



*The Philadelphia Bar Association's*  
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**Law Firm Demographics: Snapshot 2011**

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# Representation of Women and Minorities at Major Law Firms

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	<u>2009</u>	<u>2010</u>	<u>2011</u>
Women Partners	19.21%	19.43%	19.54%
Women Associates	45.66%	45.41%	45.35%
All Women Attorneys	32.97%	32.69%	32.61%

# Representation of Women and Minorities at Major Law Firms

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	<u>2009</u>	<u>2010</u>	<u>2011</u>
Minority Partners	6.05%	6.16%	6.56%
Minority Associates	19.67%	19.53%	19.90%
All Minority Attorneys	12.59%	12.40%	12.70%

# Representation of Women and Minorities at Major Law Firms

	2009	2010	2011
Minority Women Partners	1.88%	1.95%	2.04%
Minority Women Associates	11.02%	10.90%	10.96%
All Minority Women Attorneys	6.33%	6.20%	6.23%

# The Representation of Women at Major Law Firms—2011

<b>Firm Size</b>	<b>% Women Partners</b>	<b>% Women Associates</b>
<b>&lt;100</b>	<b>19.98</b>	<b>42.41%</b>
<b>101-250</b>	<b>19.51%</b>	<b>45.02%</b>
<b>251-500</b>	<b>19.85%</b>	<b>45.86%</b>
<b>501-700</b>	<b>19.21%</b>	<b>45.73%</b>
<b>701+</b>	<b>19.35%</b>	<b>46.97%</b>

Source: NALP Directory of Legal Employers 2011-2012

# The Representation of Minorities at Major Law Firms—2011

<b>Firm Size</b>	<b>% Minority Partners</b>	<b>% Minority Associates</b>
<b>&lt;100</b>	<b>6.50%</b>	<b>15.38%</b>
<b>101-250</b>	<b>4.65%</b>	<b>15.05%</b>
<b>251-500</b>	<b>6.26%</b>	<b>18.21%</b>
<b>501-700</b>	<b>7.39%</b>	<b>19.07%</b>
<b>701+</b>	<b>7.82%</b>	<b>22.99%</b>

Source: NALP Directory of Legal Employers 2011-2012

# The Demographics of Equity

**TABLE 1. PERCENT OF PARTNERS REPORTED AS EQUITY PARTNERS BY GENDER OR MINORITY STATUS**

Men partners	16,134
% equity	64.9%
Women partners	4,104
% equity	47.0%
Minority partners	1,229
% equity	47.1%

# The Demographics of Equity

**TABLE 2. DISTRIBUTION OF EQUITY AND NON-EQUITY PARTNERS BY GENDER OR MINORITY STATUS**

Equity partners	12,396
% men	84.4%
% women	15.6%
% minority	4.7%
Non-equity partners	7,842
% men	72.3%
% women	27.7%
% minority	8.3%

# The Demographics of Equity

**TABLE 3. DISTRIBUTION OF ALL PARTNERS BY EQUITY STATUS AND GENDER OR MINORITY STATUS**

Total partners	20,238
% equity	61.3%
% men equity	51.7%
% women equity	9.5%
% minority equity	2.9%
% non-equity	38.7%
% men non-equity	28.0%
% women non-equity	10.7%
% minority non-equity	3.2%

# Initial Employer Type by Minority Status

	Class of 2010	
	<u>Minorities</u>	<u>Non-Minorities</u>
Private Practice	50.8%	54.6%
Government	14.9%	13.2%
Business/Industry	14.6%	13.1%
Clerkships	8.1%	11.4%
Public Interest	7.7%	5.3%
Academic	2.8%	1.8%
Unknown	1.1%	.6%

Source: NALP's Jobs and JDs, 2010

# Initial Employer Type = Private Practice by Race/Ethnicity

## Class of 2010

<u>Race/Ethnicity</u>	<u>Private Practice</u>
White:	54.6%
Black:	41.3%
Hispanic/Latino:	55.7%
Asian/PI:	55.6%
Am. Indian:	47.1%
Multi-racial:	46.9%

Source: NALP's Jobs and JDs, 2010

# Initial Employer Type by Gender

	<b>Class of 2010</b>	
	<u>Men</u>	<u>Women</u>
<b>Private Practice</b>	<b>55.4%</b>	<b>51.9%</b>
<b>Government</b>	<b>13.2%</b>	<b>13.5%</b>
<b>Business/Industry</b>	<b>14.6%</b>	<b>12.3%</b>
<b>Clerkships</b>	<b>9.9%</b>	<b>11.3%</b>
<b>Public Interest</b>	<b>4.2%</b>	<b>7.8%</b>
<b>Academic</b>	<b>1.8%</b>	<b>2.3%</b>

Source: NALP's Jobs and JDs, 2010

# Questions and Discussion

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## Contact Information

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