

2023 Report on Diversity in U.S. Law Firms

NALP strives for a diverse, equitable, and inclusive legal profession.



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INTRODUCTION

Overall, women, people of color, and LGBTQ lawyers continued to see incremental improvements in representation at major U.S. law firms in 2023 as compared with 2022, according to the latest demographic findings from the analyses of the *2023 NALP Directory of Legal Employers* (NDLE) — the annual compendium of legal employer data published by NALP. For the first time ever, women made up the majority of associates in 2023, with that percentage likely to grow in the coming years. Another bright spot in this year's report is the largest ever year-over-year increase in the percentage of associates of color — growing by 1.8 percentage points to 30.15%.

Additionally, women saw record annual growth at the partnership level — where they now comprise 27.76% of all partners (a 1.1 percentage point increase) and Black and Latina women each finally accounted for 1% of all partners for the first time in 2023. Despite these improvements, both women and people of color are particularly underrepresented within the partner ranks, with women of color accounting for less than 5% of partners overall.

While progress was made at the associate and partnership levels in 2023, for the first time since 2017 the percentage of summer associates of color declined. However, by both gender and race/ethnicity, summer associates are more diverse when compared to the demographics of recent law school graduates. After a large increase in the percentage of Black and multiracial summer associates in 2022, these were the only racial/ethnic groups to see a decline in representation at the summer associate level in 2023 — driving the overall decline in summer associates of color. The share of LGBTQ summer associates continued to grow at a much higher rate when compared to lawyers overall — with now almost 12% identifying as LGBTQ.

The tables and charts that follow provide an in-depth analysis of the state of diversity in U.S. law firms in 2023 and how these figures have changed over time.

COMMENTARY & ANALYSIS

BY NIKIA L. GRAY, EXECUTIVE DIRECTOR



NALP's *2023 Report on Diversity in U.S. Law Firms* tells a story that is deeply intertwined with the larger political, legal, and social changes happening in our industry and communities. The highlight of this year's report is certainly the finding that women became the majority of associates for the first time in history. At just slightly over 50% of all associates, this first is remarkable for both the fact that it was achieved and for how long it took, a point that is particularly poignant as I write these comments the same morning that we learn of the death of the first woman Supreme Court Justice, Sandra Day O'Connor. NALP began tracking law firm diversity data in 1991, ten years after Justice O'Connor was appointed to the Supreme Court and 121 years after the first woman graduated law school

in the United States. At that time, women accounted for only a little over 38% of law firm associates. It took another thirty-two years for women to achieve equal, and just slightly greater, representation among associates — 153 years in total. Real change is slow, hard, and imperceptible, but it does happen.

Another thread in the story concerns the representation of summer associates of color. After five straight years of year-over-year increases, their representation decreased for the first time since 2017. It is likely this is the result of standard market variances after having multiple years of record figures, including a tremendous five percentage point increase in 2021, as the representation of people of color among summer associates is still well above that of recent law school graduates. However, the decrease is concerning in the wider context of the Supreme Court's recent affirmative action decision and the torrent of litigation against diversity, equity, and inclusion initiatives that has followed. The diversity of each year's summer associate cohort is highly correlated to the diversity of graduates entering private practice the following year and the growing diversity of associates overall, which is of course the pipeline for increasing diversity among law firm partners. While the Supreme Court's affirmative action decision was issued too late in the year to have a large effect on the 2024 summer program, it could deeply affect the diversity of future law school classes and the wider profession.

Further, when the summer associate data is disaggregated by race and ethnicity, it shows that the decrease in overall representation is the result of a decline in the percentage of Black and multiracial summer associates specifically, as all other racial groups actually experienced an increase in their representation. This fact adds

to my concern as much of the backlash we're seeing is targeting initiatives that primarily or solely benefit the Black community or other historically underrepresented groups.

I believe in the NALP community's commitment to diversity and its ability to overcome these hurdles, but they are huge challenges. It is more critical than ever before that both law schools and law firms think broadly and creatively about their pipelines, including overhauling the use of outdated qualification standards that disproportionately bar students and lawyers of color from entry.

For now, though, the story for associates of color remains positive. This year, associates of color saw the largest year-over-year gain ever recorded by NALP, reaching 30.15%, a figure that is almost at parity with recent graduating classes (the Class of 2022 comprised 32.5% graduates of color according to NALP's *Employment Report and Salary Survey*). Within this cohort, every racial and ethnic group saw an increase in representation, with the exception of Native American and Alaska Native associates. In fact, out of all of the demographics NALP tracks, only Native and Indigenous lawyers (a group that includes Native Hawaiian and other Pacific Islander lawyers) have not seen a net increase in their representation at law firms over the time NALP has been tracking diversity data — and that is true at every level, whether it be among summer associates, associates, or partners. This, and additional data from other NALP studies, make it clear that more support is needed for Native and Indigenous lawyers, who uniquely navigate the intersection of tribal identity and race in the legal profession. This fact prompted NALP to launch a task force this year focused on filling some of that gap.

The progress of LGBTQ lawyers is also a high point in this story. Although their representation at U.S. law firms is still below that of recent law school classes, LGBTQ lawyers continue to see exponential growth in their representation at the summer associate and associate levels. This progress is perhaps unsurprising as it mirrors what other surveys have shown regarding the growing number of individuals in the U.S. who identify as LGBTQ, especially among Gen Z, who now comprise the majority of law school graduates. Even so, it is still remarkable as it comes against the backdrop of heightened attacks against the LGBTQ community, including reports from the American Civil Liberties Union of record numbers of anti-LGBTQ bills being introduced into state legislatures, a phenomenon that likely plays a role in the wide geographic disparity we see in the numbers.

Finally, I cannot close any report on diversity in the legal industry without commenting on the limited progress within the partner ranks. While women are starting to see accelerated growth at the partnership level, they still lag behind their representation at either the associate level or in law school by over twenty percentage points, a fact that is even more stark as women have made up well over half of all graduates entering private practice for the past four years. Women still face substantial barriers that disproportionately force them out of private practice highlighting the need to better address the unique challenges women navigate as they progress in their careers.

The story was similar for LGBTQ lawyers this year. Despite the exponential growth they are experiencing at the junior levels, they have had minimal gains within the partnership ranks, growing only 0.1 percent this year. In fact, out of all the groups tracked, LGBTQ lawyers experienced the smallest growth at the partner level. Overall, LGBTQ lawyers comprise only 2.57% of partners compared to 6.79% of associates, indicating that they too are facing barriers as they progress in their careers.

Partners of color likewise saw some growth this year with a 0.6 percentage point increase to bring them to 12.01% of partners. It is important to acknowledge that we are making progress, but it is also imperative to keep that progress in perspective. With nearly one-third of graduates being lawyers of color, this means if we do nothing more than we currently are doing, then at the present rate of progress, partners of color will not reach parity with today's graduates for another fifty years – and given the risks the recent affirmative action decision poses to the overall pipeline of diverse lawyers, even that figure may be optimistic.

In short, this year's story is one of fragile progress when overlaid with the implications of the wider political, legal, and social changes that are occurring. It will take courage, resolve, and creativity for us to find our way through the storm we are facing and continue making progress, but I am confident in the NALP community and our ability to do so.

HIGHLIGHTS

ASSOCIATES

- In 2023, women became the majority (50.31%) of associates for the first time.
- The percentage of associates of color grew by 1.8 percentage points to 30.15%, the largest year-over-year gain in the more than 30 years that NALP has been tracking this information.
- For associates of color, almost every racial/ethnic group saw an increase in representation, with the exception of Native American and Alaska Native associates.

PARTNERS

- In 2023, the percentage of women partners grew by 1.1 percentage points to 27.76%, the largest annual increase recorded by NALP. However, women and people of color remain significantly underrepresented within the partnership ranks.
- Despite a half percentage point gain in 2023, just under 5% of all partners are women of color.
- The percentage of Black and Latina women partners each reached 1% for the first time in NALP's reporting.

EQUITY AND NON-EQUITY PARTNERS

- White men continue to be disproportionately represented in the equity partner ranks within multi-tier law firms. In 2023, 23.7% of equity partners were women — a 1.1 percentage point improvement from 2022. Additionally, just 9.6% were people of color, a 0.6 percentage point gain.
- Overall, the share of partners who are equity partners fell from 58.2% in 2022 to 57.2% in 2023. Within the different cohorts of partners tracked, men partners are most likely to be equity partners. Nearly 61% of men partners in multi-tier firms were equity partners in 2023, compared to just 49% of women partners, and 48% of partners of color.
- Non-equity partners were more diverse as compared to equity partners and partners overall — 33.3% were women and 14.0% were people of color.

COUNSEL

- In 2023, the percentage of women counsel decreased by 3/4 of a percentage point to 37.25%; however, the percentage of counsel who are people of color grew by 0.7 of a percentage point to 13.39%.

NON-TRADITIONAL TRACK/STAFF ATTORNEYS

- Despite a decline of approximately 2/3 of a percentage point as compared to 2022, non-traditional track/staff attorneys had the highest share of women across all lawyer categories, with women making up more than 54% of staff attorneys.

SUMMER ASSOCIATES

- The percentage of summer associates who are people of color fell for the first time since 2017, declining by approximately 3/4 of a percentage point to 42.27%. However, this figure is still about 10 percentage points higher when compared to the demographics of recent law school graduating classes overall.
- The decline in the percentage of summer associates of color can be attributed to a drop in the percentage of Black and multiracial summer associates, while other racial/ethnic groups saw small improvements in representation as compared to 2022.
- The percentage of women summer associates grew by more than one percentage point in 2023 to 56.17%, a new all-time high.

LAWYERS WITH DISABILITIES

- The reporting of lawyers with disabilities (of any race or gender) has been increasing over the past four years, but remains limited, both at the associate and partner levels. For offices/firms reporting these data, lawyers with disabilities represented just 1.99% of all lawyers.

LGBTQ LAWYERS

- Since 2018, the percentage of LGBTQ summer associates has more than doubled. From 2022 to 2023, the share of LGBTQ summer associates experienced record growth, increasing by 2.3 percentage points to 11.67%.
- The proportion of LGBTQ lawyers overall grew by 0.4 of a percentage point to 4.57%; however, just 2.57% of partners identified as LGBTQ.

LAWYERS WHO ARE MILITARY VETERANS

- The percentage of lawyers overall who are military veterans was 2.14%. Representation of military veterans was lowest at the associate level (1.75% of all associates).

SIGNIFICANT FINDINGS

ASSOCIATES

The representation of women, people of color, and women of color among associates continued to grow and were at historic highs in 2023. For the first time ever, women made up the majority of associates in U.S. law firms.

NALP's analysis shows that, following widespread layoffs in 2009 at the height of the Great Recession, the representation of associates of color has increased every year since 2010 (from 19.53% to 30.15%). However, it was not until 2018 that women regained the representation that they lost during the recession and saw a net gain compared to their levels prior to 2009. Since that 2018 recovery, the share of women associates has improved by an additional four percentage points and they now account for more than half of all associates — a figure that is likely to continue to increase as women have made up the majority of summer associates for six consecutive years.

While women overall experienced nearly a decade of stagnation in representation, when focusing specifically on women of color, they saw a net decline for just two years — in 2010 and 2011, before their percentages began exceeding pre-Great Recession levels once again. When further disaggregating these data by race/ethnicity, there are significant differences though in that recovery timeline, including for Black women, who did not see a net gain in representation until 2020. Since the Great Recession, representation of women of

color overall among associates has increased from about 11% (2009-2012) to approximately 17.5% in 2023. Despite these improvements, the percentages for women and associates of color remain 6-12 percentage points below that of summer associates, suggesting that these figures should continue to improve in the coming years. (See Table 1.)

Much of the increase in the representation of associates of color from 2011-2019 can be attributed to increased representation of Asian associates, which grew steadily throughout this period before leveling off around 12% from 2019-2022, and then increasing to almost 13% in 2023. Since 2011, the share of Asian associates has increased by more than three percentage points.

Latinx associate representation has also grown in more recent years. After remaining somewhat stagnant between 3.81% and 3.95% of all associates from 2008-2014, Latinx associates have outnumbered Black or African American associates since 2015. In 2023, 7.05% of associates were Latinx, an increase of half of a percentage point as compared to 2022. The share of Latinx associates has grown by nearly two percentage points since 2019, and by more than three percentage points since 2011.

In contrast to trends among Asian and Latinx associates, representation of Black or African American associates fell every year from 2009-2015 but has grown in each year since, although typically that year-to-year growth has been small. Those

post-Great Recession setbacks for Black associates translate to a smaller overall improvement in representation as compared to Asian and Latinx associates — with a net gain of less than two percentage points since 2011. In 2023, 6.15% of associates were Black or African American, a 0.4 percentage point increase over the previous year.

In 2023, 0.17% of all associates were Native American or Alaska Native, 0.10% were Native Hawaiian or other Pacific Islander, and 3.84% were multiracial. The share of Native American and Alaska Native associates has declined since 2006, when the figure was 0.24%. NALP first began tracking data separately for Native Hawaiian and other Pacific Islander associates in 2008, when that figure was also higher, at 0.23%. (See Table 3.)

By geography, San Francisco had the highest proportion of women associates in 2023, followed by Miami and Phoenix. Silicon Valley and Miami had the highest percentage of associates of color — both at more than 50%. These percentages can be attributed to a large population of Latinx associates in Miami and Asian associates in Silicon Valley. (See Tables 9 and 13.)

PARTNERS

While women saw the largest ever annual increase in representation at the partnership level in 2023, women and people of color remain significantly underrepresented within the partnership ranks. This is particularly true for Black and Latina women, each accounting for just 1% of all partners.

During the 33 years that NALP has been compiling this information, law firms have made steady, incremental — though excruciatingly slow —

progress in increasing the presence of women and people of color in the partnership ranks. In 2023, the percentage of women partners in all law firms grew by 1.1 percentage points to 27.76%, the largest year-over-year gain. Additionally, the share of partners of color increased by 0.6 of a percentage point to 12.01%. **Despite these increases, less than 5% of all partners are women of color — a figure that remains abysmally low due to the significant underrepresentation of both women and people of color at the partnership level and a pattern that holds true across all firm sizes and most jurisdictions.** (See Table 1.)

