	0	0	2	1.41%	1.30%	0.11%
Quinn Emanuel Urquhart & Sullivan †	923	3	1	0	2	2	0	0	0	0	0	0	0	8	0.87%	0.76%	0.11%
Farella Braun + Martel LLP †	126	0	0	0	0	1	0	0	0	0	0	0	0	1	0.79%	0.70%	0.09%
Baker & McKenzie LLP †	656	3	5	0	7	6	0	0	0	0	0	0	0	21	3.20%	3.11%	0.09%
Robins Kaplan LLP †	201	1	0	0	3	3	0	0	0	0	2	0	0	9	4.48%	4.39%	0.09%
Lewis Roca Rothgerber Christie, LLP †	222	1	0	0	0	0	0	0	0	0	0	0	0	1	0.45%	0.37%	0.08%
WilmerHale †	899	4	5	0	11	20	0	0	1	0	0	3	0	44	4.89%	4.83%	0.06%
Bryan Cave Leighton Paisner †	680	5	2	0	2	8	0	2	0	0	1	1	0	21	3.09%	3.04%	0.05%
Holland & Hart LLP †	450	0	1	0	1	0	0	1	2	0	0	0	0	5	1.11%	1.06%	0.05%
McGuireWoods LLP †	460	3	3	0	3	8	0	0	1	0	0	0	0	18	3.91%	3.86%	0.05%
Seyfarth Shaw LLP †	679	4	2	0	4	6	0	2	1	0	1	2	0	22	3.24%	3.19%	0.05%
Brownstein Hyatt Farber Schreck, LLP †	295	2	0	0	0	2	0	0	0	0	0	0	0	4	1.36%	1.32%	0.04%
Fox Rothschild LLP †	1871	6	6	0	14	10	0	3	0	0	0	2	0	41	2.19%	2.16%	0.03%
Patterson & Sheridan, L.L.P. †	83	0	0	0	2	0	0	1	0	0	0	0	0	3	3.61%	3.61%	0.00%
Marshall, Gerstein & Borun LLP †	78	2	0	0	0	0	0	0	0	0	0	0	0	2	2.56%	2.56%	0.00%
Belin McCormick, P.C. †	27	0	1	0	0	0	0	0	0	0	0	0	0	1	3.70%	3.70%	0.00%
Alston & Bird LLP †	949	2	5	0	9	18	0	1	0	0	0	1	0	36	3.79%	3.79%	0.00%
Pircher, Nichols & Meeks †	52	1	0	0	0	0	0	0	0	0	0	0	0	1	1.92%	1.92%	0.00%
Lewis Brisbois †	1300	8	8	0	15	20	0	0	0	0	0	0	0	51	3.92%	3.92%	0.00%
Lowndes, Drosdick, Doster, Kantor & Reed, PA †	85	0	0	0	2	0	0	0	0	0	0	0	0	2	2.35%	2.35%	0.00%
Fragomen †	352	0	0	0	1	5	0	0	2	0	0	0	0	8	2.27%	2.27%	0.00%
Morris, Nichols, Arsht & Tunnell LLP †	90	1	0	0	0	1	0	0	0	0	0	0	0	2	2.22%	2.22%	0.00%
Nixon Peabody LLP †	629	3	2	0	7	3	0	1	1	0	0	1	0	18	2.86%	2.86%	0.00%
GableGotwals †	96	0	0	0	0	1	0	0	0	0	0	0	0	1	1.04%	1.04%	0.00%
Goldberg Kohn †	76	0	1	0	0	1	0	0	0	0	0	0	0	2	2.63%	2.63%	0.00%
Krieg DeVault, LLP †	84	0	2	0	0	1	0	0	0	0	0	0	0	3	3.57%	3.57%	0.00%
Brinks Gilson & Lione †	119	1	0	0	2	1	0	0	0	0	0	0	0	4	3.36%	3.36%	0.00%
Seigfreid Bingham, P.C. †	49	1	0	0	0	0	0	0	0	0	0	0	0	1	2.04%	2.04%	0.00%
Bowles Rice LLP †	92	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Cades Schutte LLP †	68	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Carlson Caspers †	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Carrington Coleman LLP †	50	0	0	0	0	1	0	0	0	0	0	0	0	1	2.00%	2.00%	0.00%
Desmarais LLP †	55	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Downey Brand LLP †	100	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Fabyanske, Westra, Hart & Thomson, P. A. †	55	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Gammage & Burnham †	31	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Gordon Thomas Honeywell LLP †	46	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Graydon †	80	0	0	0	0	0	0	0	0	0	2	0	2	2.50%	2.50%	0.00%	
Hangley Aronchick Segal Pudlin & Schiller †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Haug Partners LLP †	56	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Hutchinson Black and Cook, LLC †	29	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Jennings, Strouss & Salmon, PLC †	63	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Katz Teller Brant & Hild †	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Klarquist Sparkman, LLP †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%

Law Firm Black Attorney Percentage Change

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Mirick, O'Connell, DeMallie & Lougee, LLP †	64	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Montgomery Purdue Blankinship & Austin, PLLC †	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Osborn Maledon, P.A. †	49	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Roberts & Holland †	33	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Shumaker & Sieffert †	43	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Simmons Perrine Moyer Bergman PLC †	59	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Slater Matsil, LLP †	30	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Sunstein Kann Murphy & Timbers LLP †	25	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Winthrop & Weinstine, P.A.†	105	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%
Sullivan & Worcester LLP †	162	1	1	0	1	1	0	0	0	0	0	0	0	4	2.47%	2.47%	0.00%
Riker Danzig Scherer Hyland & Perretti LLP †	141	0	0	0	0	0	0	1	1	0	0	0	0	2	1.42%	1.42%	0.00%
Leydig, Voit & Mayer, Ltd. †	60	0	0	0	0	1	0	0	0	0	0	0	0	1	1.67%	1.67%	0.00%
McNees Wallace & Nurick LLC †	128	2	0	0	1	2	0	0	0	0	0	0	0	5	3.91%	3.91%	0.00%
Hodgson Russ LLP †	214	1	0	0	0	0	0	0	0	0	0	0	0	1	0.47%	0.48%	-0.01%
Stinson †	812	7	5	0	4	4	0	0	0	0	0	0	0	20	2.46%	2.48%	-0.02%
Rutan & Tucker, LLP †	151	0	1	0	0	0	0	0	0	0	0	0	0	1	0.66%	0.68%	-0.02%
Quarles & Brady LLP†	488	3	0	0	2	6	0	0	0	0	1	0	0	12	2.46%	2.50%	-0.04%
Sherman & Howard L.L.C. †	190	0	0	0	0	1	0	0	0	0	0	0	0	1	0.53%	0.59%	-0.06%
Burr & Forman LLP *	355	7	1	0	3	4	0	0	0	0	0	0	0	15	4.23%	4.30%	-0.07%
Venable LLP †	800	9	2	0	6	12	0	1	1	0	0	4	0	35	4.37%	4.46%	-0.09%
King & Spalding †	799	8	3	0	4	7	0	0	1	0	5	7	0	35	4.38%	4.49%	-0.11%
Latham & Watkins LLP †	2015	2	3	0	19	23	0	1	1	0	1	3	0	53	2.63%	2.74%	-0.11%
Waller Lansden Dortch & Davis, LLP*	265	1	0	0	5	3	0	0	0	0	0	0	0	9	3.40%	3.51%	-0.11%
Keating Muething & Klekamp PLL †	119	0	0	0	1	0	0	0	0	0	0	0	0	1	0.84%	0.97%	-0.13%
Arnall Golden Gregory LLP †	169	0	2	0	1	1	0	0	0	0	0	0	0	4	2.37%	2.50%	-0.13%
Gunster †	173	1	0	0	1	3	0	0	0	0	0	0	0	5	2.89%	3.05%	-0.16%
Baker Botts LLP †	641	3	4	0	6	4	0	0	0	0	0	0	0	17	2.65%	2.84%	-0.19%
Lathrop GPM †	345	1	2	0	0	1	0	0	1	0	0	0	0	5	1.45%	1.65%	-0.20%
Harris Beach PLLC †	240	3	0	0	1	3	0	0	0	0	0	0	0	7	2.92%	3.17%	-0.25%
Troutman Pepper Hamilton Sanders LLP †	1172	7	4	0	13	18	0	0	0	0	0	6	0	48	4.10%	4.35%	-0.25%
Hunton Andrews Kurth LLP †	955	5	4	0	3	9	0	1	1	0	0	3	0	26	2.72%	2.98%	-0.26%
Robinson+Cole*	235	0	2	0	1	2	0	1	0	0	0	0	0	6	2.55%	2.83%	-0.28%
Snell & Wilmer L.L.P. †	410	0	0	0	1	2	0	0	0	0	0	0	0	3	0.73%	1.01%	-0.28%
Arnold & Porter Kaye Scholer LLP *	937	2	4	0	11	10	0	1	1	0	2	3	0	34	3.63%	3.92%	-0.29%
Duane Morris LLP †	989	7	1	0	6	1	0	5	1	0	0	1	0	22	2.22%	2.53%	-0.31%
Baker & Hostetler LLP †	916	7	6	0	7	11	0	1	1	0	4	5	0	42	4.59%	4.90%	-0.31%
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC †	618	5	1	0	2	8	0	1	2	0	1	1	0	21	3.40%	3.73%	-0.33%
Gordon Rees Scully Mansukhani*	1031	6	3	0	5	11	0	3	5	0	0	0	0	33	3.20%	3.55%	-0.35%
Saul Ewing Arnstein & Lehr LLP †	459	3	4	0	2	3	0	0	1	0	0	0	0	13	2.83%	3.22%	-0.39%
Brown Rudnick LLP †	252	0	0	0	1	1	0	0	0	0	1	0	0	3	1.19%	1.59%	-0.40%
Bond, Schoeneck & King, PLLC †	245	0	0	0	1	2	0	0	0	0	0	0	0	3	1.22%	1.63%	-0.41%
Axinn, Veltrop & Harkrider, LLP †	110	0	1	0	0	0	0	0	0	0	0	0	0	1	0.91%	1.35%	-0.44%
Smith Debnam Narron Drake Saintsing & Myers, LLP †	32	0	0	0	0	1	0	0	0	0	0	0	0	1	3.13%	3.57%	-0.45%
Taft Stettinius & Hollister LLP †	506	4	2	0	4	4	0	0	1	0	1	0	0	16	3.16%	3.61%	-0.45%
Goulston & Storrs, PC †	215	0	0	0	1	1	0	2	2	0	0	0	0	6	2.79%	3.26%	-0.47%
Skadden †	1711	1	4	0	29	30	0	2	4	0	1	0	0	71	4.15%	4.62%	-0.47%
Williams Mullen *	243	2	1	0	0	0	0	0	0	0	0	0	0	3	1.23%	1.72%	-0.49%
Cahill Gordon & Reindel LLP †	325	3	0	0	2	6	0	0	1	0	0	0	0	12	3.69%	4.20%	-0.51%
Fennemore Craig †	159	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.51%	-0.51%
Stoel Rives LLP*	352	3	1	0	5	0	0	1	0	0	0	0	0	10	2.84%	3.36%	-0.52%
Cozen O'Connor †	1000	9	1	0	4	5	0	1	0	0	0	0	0	20	2.00%	2.52%	-0.52%
Kelley Drye & Warren LLP*	273	0	1	0	3	6	0	0	0	0	0	1	0	11	4.03%	4.55%	-0.52%
Allen Matkins †	187	1	0	0	1	2	0	0	0	0	0	0	0	4	2.14%	2.66%	-0.52%
Bricker & Eckler LLP †	147	2	1	0	2	1	0	0	0	0	0	0	0	6	4.08%	4.61%	-0.53%
Kelly Hart & Hallman LLP †	152	1	0	0	1	0	0	0	0	0	0	0	0	2	1.32%	1.88%	-0.56%

