



2022

# Report on Diversity in U.S. Law Firms

*NALP values and intentionally strives for a diverse leadership.*

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## INTRODUCTION

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Overall, women and people of color continued to make measured progress in representation at major U.S. law firms in 2022 as compared with 2021, according to the latest demographic findings from the analyses of the *2022 NALP Directory of Legal Employers* (NDLE) — the annual compendium of legal employer data published by NALP. At the associate level, women now make up almost half of all associates — and will soon likely become the majority based on the summer associate demographics — where women have surpassed the 50% threshold for the past 5 years.

By race/ethnicity, Black associates saw the biggest year-over-year increase in representation, up by more than half of a percentage point to 5.77% of all associates. Likewise, Black summer associates saw large gains this year, increasing by 0.7 percentage points to 11.85% of all summer associates. The share of summer associates who are women and/or people of color continues to exceed that of associates by 6-15 percentage points, suggesting that the associate ranks will persist in their diversification over the next few years.

Progress at the partnership level has moved at a more sluggish pace, particularly for women of color. Black and Latinx women each continued to account for less than 1% of all partners in 2022. The percentage of Black partners overall increased by just 0.1 percentage points, from 2.22% of all partners in 2021 to 2.32%. Latinx partners experienced a similar increase, growing from 2.86% of all partners in 2021 to 2.97% in 2022.

## NEW FOR 2022

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NALP has added new trend data on summer associates by race/ethnicity in Table 5. In addition, trend information for Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and multiracial partners, associates, and lawyers overall have been added to the report and this information has been split into 3 tables — one for each lawyer category (See Tables 2-4.) Additional trend data from 2006-2008 were also added to these tables.

Finally, new analyses of data from the NALP archives expanded Table 1's trend information by two more years to 1991 and figures from 2000-2005 were added for counsel and all lawyers.

## COMMENTARY & ANALYSIS

BY NIKIA L. GRAY, EXECUTIVE DIRECTOR

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This year's *Report on Diversity in U.S. Law Firms* raises a host of complicated reactions from me, serving as both a source of hope and a source of frustration and disappointment. While the legal industry continues to make measurable gains in the representation of women, people of color, and LGBTQ individuals in the associate and summer associate ranks, it is equally clear that law firm leaders have failed to do the work necessary to break down the systemic barriers that prevent these individuals from joining them in the ranks of partnership. The data demonstrates that we are nowhere near achieving the progress one would expect from an industry that has been focused on the issue of diversity for over 3 decades.

Notably, the percentage of summer associates and associates of color continued to increase compared to last year, with much of that growth attributed to the rise in Black summer associates and associates specifically. In the summer associate ranks, the total percentage of associates of color increased by 1.7 percentage points compared to last year, with the percentage of Black and multiracial summer associates both rising approximately 0.7 points to 11.85% and 5.48% of summer associates, respectively. In tandem with this, the representation of associates of color reached a historic high of 28.32%, with the percentage of Black associates increasing by over half a percentage point to 5.77%.

Women summer associates and associates also fared well. Although the percentage remained essentially flat at 55%, women have accounted for more than half of all summer associates for the fifth year in a row. As summer associate classes are closely correlated to the following year's incoming associates, we are seeing this fact reflected in the associate ranks where the representation of women — at 49.42% in 2022 — reached its highest level since NALP began reporting the data more than 30 years ago.

LGBTQ representation at firms also saw an increase at the summer associate and associate levels. The number of summer associates identifying as LGBTQ has continued to grow at an accelerated pace, reaching 9.37% this year. As with women associates, this steady growth in the LGBTQ summer associate ranks over the past few years is now being reflected at the associate level, with the percentage of LGBTQ associates increasing at a similarly accelerated pace to 6.14% of all associates.

The strides made at the junior levels are a testament to the focused efforts of our educational institutions and recruiting professionals, who have worked to increase the number of women and diverse students receiving

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their JDs and entering law firms. It is also an indication that the national dialogue around social justice issues, which shined a light on the challenges facing Black communities, resulted in law firms examining their hiring practices with a lens of reducing the barriers to entry facing Black students and lawyers in particular. Celebrations, however, would be premature. Firms now need to keep these lawyers. That's proven to be difficult.