Over the period that NALP has been reporting these data, the gains for women and partners of color have been minimal at best. In 1991, people of color accounted for 2.14% of partners and women accounted for 10.84% of partners. Further, the gains in the representation of women and people of color within the partnership differs when looked at by firm size. In 2023, at the largest firms of more than 1,000 lawyers, the representation of partners of color (14.14%) and women of color (6.04%) was somewhat higher compared to firms overall, but not by much. Across all firm sizes of 500 lawyers or fewer, the share of partners of color was approximately 9-10%. (See Tables 1 and 9.)

As is the case with associates, most of the increase in representation of partners of color since 2009 can be attributed to an increase in the number of Asian and Latinx partners, particularly Latino men. Representation of Black or African American partners has increased by just 3/4 of a percentage point during this time, and only surpassed the 2% threshold in 2020. **In 2023, the percentage of Black and Latina women each reached 1% of all partners in U.S. law firms for the first time.**

Native American or Alaska Native partners were the only underrepresented group not to see improvements in representation, accounting for just 0.15% of all partners in 2023, as compared to 0.17% in 2022. Additionally, 0.08% of all partners were Native Hawaiian or other Pacific Islander, and 1.44% were multiracial. The share of multiracial partners has more than doubled since 2016. (See Table 2.)

By geography, areas in California outside of the major cities that could be listed separately in the report had the highest percentage of women partners in 2023. As with associates, Miami and Silicon Valley had the largest share of partners of color. (See Tables 9 and 12.)

EQUITY AND NON-EQUITY PARTNERS

In 2023, the percentage of both women and equity partners of color increased; however, equity partners are the least diverse among all categories of lawyers included in this report.

This report includes findings on the demographics of both equity and non-equity partners. Equity partner information is reported in the *NALP Directory of Legal Employers* separately from the demographics grid information used for the other analyses. The demographics of equity figures reflect firms with multi-tier partnerships that also provided equity and non-equity partner demographics in 2023. This reporting accounted for 20,372 partners, of which 57.2% were equity partners and 42.8% were non-equity partners.

Since 2011, **the distribution of all partners by equity status has moved only slightly towards greater representation of women and partners**

of color, just as women and people of color have made small gains in representation among partners overall. For example, between 2011 and 2023, the percentage of all men equity partners declined from 84.4% to 76.3%, while the percentage of women equity partners increased from 15.6% to 23.7%, and the percentage of equity partners of color grew from 4.7% to 9.6%. Women and partners of color are better represented in the non-equity ranks, where they accounted for 33.3% and 14.0% of all non-equity partners, respectively, in 2023. (See Tables 6-8.)

COUNSEL

In 2023, the percentage of women counsel fell by $\frac{3}{4}$ of a percentage point to 37.25%.

The percentage of people of color among counsel increased by 0.7 of a percentage point to 13.39% in 2023. Over the 12-year period in which NALP has been collecting data exclusively for counsel, the proportion of people of color and women of color has increased by five points and three points, respectively. (See Table 1.)

NON-TRADITIONAL TRACK/ STAFF ATTORNEYS

In 2023, the percentage of non-traditional track/staff attorney positions that were held by women declined, while there was an increase in the percentage of these positions obtained by people of color.

Representation among women in non-traditional track/staff attorney positions fell by approximately 0.7 of a percentage point to 54.20% in 2023, and this figure has declined by approximately 3.5

percentage points from a peak of 57.66% in 2018. The decline in the share of these non-partnership track positions for women has coincided with their rise in representation within the associate ranks during this same period.

In 2023, the percentage of people of color increased by 3/4 of a percentage point to 23.63%. While the share of women staff attorneys has declined by 3.5 points since 2018, the proportion of people of color in these roles has grown by nearly two percentage points during this same period. However, that two percentage point increase at the staff attorney level compares to a much greater increase of approximately six percentage points for associates of color. (See Table 1.)

LAWYERS OVERALL

Representation of women, people of color, and women of color among lawyers overall increased in 2023, reaching new all-time highs. There was a record increase in the percentage of lawyers of color — growing by 1.2 percentage points to 20.45% — the first time this percentage has surpassed 20%.

These increases reflect the combined growth across all lawyer categories — for partners, associates, counsel, and non-traditional track/staff attorneys. After reaching a peak of 32.97% of all lawyers in 2009, women experienced a net loss in representation through 2013. However, since 2014 the share of women lawyers has increased by approximately six percentage points and they now account for 39.51% of all lawyers in 2023.

The representation of lawyers of color as a whole rose by 1.2 percentage points to 20.45%, and has also increased by more than six percentage points during this same time period. The share of women lawyers of color increased by 3/4 of a percentage point in 2023, to 10.91%.

SUMMER ASSOCIATES

Despite a decline this year in the percentage of summer associates of color, the representation of women and people of color in the summer associate ranks compares much more favorably to the population of recent law school graduates.

According to data from the American Bar Association (ABA), since 2017, the percentage of graduates of color has ranged from 30%-32%, while women have accounted for 50%-55% of graduates, with the Class of 2022 representing a new high-water mark for women. As law graduate classes have diversified, law firm summer programs have as well, particularly when it comes to summer associates of color. In 2023, 56.17% of summer associates were women, 42.27% were people of color, and 26.40% were women of color. While the percentage of summer associates of color fell for the first time this year since 2017, declining by approximately 3/4 of a percentage point, the 2023 figure is still 10 points higher as compared to six years ago and is also about 10 percentage points higher when compared to the demographics of recent law school graduating classes.

The decline in the percentage of summer associates of color in 2023 can be attributed to a reduction in the share of Black and multiracial summer

associates; whereas other racial/ethnic groups saw small improvements in representation as compared to the previous year. Despite this year's decline, **since 2014, there has been a 12-percentage point net gain in the share of summer associates of color, largely attributed to the nearly 10-point increase in the percentage of women associates of color during this period. Since 2009, the share of summer associates who are women of color has more than doubled, growing from 12.90% in 2009 to 26.40% in 2023. These figures suggest the likelihood of continued improvements in the diversity of associates over the next few years.** Additionally, since 2013 there has been a nearly 11-percentage point improvement in the share of women summer associates. (See Tables 1 and 5.)

LAWYERS WITH DISABILITIES

Despite increases, figures for lawyers with disabilities in law firms remain below the levels for recent law graduates and are likely underreported.

The reporting of lawyers with disabilities (of any race or gender) has been increasing over the past four years, but remains limited, both at the associate and partner levels. For offices/firms reporting these data, lawyers with disabilities represented just 1.99% of all lawyers.

The *NALP Directory of Legal Employers* collects information about lawyers with disabilities, though this information is much less widely reported (and likely underreported) as compared to information on race/ethnicity and gender, making it more difficult to draw definitive conclusions. In 2023, the percentage of partners reported as

having a disability grew by approximately 1/3 of a percentage point to 1.41%, roughly three times the 2019 figure of 0.46%.

Representation of associates with disabilities increased from 1.63% in 2022 to 2.44% in 2023. The percentage for 2023 is more than four times that of the 2019 figure of 0.59%. Overall, 1.99% of all lawyers identified as having a disability, up from 1.41% in the previous year. However, despite increases over the past few years, these figures are still small, making it difficult to draw any conclusions about trends going forward, and nearly one-quarter of the offices included in the 2023 NDLE did not report data on lawyers with disabilities. Although the presence of individuals with disabilities among law school graduates is not precisely known, other NALP research from the Class of 2022 suggests that about 6.2% of graduates self-identify as having a disability. (See Table 15.)

LGBTQ LAWYERS

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

The overall percentage of LGBTQ lawyers reported in 2023 increased by 0.4 of a percentage point, climbing to 4.57%. **However, in comparison to the figures for lawyers, LGBTQ representation among summer associates continues to be much higher and increased by more than two percentage points, from 9.37% in 2022 to 11.67% in 2023.** Nevertheless, this 2023 figure is still more than two percentage points below the share

of Class of 2022 graduates identifying as LGBTQ (14.0%) within NALP's annual *Employment Report and Salary Survey*. NALP's Class of 2022 employment data shows that LGBTQ graduates are significantly less likely to go into private practice employment upon graduation as compared to their peers, likely contributing to this gap in LGBTQ representation between recent graduates and summer associates.

Growth in LGBTQ representation has been slowest at the partnership level, where the share of LGBTQ partners increased by just 0.1 of a percentage point in 2023, to 2.57%. In comparison, LGBTQ associates saw a much larger increase of 0.7 of a percentage point, growing to 6.79% of all associates. Since 2018, the share of LGBTQ associates has increased by three percentage points. The percentage of offices reporting LGBTQ data has been around 90% or higher since 2008, and in 2023, 97% of offices reported LGBTQ counts. More than three-quarters (78.3%) of these offices reported at least one LGBTQ lawyer in 2023.

Perhaps not surprisingly, there are wide geographic disparities in these numbers, although in 2022 and 2023, the LGBTQ figures were more dispersed than in previous years. Historically, more than half of all LGBTQ lawyers have been located in just four cities: New York City, Washington, DC, the Los Angeles area, and San Francisco. In 2022, Boston displaced the Los Angeles area as one of the top four cities in terms of the total number of LGBTQ lawyers, and slightly less than half of all LGBTQ lawyers (47.7%) were working in New York City, Washington, DC, Boston, or San Francisco. For 2023, the Los Angeles area replaced Boston again

in the list, but the share of LGBTQ lawyers in these four cities dropped to 40.4%.

These same four cities comprised 29.5% of the 107,688 lawyers included in these analyses. Thus, despite their shrinking overall share, the percentage of LGBTQ lawyers in these cities is correspondingly higher — 6.19% overall (and highest in San Francisco specifically at 8.34%) — compared with the 4.57% nationwide figure. The percentage of LGBTQ summer associates in these cities is on par with the overall figures — at 11.70% compared with 11.67% nationwide.

In 2023, the overall count of 4,774 LGBTQ lawyers grew by 19.2% from 2022. **Not only is this a significant increase, but the number of LGBTQ lawyers is now more than four times that from the 2002 NDLE, when these data were first collected, and is growing at an exponential rate.** In the 2002 NDLE, the number of LGBTQ lawyers reported was just over 1,100 — less than 1% of the total lawyers represented. It took until 2012 for the overall percentage to exceed 2%, while 2020 was the first year in which it surpassed 3%. Just two years later, in 2022, the figure topped 4% for the first time. (See Table 17.)

The presence of LGBTQ lawyers continues to be highest among associates, at 6.79%. LGBTQ associates were somewhat better represented at large law firms — with firms of more than 1,000 lawyers reporting that 7.52% of their associates identified as LGBTQ. (See Table 16.)

The higher percentage of LGBTQ summer associates compared to associates and all lawyers

suggests that there is the potential for considerable growth in the presence of LGBTQ associates at these reporting firms. For example, the percentage of LGBTQ associates in 2023 was similar to the summer associate figures from 2019.

LAWYERS WHO ARE MILITARY VETERANS

Among lawyers overall, slightly over 2% are military veterans. A smaller percentage of associates are military veterans compared to other types of lawyers.

NALP began collecting data on military veterans in the NALP Directory in 2018, and in 2023 approximately 91% of offices/firms reported counts, including zero, of military veterans. Reporting on veteran status for summer associates was more limited, with just under 55% (54.9%) of offices/firms reporting data. Overall, a higher percentage of partners (2.24%) and other lawyers (3.00%) were military veterans as compared to associates (1.75%). Firms of 501-700 lawyers had the largest percentage of lawyer veterans (3.89%), while firms of more than 1,000 had the smallest (1.66%). Among summer associates, 2.21% were military veterans. (See Table 18.)

GENDER NON-BINARY LAWYERS

This was the fourth year in which information on gender non-binary lawyers was collected in the NDLE. More than three-quarters (76.7%) of offices/firms reported counts, including zero, of gender non-binary lawyers in 2023. As with other demographic data, reporting for non-binary summer associates was more limited with just over half (50.1%) of offices reporting figures. Overall,

79 non-binary lawyers were reported in 2023, of which 63 were associates, 11 were partners, four were staff attorneys, and one was counsel. This compares to a total of 42 non-binary lawyers reported in 2022, 20 in 2021, and nine in 2020. In addition, 27 gender non-binary summer associates were reported in 2023, compared with 17 in 2022, 11 in 2021, and eight in 2020.

BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The 2023 NALP Directory of Legal Employers, which provides the individual firm listings on which these aggregate analyses are based, includes race/ethnicity and gender information for nearly 108,000 partners, associates, and other lawyers in 812 offices, and for more than 8,000 summer associates in 505 offices nationwide. The NDLE is available at www.nalpdirectory.com.

DEFINITIONS AND REPORTING

Law offices reported aggregate demographic data for their lawyers as of February 1, 2023. Law offices that utilized the “not collected” or “unknown” reporting options for any demographic items are not included in the aggregate figures for that particular demographic(s).

With minor modifications, NALP utilizes the U.S. Equal Employment Opportunity Commission (EEOC) race/ethnicity demographic categories within the *NALP Directory of Legal Employers*. Definitions for the race/ethnicity categories included in this report are listed below.

Latinx — A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

Asian — A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American — A person having origins in any of the black racial groups of Africa.

Native American or Alaska Native — A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Native Hawaiian or other Pacific Islander — A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Multiracial — A person who self-reports as belonging to more than one racial category.

In some tables and charts, NALP reports aggregate figures for people of color or lawyers of color.

People of color includes Asian, Black or African American, Latinx, Native American, Alaska Native, Native Hawaiian, other Pacific Islander, and multiracial lawyers (or summer associates) as reported by law firms.

Tables 12-14 do not include separate columns for Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers due to the relatively small number of lawyers reported, preventing more detailed analysis by firm size and city. However, the overall percentages for these racial groups in 2023 and prior years are included in Tables 2-4.

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

The partner numbers in this report include both equity and non-equity partners, unless otherwise noted in Tables 6-8.

Equity Partners are those who file a Schedule K-1 tax form and receive no more than half their compensation on a fixed-income basis.

Non-equity Partners are those who receive more than half their compensation on a fixed basis. These attorneys may or may not be generally eligible for equity partnership.