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		M	F	N	M	F	N	M	F	N	M	F	N				
Beveridge & Diamond, P.C. †	123	3	0	0	0	3	0	0	0	0	0	0	0	6	4.88%	5.45%	-0.57%
Seward & Kissel LLP †	169	0	0	0	1	0	0	1	0	0	0	1	0	3	1.78%	2.37%	-0.59%
Vedder Price P.C.†	245	1	0	0	1	3	0	0	0	0	0	0	0	5	2.04%	2.69%	-0.65%
Foster Swift Collins & Smith †	92	1	0	0	2	0	0	0	0	0	0	0	0	3	3.26%	3.92%	-0.66%
Shipman & Goodwin LLP †	169	0	2	0	1	1	0	0	0	0	0	0	0	4	2.37%	3.03%	-0.66%
Thompson Coburn LLP †	347	7	3	0	3	1	0	0	0	0	1	1	0	16	4.61%	5.28%	-0.67%
Dykema Gossett PLLC †	431	4	4	0	4	4	0	2	0	0	0	0	0	18	4.18%	4.85%	-0.67%
Curtis, Mallet-Prevost, Colt & Mosle LLP †	148	1	1	0	0	0	0	0	0	0	0	0	0	2	1.35%	2.03%	-0.68%
Connell Foley †	145	0	0	0	1	1	0	0	0	0	0	0	0	2	1.38%	2.07%	-0.69%
Sills Cummis & Gross P.C. †	145	0	0	0	1	1	0	0	0	0	0	0	0	2	1.38%	2.07%	-0.69%
Morrison & Mahoney†	209	1	1	0	0	1	0	0	0	0	0	0	0	3	1.44%	2.14%	-0.70%
Sheppard, Mullin, Richter & Hampton LLP*	983	6	5	0	3	10	0	1	0	0	1	0	0	26	2.64%	3.38%	-0.74%
Verrill Dana, LLP †	135	0	0	0	1	0	0	0	0	0	0	0	0	1	0.74%	1.48%	-0.74%
Bilzin sumberg Baena Price & Axelrod †	100	2	0	0	0	1	0	0	0	0	0	0	0	3	3.00%	3.74%	-0.74%
Cairncross & Hempelmann, P.S. †	53	0	0	0	1	0	0	0	0	0	0	0	0	1	1.89%	2.63%	-0.74%
Kramer Levin Naftalis & Frankel LLP †	360	1	1	0	0	1	0	0	0	0	1	1	0	5	1.39%	2.15%	-0.76%
Fredrikson & Byron, P.A. †	323	0	1	0	0	0	0	0	0	0	0	0	0	1	0.31%	1.09%	-0.78%
Barack Ferrazzano Kirschbaum & Nagelberg LLP †	125	1	1	0	0	0	0	0	0	0	0	0	0	2	1.60%	2.40%	-0.80%
Jenner & Block LLP †	488	1	4	0	4	6	0	0	0	0	1	3	0	19	3.89%	4.71%	-0.82%
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP †	283	3	1	0	3	2	0	0	0	0	0	0	0	9	3.18%	4.00%	-0.82%
Shearman & Sterling LLP †	516	1	2	0	4	12	0	0	0	0	1	1	0	21	4.07%	4.92%	-0.85%
Greenspoon Marder, P.A. †	235	0	0	0	1	1	0	0	0	0	0	0	0	2	0.85%	1.70%	-0.85%
Schulte Roth & Zabel LLP†	354	0	1	0	3	3	0	1	0	0	0	0	0	8	2.26%	3.12%	-0.86%
Jeffer Mangels Butler & Mitchell LLP †	113	0	0	0	1	0	0	0	0	0	0	0	0	1	0.88%	1.77%	-0.89%
Jaffe, Raitt, Heuer & Weiss †	107	0	1	0	0	1	0	0	0	0	0	0	0	2	1.87%	2.80%	-0.93%
Holland & Knight LLP †	1245	15	5	0	4	7	0	1	3	0	0	0	0	35	2.81%	3.75%	-0.94%
Allen & Overy LLP †	273	1	0	0	0	3	0	0	0	0	0	0	0	4	1.47%	2.41%	-0.94%
Haynes and Boone, LLP †	608	1	1	0	4	6	0	4	0	0	0	0	0	9	1.48%	2.46%	-0.98%
Dowd Bennett LLP †	36	1	1	0	2	0	0	0	0	0	0	0	0	4	11.11%	12.12%	-1.01%
Kegler Brown Hill + Ritter †	70	0	0	0	1	0	0	1	0	0	0	0	0	2	2.86%	3.90%	-1.04%
Dechert LLP †	1000	6	0	0	3	7	0	0	0	0	1	0	0	17	1.70%	2.76%	-1.06%
Gray Robinson †	300	0	1	0	0	0	0	0	0	0	0	0	0	1	0.33%	1.45%	-1.12%
Goodwin Procter LLP †	1127	3	1	0	13	34	0	4	2	0	0	1	0	48	4.26%	5.41%	-1.15%
Honigman LLP †	325	3	1	0	3	3	0	0	1	0	1	0	0	12	3.69%	4.84%	-1.15%
Van Ness Feldman LLP †	88	0	1	0	0	1	0	0	0	0	0	0	0	2	2.27%	3.49%	-1.22%
Maslon LLP †	82	1	0	0	0	0	0	0	0	0	0	0	0	1	1.22%	2.44%	-1.22%
Michael Best & Friedrich LLP †	268	0	1	0	0	0	0	2	0	0	0	0	0	0	0.00%	1.27%	-1.27%
Potter Anderson & Corroon LLP †	83	0	0	0	1	0	0	2	0	0	0	0	0	3	3.61%	4.94%	-1.33%
Keller and Heckman LLP †	80	1	0	0	0	0	0	0	0	0	0	0	0	1	1.25%	2.60%	-1.35%
Lerner, David, Littenberg, Krumholz & Mentlik LLP †	58	1	0	0	0	0	0	0	0	0	0	0	0	1	1.72%	3.13%	-1.41%
Morgan & Morgan, PA†	545	2	0	0	11	5	0	0	0	0	0	0	0	18	3.30%	4.76%	-1.46%
Nutter McClennen & Fish LLP †	140	1	0	0	0	1	0	0	0	0	0	0	0	2	1.43%	2.90%	-1.47%
Sterne, Kessler, Goldstein & Fox P.L.L.C. †	132	0	1	0	1	0	0	0	0	0	0	0	0	2	1.52%	3.03%	-1.51%
Graves Dougherty Hearon & Moody, P. C. †	66	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	1.52%	-1.52%
Reed Smith LLP †	1678	11	6	0	9	20	0	0	1	0	3	2	0	52	3.10%	4.64%	-1.54%
Munger, Tolles & Olson LLP †	231	1	1	0	5	2	0	0	0	0	2	2	0	13	5.63%	7.23%	-1.60%
Richards, Watson & Gershon †	68	1	1	0	0	0	0	0	0	0	0	0	0	2	2.94%	4.62%	-1.68%
Warner Norcross + Judd LLP †	220	2	0	0	1	2	0	1	2	0	0	0	0	8	3.64%	5.37%	-1.73%
Armstrong Teasdale LLP †	264	1	0	0	2	0	0	0	0	0	0	0	0	3	1.14%	2.89%	-1.75%
Norton Rose Fulbright US LLP †	923	4	3	0	2	9	0	2	0	0	0	0	0	20	2.17%	3.94%	-1.77%
Buchalter †	258	0	0	0	0	0	0	0	2	0	0	1	0	3	1.16%	3.10%	-1.94%
Wheeler Trigg O'Donnell LLP †	105	1	0	0	0	0	0	0	0	0	0	0	0	1	0.95%	2.90%	-1.95%
Balch & Bingham LLP †	203	1	1	0	0	0	0	0	0	0	1	1	0	4	1.97%	3.94%	-1.97%
Bell Nunnally & Martin LLP †	50	0	0	0	2	0	0	0	0	0	0	0	0	2	4.00%	6.00%	-2.00%
Boutin Jones Inc. †	50	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.00%	-2.00%