Women, people of color, and LGBTQ individuals remain markedly underrepresented at the partnership ranks. Although it is true that over the 30 years NALP has been compiling this information, law firms have made steady, incremental progress in increasing the presence of women and people of color in the partner ranks, that progress has been excruciatingly slow and nowhere near matches the increases seen in the summer associate and associate ranks. In 2022, people of color accounted for only 11.40% of all partners (equity and non-equity), while women comprised only 26.65%, and LGBTQ individuals comprised 2.46%. To put that into perspective, when NALP began reporting data on lawyers of color and women lawyers in 1991, people of color accounted for 2.14% of all partners and women accounted for 10.84% (NALP did not begin collecting similar data on LGBTQ lawyers until 2002). That means that in just over 30 years, the representation of people of color at the partner level has increased by less than 10 percentage points and women by less than 16 points. *At this rate, we still won't be anywhere near parity in another 30 years.* By any measure, such abysmal progress is a failure and suggests that little work has been done to examine and change the exclusionary practices that create inequalities and close the partnership ranks to non-Caucasian, non-cisgender male, non-heterosexual lawyers.

For those law firm leaders struggling to understand why their efforts fail at the partnership level, I encourage them to take a hard look at their organizations — their entire organizations, including their professional employees. It is clear that while law firms can hire women, diverse, and LGBTQ associates, they struggle to keep them beyond the junior ranks and to develop them into partners. That is a problem of inclusion, equity, and belonging, which cannot be solved by looking solely at one segment of the law firm population, *i.e.*, *lawyers*, to the exclusion of everyone else. Indeed, the dialogue at firms around DEI has historically focused solely on lawyers, which is the antithesis of inclusive. This is simply logic; firms cannot create inclusive environments while systematically excluding half of their population from consideration of how policies, practices, and procedures result in inequities. So long as law firms continue to perpetuate cultures that clearly have two classes of citizens — lawyers and everyone else — they will also perpetuate cultures of “majorities and minorities,” “in people and out people,” and “us and them.” The end results of such cultures are clearly laid out in NALP's data. For those law firm leaders who are brave enough to change this paradigm, NALP can be a resource for you, and we look forward to engaging with you to elevate this dialogue. Please reach out to the NALP members at your firm and to the association. We will join you in fighting the racism and prejudice that prevent law firms from becoming truly inclusive.

## HIGHLIGHTS

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### ASSOCIATES

- Women, people of color, and women of color continued to make incremental progress in representation at the associate level in 2022.
- Much of the increase in the percentage of associates of color can be attributed to an increase in the share of Black associates, which grew by more than half of a percentage point, to 5.77%.
- The percentage of Asian associates has essentially plateaued since 2019, despite a one-year increase in 2021.

### PARTNERS

- In 2022, there were moderate improvements in the representation of women, people of color, and women of color at the partner level; however, all remain markedly underrepresented within the partnership ranks.
- Despite small gains in 2022, just over 4% of all partners are women of color. Black women and Latinx women each continued to represent less than 1% of all partners in U.S. law firms.
- The percentage of Black partners overall increased by just 0.1 percentage points, from 2.22% of all partners in 2021 to 2.32% in 2022. Latinx partners experienced a similar increase, growing from 2.86% of all partners in 2021 to 2.97% in 2022.

### EQUITY AND NON-EQUITY PARTNERS

- White men continue to be disproportionately represented in the equity partner ranks within multi-tier law firms. In 2022, just 22.6% of equity partners were women. Additionally, only 9.0% were people of color — a figure that is unchanged from 2021.
- Overall, the share of partners who are equity partners increased from 57.2% in 2021 to 58.2% in 2022. Nearly 62% of men partners in multi-tier firms were equity partners in 2022, compared to just 49% of women partners and partners of color.
- Non-equity partners were somewhat more diverse as compared to equity partners and partners overall — almost 33% were women and just over 13% were people of color.

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## COUNSEL

- In 2022, the percentage of women counsel increased by more than 1.1 percentage points to 38.0%.

## NON-TRADITIONAL TRACK/STAFF ATTORNEYS

- Despite a more than 1.1 percentage point decline compared to 2021, non-traditional track/staff attorneys were the only lawyer positions in which women were the majority in 2022, with women making up nearly 55% of lawyers in this category.

## SUMMER ASSOCIATES

- The percentage of summer associates who are people of color grew by 1.7 percentage points, increasing from 41.34% in 2021 to 43.03% in 2022. Most of this growth can be attributed to the rise in the percentage of Black and multiracial summer associates, both increasing by approximately 0.7 percentage points to 11.85% and 5.48% of all summer associates, respectively.
- In 2022, the percentage of women summer associates was essentially flat at 55%. However, women accounted for more than half of all summer associates for the fifth year in a row.