Table 1. Women and People of Color at Law Firms, 1991-2023

Year	Partners			Associates			Counsel		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
2023	27.76%	12.01%	4.86%	50.31%	30.15%	17.54%	37.25%	13.39%	6.83%
2022	26.65	11.40	4.39	49.42	28.32	16.51	38.00	12.68	6.45
2021	25.92	10.75	4.08	48.21	27.60	15.94	36.87	12.37	6.04
2020	25.05	10.23	3.79	47.45	26.48	15.17	36.81	11.72	5.80
2019	24.17	9.55	3.45	46.77	25.44	14.48	36.90	11.51	5.53
2018	23.36	9.13	3.19	45.91	24.22	13.52	35.37	10.70	4.80
2017	22.70	8.42	2.90	45.48	23.32	12.86	34.53	10.24	4.59
2016	22.13	8.05	2.76	45.00	22.72	12.42	34.31	10.00	4.64
2015	21.46	7.52	2.55	44.68	22.00	11.78	34.03	9.11	4.19
2014	21.05	7.33	2.45	44.94	21.63	11.51	34.63	8.56	4.18
2013	20.22	7.10	2.26	44.79	20.93	11.29	33.55	8.14	3.70
2012	19.91	6.71	2.16	45.05	20.32	11.08	32.97	8.04	3.52
2011	19.54	6.56	2.04	45.35	19.90	10.96	NA	NA	NA
2010	19.43	6.16	1.95	45.41	19.53	10.90	NA	NA	NA
2009	19.21	6.05	1.88	45.66	19.67	11.02	NA	NA	NA
2008	18.74	5.92	1.84	45.34	19.08	10.73	NA	NA	NA
2007	18.34	5.40	1.65	45.06	18.07	10.07	NA	NA	NA
2006	17.90	5.01	1.48	44.33	16.72	9.16	NA	NA	NA
2005	17.29	4.63	NA	44.12**	15.62**	NA	25.73	5.19	NA
2004	17.06	4.32	NA	43.96**	15.06**	NA	25.17	4.66	NA
2003	16.81	4.04	NA	43.02**	14.63**	NA	25.03	4.79	NA
2002	16.30	3.71	NA	42.42**	14.27**	NA	25.03	4.02	NA
2001	15.80	3.55	NA	41.94**	13.70**	NA	24.73	4.08	NA
2000	15.63	3.35	NA	41.69**	12.86**	NA	23.77	3.95	NA
1999	15.04	3.25	NA	41.39**	12.06**	NA	22.45	3.62	NA
1998	14.55	3.07	NA	40.90**	11.81**	NA	20.89	3.91	NA
1997	14.21	2.95	NA	40.11**	11.06**	NA	18.95	4.31	NA
1996	14.19**	2.93**	NA	39.79**	10.17**	NA	NA	NA	NA
1995	13.43**	2.79**	NA	38.98**	9.29**	NA	NA	NA	NA
1994	12.91**	2.68**	NA	38.99**	8.36**	NA	NA	NA	NA
1993	12.27**	2.55**	NA	38.78**	7.69**	NA	NA	NA	NA
1992	11.63**	2.37**	NA	38.68**	7.13**	NA	NA	NA	NA
1991	10.84**	2.14**	NA	38.37**	6.47**	NA	NA	NA	NA

(Continued on page 16)

Table 1. Women and People of Color at Law Firms, 1991-2023

Year	Non-traditional Track/ Staff Attorneys			Total Lawyers			Summer Associates		
	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*	% Women	% People of Color*	% Women of Color*
2023	54.20%	23.63%	14.30%	39.51%	20.45%	10.91%	56.17%	42.27%	26.40%
2022	54.85	22.88	13.77	38.68	19.21	10.15	55.11	43.03	26.10
2021	55.99	22.62	13.93	37.68	18.52	9.69	55.06	41.34	25.14
2020	55.35	25.14	14.65	37.14	17.95	9.32	53.62	36.48	22.12
2019	57.45	23.18	14.05	36.33	16.98	8.73	52.66	35.26	21.16
2018	57.66	21.71	13.60	35.41	16.10	8.08	51.42	35.04	20.83
2017	56.36	21.48	13.47	34.54	15.18	7.54	49.87	32.23***	18.23
2016	56.36	20.59	13.06	33.89	14.62	7.23	48.71	32.33	18.05
2015	56.35	19.94	12.85	33.38	13.97	6.81	47.78	31.16	16.99
2014	55.74	20.79	13.34	33.48	13.83	6.74	46.33	30.27	16.63
2013	56.27	21.95	14.38	32.78	13.36	6.49	45.32	29.51	15.78
2012	55.85	22.78	14.21	32.67	12.91	6.32	46.26	29.55	16.26
2011	NA	NA	NA	32.61	12.70	6.23	47.71	27.11	15.19
2010	NA	NA	NA	32.69	12.40	6.20	47.35	26.99	14.92
2009	NA	NA	NA	32.97	12.59	6.33	46.62	24.04	12.90
2008	NA	NA	NA	32.58	12.26	6.18	45.42	24.04	12.99
2007	NA	NA	NA	31.98	11.43	5.70	45.58	24.19	13.25
2006	NA	NA	NA	31.32	10.58	5.18	46.67	23.05	12.40
2005	NA	NA	NA	30.96	10.05	NA	47.92	22.85	NA
2004	NA	NA	NA	30.67	9.70	NA	47.74	20.15	NA
2003	NA	NA	NA	30.64	9.48	NA	49.20	18.67	NA
2002	NA	NA	NA	30.39	9.21	NA	48.22	19.19	NA
2001	NA	NA	NA	29.87	8.84	NA	48.23	17.26	NA
2000	NA	NA	NA	29.35	8.22	NA	46.26	17.28	NA
1999	NA	NA	NA	28.55	8.05	NA	45.97	17.67	NA
1998	NA	NA	NA	27.76	7.54	NA	44.41	18.47	NA
1997	NA	NA	NA	26.96	7.04	NA	43.95	18.66	NA
1996	NA	NA	NA	26.41	6.45	NA	43.34	19.27	NA
1995	NA	NA	NA	25.78	5.92	NA	44.14	19.28	NA
1994	NA	NA	NA	25.80	5.51	NA	42.16	19.74	NA
1993	NA	NA	NA	25.72	5.10	NA	41.16	18.91	NA
1992	NA	NA	NA	25.69	4.84	NA	40.75	16.02	NA
1991	NA	NA	NA	25.72	4.48	NA	41.83	13.88	NA

Source: The NALP Directory of Legal Employers, 1991-2023

Notes: NA: Not available.

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

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

Starting in 2006, data collection was expanded to include gender within each racial/ethnic category; therefore, data on women of color are not available for prior years.

Data specifically for counsel positions is available from 1997-2005 and 2012-present, and for non-traditional track/staff attorneys from 2012-present.

*** In previous iterations of the *Diversity Report*, this figure was erroneously reported in the trend figures as 32.33%. It has been corrected in this 2023 report.

Chart 1. Percentage of Partners Who are Women and People of Color at Law Firms, 1991-2023

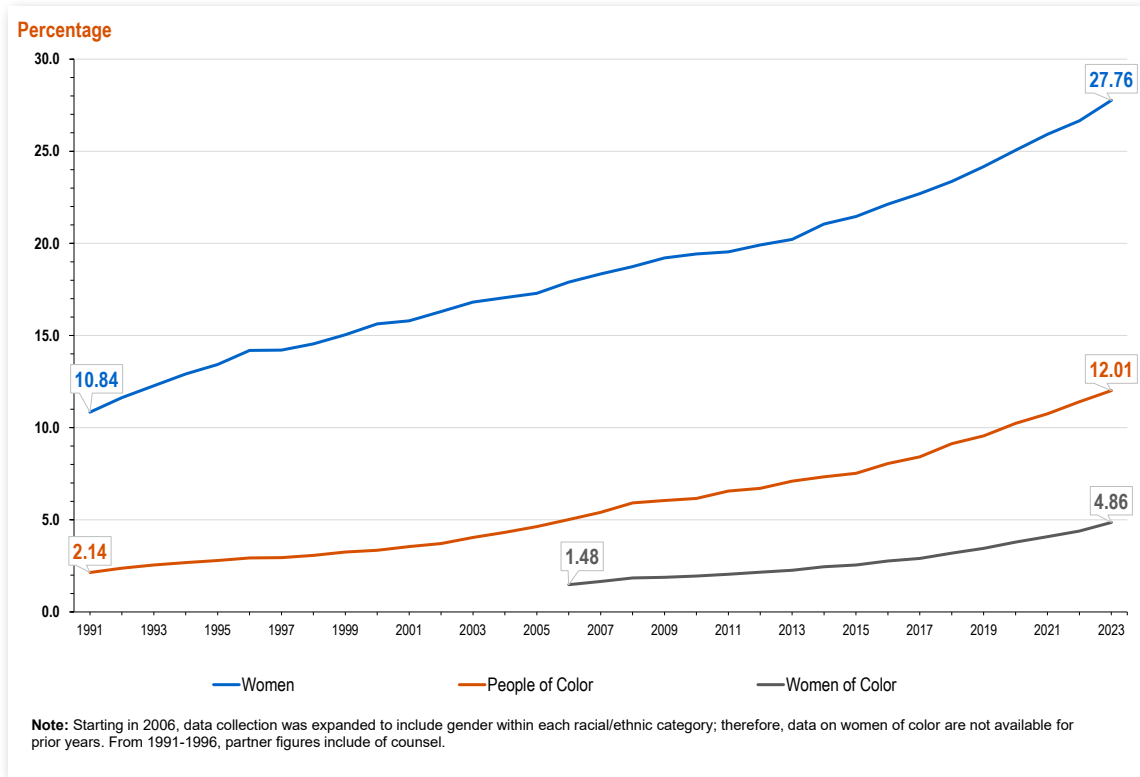


Chart 2. Percentage of Associates Who are Women and People of Color at Law Firms, 1991-2023

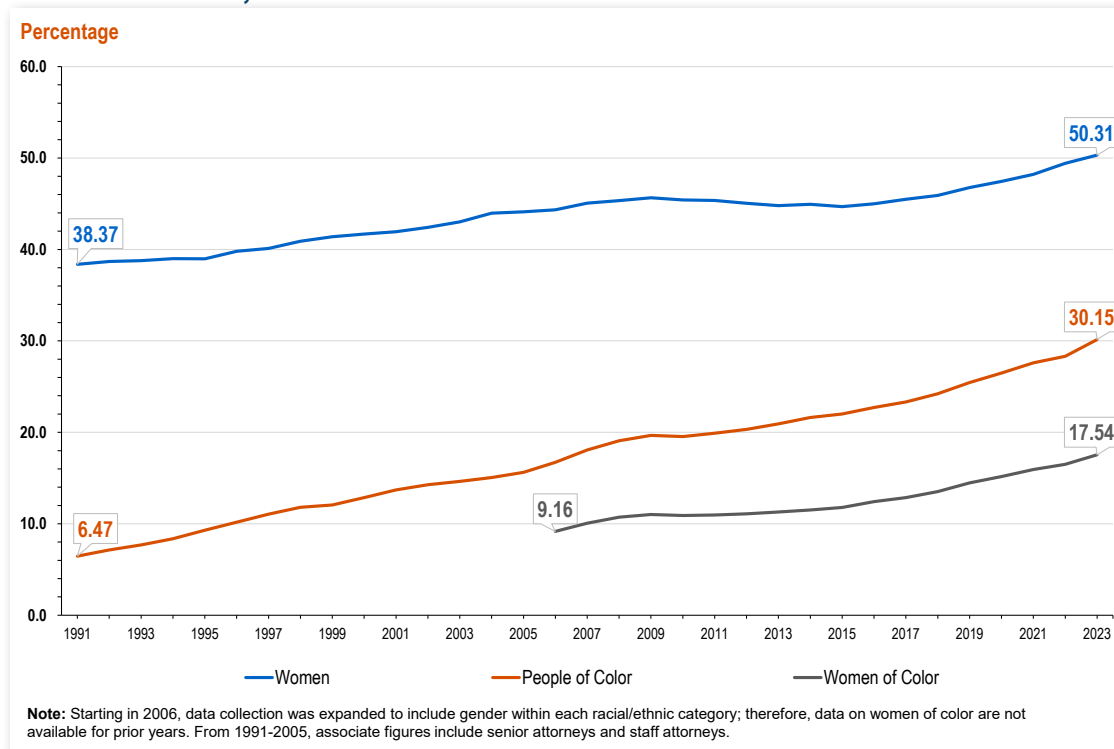


Chart 3. Percentage of Counsel Who are Women and People of Color at Law Firms, 2012-2023

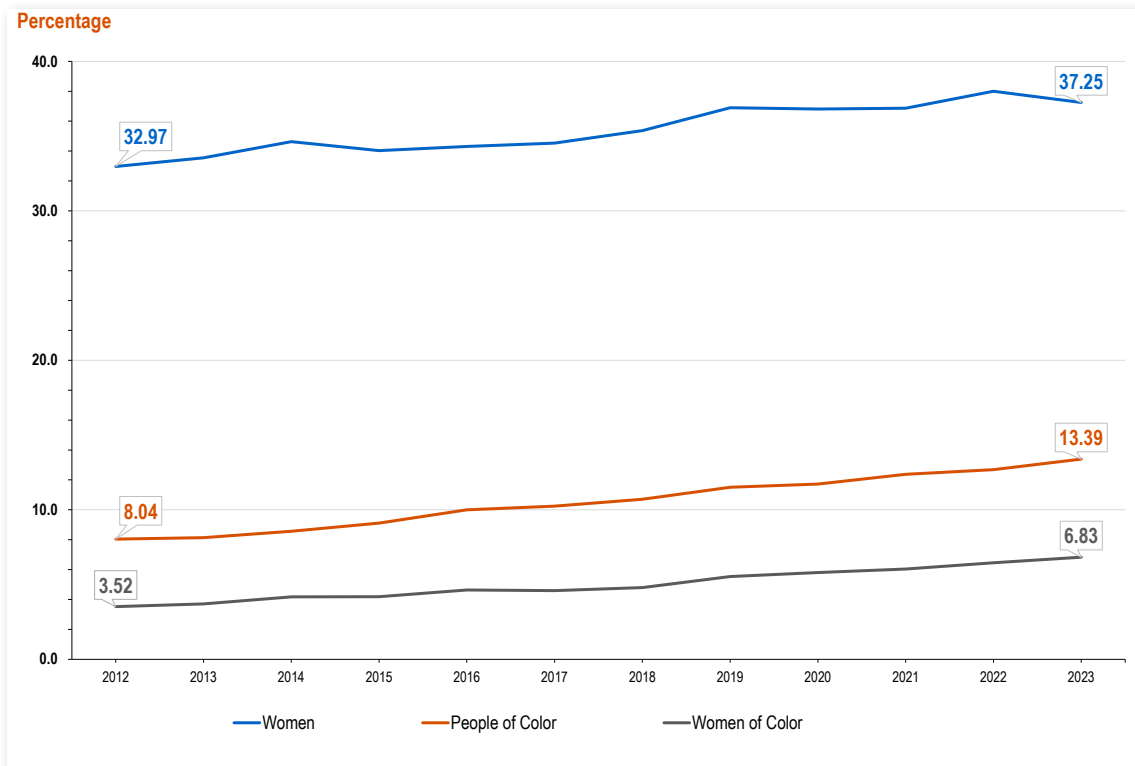


Chart 4. Percentage of Non-traditional Track/Staff Attorneys Who are Women and People of Color at Law Firms, 2012-2023