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		M	F	N	M	F	N	M	F	N	M	F	N				
Irell & Manella LLP †	65	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.06%	-2.06%
Scott Douglass & McConnico LLP †	48	1	0	0	0	0	0	0	0	0	0	0	0	1	2.08%	4.17%	-2.09%
Spencer Fane LLP †	325	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	2.17%	-2.17%
Epstein Becker & Green, P.C. †	212	1	2	0	1	2	0	0	0	0	0	0	0	6	2.83%	5.17%	-2.34%
Bressler, Amery & Ross PC ‡	169	0	0	0	1	1	0	0	0	0	0	1	0	3	1.78%	4.14%	-2.36%
Dinsmore & Shohl LLP †	1072	10	2	0	5	14	0	0	3	0	0	1	0	35	3.26%	5.70%	-2.44%
Paul, Weiss, Rifkind, Wharton & Garrison LLP *	915	5	2	0	8	19	0	0	2	0	7	10	0	53	5.79%	8.27%	-2.48%
Day Pitney LLP †	273	0	0	0	0	2	0	0	0	0	0	0	0	2	0.73%	3.30%	-2.57%
Buckley LLP ‡	136	0	1	0	1	0	0	0	0	0	2	0	0	4	2.94%	5.88%	-2.94%
Bowman and Brooke †	177	1	2	0	1	1	0	0	0	0	0	0	0	5	2.82%	5.82%	-3.00%
Yetter Coleman LLP ‡	36	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.13%	-3.13%
Eversheds Sutherland LLP ‡	348	1	0	0	3	1	0	0	0	0	0	0	0	5	1.44%	4.60%	-3.16%
Smyser Kaplan & Veselka, L.L.P. ‡	29	0	2	0	0	1	0	0	0	0	0	0	0	3	10.34%	13.64%	-3.30%
Wolf Greenfield †	113	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	3.39%	-3.39%
Schwabe, Williamson & Wyatt †	145	1	0	0	0	1	0	0	0	0	0	0	0	2	1.38%	5.03%	-3.65%
Woods Oviatt Gilman LLP ‡	95	0	0	0	0	0	0	0	1	0	0	0	0	1	1.05%	6.32%	-5.27%
Abrams Fensterman ‡	104	1	0	0	0	1	0	0	0	0	0	0	0	2	1.92%	—	—
Ahmuty, Demers & Mcmanus ‡	86	0	0	0	0	1	0	0	0	0	0	0	0	1	1.16%	—	—
Akerman LLP ‡	651	9	7	0	9	14	0	1	1	0	0	0	0	41	6.30%	—	—
Atkinson, Anderson, Loya, Ruud & Romo ‡	178	1	2	0	0	4	0	0	1	0	0	1	0	9	5.06%	—	—
Babst, Calland, Clements and Zomnir ‡	136	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Bennett Bricklin & Saltzberg ‡	85	0	0	0	1	0	0	0	0	0	2	0	3	3.53%	—	—	
Berger Singerman ‡	102	1	1	0	0	0	0	0	0	0	1	0	3	2.94%	—	—	
Bernstein Shur ‡	112	0	1	0	0	0	0	0	0	0	0	0	1	0.89%	—	—	
Berry Appleman & Leiden *	191	0	0	0	1	7	0	0	0	0	3	0	8	4.19%	—	—	
Bradley Arant Boult Cummings LLP ‡	540	4	1	0	4	6	0	1	0	0	1	0	17	3.15%	—	—	
Bremer Whyte ‡	206	0	0	0	1	6	0	0	0	0	0	0	7	3.40%	—	—	
Bressler Amery & Ross ‡	152	0	1	0	0	1	0	0	0	0	0	0	2	1.32%	—	—	
Brouse McDowell *	81	0	0	0	0	2	0	0	1	0	0	0	3	3.70%	—	—	
Brown & James ‡	101	0	0	0	0	1	0	0	0	0	0	0	1	0.99%	—	—	
Buchanan Ingersoll ‡	454	2	1	0	3	6	0	0	4	0	0	0	16	3.52%	—	—	
Burke Williams & Sorenson ‡	119	1	0	0	0	2	0	0	0	0	0	0	3	2.52%	—	—	
Burns White ‡	137	0	0	0	2	0	0	0	0	0	0	0	2	1.46%	—	—	
Butler Snow ‡	345	7	6	0	0	0	0	0	0	9	4	0	29	8.41%	—	—	
Butler Weihmuller Katz Craig ‡	137	0	0	0	1	6	0	0	0	0	0	0	7	5.11%	—	—	
Capehart Scatchard ‡	85	0	1	0	0	0	0	0	0	0	0	0	1	1.18%	—	—	
Carr Allison ‡	125	0	1	0	0	0	0	0	0	0	0	0	1	0.80%	—	—	
Carter Ledyard & Milburn LLP †	80	1	0	0	1	0	0	0	1	0	0	0	3	3.75%	—	—	
Certilman Bailn Adlder & Hyman ‡	77	1	0	0	1	1	0	0	0	0	0	0	3	3.90%	—	—	
Chartwell Law Offices ‡	132	0	2	0	1	1	0	0	0	0	0	0	4	3.03%	—	—	
Cipriani & Werner ‡	142	1	0	0	0	0	0	0	0	0	0	0	1	0.70%	—	—	
Clausen Miller ‡	96	0	0	0	0	0	0	0	0	0	1	0	1	1.04%	—	—	
Cleary Gottlieb Steen & Hamilton LLP †	675	2	4	0	9	24	0	0	0	0	4	7	50	7.41%	—	—	
Coblentz Patch ‡	102	0	0	0	0	1	0	0	0	0	0	0	1	0.98%	—	—	
Cohen Milsein Sellers & Toll ‡	146	0	1	0	0	1	0	0	1	0	1	0	4	2.74%	—	—	
Cole, Scott & Kissane ‡	478	3	3	0	7	16	0	0	0	0	0	0	29	6.07%	—	—	
Conner & Winters ‡	110	1	0	0	0	0	0	0	0	0	0	0	1	0.91%	—	—	
Constangy, Brooks, Smith & Prophete, LLP ‡	176	1	1	0	0	0	0	0	3	0	2	1	8	4.55%	—	—	
Cordell & Cordell ‡	298	0	3	0	3	17	0	0	0	0	2	0	25	8.39%	—	—	
Cox Castle	146	0	1	0	0	0	0	0	0	0	0	0	1	0.68%	—	—	
Crowe & Dunlevy ‡	115	2	0	0	0	0	0	0	0	0	0	0	2	1.74%	—	—	
Crowley Fleck PLLP ‡	165	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—	
Cummings & Lockwood LLC ‡	59	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—	

Law Firm Black Attorney Percentage Change

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Davis & Gilbert†	122	0	0	0	0	3	0	0	0	0	0	0	0	3	2.46%	—	—
Davis Polk †	813	1	2	0	13	15	0	0	0	0	0	0	0	31	3.81%	—	—
DeWitt†	127	0	0	0	1	1	0	0	0	0	0	0	0	2	1.57%	—	—
Dilworth Paxson †	98	2	0	0	0	0	0	0	0	0	0	0	0	2	2.04%	—	—
Drew Eckl & Farnham*	120	3	0	0	1	4	0	0	1	0	0	0	0	9	7.50%	—	—
Drummond Woodsum†	97	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Faegre Drinker †	1292	4	6	0	12	15	0	2	0	0	0	0	0	38	2.94%	—	—
Farrell Fritz†	89	0	0	0	1	1	0	0	0	0	0	0	0	2	2.25%	—	—
FisherBroyles †	299	5	1	0	0	0	0	0	0	0	0	0	0	6	2.01%	—	—
Flower White Burnett†	67	1	0	0	0	0	0	0	0	0	0	0	0	1	1.49%	—	—
Foley & Mansfield†	178	0	1	0	0	0	0	0	0	0	0	0	0	1	0.56%	—	—
FordHarrison LLP†	142	0	2	0	1	4	0	0	1	0	0	1	0	9	6.34%	—	—
Foulston Siefkin†	87	1	0	0	0	0	0	0	0	0	0	0	0	1	1.15%	—	—
Frankfurt Kurmit Klein & Selz*	92	0	1	0	1	4	0	0	1	0	0	0	0	7	7.61%	—	—
Freeborn & Peters†	128	1	0	0	1	0	0	0	0	0	0	0	0	2	1.56%	—	—
Freeman Mathis & Gray†	151	1	0	0	1	0	0	0	0	0	0	0	0	2	1.32%	—	—
Friday Eldredge & Clark*	89	1	0	0	0	0	0	0	0	0	0	0	0	1	1.12%	—	—
Gallagher & Kennedy†	62	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Galloway,Johnson,Tompkins,Burr & Smith†	125	1	0	0	1	2	0	0	0	0	1	0	0	4	3.20%	—	—
Gilbert LLP †	33	0	0	0	0	3	0	0	0	0	0	1	0	4	12.12%	—	—
Glaser Weil†	84	0	0	0	0	1	0	0	0	0	0	0	0	1	1.19%	—	—
Gravey Schubert Berer†	137	1	0	0	0	1	0	0	0	0	0	0	0	2	1.46%	—	—
Gray Reed & McGraw†	138	0	0	0	1	0	0	0	0	0	1	0	0	2	1.45%	—	—
Greenbaum Rowe Smith & Davis †	95	0	0	0	1	1	0	0	0	0	0	0	0	2	2.11%	—	—
Greenberg Glusker Fields Claman & Machtinger†	102	0	0	0	0	0	0	0	1	0	0	0	0	1	0.98%	—	—
Greensfelder, Hemker & Gale, P.C. †	164	2	1	0	3	0	0	0	0	0	0	0	0	6	3.66%	—	—
Hagens Berman Sobol Shapiro*	82	0	0	0	0	2	0	0	0	0	0	0	0	2	2.44%	—	—
Hahn Loeser †	158	1	0	0	0	0	0	1	0	0	0	0	0	2	1.27%	—	—
Hall & Evans †	106	0	0	0	1	1	0	0	0	0	0	0	0	2	1.89%	—	—
Hall Booth Smith†	197	3	1	0	0	0	0	1	0	1	7	0	13	6.60%	—	—	
Hall Estill†	130	1	0	0	0	0	0	0	0	0	0	0	0	1	0.77%	—	—
Hanna Brophy †	121	0	1	0	4	1	0	0	0	0	0	0	0	6	4.96%	—	—
Hawkins Delafield & Wood†	79	0	0	0	1	0	0	0	0	0	0	0	0	1	1.27%	—	—
Hawkins Parnell & Young†	170	2	1	0	0	3	0	0	0	0	0	0	0	6	3.53%	—	—
Haynsworth Sinkler Boyd†	122	0	1	0	1	2	0	0	1	0	0	0	0	5	4.10%	—	—
Heidell,Pittoni,Murphy & Bach†	96	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
HeplerBroom*	112	2	0	0	2	1	0	0	0	0	0	0	0	5	4.46%	—	—
Heyl,Royster,Voelker & Allen†	110	0	0	0	1	0	0	0	0	0	0	0	0	1	0.91%	—	—
Hinman,Howard & Kattell†	81	0	0	0	0	1	0	0	0	0	0	0	0	1	1.23%	—	—
Hoagland,Longo,Moran,Dunst & Doukas†	66	0	0	0	1	0	0	0	0	0	0	0	0	1	1.52%	—	—
Howard & Howard†	163	0	0	0	1	1	0	0	0	0	0	0	0	2	1.23%	—	—
Jackson Kelly PLLC†	165	0	0	0	0	0	0	0	1	0	0	0	0	1	0.61%	—	—
Johnson & Bell†	103	0	0	0	2	2	0	0	0	0	0	0	0	4	3.88%	—	—
Jones Walker LLP†	360	1	1	0	1	1	0	0	0	0	0	0	0	4	1.11%	—	—
Jones,Skelton & Hochuli†	83	1	0	0	0	0	0	0	0	0	0	0	0	1	1.20%	—	—
Kasowitz Benson Torres LLP †	252	2	3	0	1	3	0	0	0	0	2	8	0	19	7.54%	—	—
Kaufman & Canoles*	88	0	0	0	1	0	0	0	0	0	0	0	0	1	1.14%	—	—
Kaufman Borgeest †	115	0	1	0	0	3	0	0	0	0	0	0	0	4	3.48%	—	—
Kaufman Dolowich Voluck†	145	1	1	0	0	0	0	1	0	0	0	5	0	8	5.52%	—	—
Kelley Kronenberg†	192	1	2	0	3	14	0	0	0	0	0	0	0	20	10.42%	—	—
Kellogg Hansen †	79	0	0	0	0	1	0	0	0	0	0	0	0	1	1.27%	—	—
Kessler Topaz Meltzer & Check†	88	1	0	0	0	0	0	0	0	0	1	2	0	4	4.55%	—	—
Khehr Harrison Harvey Branzburg†	91	0	0	0	1	0	0	0	0	0	0	0	0	1	1.10%	—	—
Kirton McConkie†	143	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—

