



ALL IN: ACTIVE ALLYSHIP

FEBRUARY 15, 2023

Panelists: +

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By the Numbers

2021 ABA Model Diversity Survey

- Only 1.39% to 2.01% of equity partners were Black.
- Firms hired 1.5% more Latino associates, 1% more Black associates, and 0.6% more Asian associates in 2020 than 2019.
- Apprx. 60%-70% of firm leaders were white male attorneys. 20%-25% were white female attorneys, 5%-8% were male attorneys of color, and only 2%-5% were women of color.

2022 NALP Report on Diversity

- Total Lawyers at Firms by Race/Ethnicity
 - Asian 8.06% (same in '21)
 - Black 3.92 (.2% increase from '21)
 - Latino 4.64% (.2% increase from '21)
 - Native American or Alaska Native .17% (.01% increase from '21)
- Less than 1% of partners were Black and Latina women.
- Only 2.32% of partners were Black, an increase of 0.1% from '21 to '22
- Only 2.97% of partners are Latino, an. Increase of 0.1% from '21 to '22.

By the Numbers Continued

- The data makes it clear: the legal field still has a diversity dilemma.
- To compound matters, we are doing a poor job of retaining and promoting underrepresented attorneys.
 - The data shows that attrition rates are highest among Black attorneys at 23%;
 - And that women of color make up only 4% of partners while making up 16.5% of associates.



Allyship

Allyship is an active consistent effort to use your privilege and power to support and advocate for people with less privilege.