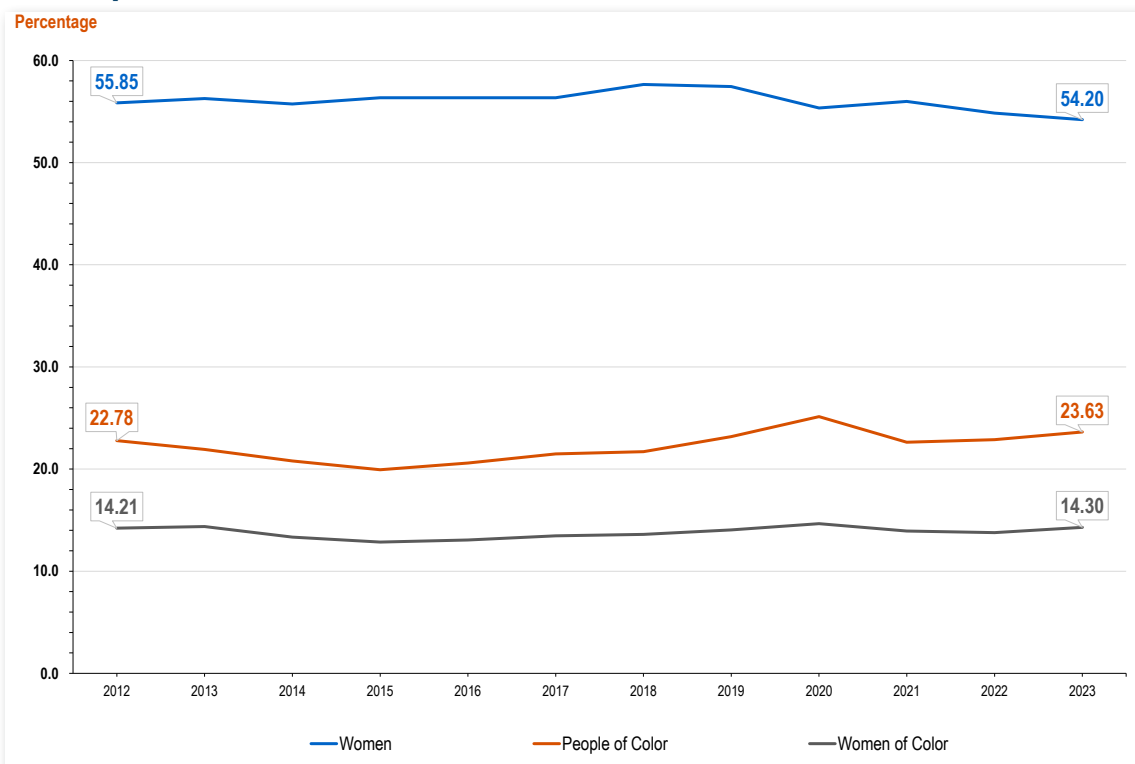


Chart 5. Percentage of Total Lawyers Who are Women and People of Color at Law Firms, 1991-2023

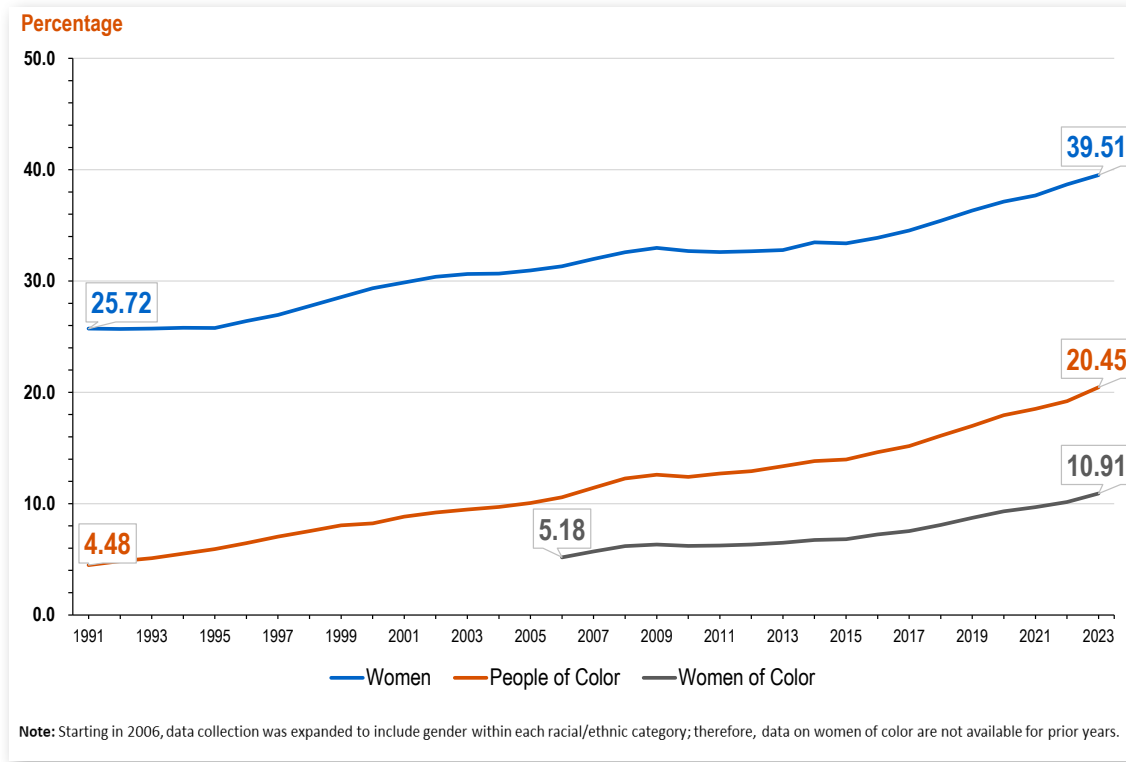


Chart 6. Percentage of Summer Associates Who are Women and People of Color at Law Firms, 1991-2023

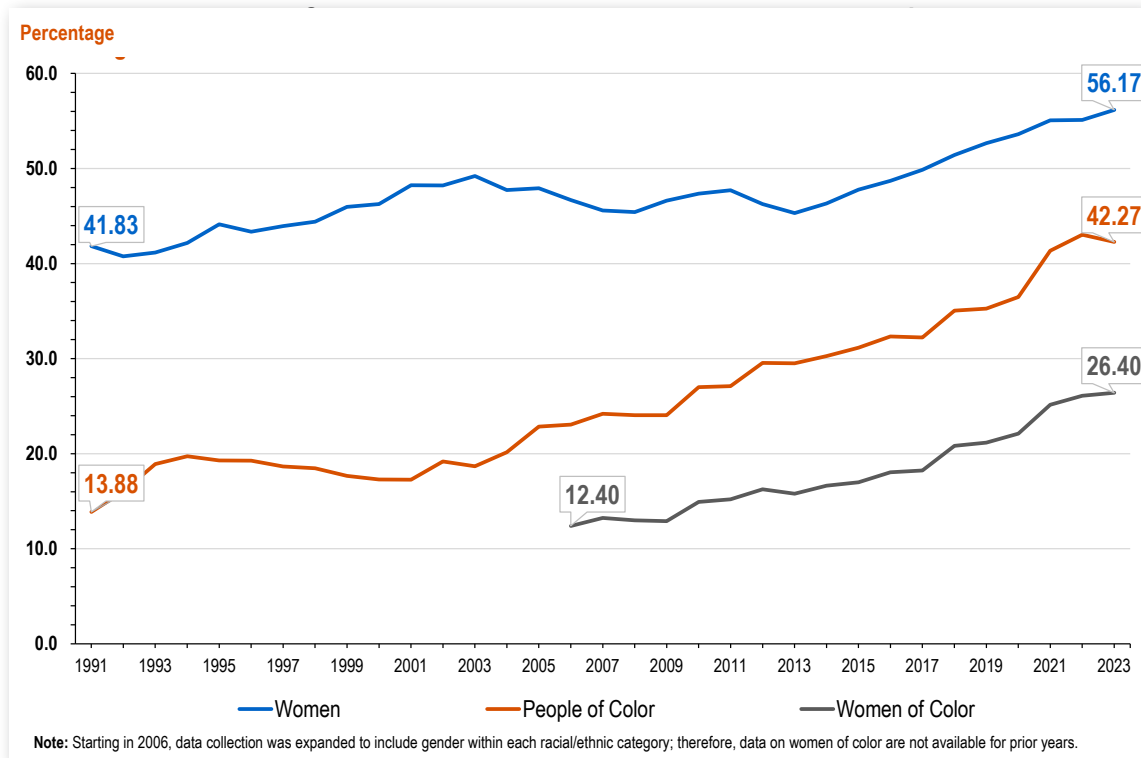


Table 2. Partners at Law Firms by Race/Ethnicity, 2006-2023

Year	Partners											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2023	4.87%	2.10%	2.47%	1.03%	3.01%	1.00%	0.15%	0.06%	0.08%	0.04%	1.44%	0.62%
2022	4.57	1.85	2.32	0.94	2.97	0.97	0.17	0.06	0.07	0.03	1.30	0.53
2021	4.30	1.73	2.22	0.86	2.86	0.92	0.18	0.06	0.06	0.02	1.13	0.48
2020	4.08	1.62	2.10	0.80	2.80	0.90	0.18	0.07	0.06	0.02	1.02	0.38
2019	3.89	1.46	1.97	0.75	2.52	0.80	0.18	0.07	0.05	0.02	0.92	0.35
2018	3.63	1.38	1.83	0.68	2.49	0.77	0.14	0.05	0.19	0.02	0.84	0.28
2017	3.31	1.23	1.83	0.66	2.40	0.73	0.13	0.04	0.05	0.02	0.70	0.24
2016	3.13	1.17	1.81	0.64	2.31	0.68	0.12	0.04	0.06	0.02	0.62	0.20
2015	2.89	1.07	1.77	0.64	2.19	0.63	0.11	0.04	0.05	0.02	0.50	0.16
2014	2.74	0.99	1.72	0.63	2.16	0.60	0.13	0.05	0.05	0.01	0.55	0.18
2013	2.67	0.91	1.78	0.60	1.99	0.54	0.15	0.06	0.04	0.01	0.46	0.15
2012	2.48	0.89	1.73	0.60	1.91	0.48	0.15	0.06	0.07	0.01	0.37	0.12
2011	2.36	0.82	1.71	0.58	1.92	0.48	0.13	0.04	0.05	0.01	0.37	0.10
2010	2.30	0.81	1.70	0.56	1.70	0.44	0.12	0.04	0.06	0.02	0.28	0.08
2009	2.20	0.76	1.71	0.57	1.65	0.41	0.15	0.04	0.07	0.02	0.26	0.08
2008	2.05	0.71	1.71	0.56	1.68	0.42	0.17	0.10	0.06	0.02	0.24	0.07
2007	1.94	0.68	1.64	0.50	1.56	0.39	0.13	0.04	NA	NA	0.13	0.04
2006	1.78	0.59	1.55	0.48	1.38	0.32	0.15	0.05	NA	NA	0.14	0.04

Source: The NALP Directory of Legal Employers, 2006 -2023

Notes: NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander partners were included in the figures for Asian partners.

Table 3. Associates at Law Firms by Race/Ethnicity, 2006-2023

Year	Associates											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2023	12.84%	7.77%	6.15%	3.68%	7.05%	3.75%	0.17%	0.08%	0.10%	0.05%	3.84%	2.22%
2022	12.12	7.29	5.77	3.45	6.55	3.57	0.18	0.10	0.08	0.04	3.62	2.05
2021	12.49	7.39	5.22	3.17	6.11	3.25	0.18	0.10	0.09	0.05	3.52	1.98
2020	12.12	7.18	5.10	3.04	5.64	2.99	0.17	0.09	0.08	0.04	3.36	1.83
2019	12.17	7.17	4.76	2.80	5.17	2.70	0.21	0.11	0.08	0.04	3.05	1.67
2018	11.69	6.64	4.48	2.55	4.71	2.45	0.19	0.11	0.08	0.04	3.08	1.73
2017	11.40	6.52	4.28	2.42	4.57	2.23	0.18	0.10	0.08	0.04	2.81	1.56
2016	11.25	6.35	4.11	2.32	4.42	2.15	0.19	0.09	0.08	0.04	2.67	1.46
2015	10.93	6.00	3.95	2.25	4.28	2.03	0.19	0.08	0.09	0.04	2.56	1.38
2014	10.80	5.81	4.01	2.31	3.95	1.89	0.22	0.10	0.10	0.05	2.56	1.35
2013	10.48	5.64	4.10	2.43	3.82	1.89	0.24	0.09	0.11	0.07	2.20	1.17
2012	10.01	5.40	4.19	2.55	3.90	1.95	0.21	0.11	0.10	0.06	1.91	1.02
2011	9.65	5.31	4.29	2.61	3.83	1.92	0.18	0.09	0.15	0.09	1.79	0.94
2010	9.39	5.15	4.36	2.75	3.81	1.94	0.19	0.10	0.20	0.11	1.58	0.85
2009	9.28	5.12	4.66	2.93	3.89	2.00	0.24	0.11	0.21	0.13	1.39	0.74
2008	9.05	5.04	4.75	2.97	3.86	1.94	0.22	0.10	0.23	0.13	0.97	0.54
2007	8.94	4.96	4.65	2.85	3.68	1.84	0.21	0.09	NA	NA	0.59	0.32
2006	8.13	4.42	4.49	2.72	3.44	1.66	0.24	0.12	NA	NA	0.42	0.24

Source: The NALP Directory of Legal Employers, 2006-2023

Notes: NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander associates were included in the figures for Asian associates.