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		M	F	N	M	F	N	M	F	N	M	F	N				
Kitch Druchas Wagner Valitutti & Sherbrook†	108	0	0	0	1	0	0	0	0	0	0	0	0	1	0.93%	—	—
Kobre & Kim†	76	0	0	0	1	1	0	0	0	0	0	0	0	2	2.63%	—	—
Kubicki Draper†	130	1	1	0	6	5	0			0			0	13	10.00%	—	—
Kutak Rock LLP †	503	2	2	0	3	3	0	0	1	0	0	0	0	11	2.19%	—	—
Laughlin, Falbo, Levy & Moresi†	130	1	1	0	0	2	0	0	0	0	0	0	0	4	3.08%	—	—
Lazano Smith†	110	1	0	0	2	0	0	0	0	0	0	0	0	3	2.73%	—	—
Leech Tishman Fuscaldo & Lampi†	87	0	1	0	0	0	0	0	0	0	0	0	0	1	1.15%	—	—
Lewis Rice LLC †	150	2	3	0	0	0	0	0	0	0	0	0	0	5	3.33%	—	—
Lewis Thomason†	105	0	0	0	0	1	0	0	0	0	0	0	0	1	0.95%	—	—
Liebert Cassidy Whitmore†	99	0	1	0	0	0	0	0	0	0	0	0	0	1	1.01%	—	—
Lieff Cabraser Heimann & Bernstein†	70	1	0	0	0	1	0	0	0	0	0	1	0	3	4.29%	—	—
Linebarger Goggan †	116	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Lippes Mathias †	132	0	0	0	1	0	0	0	0	0	0	0	0	1	0.76%	—	—
Liskow & Lewis†	128		1	0	1	4	0			0			0	6	4.69%	—	—
litchfield Cavo †	264	1	0	0	2	2	0	0	0	0	0	0	0	5	1.89%	—	—
Lozano Smith †	115	1	0	0	3	0	0	0	0	0	0	0	0	4	3.48%	—	—
Luks Santaniello †	152	1	4	0	3	7	0	0	0	0	1	0	0	16	1.53%	—	—
Manning & kass, Ellord, Ramirez, Trester†	151	0	2	0	1	5	0	0	0	0	0	0	0	8	5.30%	—	—
Manning Gross+Massemnburg†	114	0	1	0	1	1	0	0	0	0	0	0	0	3	2.63%	—	—
Margolis Edelstein †	106	0	1	0	0	1	0	0	0	0	0	0	0	2	1.89%	—	—
Marshall Dennehey †	416	7	7	0	2	6	0	0	1	0	0	0	0	23	5.53%	—	—
Maynard, Cooper & Gale PC †	247	0	0	0	0	0	0	1	2	0	2	0	0	5	2.02%	—	—
McAfee & Taft, PC†	173	0	0	0	0	2	0	0	0	0	0	0	0	2	1.16%	—	—
McAngus Goudelock †	243	0	0	0	0	0	0	0	0	0	5	13	0	18	7.41%	—	—
McCalla Raymer Leibert Pierce†	127		2	0		3	0			0			0	5	3.94%	—	—
McDonald Hopkins†	131	0	1	0	1	2	0	0	0	0	0	0	0	4	3.05%	—	—
McElroy, Deutsch, Mulvaney & Carpenter LLP*	224	0	1	0	1	2	0	2	1	0	0	0	0	7	3.13%	—	—
McGivney, Kluger & Cook†	50	1	0	0	2			0	0	0	0	0	0	3	6.00%	—	—
McGlinchey Stafford PLLC†	148	0	0	0	0	6	0	0	0	0	0	0	0	6	4.05%	—	—
McLane Middleton †	129	0	0	0	0	2	0	0	0	0	0	0	0	2	1.55%	—	—
McLaughlin & Stern †	111	0	2	0	0	0	0	0	0	0	0	0	0	2	1.80%	—	—
McNair Law Firm †	360	4	1	0	4	1	0	0	0	0	0	0	0	10	2.78%	—	—
Meagher & Geer†	80	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Messner Reeves †	131	0	0	0	1	1	0	0	0	0	0	0	0	2	1.53%	—	—
Milber Markris piousadis & Seiden†	106	0	1	0	0	0	0	0	0	0	0	0	0	1	0.94%	—	—
Miles & Stockbridge P.C.†	214	4	3	0	0	4	0	0	3	0	0	0	0	14	6.54%	—	—
Miller & Chevalier†	82	0	1	0	1	0	0	0	0	0	0	0	0	2	2.44%	—	—
Miller & Martin †	122	0	0	0	0	2	0	0	0	0	0	0	0	2	1.64%	—	—
Miller Canfield †	202	2	2	0	2	2	0	3	0	0	0	1	0	12	5.94%	—	—
Miller Nash Graham & Dunn LLP †	123	2	1	0	0	2	0	0	0	0	0	0	0	5	4.07%	—	—
Miller, Johnson, Scroll & Cummiskey†	108	1	0	0	2	1	0	0	1	0	0	0	0	5	4.63%	—	—
Mintzer, Sarowitz Zeris Ledva & Meyers†	74		0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Mitchell Silberberg & Knupp†	128	2	1	0	1	1	0	0	0	0	0	0	0	5	3.91%	—	—
Mitchell, Williams, Selig, Gates & Woodyard†	90	0	0	0	0	1	0	0	0	0	0	0	0	1	1.11%	—	—
Montgomery McCracken Walker & Rhoads†	122	0	2	0	0	0	0	0	0	0	0	0	0	2	1.64%	—	—
Moore Ingram johnson & Steele†	86	1	0	0	0	2	0	0	0	0	0	0	0	3	3.49%	—	—
Morris Bart †	88	0	0	0	1	7	0	0	0	0	0	0	0	8	9.09%	—	—
Morrison Cohen†	104	0	0	0	0	3	0	0	0	0	0	0	0	3	2.88%	—	—
Moses & Singer †	92	0	0	0	0	2	0	0	0	0	0	0	0	2	2.17%	—	—
Moss & Barnett†	67	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Motley Rice†	110	1	1	0	1	1	0	0	0	0	0	0	0	4	3.64%	—	—
Mullen & Filippi†	116	0	0	0	0	1	0	0	0	0	0	0	0	1	0.86%	—	—
Munsch Hardt Kopf & Harr†	121	1	0	0	1	2	0	0	0	0	1	0	0	5	4.13%	—	—
Murchison & Cumming†	89	0	0	0	0	1	0	0	0	0	0	0	0	1	1.12%	—	—

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		M	F	N	M	F	N	M	F	N	M	F	N				
Murtha Cullina †	105	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Musick,Peeler & Garrett†	94	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Myers Bigel †	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Nexsen Pruet LLC†	193	0	0	0	2	2	0	0	0	0	2	1	0	7	3.63%	—	—
Norris McLaughlin & Marcus†	122	0	0	0	0	0	0	0	1	0	0	0	0	1	0.82%	—	—
O'Hagan Meyer †	143	1	0	0	3	3	0	0	1	0	0	0	0	8	5.59%	—	—
Obermayer Rebmann Maxwell & Hippel†	106	1	0	0	1	1	0	1	0	0	0	0	0	4	3.77%	—	—
Offit Kurman †	173	3	1	0	0	0	0	0	0	0	0	0	0	4	2.31%	—	—
Parker Poe †	29		1	0			0			0			0	1	3.45%	—	—
Parsons Behle & Latimer†	137	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Paul Hastings LLP †	793	6	1	0	4	9	0	11	0	0	0	0	0	31	3.91%	—	—
Pecker & Abramson†	114	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Phelps Dunbar LLP†	270	6	2	0	2	2	0	0	0	0	0	0	0	12	4.44%	—	—
Phillips Lytle LLP†	195	0	0	0	1	0	0	0	0	0	0	0	0	1	0.51%	—	—
Pierce Atwood†	147	0	0	0	0	1	0	0	0	0	0	0	0	1	0.68%	—	—
Plunkett Cooney †	135	0	0	0	1	2	0	0	0	0	0	0	0	3	2.22%	—	—
Porzio Bromberg & Newman P.C.†	93	0	1	0	1	1	0	2	1	0	0	0	0	6	6.45%	—	—
Post & Schell†	140	0	0	0	0	1	0	0	0	0	0	0	0	1	0.71%	—	—
Poyner Spruill†	132	0	0	0	0	3	0	0	0	0	0	5	0	8	6.06%	—	—
Prince Lobel Tye†	95	1	1	0	0	1	0	0	0	0	0	0	0	3	3.16%	—	—
Procopio,Cory,Hargreaves & Savitch†	180	1	0	0	0	0	0	0	0	0	1	1	0	3	1.67%	—	—
Pullman & Comley †	104	1	0	0	1	0	0	0	0	0	0	0	0	2	1.92%	—	—
Quintairos, Prieto, Wood & Boyer†	375	11	9	0	4	8	0	1	0	0	0	0	0	33	8.80%	—	—
Rawle & Henderson †	98	1	0	0	1	0	0	0	0	0	0	0	0	2	2.04%	—	—
Ray Quinney & Nebeker†	89	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Reminger Co. LPA†	142	2	0	0	0	0	0	0	0	0	2	0	0	2	1.41%	—	—
Resnick & Louis †	164	0	3	0	2	3	0		0	0	0	0	0	8	4.88%	—	—
Richards, Layton & Finger †	160	0	1	0	2	2	0	0	0	0	0	0	0	5	3.13%	—	—
Riemer & Braunstein†	83	0	1	0	0	0	0	0	0	0	0	0	0	1	1.20%	—	—
Rivkin Radler †	190	0	1	0	2	1	0	0	0	0	0	0	0	4	2.11%	—	—
Robbins Geller Rudman & Dowd LLP †	171	2	0	0	0	0	0	1	2	0	0	0	0	5	2.92%	—	—
Roetzel & Andress, LPA †	173	2	0	0	0	1	0	0	0	0	0	0	0	3	1.73%	—	—
Ropers Majeski Kohn Bentley†	107	0	1	0	0	0	0	0	0	0	0	0	0	1	0.93%	—	—
Rosenberg & Estis†	86	0	0	0	0	0	0	0	1	0	0	0	0	1	1.16%	—	—
Rumrberger Kirk & Caldwell†	95	0	1	0	1	1	0	0	0	0	0	0	0	3	3.16%	—	—
Sandberg Phoenix & Von Gontard†	158	0	0	0	0	2	0	0	0	0	0	0	0	2	1.27%	—	—
Schenck,Price,Smith & King†	81	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Schnader Harrison Segal & Lewis†	124	1	1	0	0	1	0	1	0	0	0	0	0	4	3.23%	—	—
Schwegman Lundberg & Woessner†	178	0	0	0	0	0	0	0	0	0	2	0	0	2	1.12%	—	—
Scopelitis,Garvin,Light,Hanson & Feary†	88	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	—	—
Secrest Wardle†	75	2	1	0	0	0	0	0	0	0	0	0	0	3	4.00%	—	—
Segal McCambridge *	111	1	0	0	3	6	0	1	1	0	0	0	0	12	10.81%	—	—
Selman Breitman†	103	0	1	0	1	1	0	0	0	0	0	0	0	3	2.91%	—	—
Severson & Werson†	87	0	1	0	1	1	0	0	0	0	0	0	0	3	3.45%	—	—
Shulman Rogers†	78	0	0	0	3	2	0	1	0	0	0	0	0	6	7.69%	—	—
Shutts & Bowen LLP†	270	2	1	0	2	3	0	0	0	0	0	0	0	8	2.96%	—	—
Smith Anderson †	146	0	0	0	2	6	0	0	0	0	0	0	0	8	5.48%	—	—
Smith, Anderson, Blount, Dorsett, Mitchell & Jeringan†	133	0	0	0	0	0	0	0	0	0	1	4	0	5	3.76%	—	—
SmithAmundsen LLC †	188	0	0	0	0	0	0	0	1	0	0	0	0	1	0.53%	—	—
Spilman Thomas & Battle†	119	0	0	0	0	0	0	0	1	0	0	0	0	1	0.84%	—	—
Stark & Stark†	103	0	2	0	1	0	0	0	0	0	0	0	0	3	2.91%	—	—
Stearns Weaver Miller Weissler Alhadeff & Sitterson†	115	2	1	0	0	0	0	0	0	0	0	0	0	3	2.61%	—	—
Stevens & Lee †	166	0	1	0	2	0	0	0	0	0	0	0	0	3	1.81%	—	—
Strading Yocca Carlson & Rauth†	121	1	0	0	0	0	0	0	0	0	0	0	0	1	0.83%	—	—