Table 4. Total Lawyers at Law Firms by Race/Ethnicity, 2006-2023

Year	Total Lawyers											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2023	8.57%	4.81%	4.18%	2.28%	4.93%	2.34%	0.16%	0.07%	0.09%	0.04%	2.53%	1.37%
2022	8.06	4.45	3.92	2.12	4.64	2.21	0.17	0.08	0.07	0.04	2.34	1.24
2021	8.06	4.40	3.63	1.97	4.37	2.04	0.18	0.08	0.08	0.04	2.21	1.16
2020	7.88	4.30	3.55	1.91	4.17	1.92	0.17	0.08	0.07	0.04	2.10	1.06
2019	7.71	4.15	3.31	1.77	3.79	1.72	0.19	0.09	0.07	0.03	1.91	0.97
2018	7.29	3.84	3.09	1.61	3.55	1.59	0.17	0.08	0.13	0.03	1.87	0.95
2017	6.94	3.65	2.94	1.49	3.42	1.47	0.16	0.07	0.06	0.03	1.66	0.84
2016	6.75	3.53	2.84	1.43	3.30	1.40	0.15	0.06	0.07	0.03	1.53	0.77
2015	6.44	3.29	2.79	1.42	3.11	1.30	0.15	0.06	0.06	0.03	1.41	0.70
2014	6.34	3.21	2.83	1.48	2.98	1.24	0.16	0.07	0.06	0.03	1.45	0.71
2013	6.14	3.07	2.88	1.50	2.83	1.20	0.18	0.07	0.07	0.04	1.25	0.62
2012	5.85	2.93	2.92	1.56	2.83	1.20	0.18	0.08	0.08	0.04	1.06	0.52
2011	5.64	2.88	3.00	1.58	2.81	1.18	0.16	0.07	0.10	0.05	0.99	0.47
2010	5.54	2.83	3.00	1.64	2.71	1.17	0.16	0.07	0.13	0.06	0.86	0.43
2009	5.54	2.84	3.18	1.75	2.73	1.20	0.19	0.08	0.14	0.07	0.80	0.39
2008	5.37	2.80	3.26	1.77	2.71	1.16	0.19	0.08	0.15	0.08	0.59	0.29
2007	5.23	2.72	3.12	1.66	2.56	1.09	0.16	0.07	NA	NA	0.35	0.17
2006	4.75	2.40	3.00	1.59	2.35	0.96	0.20	0.09	NA	NA	0.42	0.14

Source: The NALP Directory of Legal Employers, 2006-2023

Notes: NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander lawyers were included in the figures for Asian lawyers.

Table 5. Summer Associates at Law Firms by Race/Ethnicity, 2006-2023

Year	Summer Associates											
	Asian		Black or African American		Latinx		Native American or Alaska Native		Native Hawaiian or other Pacific Islander		Multiracial	
	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women	Total %	% Women
2023	16.14%	10.37%	11.69%	7.65%	9.31%	5.46%	0.35%	0.14%	0.15%	0.09%	4.64%	2.70%
2022	16.07	10.10	11.85	7.33	9.23	5.36	0.29	0.19	0.11	0.04	5.48	3.08
2021	16.08	10.03	11.17	7.14	8.81	4.61	0.39	0.27	0.13	0.10	4.76	2.99
2020	13.86	8.59	10.45	6.35	7.73	4.42	0.27	0.19	0.18	0.10	4.01	2.46
2019	14.26	8.70	9.39	5.70	7.84	4.60	0.37	0.14	0.20	0.10	3.21	1.92
2018	14.45	8.70	9.09	5.51	7.63	4.33	0.31	0.13	0.17	0.12	3.39	2.04
2017	13.10	7.55	9.07	5.46	7.04	3.54	0.31	0.14	0.10	0.08	2.61	1.45
2016	14.79	8.05	8.42	4.89	5.91	3.19	0.32	0.20	0.20	0.13	2.68	1.64
2015	13.47	7.70	8.43	4.76	6.02	2.83	0.35	0.26	0.12	0.08	2.75	1.37
2014	13.04	7.48	8.03	4.34	6.13	3.32	0.35	0.19	0.18	0.10	2.53	1.21
2013	13.59	7.66	7.52	3.94	5.57	2.63	0.35	0.18	0.12	0.09	2.39	1.30
2012	13.00	7.30	7.94	4.35	5.66	2.92	0.37	0.12	0.26	0.15	2.32	1.41
2011	11.97	6.73	7.88	4.43	4.81	2.71	0.30	0.04	0.09	0.06	2.05	1.23
2010	11.96	6.74	8.21	4.67	4.78	2.43	0.44	0.18	0.15	0.09	1.45	0.81
2009	10.73	5.59	7.41	4.19	4.11	2.19	0.37	0.17	0.14	0.08	1.28	0.67
2008	10.54	5.52	7.02	4.27	4.00	1.92	0.27	0.17	0.23	0.10	1.15	0.54
2007	11.06	5.74	7.68	4.70	4.02	2.07	0.28	0.16	NA	NA	0.81	0.38
2006	10.23	5.15	8.13	4.93	3.87	1.90	0.28	0.15	NA	NA	0.54	0.27

Source: The NALP Directory of Legal Employers, 2006-2023

Notes: NA: Not available

The Native Hawaiian or other Pacific Islander category was added in 2008. Prior to 2008, Native Hawaiian or other Pacific Islander summer associates were included in the figures for Asian summer associates.

Table 6. Percentage of Partners Reported as Equity Partners by Gender and Race/Ethnicity, 2011-2023

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Men partners	16,134	18,278	18,083	17,641	17,476	17,456	16,309	15,930	15,247	12,734	13,020	12,656	14,706
% equity	64.9%	64.2%	63.6%	63.5%	61.8%	62.5%	62.9%	60.9%	60.8%	59.3%	60.6%	61.6%	60.5%
Women partners	4,104	4,578	4,778	4,835	4,971	5,145	5,041	5,096	5,057	4,435	4,703	4,629	5,666
% equity	47.0%	46.4%	47.4%	47.7%	45.8%	46.9%	47.0%	46.4%	46.7%	45.9%	47.5%	49.1%	48.8%
Partners who are people of color*	1,229	1,423	1,562	1,549	1,617	1,696	1,670	1,752	1,820	1,667	1,822	1,857	2,344
% equity	47.1%	46.8%	47.2%	48.5%	45.5%	45.9%	45.9%	45.3%	48.8%	46.3%	49.8%	48.5%	47.9%

Source: The NALP Directory of Legal Employers, 2011-2023

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

Figures for 2023 are based on 178 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2022.

Table 7. Distribution of Equity and Non-equity Partners by Gender and Race/Ethnicity, 2011-2023

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Equity partners	12,396	13,864	13,760	13,508	13,078	13,323	12,630	12,067	11,633	9,581	10,129	10,067	11,657
% men	84.4%	84.7%	83.5%	82.9%	82.6%	81.9%	81.3%	80.4%	79.7%	78.7%	78.0%	77.4%	76.3%
% women	15.6%	15.3%	16.5%	17.1%	17.4%	18.1%	18.7%	19.6%	20.3%	21.3%	22.0%	22.6%	23.7%
% people of color*	4.7%	4.8%	5.4%	5.6%	5.6%	5.8%	6.1%	6.6%	7.6%	8.1%	9.0%	9.0%	9.6%
Non-equity partners	7,842	8,992	9,101	8,968	9,369	9,278	8,720	8,959	8,675	7,588	7,594	7,218	8,715
% men	72.3%	72.7%	72.4%	71.8%	71.2%	70.6%	69.3%	69.5%	68.9%	68.4%	67.5%	67.3%	66.7%
% women	27.7%	27.3%	27.6%	28.2%	28.8%	29.4%	30.7%	30.5%	31.1%	31.6%	32.5%	32.7%	33.3%
% people of color*	8.3%	8.4%	9.1%	8.9%	9.4%	9.9%	10.4%	10.7%	10.7%	11.8%	12.0%	13.2%	14.0%

Source: The NALP Directory of Legal Employers, 2011-2023

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

Figures for 2023 are based on 178 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2022. Since partners of color are also counted in the men and women categories, percentages across these three categories do not add up to 100%.

Table 8. Distribution of All Partners by Equity Status, Gender, and Race/Ethnicity, 2011-2023

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total partners	20,238	22,856	22,861	22,476	22,447	22,601	21,350	21,026	20,308	17,169	17,723	17,285	20,372
% Equity partners	61.3%	60.7%	60.2%	60.1%	58.3%	58.9%	59.2%	57.4%	57.3%	55.8%	57.2%	58.2%	57.2%
% men	51.7%	51.4%	50.3%	49.8%	48.1%	48.3%	48.1%	46.2%	45.7%	43.9%	44.6%	45.1%	43.7%
% women	9.5%	9.3%	9.9%	10.3%	10.1%	10.7%	11.1%	11.2%	11.6%	11.9%	12.6%	13.1%	13.6%
% people of color*	2.9%	2.9%	3.2%	3.3%	3.3%	3.4%	3.6%	3.8%	4.4%	4.5%	5.1%	5.2%	5.5%
% Non-equity partners	38.7%	39.3%	39.8%	39.9%	41.7%	41.1%	40.8%	42.6%	42.7%	44.2%	42.8%	41.8%	42.8%
% men	28.0%	28.6%	28.8%	28.7%	29.7%	29.0%	28.3%	29.6%	29.4%	30.2%	28.9%	28.1%	28.5%
% women	10.7%	10.7%	11.0%	11.2%	12.0%	12.1%	12.5%	13.0%	13.3%	14.0%	13.9%	13.6%	14.2%
% people of color*	3.2%	3.3%	3.6%	3.5%	3.9%	4.1%	4.2%	4.6%	4.6%	5.2%	5.2%	5.5%	6.0%

Source: The NALP Directory of Legal Employers, 2011-2023

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

Figures for 2023 are based on 178 offices/firms that have a tiered partnership and also reported information on equity and non-equity partner counts. A number of firms that otherwise reported information on an office-by-office basis reported their partnership information on a firm-wide basis. In some cases, firms did not update their figures from 2022. Since partners of color are also counted in the men and women categories, percentages across these three categories do not add up to 100%.

Table 9. Women and People of Color at Law Firms: Partners and Associates, 2023

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Total	45,332	27.76%	12.01%	4.86%	46,924	50.31%	30.15%	17.54%	812
By Number of Lawyers Firm-wide:									
100 or fewer lawyers	1,432	26.96	9.08	4.26	768	47.66	26.17	15.23	46
101-250 lawyers	5,620	26.00	9.04	3.54	3,028	49.70	23.35	13.24	76
251-500 lawyers	8,020	26.72	10.10	4.00	5,962	49.33	29.30	16.59	109
501-700 lawyers	6,132	28.86	11.94	4.71	5,283	51.75	30.02	17.72	110
701-1,000 lawyers	10,048	26.74	12.69	4.78	11,625	50.39	29.62	17.44	212
1,001+ lawyers	14,080	29.40	14.14	6.04	20,258	50.38	31.91	18.56	259
Offices in:									
Atlanta	621	27.38	12.72	4.67	684	48.68	27.05	15.79	17
Austin	198	31.82	15.66	7.07	165	43.03	30.91	15.15	14
Boston	1,114	29.62	8.80	3.77	1,302	51.00	25.27	15.21	28
Charlotte	449	21.38	6.01	1.56	397	48.87	15.87	9.07	11
Chicago	1,932	28.62	10.66	4.50	1,674	48.86	25.75	14.22	37
Cleveland	464	21.98	4.09	0.86	329	42.86	10.94	4.86	7
Columbus	441	29.48	9.75	4.08	279	47.67	18.28	10.04	10
Dallas	833	24.13	11.88	4.32	823	48.00	27.46	15.07	33
Denver	480	30.42	9.38	5.21	463	50.97	18.79	10.37	20
Detroit area	319	28.21	10.66	5.02	142	40.85	17.61	11.27	6
Houston	641	23.71	15.13	5.30	664	50.00	32.38	17.77	28
Indianapolis	303	24.09	4.29	1.65	154	48.05	13.64	8.44	6
Kansas City, MO	458	32.10	8.52	3.71	254	46.46	24.80	12.99	6
Los Angeles area	1,538	28.15	20.61	7.61	1,960	51.73	41.94	24.18	61
Miami	265	28.68	28.30	9.43	238	55.46	51.68	31.51	14
Milwaukee	518	24.32	5.21	1.93	247	52.23	15.38	8.10	6
Minneapolis	830	31.33	6.39	3.37	523	47.23	17.40	8.03	17
New York City	4,741	24.97	12.47	5.00	9,309	50.32	33.22	19.83	68
Northern NJ/ Newark area	363	28.65	9.37	3.86	273	51.65	30.77	16.85	7
Orange County, CA	388	22.16	19.07	7.73	381	49.34	38.06	21.00	12
Philadelphia	946	26.85	11.31	4.44	782	49.23	23.40	13.30	12

(Continued on page 27)

Table 9. Women and People of Color at Law Firms: Partners and Associates, 2023

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Phoenix	211	25.59	9.95	2.37	132	54.55	21.97	10.61	9
Pittsburgh	178	23.60	2.25	1.12	152	48.03	16.45	6.58	7
Portland, OR	315	34.60	8.57	2.54	169	44.97	19.53	13.61	9
San Diego	152	25.66	23.03	7.89	264	46.21	34.47	18.56	11
San Francisco	932	35.09	22.42	9.55	1,193	56.75	44.26	27.33	38
Seattle area	690	32.75	14.20	7.10	578	52.08	32.35	19.55	20
Silicon Valley	605	28.43	25.45	9.42	899	53.84	54.84	33.59	29
St. Louis	197	28.93	9.14	3.55	86	38.37	6.98	3.49	5
Washington, DC	3,479	29.12	14.06	5.92	3,958	52.55	30.72	18.04	66
Wilmington, DE	411	27.01	6.33	2.92	330	45.15	11.21	6.06	13
States:									
Other areas in California	309	36.57	14.89	6.47	209	44.98	44.02	22.97	9
Other areas in Florida	1,632	24.88	13.54	4.11	1,022	51.86	27.01	16.34	17
Other areas in Michigan	608	28.13	7.07	2.80	201	51.74	17.91	9.45	8
Other areas in North Carolina	159	27.04	6.29	4.40	82	45.12	23.17	17.07	7
Other areas in Ohio	963	25.75	6.96	2.39	487	45.38	17.04	9.03	11
Tennessee	582	25.95	5.33	1.72	409	51.59	21.27	12.22	6
Other areas in Texas	241	21.58	9.54	3.73	133	47.37	20.30	10.53	7
Virginia	903	25.80	12.40	4.32	837	48.39	24.13	13.14	10

Source: The 2023 NALP Directory of Legal Employers.

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

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Morristown, and Roseland. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. With the exception of Tennessee and Virginia, state figures exclude cities reported separately. Other areas in California and Florida each include two firms that reported firm-wide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. Other areas in Michigan, Ohio, and Texas each include one firm that reported firm-wide data, but whose offices were predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

Table 10. Women and People of Color at Law Firms: Counsel and Non-traditional Track/Staff Attorneys, 2023

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
Total	11,873	37.25%	13.39%	6.83%	3,559	54.20%	23.63%	14.30%	812
By Number of Lawyers Firm-wide:									
100 or fewer lawyers	323	32.20	9.29	5.26	30	60.00	50.00	43.33	46
101-250 lawyers	1,171	34.50	8.20	4.27	230	47.39	23.04	11.74	76
251-500 lawyers	2,049	39.39	11.52	5.86	469	56.29	24.09	15.78	109
501-700 lawyers	1,555	35.37	14.15	7.40	487	52.36	21.36	11.91	110
701-1,000 lawyers	3,164	38.50	15.04	7.24	762	55.77	23.36	13.25	212
1,001+ lawyers	3,611	37.11	14.73	7.75	1,581	54.27	23.91	14.93	259
Offices in:									
Atlanta	147	48.98	12.24	7.48	75	52.00	24.00	14.67	17
Austin	70	30.00	17.14	10.00	—	—	—	—	—
Boston	267	42.32	9.36	3.75	79	53.16	22.78	20.25	28
Charlotte	114	47.37	14.04	7.89	39	51.28	23.08	10.26	11
Chicago	402	39.05	11.44	6.22	110	57.27	21.82	11.82	37
Cleveland	98	39.80	5.10	3.06	29	48.28	13.79	10.34	7
Columbus	92	41.30	8.70	4.35	35	51.43	8.57	8.57	10
Dallas	190	40.00	22.63	7.37	65	49.23	18.46	9.23	33
Denver	147	48.30	5.44	4.08	40	65.00	7.50	7.50	20
Detroit area	34	29.41	11.76	2.94	34	61.76	20.59	17.65	6
Houston	184	41.85	22.28	11.96	38	71.05	26.32	18.42	28
Indianapolis	35	51.43	40.00	22.86	—	—	—	—	—
Kansas City, MO	115	40.00	14.78	6.96	31	51.61	9.68	6.45	6
Los Angeles area	442	44.34	24.21	12.90	103	55.34	33.98	18.45	61
Miami	54	46.30	35.19	18.52	15	33.33	60.00	20.00	14
Milwaukee	115	36.52	2.61	0.87	—	—	—	—	—
Minneapolis	157	45.86	7.64	3.82	49	61.22	10.20	6.12	17
New York City	1,709	38.03	14.98	7.49	548	47.99	30.29	18.80	68
Northern NJ/ Newark area	163	39.88	15.95	9.20	—	—	—	—	—
Orange County, CA	47	31.91	27.66	17.02	28	67.86	42.86	25.00	12
Philadelphia	364	28.85	8.79	3.30	56	67.86	12.50	7.14	12

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Table 10. Women and People of Color at Law Firms: Counsel and Non-traditional Track/Staff Attorneys, 2023

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
Phoenix	32	43.75	12.50	9.38	—	—	—	—	—
Pittsburgh	28	39.29	3.57	3.57	—	—	—	—	—
Portland, OR	42	38.10	2.38	2.38	13	23.08	30.77	7.69	9
San Diego	32	34.38	15.63	9.38	—	—	—	—	—
San Francisco	221	42.99	21.27	15.38	39	43.59	20.51	15.38	38
Seattle area	102	34.31	14.71	7.84	40	57.50	22.50	12.50	20
Silicon Valley	152	36.18	23.68	8.55	34	50.00	38.24	17.65	29
St. Louis	28	28.57	7.14	3.57	12	8.33	8.33	0.00	5
Washington, DC	1,171	36.64	14.60	6.75	416	54.33	32.93	19.95	66
Wilmington, DE	51	37.25	5.88	5.88	17	29.41	29.41	11.76	13
States:									
Other areas in California	94	48.94	21.28	13.83	17	58.82	35.29	17.65	9
Other areas in Florida	343	31.78	12.54	6.41	64	56.25	17.19	12.50	17
Other areas in Michigan	172	21.51	4.65	0.58	52	40.38	15.38	7.69	8
Other areas in North Carolina	20	35.00	0.00	0.00	—	—	—	—	—
Other areas in Ohio	165	30.91	7.88	4.24	58	58.62	8.62	6.90	11
Tennessee	168	39.88	8.93	5.36	20	65.00	5.00	5.00	6
Other areas in Texas	46	36.96	13.04	4.35	13	53.85	15.38	0.00	7
Virginia	306	42.81	8.82	4.25	118	63.56	15.25	8.47	10

Source: The 2023 NALP Directory of Legal Employers.

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

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Morristown, and Roseland. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. With the exception of Tennessee and Virginia, state figures exclude cities reported separately. Other areas in California and Florida each include two firms that reported firm-wide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. Other areas in Michigan, Ohio, and Texas each include one firm that reported firm-wide data, but whose offices were predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

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

Table 11. Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2023

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
Total	107,688	39.51%	20.45%	10.91%	812	8,081	56.17%	42.27%	26.40%
By Number of Lawyers Firm-wide:									
100 or fewer lawyers	2,553	34.23	14.73	8.15	46	171	60.23	35.67	21.05
101-250 lawyers	10,049	34.62	13.57	6.74	76	405	58.02	38.27	26.67
251-500 lawyers	16,500	37.30	17.61	9.12	109	1,000	55.60	39.20	24.60
501-700 lawyers	13,457	39.45	19.63	10.39	110	773	57.18	41.53	26.26
701-1,000 lawyers	25,599	39.80	20.99	11.08	212	1,754	56.67	40.59	25.20
1,001+ lawyers	39,530	41.85	23.69	12.97	259	3,978	55.53	44.62	27.60
Offices in:									
Atlanta	1,527	40.21	19.65	10.41	17	83	62.65	33.73	22.89
Austin	440	35.91	21.82	10.68	14	28	67.86	25.00	14.29
Boston	2,762	41.60	17.02	9.63	28	156	55.77	37.82	22.44
Charlotte	999	36.44	11.51	5.61	11	50	62.00	44.00	32.00
Chicago	4,118	38.64	17.17	8.81	37	265	56.23	42.64	25.66
Cleveland	920	32.17	6.96	2.83	7	77	54.55	27.27	16.88
Columbus	847	37.66	12.40	6.26	10	67	52.24	38.81	26.87
Dallas	1,911	36.84	19.88	9.42	33	180	52.22	30.00	16.67
Denver	1,130	42.39	12.65	7.26	20	79	55.70	49.37	29.11
Detroit area	529	33.84	13.23	7.37	—	—	—	—	—
Houston	1,527	38.51	23.77	11.85	28	176	55.68	40.91	25.57
Indianapolis	500	34.80	10.20	5.60	6	31	41.94	48.39	19.35
Kansas City, MO	858	38.11	14.22	6.99	—	—	—	—	—
Los Angeles area	4,043	42.05	31.68	16.50	61	299	56.19	58.86	35.45
Miami	572	41.61	39.51	19.76	14	38	47.37	44.74	28.95
Milwaukee	889	34.42	7.65	3.49	6	32	65.63	18.75	15.63
Minneapolis	1,559	39.06	10.33	5.07	17	110	49.09	40.00	20.00
New York City	16,307	41.58	25.17	14.19	68	1,830	55.85	43.66	28.03
Northern NJ/Newark area	803	38.85	17.93	9.34	—	—	—	—	—
Orange County, CA	844	36.49	28.91	14.81	12	37	62.16	40.54	21.62
Philadelphia	2,148	36.41	15.32	7.54	12	56	53.57	41.07	26.79
Phoenix	379	37.73	14.78	6.33	9	38	60.53	39.47	15.79
Pittsburgh	363	35.81	8.26	3.58	—	—	—	—	—
Portland, OR	539	37.85	12.06	6.12	9	27	62.96	55.56	33.33

(Continued on page 31)

Table 11. Women and People of Color at Law Firms: Total Lawyers and Summer Associates, 2023

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
San Diego	455	38.46	29.23	14.29	11	45	44.44	51.11	24.44
San Francisco	2,385	46.79	33.21	19.08	38	206	59.22	49.51	33.50
Seattle area	1,410	41.49	21.91	12.41	20	71	77.46	46.48	36.62
Silicon Valley	1,690	43.08	41.18	22.37	29	179	54.75	57.54	37.43
St. Louis	323	30.65	8.36	3.41	—	—	—	—	—
Washington, DC	9,024	41.53	22.31	11.99	66	623	56.98	46.55	28.41
Wilmington, DE	809	35.11	8.78	4.57	13	49	71.43	32.65	30.61
States:									
Other areas in California	629	41.81	26.07	13.35	9	17	58.82	64.71	35.29
Other areas in Florida	3,061	35.32	18.00	8.62	17	137	59.12	35.77	21.90
Other areas in Michigan	1,033	32.24	9.20	3.97	8	35	51.43	28.57	20.00
Other areas in North Carolina	262	33.21	11.07	8.02	—	—	—	—	—
Other areas in Ohio	1,673	33.11	10.04	4.66	11	96	63.54	35.42	22.92
Tennessee	1,179	37.49	11.37	5.94	—	—	—	—	—
Other areas in Texas	433	32.10	13.39	5.77	—	—	—	—	—
Virginia	2,164	39.00	16.59	7.95	10	118	60.17	38.98	26.27

Source: The 2023 NALP Directory of Legal Employers.

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

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Morristown, and Roseland. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. With the exception of Tennessee and Virginia, state figures exclude cities reported separately. Other areas in California and Florida each include two firms that reported firm-wide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. Other areas in Michigan, Ohio, and Texas each include one firm that reported firm-wide data, but whose offices were predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

The number of offices reporting one or more summer associates, including demographic information, was 505. Dashes in the summer associates columns indicate that fewer than five offices in that city reported summer associates and their accompanying demographic information, or the total number of summer associates reported was less than 10.