Law Firm Black Attorney Percentage Change

Law Firms	Total US Attys	Partner			Associate			Counsel			Non-partner Track			Total Black Attys	Current Year Black Atty %	Previous Year Black Atty %	Change
		M	F	N	M	F	N	M	F	N	M	F	N				
Susman Godfrey †	136	1	0	0	1	1	0	0	0	0	0	0	0	3	2.21%	—	—
Swanson, Martin & Bell†	134	0	0	0	0	1	0	0	0	0	0	0	0	1	0.75%	—	—
Swift, Currie, MaGhes & Hirs†	149	0	2	0	0	0	0	0	0	0	5	7	0	14	9.40%	—	—
Taylor English Duma†	159	7	3	0		3	0	0	0	0	0	0	0	13	8.18%	—	—
Thomas J. Henry Law †	107	0	0	0	4	7	0	0	0	0	0	0	0	11	10.28%	—	—
Thomas, Thomas & Hafer†	78	0	1	0	0	0	0	0	0	0	0	0	0	1	1.28%	—	—
Thompson, Coe, Cousins & Irons, L.L.P.	197	1	1	0	0	4	0	0	0	0	0	3	0	9	4.57%	—	—
Traub Lieberman Straus & Shrewsbury†	89	0	1	0	1	1	0	0	0	0	0	0	0	3	3.37%	—	—
Trenam†	101	1	0	0	0	1	0	0	0	0	0	1	0	3	2.97%	—	—
Tressler†	79	0	0	0	0	1	0	0	0	0	0	0	0	1	1.27%	—	—
Tucker Ellis LLP†	219	1	1	0	0	1	0	1	3	0	0	0	0	7	3.20%	—	—
Tyson & Mendes †	185	1	0	0	1	2	0	1	1	0	0	0	0	6	3.24%	—	—
Ulmer & Berne†	163	0	1	0	2	0	0	3	2	0	0	0	0	8	4.91%	—	—
Vernis & Bowling†	119	0	0	0	0	0	0	0	0	0	2	3	0	5	4.20%	—	—
Von Briesen & Roper, S.C. †	184	0	0	0	0	1	0	0	0	0	0	0	0	1	0.54%	—	—
Ward And Smith†	91	0	0	0	0	0	0	0	0	0	2	1	0	3	3.30%	—	—
Weinberg, Wheeler, Hudgins, Gunn & Dial†	94	2	1	0	0	1	0	0	0	0	0	0	0	4	4.26%	—	—
Weitz & Luxenberg †	85	0	0	0	0	2	0	0	0	0	0	0	0	2	2.35%	—	—
Werber Gallagher Simpson Stapleton Fires & Newby†	115	1	0	0	0	0	0	0	0	0	0	0	0	1	0.87%	—	—
Whiteford Taylor Preston†	182	2	2	0	0	3	0	0	0	0	0	0	0	7	3.85%	—	—
Wicker Smith O'Mara McCoy & Ford †	223	1	0	0	2	1	0	0	0	0	0	0	0	4	1.79%	—	—
Wilentz, Goldman & Spitzer†	94	2	0	0	1	0	0	0	0	0	0	0	0	3	3.19%	—	—
Windels Marx Lane & Mittendorf †	142	0	0	0	0	1	0	1	1	0	0	0	0	3	2.11%	—	—
Wood Smith Henning & Berman LLP †	302	0	0	0	2	4	0	0	0	0	0	0	0	6	1.99%	—	—
Wyatt, Tarrant & Combs LLP †	155	1	0	0	1	0	0	1	0	0	0	0	0	3	1.94%	—	—
Wyrick Robbins Yates & Ponton†	92	0	0	0	0	1	0	0	0	0	0	0	0	1	1.09%	—	—
Zuckerman Spaeder†	76	0	0	0	2	1	0	0	0	0	2	0	0	5	6.58%	—	—
ZwillGen †	26	0	0	0	0	1	0	0	0	0	0	0	0	1	3.85%	—	—

Black Attorneys of Decade Bios

At the beginning of the decade, Lawyers of Color announced our list of the ten most influential Black attorneys of the last decade. We present them in our first publication in over a year making note of career changes for two of them. We are honored to salute these innovators, public figures, and change agents. In ranking the ten most influential Black lawyers, we considered each honoree's media reach, pipeline influence, policy impact, and the extent to which each inspires those in the legal profession and beyond.

Lawyers
Color

—Most Influential— BLACK LAWYERS OF THE DECADE



—Most Influential—
BLACK LAWYERS
OF THE DECADE

EVANGELINE MITCHELL

Founder, National Black Pre-Law Conference and Law Fair

Mitchell has hosted over 300 mock law school classes, workshops, panels, and clinics for over 8,000 prospective minority law students.

#10

Evangeline M. Mitchell

Iowa College of Law

Founder, National Black Pre-Law Conference and Law Fair

The future of the legal profession depends on how well new lawyers are trained and mentored. And so far, African Americans are still underrepresented in the legal profession making up only 5% of the lawyers in the United States. Evangeline Mitchell is one of respected lawyers ensuring that there is sustainable growth in the number of African American lawyers in the United States and the rest of the world.

By founding the The National Black Pre-Law Conference and Law Fair, Mitchell created a platform for black law students to acquire knowledge about American legal history, and most especially, the history of blacks as regards the legal profession. Through her establishment, she has provided mentorship to hundreds of law students and aspiring black attorneys. Mitchell is also an author and publisher of several books, all focused on advancing the legal profession in the eyes of its aspirants. Her books, “Conquer the LSAT”, “Profiles & Essays

of Successful African American Law School Applicants” and “Conquering the Bar Exam” are primarily focused on supporting African American law school applicants in their pursuit of becoming attorneys.

Her futuristic efforts in aiding the development of African American attorneys has earned Mitchell recognitions from reputable bodies in the legal profession, some of which include recognition as Fellow of the Texas Bar Foundation and Houston Bar Association Equal Access Champion for dedicated pro bono legal service. She’s currently serving on boards of several nonprofit organizations, including the National Association of Black Female Entrepreneurs, the Manhood Achievement Network, and the Civic Frame.

Mitchell is married to Michael. The couple has two children.

Jeff Stevens
 Yolanda Young

—Most Influential—
BLACK LAWYERS
OF THE DECADE

HEZEKIAH SISTRUNK, JR.

National Partner and President, The Cochran Firm

Sistrunk honors the legacy of the firm's founder by carrying the torch for social justice.

#9



Hezekiah Sistrunk, Jr.

Duke University Law School

National Partner and President, The Cochran Firm

Managing Partner, The Cochran Firm, Atlanta, GA

“One of the biggest problems we have in the country – and still have – is making sure that everybody has equal access to counsel.”

In 2005, Johnnie Cochran died after building a resounding legacy in the legal profession, defending people of color and ensuring that people get the justice they deserve regardless of race. Five years before his death, he invited Hezekiah Sistrunk Jr to join him at the Cochran Firm. Today, Sistrunk is the Nation Partner and President of the Cochran Firms’ 26 offices across the United States, and the Managing Partner of its Atlanta-based office. The firm, since the death of its founder, has played big roles in the fight against police brutality cases.

In his watch, the firm has secured over \$35 billion in settlements and verdicts for clients.

Personally, Sistrunk has tried over 100 cases to verdict in state, federal courts, and administrative agencies. His focus on litigating and divulging complex legal matters makes him an exceptional lawyer in this day and age America. He has also lectured on complex medical professional liability and conducted risk management and assessment for clients in various industries.

Sistrunk believes that his upbringing played a significant role in his choice of career and motivation so far. Born and brought up in Orangeburg, South Carolina in the ‘50s and ‘60s, he experienced the backlashing effects of racial segregation firsthand both in everyday lives and on quest for education. This is particularly evident as Orangeburg is the home of two historically black colleges. Sistrunk confirmed that his teachers from Wilkinson High School were highly inspiring, urging the kids to pursue their dreams relentlessly against all odds.

Also, Sistrunk was from a well-read family where he learned about the NAACP Legal Defense Fund. According to him, the efforts of the LDF in leveling the playing field for people of color inspired him to pursue a path in law. This and his background in a racially segregated community had influenced his decision to join Cochran in building an African American legacy.

So far, Sistrunk has built a reputation for himself as well as the Cochran Firm. While doing so, he has won several awards and has been recognized by reputable bodies across the United States. Some of these awards and recognitions include President of the National Trial Lawyers, The National Bar Association Maynard H. Jackson, Jr. Legacy Award, Clarence Darrow Award, Lawyer of the Year in Product Liability Litigation - Plaintiffs in Atlanta and a dozen of other remarkable recognitions and awards.

Jeff Stevens

Yolanda Young

—Most Influential—
BLACK LAWYERS
OF THE DECADE

BENJAMIN F. WILSON

Chairman, Beveridge & Diamond PC

Wilson created networking organizations to support executive- and senior-level black attorneys.

#8

Benjamin F. Wilson

Harvard Law School

(Retired) Chairman, Beveridge & Diamond, P.C.

Founder, Diverse Partners Network

“We have to be intentional about diversity the way we are intentional about delivering an uncommon level of client service.”

Esteemed attorney Ben Wilson is often lauded for his professional accomplishments, which he makes a point of pairing with his important work of increasing diversity in the legal profession. In addition to mentoring attorneys at Beveridge & Diamond where he recently retired as Chairman, Ben founded the Managing Partner Networks and Diverse Partners Network to ensure that attorneys of color wouldn't have to experience the isolation and lack of mentorship that he endured in his career, which he began at the Atlanta-based firm, King & Spalding.

In 1979, Ben joined the Civil Division of the U.S. Department of Justice where he twice received a Special Achievement Award. Such honors have been a mainstay. In recent years, Savoy Magazine named him to its list of the Most Influential Black Corporate Directors (2016) and Most Influential Black Lawyers (2015). In 2014, he received the Spirit of Excellence Award from the American Bar Association (ABA) Commission on Racial and Ethnic Diversity in the Profession, the Commission's highest honor. ELI magazines called him “The Defender” for his unwavering efforts towards environmental sustainability. Ben is deeply concerned about the environment and ensuring big corporations and industries follow through in their pursuit towards a net zero carbon emission future. With his experience in Environmental Law, he has served as Court-Appointed Monitor of the Duke Energy Coal Ash Spill

Remediation Project, as well as Deputy Monitor for Emissions and Environment at the Volkswagen AG emissions proceedings.