Chart 7. Percentage of Women and People of Color at Law Firms, 2023

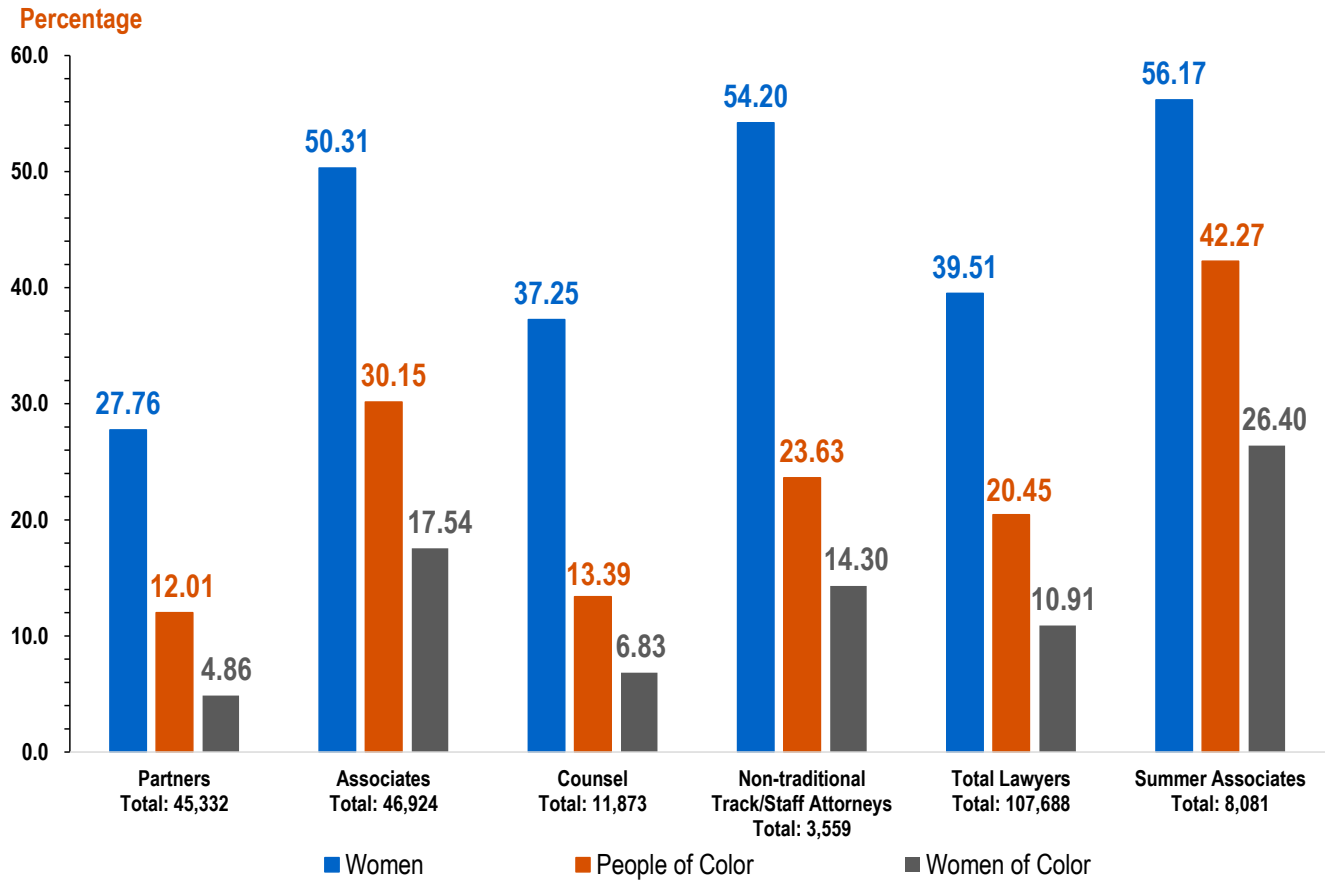


Table 12. Partner Demographics at Law Firms, 2023

	All Partners			Partners by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Total	45,332	12.01%	4.86%	4.87%	2.10%	2.47%	1.03%	3.01%	1.00%	812
By Number of Lawyers Firm-wide:										
100 or fewer lawyers	1,432	9.08	4.26	3.98	1.96	1.61	0.42	2.03	0.91	46
101-250 lawyers	5,620	9.04	3.54	3.72	1.65	1.67	0.59	2.19	0.66	76
251-500 lawyers	8,020	10.10	4.00	3.72	1.55	2.06	0.91	2.68	0.91	109
501-700 lawyers	6,132	11.94	4.71	4.65	1.86	2.38	1.09	2.69	0.86	110
701-1,000 lawyers	10,048	12.69	4.78	5.14	2.17	2.81	1.07	3.13	0.85	212
1,001+ lawyers	14,080	14.14	6.04	5.99	2.68	2.90	1.29	3.67	1.36	259
Offices in:										
Atlanta	621	12.72	4.67	3.54	1.13	6.92	2.90	0.97	0.48	17
Austin	198	15.66	7.07	2.53	1.01	5.05	2.53	6.57	2.53	14
Boston	1,114	8.80	3.77	4.31	2.24	1.35	0.81	1.89	0.36	28
Charlotte	449	6.01	1.56	1.78	0.45	1.78	0.89	1.78	0.22	11
Chicago	1,932	10.66	4.50	4.50	2.12	2.38	0.83	2.12	0.57	37
Cleveland	464	4.09	0.86	1.51	0.22	1.94	0.43	0.43	0.00	7
Columbus	441	9.75	4.08	2.49	1.36	2.72	1.13	1.81	0.23	10
Dallas	833	11.88	4.32	3.00	0.96	1.92	0.84	4.08	1.44	33
Denver	480	9.38	5.21	2.50	1.04	0.83	0.00	2.92	1.04	20
Detroit area	319	10.66	5.02	3.13	1.57	3.76	1.88	1.88	0.63	6
Houston	641	15.13	5.30	4.21	1.56	3.74	1.25	5.15	1.56	28
Indianapolis	303	4.29	1.65	1.32	0.66	1.32	0.00	1.32	0.66	6
Kansas City, MO	458	8.52	3.71	2.62	1.53	2.18	0.66	2.40	0.87	6
Los Angeles area	1,538	20.61	7.61	11.44	4.42	2.28	0.98	3.90	0.98	61
Miami	265	28.30	9.43	0.38	0.38	2.64	0.75	23.77	7.55	14
Milwaukee	518	5.21	1.93	1.35	0.77	0.97	0.00	2.32	0.97	6
Minneapolis	830	6.39	3.37	3.01	2.17	0.72	0.36	1.08	0.36	17
New York City	4,741	12.47	5.00	5.95	2.40	2.36	1.05	3.14	1.05	68
Northern NJ/ Newark area	363	9.37	3.86	3.03	1.93	2.48	0.83	1.93	0.55	7
Orange County, CA	388	19.07	7.73	11.86	5.15	0.52	0.26	4.64	1.80	12

(Continued on page 34)

Table 12. Partner Demographics at Law Firms, 2023

	All Partners			Partners by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Philadelphia	946	11.31	4.44	4.55	1.69	2.64	0.85	2.43	0.95	12
Phoenix	211	9.95	2.37	3.32	0.95	0.47	0.47	3.32	0.47	9
Pittsburgh	178	2.25	1.12	1.12	1.12	0.56	0.00	0.00	0.00	7
Portland, OR	315	8.57	2.54	1.90	0.95	0.95	0.32	2.54	0.32	9
San Diego	152	23.03	7.89	12.50	3.95	0.00	0.00	5.26	1.32	11
San Francisco	932	22.42	9.55	13.95	6.22	2.47	0.86	3.33	1.61	38
Seattle area	690	14.20	7.10	7.10	4.20	1.59	0.58	2.61	0.72	20
Silicon Valley	605	25.45	9.42	17.52	7.44	1.65	0.17	3.97	0.99	29
St. Louis	197	9.14	3.55	2.03	1.02	5.08	2.03	1.02	0.00	5
Washington, DC	3,479	14.06	5.92	5.98	2.39	3.91	2.04	2.56	0.75	66
Wilmington, DE	411	6.33	2.92	3.65	2.19	0.97	0.49	1.46	0.24	13
States:										
Other areas in California	309	14.89	6.47	5.83	3.56	1.29	0.32	5.83	2.27	9
Other areas in Florida	1,632	13.54	4.11	2.08	0.67	2.94	0.67	7.11	2.21	17
Other areas in Michigan	608	7.07	2.80	2.47	1.64	2.80	0.82	1.64	0.33	8
Other areas in North Carolina	159	6.29	4.40	1.89	1.26	3.77	2.52	0.00	0.00	7
Other areas in Ohio	963	6.96	2.39	1.97	0.83	2.08	0.42	2.08	0.73	11
Tennessee	582	5.33	1.72	0.69	0.52	1.89	0.34	1.55	0.69	6
Other areas in Texas	241	9.54	3.73	1.24	0.83	0.41	0.00	6.22	2.49	7
Virginia	903	12.40	4.32	3.77	1.66	3.99	1.66	2.99	0.44	10

Source: The 2023 NALP Directory of Legal Employers.

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

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial partners are included in the overall percentages for people and women of color but are not reported separately due to the small number of partners reported in 2023. Overall, 0.15% of all partners were Native American or Alaska Native and 0.06% were Native American or Alaska Native women, 0.08% of all partners were Native Hawaiian or other Pacific Islander and 0.04% were Native Hawaiian or other Pacific Islander women, and 1.44% of all partners were multiracial and 0.62% were multiracial women.

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Morristown, and Roseland. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. With the exception of Tennessee and Virginia, state figures exclude cities reported separately. Other areas in California and Florida each include two firms that reported firm-wide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. Other areas in Michigan, Ohio, and Texas each include one firm that reported firm-wide data, but whose offices were predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

Table 13. Associate Demographics at Law Firms, 2023

	All Associates			Associates by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Total	46,924	30.15%	17.54%	12.84%	7.77%	6.15%	3.68%	7.05%	3.75%	812
By Number of Lawyers Firm-wide:										
100 or fewer lawyers	768	26.17	15.23	11.72	6.25	5.21	3.78	5.21	2.86	46
101-250 lawyers	3,028	23.35	13.24	8.42	4.89	5.18	3.07	6.64	3.67	76
251-500 lawyers	5,962	29.30	16.59	11.36	6.78	6.39	3.40	7.15	3.76	109
501-700 lawyers	5,283	30.02	17.72	11.43	6.89	6.81	4.43	6.36	3.37	110
701-1,000 lawyers	11,625	29.62	17.44	12.77	7.78	5.69	3.45	6.70	3.70	212
1,001+ lawyers	20,258	31.91	18.56	14.39	8.77	6.35	3.78	7.53	3.92	259
Offices in:										
Atlanta	684	27.05	15.79	6.14	3.80	13.89	8.19	4.97	3.07	17
Austin	165	30.91	15.15	7.27	4.24	6.06	3.64	9.09	3.64	14
Boston	1,302	25.27	15.21	11.44	7.07	4.30	2.92	6.30	2.92	28
Charlotte	397	15.87	9.07	4.03	1.76	5.54	3.53	4.28	2.52	11
Chicago	1,674	25.75	14.22	9.14	5.02	6.45	3.52	6.75	3.58	37
Cleveland	329	10.94	4.86	3.34	1.52	4.86	2.43	1.52	0.61	7
Columbus	279	18.28	10.04	2.51	2.51	7.53	2.15	3.94	2.51	10
Dallas	823	27.46	15.07	8.14	4.50	7.17	4.13	8.51	4.62	33
Denver	463	18.79	10.37	4.10	3.02	3.67	2.38	7.34	3.46	20
Detroit area	142	17.61	11.27	2.11	2.11	11.97	7.04	2.82	1.41	6
Houston	664	32.38	17.77	9.34	4.97	7.83	4.67	11.30	5.87	28
Indianapolis	154	13.64	8.44	1.30	1.30	8.44	3.90	1.95	1.95	6
Kansas City, MO	254	24.80	12.99	6.30	3.54	7.48	4.72	7.09	2.76	6
Los Angeles area	1,960	41.94	24.18	18.37	10.92	6.63	3.98	10.31	5.41	61
Miami	238	51.68	31.51	1.68	0.84	9.24	5.88	36.97	22.69	14
Milwaukee	247	15.38	8.10	2.43	1.21	2.43	1.62	4.45	2.83	6
Minneapolis	523	17.40	8.03	6.50	2.29	4.21	1.34	3.82	2.68	17
New York City	9,309	33.22	19.83	16.84	10.41	5.52	3.30	6.82	3.82	68
Northern NJ/ Newark area	273	30.77	16.85	9.16	4.76	7.33	4.03	10.26	6.23	7
Orange County, CA	381	38.06	21.00	21.26	13.39	2.10	1.05	8.14	3.41	12

(Continued on page 36)

Table 13. Associate Demographics at Law Firms, 2023

	All Associates			Associates by Race or Ethnicity						# of Offices
				Asian		Black or African American		Latinx		
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Philadelphia	782	23.40	13.30	8.70	4.99	6.14	3.71	5.24	2.56	12
Phoenix	132	21.97	10.61	4.55	4.55	3.03	1.52	11.36	3.79	9
Pittsburgh	152	16.45	6.58	5.92	3.29	4.61	1.97	1.97	0.00	7
Portland, OR	169	19.53	13.61	2.96	2.37	1.18	1.18	7.69	4.14	9
San Diego	264	34.47	18.56	21.21	12.12	1.89	1.52	6.82	3.03	11
San Francisco	1,193	44.26	27.33	24.22	15.00	5.11	3.19	7.63	5.03	38
Seattle area	578	32.35	19.55	14.88	10.38	5.19	2.60	4.84	2.08	20
Silicon Valley	899	54.84	33.59	42.27	26.59	2.11	1.11	7.01	3.78	29
St. Louis	86	6.98	3.49	1.16	1.16	1.16	1.16	2.33	1.16	5
Washington, DC	3,958	30.72	18.04	12.25	6.87	9.12	5.89	5.41	2.98	66
Wilmington, DE	330	11.21	6.06	6.06	3.33	1.52	0.91	2.73	1.21	13
States:										
Other areas in California	209	44.02	22.97	17.70	8.13	2.87	2.87	17.70	9.09	9
Other areas in Florida	1,022	27.01	16.34	5.19	3.42	6.75	3.91	11.06	6.16	17
Other areas in Michigan	201	17.91	9.45	2.99	1.99	10.45	5.97	2.49	0.00	8
Other areas in North Carolina	82	23.17	17.07	8.54	6.10	8.54	7.32	2.44	1.22	7
Other areas in Ohio	487	17.04	9.03	3.08	1.85	6.16	3.08	4.11	2.05	11
Tennessee	409	21.27	12.22	4.40	3.67	9.29	5.38	4.89	1.96	6
Other areas in Texas	133	20.30	10.53	2.26	0.75	3.01	2.26	10.53	5.26	7
Virginia	837	24.13	13.14	7.41	4.30	7.05	3.70	5.97	3.23	10

Source: The 2023 NALP Directory of Legal Employers.

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

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial associates are included in the overall percentages for people and women of color but are not reported separately due to the small number of associates reported in 2023. Overall, 0.17% of all associates were Native American or Alaska Native and 0.08% were Native American or Alaska Native women, 0.10% of all associates were Native Hawaiian or other Pacific Islander and 0.05% were Native Hawaiian or other Pacific Islander women, and 3.84% of all associates were multiracial and 2.22% were multiracial women.

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Morristown, and Roseland. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. With the exception of Tennessee and Virginia, state figures exclude cities reported separately. Other areas in California and Florida each include two firms that reported firm-wide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. Other areas in Michigan, Ohio, and Texas each include one firm that reported firm-wide data, but whose offices were predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

Table 14. Total Lawyer Demographics at Law Firms, 2023

	Total Lawyers			Total Lawyers by Race or Ethnicity						# of Offices
	Total #	% People of Color*	% Women of Color*	Asian		Black or African American		Latinx		
				Total %	% Women	Total %	% Women	Total %	% Women	
Total	107,688	20.45%	10.91%	8.57%	4.81%	4.18%	2.28%	4.93%	2.34%	812
By Number of Lawyers Firm-wide:										
100 or fewer lawyers	2,553	14.73	8.15	6.38	3.37	3.02	1.80	3.02	1.61	46
101-250 lawyers	10,049	13.57	6.74	5.23	2.72	2.89	1.43	3.57	1.65	76
251-500 lawyers	16,500	17.61	9.12	6.70	3.68	3.81	1.97	4.43	2.05	109
501-700 lawyers	13,457	19.63	10.39	7.48	4.12	4.31	2.53	4.32	1.97	110
701-1,000 lawyers	25,599	20.99	11.08	8.88	4.98	4.14	2.21	4.95	2.29	212
1,001+ lawyers	39,530	23.69	12.97	10.51	6.04	4.73	2.63	5.80	2.84	259
Offices in:										
Atlanta	1,527	19.65	10.41	4.78	2.55	10.22	5.37	2.95	1.83	17
Austin	440	21.82	10.68	5.00	2.50	5.23	2.73	7.05	2.95	14
Boston	2,762	17.02	9.63	8.04	4.82	2.68	1.74	4.06	1.74	28
Charlotte	999	11.51	5.61	2.90	1.10	4.30	2.50	3.00	1.40	11
Chicago	4,118	17.17	8.81	6.51	3.40	4.13	2.02	4.10	1.89	37
Cleveland	920	6.96	2.83	2.17	0.87	2.93	1.20	1.09	0.43	7
Columbus	847	12.40	6.26	2.24	1.65	4.49	1.53	2.60	1.30	10
Dallas	1,911	19.88	9.42	5.49	2.56	4.81	2.51	6.33	2.93	33
Denver	1,130	12.65	7.26	3.10	2.04	1.86	0.97	4.60	2.12	20
Detroit area	529	13.23	7.37	2.84	1.70	6.43	3.59	2.27	1.13	6
Houston	1,527	23.77	11.85	7.07	3.54	5.57	2.88	8.19	3.73	28
Indianapolis	500	10.20	5.60	2.20	1.60	4.80	1.80	1.40	1.00	6
Kansas City, MO	858	14.22	6.99	3.96	2.33	3.96	2.10	4.31	1.63	6
Los Angeles area	4,043	31.68	16.50	15.14	8.04	4.65	2.60	7.17	3.26	61
Miami	572	39.51	19.76	1.40	0.87	5.59	3.32	30.24	14.34	14
Milwaukee	889	7.65	3.49	1.46	0.79	1.35	0.45	2.59	1.35	6
Minneapolis	1,559	10.33	5.07	4.17	2.18	1.99	0.71	2.12	1.22	17
New York City	16,307	25.17	14.19	12.59	7.41	4.18	2.38	5.55	2.81	68
Northern NJ/ Newark area	803	17.93	9.34	6.10	3.36	4.23	2.37	4.98	2.62	7
Orange County, CA	844	28.91	14.81	16.82	9.36	1.30	0.71	6.28	2.73	12