Ben is Chair of the Environmental Law Institute (ELI) and serves on the Boards of PG&E Corporation and Northwestern Mutual Life Insurance Company, the Board of Trustees of Dartmouth College, and the Board of the Leadership Council on Legal Diversity (LCLD).

To ensure that future attorneys are diverse and highly skilled, Ben is a guest lecturer in several prestigious universities including Harvard Law School and George Washington University. He is also an Adjunct Professor of Environmental Law at Howard University School of Law.

Ben's commitment to excellence, justice and civil rights are in his bones. He grew up in segregated Jackson, Mississippi where his parents worked at Jackson State University. His father would eventually serve more than 20 years as president of Norfolk State University. The family's value for education began with Ben's grandfather, a freed slave who insisted each of his 15 children be educated. Ben and his brother, Harrison III continued that tradition as undergraduates at Dartmouth College. Ben would meet his future wife, Merinda while they both attended Harvard Law School. Their daughter Rachel is a Michigan Law School graduate and Ben's nephew Russell Wilson, the Super Bowl winning quarterback and Walter Payton NFL Man of the Year, graduated in three years from North Carolina State University.

Jeff Stevens
Yolanda Young

—Most Influential—
BLACK LAWYERS
OF THE DECADE

LAURIE ROBINSON HADEN

Founder, President & CEO, Corporate Counsel Women of Color

Haden's revolutionary vision galvanized 4500 women to build relationships and business.

#7

Laurie Robinson Haden

Indiana University, Maurer School of Law
Founder, CEO & President, Corporate Counsel Women
of Color

“The death of George Floyd struck a nerve with so many. The fight is not just for equality in law enforcement and the criminal justice system, but also in our workplaces — at our corporations and law firms.”

As of 2017, women constituted more than 33% of the legal profession but barely 20% of general counsels of Fortune 500 companies, law firm partners, and school deans were women. Obviously, the statistics are even more unfavorable towards women of color. In 2018, only 0.68% of African American women attorneys were partners at a law firm and 2.55% were associates. Mrs. Laurie Robinson Haden founded Corporate Counsel Women of Color (CCWC) to help minority women not only survive, but thrive in spite of the dismal statistics.

As the President and CEO of CCWC, Laurie has inspired thousands of women attorneys of color to greatness through scheduled conferences around the country. She has hosted over 1,300 relentless women attorneys of color. Her fight and support in promoting diversity in the legal profession led to her also founding the Corporate Counsel Men of Color (CCMC), a subsidiary of CCWC focused on facilitating the progress of male attorneys of color through the legal

profession. Currently, the CCWC has over 4,500 members serving as general counsel and corporate counsel in Fortune 1000 companies.

Her efforts in ensuring a diverse and inclusive legal system has earned her awards and recognitions from several reputable bodies, including the Black Women Lawyers Power of One Award, Matthew J. Whitehead II Diversity Award, National Bar Association's Pinnacle Award, Network Journal's 25 Most Influential Black Women in Business Award, the New York City Bar Association Diversity Champion Award, the New York State Bar Association Diversity Trailblazer Award, and more.

In all respects, Laurie leads by example. Her impressive legal career is but one example. A graduate of North Carolina Central University and Indiana University's Maurer School of Law, she began her career as an intern at the National Football League and later worked as an associate in two New York firms, Epstein, Becker and Green P.C. and Seyfarth Shaw LLP. She then joined CBS Corporations where she rose to become Vice President and Assistant General Counsel of ViacomCBS.

Laurie is married to David Patrick Haden, Sr. and the two have one son, David Patrick Haden II.

Jeff Stevens
Yolanda Young

— Most Influential —
BLACK LAWYERS
OF THE DECADE

#6

APRIL REIGN

Equity Advisor, Culture Commentator, Diversity & Inclusion Advocate

Her OscarsSoWhite campaign led to more diversity in Hollywood.

April Reign

University of Texas School of Law

Writer, Editor, Activist

Principal, Reignstorm Ventures, Inc.

Creator, #OscarsSoWhite

“#OscarsSoWhite they asked to touch my hair.”

In 2015, as the Academy Awards nominations were announced, April Reign published a series of tweets with the hashtag #OscarsSoWhite. The tweets expressed her disgruntlement with the Academy's failure to recognize obviously talented creators of color. It turned out that sentiment was widely held. The hashtag caught fire and led to a movement against the racial inequality in the film industry.

At the time of the tweet storm, the Oscar membership board was made of 92% white and 75% male members. Five years later, in 2020, the board was 84% white and 68% male. This marked improvement would not have occurred but for the attention Reign brought.

Reign has made a profound difference that extends beyond the Oscars. Recently, the Hollywood Foreign Press Association (HFPA), came under scrutiny after its Golden Globe Award nominees were revealed to have no Black women among its 20 nomination slots for female performers. Following the backlash, the 87-member board, which currently has no Black members, said it would “immediately work” to rectify

this.

Reign's influence reaches beyond awards shows to all of Hollywood. Reign's input in the racial disparity among filmmakers, actors, and creators has inspired some black actors and directors to form BIPOC-focused studios. They are filming stories that would not be told otherwise and presenting recognition chances to those behind the camera. One of these independent, BIPOC-focused publishers is Outlier Society Productions founded by Michael B. Jordan.

In addition to the recognition Reign has gained in media and pop culture-related matters, she is a respected Washington attorney and activist. She is the co-founder of She Will Rise, an initiative of Demand Justice advocating to have the first black woman appointed to the Supreme Court of the United States.

As CEO of ReignStorm Ventures, Reign advocates for the representation of marginalized communities in all areas of the arts, entertainment and tech through speaking engagements, activations, digital and traditional media, corporate consulting and lending her voice to festivals, panels, higher learning institutions and other related efforts.

Jeff Stevens

Yolanda Young

—Most Influential—
BLACK LAWYERS
OF THE DECADE

ELIE MYSTAL

Justice Correspondent, *The Nation*

The erudite legal industry reporter brings his fervor to the justice beat.



#5

Elie Mystal

Harvard Law School

Justice Correspondent, *The Nation*

“The majority of white people in this country are not a majority of the country. All the people who are not fooled by this need to come together, go to the polls, go to the protests, do whatever you have to do. You do not negotiate with these people, you destroy them.”

Elie Mystal is one of the most popular legal analysts on television with his MSNBC clips frequently becoming viral sensations. His first book, *Allow Me to Retort: A Black Guy’s Guide to the Constitution*, is a *New York Times* bestseller. His commentaries in *The Nation* showcase his ability to deconstruct a complicated legal issue to reveal the injustice in it.

He came into prominence a decade ago when he won a blogging competition to become the editor of the must-read legal news website, *Above the Law (ATL)*. He was the runaway favorite during the competition with his lawyer-fans applauding his brilliance. His relationship with readers became more complicated when they discovered he was Black. Mystal was a lightning rod from the beginning. Readers either gushed or jeered. Regardless, Mystal kept churning out scoops regarding law firm stealth layoffs and writing seething commentaries on the horrors of law

school and the legal profession.

Mystal got his start writing for *New York Press* after quitting his job as a litigator for the prestigious law firm of Debevoise & Plimpton. His impact in the legal profession is invaluable. The complexity of legal matters can be confusing to the average American. Mystal has shouldered the responsibility of breaking down challenging legal matters through his writing for the “Average Joe” to understand the rules of law. Particularly, Mystal dissects the law as it regards African Americans and other minority communities, helping them to understand the fine points of the legislations and public matters that are directly affecting them.

He is a renowned writer and editor with works featured in the *New York Times* and *Daily News*. He has served on the panels of Fox, CNN, MSNBC, and several other reputable news broadcasting channels.

Mystal views himself as a common citizen from an ordinary household. He is a proud and “basically competent” husband and father of two.

Jeff Stevens

Yolanda Young

—Most Influential—
BLACK LAWYERS
OF THE DECADE

ERIC HOLDER, JR.

Partner, Covington & Burling LLP

Holder was the first African American to hold the position of U.S. Attorney General.

#4

Eric Holder Jr.

Columbia Law School

White Collar Defense and Investigations Partner, Covington & Burling, LLP.

Chairman, National Democratic Redistricting Committee

“Too many Americans go to too many prisons for far too long, and for no truly good law enforcement reason.”

In 2009, Eric Holder became the first black Attorney General of the United States, having been appointed by President Barack Obama. During Holder’s time as the AG, the country’s crime and incarceration rates were reduced by 10%, a feat not accomplished in the previous 40 years, according to then President Obama.

Holder grew up in Queens, N.Y. the son of a Barbados emigrant who served in the Army during World War II. Holder graduated from Stuyvesant High School, Columbia College, and Columbia Law School. He began his legal career in Washington, D.C. where he worked in the Public Integrity Section of the Department of Justice for over a decade before serving as a judge of the Superior Court of the District of Columbia. Holder initially made history in the DOJ in 1997 when he was confirmed as deputy attorney general and became the highest-ranking black American law enforcement

official in U.S. history.

Time magazine recognized Holder as one of the 100 Most Influential People in 2014 and Legal Times crowned him one of the Greatest Washington Lawyers in the Past 30 Years.

After his resignation as the Attorney General in 2015, Holder returned to Corporate America as the White Collar Defense and Investigations Partner at Covington and Burling LLP.

Holder is a member of the oldest Black fraternity in the U.S., and a professional one, Sigma Pi Phi fraternity also known as the Boulé. For many years he has mentored young as a part of his affiliation with Concerned Black Men.

Holder is married to Sharon Malone, who he met at a fundraiser for Concerned Black Men and the Coalition of 100 Black Women. She is an obstetrician-gynecologist and a graduate of Harvard University and Columbia Medical School. They have three children.

Jeff Stevens
 Yolanda Young

—Most Influential—
BLACK LAWYERS
OF THE DECADE

MATTHEW JOHNSON

Partner, Ziffren Brittenham LLP

One of The Hollywood Reporter's 100 Power Lawyers in the Entertainment Industry since 2008.



#3

Matthew Johnson

New York University Law School
 Managing Partner, Ziffren Brittenham

“When I went to law school I had two competing interests—the entertainment business and politics and social justice. I ended up basically doing both.”

In the last decade, Serena Williams and LeBron James have been the most dominant athletes; the most successful talk show host, Oprah Winfrey Network formed her own network; and actor, writer, and producer Tyler Perry built a literal empire having opened Tyler Perry Studios. These are the people who have dominated the culture for the last decade and they have all turned to Matthew Johnson for legal counsel.

Named to the Hollywood Reporter's list of “power lawyers” every year since 2007. In 2008, he became the youngest person named one of The Hollywood Reporter's 100 Power Lawyers in the entertainment industry and has remained on that list every year since. He was also named one of the Root 100 Most Influential African Americans in the United States. The next decade promises to be even more of a success as he's recently

Johnson's most recent deals for Perry and Will Packer are both innovative and expansive. Viacom guarantees go episodes of Perry's dramas and comedies per

year plus a first-look and film component. Packer's deal with Discovery and Universal represents a new model for content production in which “TV and digital as equals, and combines the best of storytelling and brands for an under-served audience.”