(Continued on page 38)

Table 14. Total Lawyer Demographics at Law Firms, 2023

	Total Lawyers			Total Lawyers by Race or Ethnicity						# of Offices
	Total #	% People of Color*	% Women of Color*	Asian		Black or African American		Latinx		
				Total %	% Women	Total %	% Women	Total %	% Women	
Philadelphia	2,148	15.32	7.54	5.77	2.89	3.91	1.91	3.49	1.44	12
Phoenix	379	14.78	6.33	3.69	2.37	1.32	0.79	6.60	2.11	9
Pittsburgh	363	8.26	3.58	3.03	1.93	2.20	0.83	0.83	0.00	7
Portland, OR	539	12.06	6.12	2.23	1.30	1.11	0.56	4.08	1.67	9
San Diego	455	29.23	14.29	16.92	8.57	1.10	0.88	6.15	2.42	11
San Francisco	2,385	33.21	19.08	19.12	11.07	3.73	2.10	5.49	3.35	38
Seattle area	1,410	21.91	12.41	10.28	6.67	3.26	1.42	3.69	1.49	20
Silicon Valley	1,690	41.18	22.37	31.12	17.81	1.78	0.65	5.38	2.37	29
St. Louis	323	8.36	3.41	2.17	1.24	3.41	1.55	1.24	0.31	5
Washington, DC	9,024	22.31	11.99	8.90	4.62	6.54	3.89	4.16	1.98	66
Wilmington, DE	809	8.78	4.57	4.45	2.60	1.73	0.99	2.10	0.74	13
States:										
Other areas in California	629	26.07	13.35	10.33	5.41	2.23	1.59	10.49	5.25	9
Other areas in Florida	3,061	18.00	8.62	3.20	1.73	4.25	1.96	8.27	3.56	17
Other areas in Michigan	1,033	9.20	3.97	2.42	1.36	4.36	1.84	1.84	0.39	8
Other areas in North Carolina	262	11.07	8.02	3.82	2.67	4.96	3.82	0.76	0.38	7
Other areas in Ohio	1,673	10.04	4.66	2.27	1.26	3.47	1.37	2.69	1.14	11
Tennessee	1,179	11.37	5.94	2.29	1.87	4.66	2.37	2.63	1.02	6
Other areas in Texas	433	13.39	5.77	1.85	0.69	2.08	0.92	6.93	3.00	7
Virginia	2,164	16.59	7.95	5.08	2.68	4.85	2.45	4.39	1.80	10

Source: The 2023 NALP Directory of Legal Employers.

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

Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial lawyers are included in the overall percentages for people and women of color but are not reported separately due to the small number of associates reported in 2023. Overall, 0.16% of all lawyers were Native American or Alaska Native and 0.07% were Native American or Alaska Native women, 0.09% of all lawyers were Native Hawaiian or other Pacific Islander and 0.04% were Native Hawaiian or other Pacific Islander women, and 2.53% of all lawyers were multiracial and 1.37% were multiracial women.

Cities and states are included in the table if there are at least five reporting firms and 100 total partners or associates. Some city information includes one or more offices in adjacent suburbs. Boston includes one office in Concord. The Detroit area includes offices in Bloomfield Hills, Detroit, and Southfield. The Los Angeles area includes offices in Los Angeles and Santa Monica. The Northern New Jersey/Newark area includes offices in Newark, Cranford, Florham Park, Morristown, and Roseland. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. The Seattle area includes offices in Seattle and Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, and Redwood Shores/Redwood City. With the exception of Tennessee and Virginia, state figures exclude cities reported separately. Other areas in California and Florida each include two firms that reported firm-wide data, but whose offices are predominately located in the state, including in the cities reported earlier in the table. Other areas in Michigan, Ohio, and Texas each include one firm that reported firm-wide data, but whose offices were predominately located in the state, including in the cities reported earlier in the table. For multi-office firms that reported only firmwide figures, the information was attributed to the reporting city if at least 60% of the firm's lawyers are in that city.

Table 15. Lawyers with Disabilities at Law Firms, 2023

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701-1,000 Lawyers		Firms of 1,001+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	495	1.41%	67	1.19%	78	1.20%	86	1.74%	182	2.32%	82	0.80%
Associates	840	2.44	72	2.39	97	1.94	116	2.77	313	3.79	242	1.73
Other Lawyers*	281	2.46	24	1.76	31	1.49	47	2.81	135	4.84	44	1.26
All Lawyers	1616	1.99	163	1.63	206	1.52	249	2.31	630	3.33	368	1.32
Summer Associates	145	2.85	—	—	—	—	19	4.01	40	4.49	69	2.74

Source: The 2023 NALP Directory of Legal Employers.

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

Figures for lawyers with disabilities are based on 635 offices/firms reporting counts, including zero, in all lawyer categories; figures for summer associates with disabilities are based on 331 offices/firms with a summer program and reporting counts, including zero. Dashes in the summer associates row indicate that the total number of summer associates with disabilities reported was less than 10; therefore, data are not reported in the table. Overall, counts of individuals with disabilities, including zero, cover 81,034 lawyers and 5,090 summer associates. Since reporting is still somewhat limited, trend information on lawyers with disabilities are not presented.

Table 16. LGBTQ Lawyers at Law Firms, 2023

	All Firms		Firms of 100 or Fewer Lawyers		Firms of 101-250 Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701-1,000 Lawyers		Firms of 1,001+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	1,123	2.57%	35	2.58%	88	1.86%	175	2.29%	168	2.75%	234	2.40%	423	3.01%
Associates	3,124	6.79	41	5.61	153	5.76	319	5.49	357	6.77	733	6.47	1,521	7.52
Other Lawyers*	527	3.56	11	3.30	26	2.32	63	2.66	61	3.00	146	3.86	220	4.25
All Lawyers	4,774	4.57	87	3.59	267	3.14	557	3.52	586	4.36	1,113	4.48	2,164	5.48
Summer Associates	886	11.67	—	—	40	11.49	81	8.54	87	12.97	198	11.60	476	12.69

Source: The 2023 NALP Directory of Legal Employers.

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

Figures for LGBTQ lawyers are based on 785 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBTQ summer associates are based on 470 offices/firms with a summer program and reporting counts of LGBTQ summer associates, including zero. Dashes in a row indicate that the total number of LGBTQ summer associates was less than 10; therefore, data are not reported in the table. Overall, LGBTQ counts, including zero, cover 104,485 lawyers and 7,589 summer associates.

Table 17. LGBTQ Lawyers at Law Firms, 2004-2023

Year	All Lawyers		Partners		Associates		Summer Associates	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
2023	4,774	4.57%	1,123	2.57%	3,124	6.79%	886	11.67%
2022	4,006	4.17	999	2.46	2,549	6.14	616	9.37
2021	3,653	3.67	976	2.31	2,276	5.35	522	8.41
2020	3,187	3.31	878	2.19	1,936	4.66	456	7.68
2019	3,028	2.99	892	2.07	1,796	4.14	415	6.86
2018	2,827	2.86	900	2.11	1,581	3.80	333	5.73
2017	2,664	2.64	880	1.99	1,438	3.45	287	4.66
2016	2,431	2.48	825	1.89	1,304	3.24	291	4.86
2015	2,297	2.34	785	1.80	1,244	3.08	248	4.43
2014	2,182	2.30	748	1.77	1,172	2.93	210	3.98
2013	2,085	2.19	695	1.65	1,146	2.83	202	3.76
2012	2,105	2.07	718	1.58	1,169	2.69	182	3.47
2011	2,087	1.88	724	1.44	1,166	2.43	128	2.75
2010	2,137	1.88	752	1.47	1,182	2.35	122	2.83
2009	2,200	1.82	723	1.36	1,280	2.29	172	2.21
2008	2,050	1.71	670	1.27	1,209	2.19	184	1.85
2007	1,884	1.52	666	1.19	1,056	1.89	197	1.75
2006	1,733	1.42	618	1.11	979	1.78	129	1.27
2005	1,458	1.18	504	0.91	869	1.44	93	0.89
2004	1,316	1.07	429	0.79	815	1.33	61	0.61

Source: The NALP Directory of Legal Employers, 2004 -2023

Chart 8. Percentage of LGBTQ Lawyers, 2004-2023

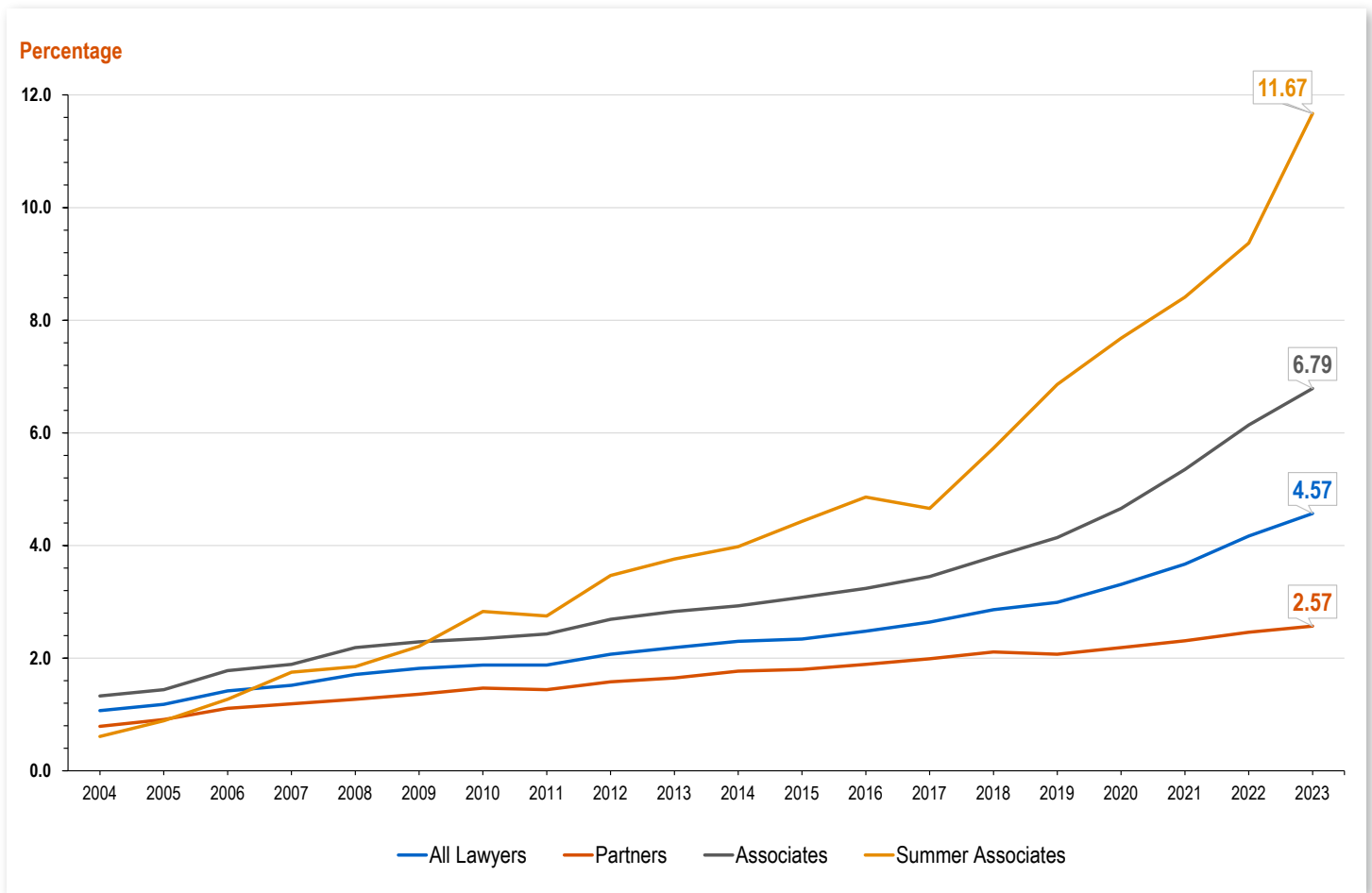


Table 18. Lawyers who are Military Veterans, 2023

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701-1,000 Lawyers		Firms of 1,001+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	935	2.24%	165	2.65%	161	2.21%	232	4.04%	178	1.87%	199	1.54%
Associates	740	1.75	48	1.40	92	1.66	169	3.51	152	1.43	279	1.57
Other Lawyers*	418	3.00	47	3.03	70	3.11	84	4.35	110	3.03	107	2.33
All Lawyers	2,093	2.14	260	2.32	323	2.14	485	3.89	440	1.85	585	1.66
Summer Associates	150	2.21	—	—	20	2.34	14	2.27	32	2.37	77	2.24

Source: The 2023 NALP Directory of Legal Employers.

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

Figures for military veteran lawyers are based on 742 offices/firms reporting counts, including zero, in all lawyer categories; figures for military veteran summer associates are based on 446 offices/firms with a summer program and reporting counts, including zero. Dashes in the summer associates row indicate that the total number of military veterans reported was less than 10; therefore, data are not reported in the table. Overall, military veteran counts, including zero, cover 97,884 lawyers and 6,786 summer associates. Since reporting is still somewhat limited, trend information on military veterans are not presented.




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