In between this and shepherding deals for other clients, Sacha Baron Cohen, Andy Muschietti, Idris Elba, Phil Lord and Chris Miller, Johnson took on a second full time job. Motivated by the need for police reform following the release of video of Eric Garner being choked to death by policemen in New York, in 2015, Johnson accepted an appointment by Mayor Eric Garcetti to serve on the Los Angeles Police Commission. Johnson was immediately elected president of the Los, the five-person civilian board that oversees the nation's third-largest police force. He served for several years.

Johnson met his wife, Yasmine Delawari Johnson, a documentary filmmaker and activist, at a barbecue and pool party supporting the Boys and Girls Club of America, which he's been a part of since 1997. While raising their four children, Kailey, Nicolas, Maverick, and Malala, Johnson makes time for a fitness routine that includes navy seal obstacle courses

Jeff Stevens

—Most Influential—
BLACK LAWYERS
OF THE DECADE

#2

SHERRILYN IFILL

President and Director-Counsel, NAACP Legal Defense and Educational Fund, Inc.

Ifill works to advance the cause of racial justice, equality, and an inclusive society.

Sherrilyn Ifill

New York University School of Law
President & Director-Counsel Emeritus, NAACP Legal
Defense Fund

“It takes an entire ecosystem to make transformational change.”

NAACP Legal Defense and Educational Fund is the leading civil rights organization in the United States with impact reaching the four corners of America. Now, more than ever, its fight against police brutality, voting rights, and all other civil rights violations are at record high. All the groundbreaking accomplishments of the LDF in recent times were spearheaded by Sherrilyn Ifill, who recently stepped down after nearly a decade of service. In 2013, Ifill became the seventh president and second female to lead this prestigious civil rights organization.

In 2019, the Open Society Foundation announced a \$15 million donation to the LDF. Under Ifill’s watch, the LDF donations have reached a record high, facilitating more recruitments and better manpower to support fights against civil rights violations across American cities, as well as granting LDF scholarships to deserving students of color across America. In 2020, the NAACP, under Ifill’s leadership, won its case against the U.S. Postal Service for its effect in disrupting elections through delay of mail-in ballot deliveries.

In January 2021, the NAACP announced its intentions to launch a new southern regional office in Atlanta. Ifill believes that it is a necessity to have an office in the south where most of the civil rights violations and racial injustices occur. Also, in January 2021, Ifill announced the Marshall-Motley Scholars Program, an innovative educational and training opportunity to help produce the next generation of civil rights attorneys to “dismantle racial injustice and inequality in the south.”

Ifill’s childhood had a significant influence on her commitment against racial injustice. She grew up in the Jamaica Hills neighborhood of Queens under the watchful eyes of her nine older siblings and churchgoing African Methodist Episcopal parents.

After her graduation from the New York University School of Law, Ifill determined her area of focus to be civil rights litigation and joined the American Civil Liberties Union. Later she worked at the NAACP Legal Defense Fund Assistant Counsel. In 1995 Ifill joined the faculty at University of Maryland School of Law. There she taught constitutional law and developed one of the earliest law clinics in the country focused on challenging legal barriers to the reentry of ex-offenders.

In 2020, Ifill was named The American Lawyer’s Attorney of the Year and Glamour Magazine’s Women of the Year. She was also honored with a 2021 Spirit of Excellence Award by the American Bar Association.

Ifill serves on the board of the National Women’s Law Center, the National Constitution Center, and the Learning Policy Institute, and on the Advisory board for the Profiles in Courage Award. She is a past chair of U.S. board of the Open Society Foundations, one of the largest philanthropic supporters of civil rights and liberties in the country. Her many academic articles and op-eds appear in leading journals and newspapers. Her book, *On the Courthouse Lawn: Confronting the Legacy of Lynching in the 21st Century*, was a finalist for of the 2008 Hurston-Wright Legacy Award for Nonfiction.

Ifill and her husband, Ivo Knobloch, have three daughters.

Jeff Stevens

—Most Influential—
BLACK LAWYERS
OF THE DECADE

BEN CRUMP

President & Founder, Ben Crump Law

Crump inspired a movement by demanding justice for Trayvon Martin and other unarmed victims.

#1

Benjamin Crump

Florida State University College of Law
Founder, Ben Crump Law

You kill a dog; you go to jail. You kill a little black boy, and nothing happens.

In 2006, his career approached stardom when he took a case against the killing of 14-year-old Martin Lee Anderson in Panama City boot camp. He secured a \$5 million settlement for the Anderson family and his win facilitated the closure of all Department of Juvenile Justice boot camps in Florida.

Between 2012 and 2014, Crump became a ubiquitous figure on national TV news shows demanding justice for the families of Trayvon Martin and Michael Brown. Each of the teens had been unarmed when they were killed, Martin by an overzealous self-appointed neighborhood patrolman and Brown by a police officer in Ferguson, Missouri. These civil rights cases against the unlawful shooting of unarmed black men and his advocacy inspired the Black Lives Matter movement.

Crump's stature grew even more this past summer. In May 2020, he was barely off the plane from southeast Georgia meeting the family of Ahmaud Arbery, an unarmed black man who was shot to death while jogging, when he emerged with the family of George Floyd, who was killed when a Minneapolis police officer pressed his knee into Floyd's neck for more than eight minutes.

His lesser-known mass-tort and class-action lawsuits are actually the bread and butter of his law practice. Currently he has cases against Johnson & Johnson claiming the company marketed talcum powder to minority women despite studies linking it to ovarian cancer, and he represents Flint, Mich., residents affected by the city's contaminated water.

While it is true his ability to create a media frenzy can contribute to his cases increasingly settling for large sums, Crump's success has been his ability to use the media to get public support behind him. Ultimately, Crump wants equal justice under the law.

Two recent convictions that rejected the Stand Your Ground defense show how public opinion is informing justice. Michael Drejka, who shot and killed Markeis McGlockton at a convenience store, was sentenced to 20

years for manslaughter. Nouman Raja, who working as an undercover police officer fatally shot musician Corey Jones, was found guilty of both manslaughter and attempted first-degree murder and sentenced to 25 years — the first conviction of a police officer for an on-duty shooting in Florida in three decades.

on a \$2.4 million settlement from the city of Sacramento for the family of Stephon Clark, a young black man who died after being shot seven times by police in his grandparents' backyard. The officers were not charged, but California changed its use-of-force law.

Ben Crump Law, in an alliance with Morgan & Morgan, has access to a large national network of lawyers with offices in California, Georgia, Illinois, Texas and Washington, D.C.

Crump launched Brooklyn Media, a TV production company (named after his daughter with wife Dr. Genae Angelique Crump) that makes documentaries centered on race and racism.

Crump inspires young lawyers - conference in DC. They see themselves, a regular guy with no connections who just did it.

Crump grew up in "government-subsidized housing" poor in Lumberton, North Carolina. In high school, his mother sent him to live with his stepfather, a math teacher in South Florida. Crump went on to Florida State University on scholarship then on to their law school. In spite of all he's accomplished, he still comes off as a humble, regular guy, and that inspires prospective lawyers who pack lecture halls to hear him speak.

Crump served as the 73rd President of the National Bar Association and is President of the National Civil Rights Trial Lawyers Association. He also co-founded of MyDad360, a mentoring program for fathers. He was the first African-American to chair the Florida State University College of Law Board of Directors, and currently serves on the Innocence Project Board of Directors. He was bestowed the NAACP Thurgood Marshall Award, the SCLC Martin Luther King Servant Leader Award, the American Association for Justice Johnny Cochran Award, and the Alpha Kappa Alpha Eleanor Roosevelt Medallion for Service.

Even now, with fortune and fame, Crump lives in a custom-built house in the historically black neighborhood near FAMU.

Jeff Stevens

All Law School Tuition & Full Name

Law School	State	City	Tuition
University of Puerto Rico School of Law	PR	San Juan	\$7,900
Brigham Young University—J. Reuben Clark Law School	UT	Provo	\$13,450
Florida A&M University College of Law	FL	Orlando	\$13,886
University of Montana—Alexander Blewett III School of Law	MT	Missoula	\$14,114
University of the District of Columbia—David A. Clarke School of Law	DC	Washington	\$14,134
University of Arkansas School of Law	AR	Fayetteville	\$14,770
University of Wyoming College of Law	WY	Laramie	\$15,298
Inter American University School of Law	PR	San Juan	\$15,510
City University of New York School of Law	NY	Long Island City	\$16,014
North Carolina Central University School of Law	NC	Durham	\$16,196
Pontifical Catholic University of Puerto Rico School of Law	PR	Ponce	\$16,696
University of Arkansas at Little Rock, William H. Bowen School of Law	AR	Little Rock	\$16,767
The University of Mississippi School of Law	MS	University	\$16,970
University of North Dakota School of Law	ND	Grand Forks	\$17,594
The University of New Mexico School of Law	NM	Albuquerque	\$17,714
Georgia State University College of Law	GA	Atlanta	\$18,010
University of North Texas Dallas College of Law	TX	Dallas	\$18,213
University of Missouri—Kansas City School of Law	MO	Kansas City	\$18,586
University of Nebraska College of Law	NE	Lincoln	\$18,626
Southern University Law Center	LA	Baton Rouge	\$19,010
The University of Memphis—Cecil C. Humphreys School of Law	TN	Memphis	\$19,354
University of Georgia School of Law	GA	Athens	\$19,894
University of Tennessee College of Law	TN	Knoxville	\$20,168
Florida State University College of Law	FL	Tallahassee	\$20,694
University of Oklahoma College of Law	OK	Norman	\$21,504
Florida International University College of Law	FL	Miami	\$21,528
University of Florida, Fredric G. Levin College of Law	FL	Gainesville	\$21,802
University of South Carolina School of Law	SC	Columbia	\$21,889
Northern Illinois University College of Law	IL	DeKalb	\$22,170
Texas Southern University—Thurgood Marshall School of Law	TX	Houston	\$22,254

Law School	State	City	Tuition
University of Idaho College of Law	ID	Moscow/Boise	\$22,260
University of South Dakota Knudson School of Law	SD	Vermillion	\$22,380
University of Missouri School of Law	MO	Columbia	\$22,468
University of Louisville Brandeis School of Law	KY	Louisville	\$22,534
Washburn University School of Law	KS	Topeka	\$22,661
Southern Illinois University School of Law	IL	Carbondale	\$22,764
The University of Toledo College of Law	OH	Toledo	\$22,948
Northern Kentucky University—Salmon P. Chase College of Law	KY	Highland Heights	\$23,004
Louisiana State University, Paul M. Hebert Law Center	LA	Baton Rouge	\$23,670
University of Hawai‘i at Mānoa William S. Richardson School of Law	HI	Honolulu	\$23,936
University of Cincinnati College of Law	OH	Cincinnati	\$24,010
West Virginia University College of Law	WV	Morgantown	\$24,228
University of North Carolina School of Law	NC	Chapel Hill	\$24,480
The University of Kansas School of Law	KS	Lawrence	\$24,498
The University of Alabama School of Law	AL	Tuscaloosa	\$24,560
University of Maine School of Law	ME	Portland	\$24,592
University of Kentucky J. David Rosenberg College of Law	KY	Lexington	\$24,722
George Mason University, Antonin Scalia Law	VA	Arlington	\$25,356
University of Wisconsin Law School	WI	Madison	\$25,688
The University of Arizona James E. Rogers College of Law	AZ	Tucson	\$25,834
The University of Tulsa College of Law	OK	Tulsa	\$26,028
Texas Tech University School of Law	TX	Lubbock	\$26,904
University of Nevada, Las Vegas, William S. Boyd School of Law	NV	Las Vegas	\$27,044
The University of Akron School of Law	OH	Akron	\$27,052
Arizona State University—Sandra Day O’Connor College of Law	AZ	Phoenix	\$28,058
Temple University—James E. Beasley School of Law	PA	Philadelphia	\$28,114
The University of Iowa College of Law	IA	Iowa City	\$28,150
University at Buffalo School of Law, The State University of New York	NY	Buffalo	\$28,280
University of Massachusetts School of Law—Dartmouth	MA	North Dartmouth	\$29,060
University of Utah S.J. Quinney College of Law	UT	Salt Lake City	\$29,244
Cleveland State University—Cleveland-Marshall College of Law	OH	Cleveland	\$29,364
Indiana University Robert H. McKinney School of Law	IN	Indianapolis	\$29,793
Ohio Northern University—Claude W. Pettit College of Law	OH	Ada	\$30,200
Texas A&M University School of Law	TX	Fort Worth	\$31,256

Law School	State	City	Tuition
UConn School of Law UConn School of Law	CT	Hartford	\$31,288
The Ohio State University Moritz College of Law	OH	Columbus	\$31,883
University of Colorado Law School	CO	Boulder	\$31,928
Rutgers Law School Rutgers Law School	NJ	Camden/Newark	\$32,590
University of Baltimore School of Law	MD	Baltimore	\$32,850
University of Houston Law Center	TX	Houston	\$33,182
Wayne State University Law School	MI	Detroit	\$33,934
South Texas College of Law Houston	TX	Houston	\$34,050
William & Mary Law School	VA	Williamsburg	\$35,000
Howard University School of Law	DC	Washington	\$35,244
University of Dayton School of Law	OH	Dayton	\$35,421
Mississippi College School of Law	MS	Jackson	\$35,520
Oklahoma City University School of Law	OK	Oklahoma City	\$35,630
University of Pittsburgh School of Law	PA	Pittsburgh	\$35,852
The University of Texas School of Law	TX	Austin	\$36,428
Appalachian School of Law	VA	Grundy	\$36,500
Indiana University Maurer School of Law—Bloomington	IN	Bloomington	\$36,648
University of Maryland Francis King Carey School of Law	MD	Baltimore	\$36,684
University of Washington School of Law	WA	Seattle	\$37,050
Barry University Dwayne O. Andreas School of Law	FL	Orlando	\$37,430
Lincoln Memorial University—John J. Duncan, Jr. School of Law	TN	Knoxville	\$37,700
University of Oregon School of Law	OR	Eugene	\$37,886
Capital University Law School	OH	Columbus	\$37,920
Liberty University School of Law	VA	Lynchburg	\$37,922
Elon University School of Law	NC	Greensboro	\$38,000
University of Illinois College of Law	IL	Champaign	\$38,146
Regent University School of	VA	Virginia Beach	\$38,260
University of New Hampshire Franklin Pierce School of Law	NH	Concord	\$38,306
St. Mary's University School of Law	TX	San Antonio	\$38,510
Roger Williams University School of Law	RI	Bristol	\$38,604
Faulkner University, Thomas Goode Jones School of Law	AL	Montgomery	\$39,370
Mercer University School of Law	GA	Macon	\$39,484
Florida Coastal School of Law	FL	Jacksonville	\$39,900
Samford University, Cumberland School of Law	AL	Birmingham	\$41,338

Law School	State	City	Tuition
Creighton University School of Law	NE	Omaha	\$41,554
Charleston School of Law	SC	Charleston	\$42,134
St. Thomas University College of Law	FL	Miami Gardens	\$42,190
Drake University Law School	IA	Des Moines	\$42,624
University of St. Thomas School of Law—Minneapolis	MN	Minneapolis	\$42,738
Gonzaga University School of Law	WA	Spokane	\$42,755
Nova Southeastern University—Shepard Broad College of Law	FL	Fort Lauderdale	\$42,892
Saint Louis University School of Law	MO	St. Louis	\$43,194
Ave Maria School of Law	FL	Naples	\$43,206
Western State College of Law at Westcliff University	CA	Irvine	\$43,350
Campbell University, Norman Adrian Wiggins School of Law	NC	Raleigh	\$43,370
Atlanta’s John Marshall Law School	GA	Atlanta	\$44,830
UIC John Marshall Law School	IL	Chicago	\$44,830
Stetson University College of Law	FL	Gulfport	\$44,964
University of Detroit Mercy School of Law	MI	Detroit	\$45,010
Loyola University New Orleans College of Law	LA	New Orleans	\$45,156
Western New England University School of Law	MA	Springfield	\$45,338
University of California Hastings College of the Law	CA	San Francisco	\$45,474
Drexel University Thomas R. Kline School of Law	PA	Philadelphia	\$45,500
Michigan State University College of Law	MI	East Lansing	\$45,676
Mitchell Hamline School of Law	MN	St. Paul	\$45,806
Willamette University College of Law	OR	Salem	\$45,920
University of Minnesota Law School	MN	Minneapolis	\$46,012
Belmont University College of Law	TN	Nashville	\$46,220
Richmond School of Law	VA	University of Richmond	\$46,400
Duquesne University School of Law	PA	Pittsburgh	\$47,080
Widener University Commonwealth Law School	PA	Harrisburg	\$47,310
Wake Forest University School of Law	NC	Winston-Salem	\$47,352
University of California, Irvine School of Law	CA	Irvine	\$47,486
Marquette University Law School	WI	Milwaukee	\$47,550
Villanova University Charles Widger School of Law	PA	Villanova	\$47,916
University of California at Los Angeles (UCLA) School of Law	CA	Los Angeles	\$47,988
Lewis & Clark Law School	OR	Portland	\$48,222
Seattle University School of Law	WA	Seattle	\$48,518

Law School	State	City	Tuition
Chicago-Kent College of Law, Illinois Institute of Technology	IL	Chicago	\$48,650
Widener University Delaware Law	DE	Wilmington	\$48,930
DePaul University College of Law	IL	Chicago	\$49,166
Vermont Law School Vermont Law School	VT	South Royalton	\$49,414
University of California, Davis School of Law (King Hall)	CA	Davis	\$49,456
Pace University—Elisabeth Haub School of Law	NY	White Plains	\$49,458
Albany Law School	NY	Albany	\$49,814
Loyola University Chicago School of Law	IL	Chicago	\$50,348
Quinnipiac University School of Law	CT	Hamden	\$50,440
University of San Francisco School of Law	CA	San Francisco	\$50,770
The Pennsylvania State University, Penn State Law	PA	University Park	\$50,980
New England Law Boston New England Law Boston	MA	Boston	\$51,048
Touro College—Jacob D. Fuchsberg Law Center	NY	Central Islip	\$51,280
Washington and Lee University School of Law	VA	Lexington	\$51,392
Suffolk University Law School	MA	Boston	\$51,438
Golden Gate University School of Law	CA	San Francisco	\$51,500
University of California, Berkeley, School of Law	CA	Berkeley	\$52,016
The Catholic University of America, Columbus School of Law	DC	Washington	\$52,400
Santa Clara University School of Law	CA	Santa Clara	\$52,528
Western Michigan University Thomas M. Cooley Law School	MI	Lansing	\$52,580
Western Michigan University Thomas M. Cooley Law	FL	Tampa Bay	\$52,580
Northeastern University School of Law	MA	Boston	\$53,040
The Pennsylvania State University, Dickinson Law	PA	Carlisle	\$53,212
University of Denver Sturm College of Law	CO	Denver	\$53,254
Syracuse University College of Law	NY	Syracuse	\$53,638
Case Western Reserve University School of Law	OH	Cleveland	\$53,674
McGeorge School of Law, University of the Pacific	CA	Sacramento	\$53,864
University of Miami School of Law	FL	Coral Gables	\$54,134
California Western School of Law	CA	San Diego	\$54,310
New York Law School	NY	New York	\$54,382
Chapman University Dale E. Fowler School of Law	CA	Orange	\$54,718
Southwestern Law School	CA	Los Angeles	\$55,716
Seton Hall University School of Law	NJ	Newark	\$55,788
SMU Dedman School of Law	TX	Dallas	\$55,808

Law School	State	City	Tuition
Boston University School of Law	MA	Boston	\$56,982
Boston College Law School	MA	Newton	\$57,150
University of San Diego School of Law	CA	San Diego	\$57,192
Pepperdine University Rick J. Caruso School of Law	CA	Malibu	\$57,560
American University Washington College of Law	DC	Washington	\$57,836
Tulane University Law School	LA	New Orleans	\$58,610
Emory University School of Law	GA	Atlanta	\$59,062
Loyola Law School, Loyola Marymount University	CA	Los Angeles	\$59,340
Washington University School of Law	MO	St. Louis	\$59,460
Vanderbilt Law School	TN	Nashville	\$60,750
Hofstra University—Maurice A. Deane School of Law	NY	Hempstead	\$60,970
Notre Dame Law School	IN	Notre Dame	\$61,220
St. John’s University School of Law	NY	Queens	\$61,550
The University of Michigan Law School	MI	Ann Arbor	\$61,944
Brooklyn Law School	NY	Brooklyn	\$61,996
Benjamin N. Cardozo School of Law, Yeshiva University	NY	New York	\$62,408
Fordham University School of Law	NY	New York	\$62,652
University of Virginia School of Law	VA	Charlottesville	\$63,200
The George Washington University Law School	DC	Washington	\$63,204
Baylor University School of Law	TX	Waco	\$64,512
Georgetown University Law Center	DC	Washington	\$64,548
Stanford University Law School	CA	Stanford	\$64,554
Yale Law School	CT	New Haven	\$66,128
Harvard Law School	MA	Cambridge	\$67,080
Northwestern Pritzker School of Law	IL	Chicago	\$67,106
University of Southern California, Gould School of Law	CA	Los Angeles	\$67,192
Duke University School of Law	NC	Durham	\$67,398
Cornell Law School	NY	Ithaca	\$67,833
The University of Chicago Law School	IL	Chicago	\$67,899
University of Pennsylvania Carey Law School	PA	Philadelphia	\$67,998
New York University School of Law	NY	New York	\$68,934
Columbia University School of Law	NY	New York	\$72,360
University of La Verne College of Law	CA	Ontario	n/a
Thomas Jefferson School of Law	CA	San Diego	n/a

Michael D. Jones



Black Attorney of the Year