## LAWYERS WITH DISABILITIES

- The reporting of lawyers with disabilities (of any race or gender) has been increasing over the past 3 years, but remains limited, both at the associate and partner levels. For offices/firms reporting these data, lawyers with disabilities represented just 1.41% of all lawyers.

## LGBTQ LAWYERS

- While the percentage of LGBTQ lawyers overall grew by half of a percentage point from 2021 to 2022 (the largest year-over-year increase since NALP began tracking these data) the proportion of LGBTQ summer associates continued to grow at a more accelerated rate, climbing by nearly 1 percentage point to 9.37% in 2022. Overall, 4.17% of all lawyers identified as LGBTQ.
- The share of LGBTQ summer associates has increased by almost 5 percentage points since 2017. This continued expansion in representation within the summer associate ranks suggests that there is still the potential for additional growth in the presence of LGBTQ associates at these firms.

## LAWYERS WHO ARE MILITARY VETERANS

- The percentage of lawyers overall who are military veterans was 1.92%, effectively unchanged from 2021. Representation of military veterans was lowest at the associate level (1.52% of all associates).



## SIGNIFICANT FINDINGS

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### ASSOCIATES

*The representation of women, people of color, and women of color among associates continued to expand and reached historic highs in 2022. Women now make up nearly half of all associates.*

NALP's analysis found that representation of associates of color has continued to increase since 2010 (from 19.53% to 28.32%) following widespread layoffs in 2009. However, over the same period of time, women did not see a net increase until 2018. Since 2018, the percentage of women associates has grown — and at 49.42% in 2022 — is the highest this percentage has been in the more than 30 years that NALP has been reporting data. In contrast to the pattern for women as a whole, representation of women of color among associates increased from about 11% (2009-2012) to approximately 16.5% in 2022, though some backsliding in 2010 is noted. However, the percentages for women and associates of color remain 6-15 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% since 2019.

Despite this plateau, the share of Asian associates has increased by 4 percentage points since 2006.

Latinx associate representation has also grown in more recent years. After remaining somewhat stagnant at between 3.81% and 3.95% of associates from 2008-2014, Latinx associates have outnumbered Black or African American associates since 2015. In 2022, 6.55% of associates were Latinx, an increase of 0.4 percentage points from 2021.

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. **However, in 2022 much of the overall growth in the percentage of associates of color can be attributed to the increase in the percentage of Black associates, which improved by nearly 0.6 percentage points to 5.77%.**

In 2022, 0.18% of all associates were Native American or Alaska Native, 0.08% were Native Hawaiian or other Pacific Islander, and 3.62% were multiracial. (See Table 3.)

By geography, areas in New York state outside of New York City had the highest proportion of women associates in 2022. Women were also

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the majority of associates in a number of cities including, but not limited to, Boston, Minneapolis, Tampa, and Washington, DC. Miami and the Silicon Valley 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 the Silicon Valley. (See Tables 9 and 13.)

## PARTNERS

*Women, people of color, and women of color experienced moderate improvements in representation at the partner level in 2022. Women of color remain particularly underrepresented, with Black and Latinx women each still making up less than 1% of all partners.*

During the 32 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 partner ranks. In 2022, that slight upward trend continued, with people of color accounting for 11.40% of all partners in major U.S. firms and women comprising 26.65% of the partners in these firms, up from 10.75% and 25.92%, respectively, in 2021. (See Table 1.)

**Despite these increases, just over 4% 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.**

Over the period that NALP has been reporting this 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. At the largest firms of more than 700 lawyers, the representation of partners of color (12.78%) and women of color (4.91%) in 2022 was slightly 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 below 10% in 2022. (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 Asian and Latinx men. Representation of Black or African American partners has only increased by 0.6 percentage points during this time, and only surpassed the 2% threshold for the first time in 2020. **In 2022, Black and Latinx women each still account for less than 1% of all partners, at 0.94% and 0.97% respectively.**

Additionally, 0.17% of all partners were Native American or Alaska Native, 0.07% were Native Hawaiian or other Pacific Islander, and 1.30% were multiracial in 2022. The share of multiracial partners has more than doubled since 2016. (See Table 2.)

By geography, Sacramento and San Francisco had the highest percentage of women partners. San Diego and Miami had the largest share of partners of color, primarily due to a large number of Latinx partners. (See Tables 9 and 12.)

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## EQUITY AND NON-EQUITY PARTNERS

*In 2022, the percentage of women equity partners increased; however, the share of equity partners of color was flat compared to last year. Equity partners are the least diverse of 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 NDLE separately from the demographics grid information used for the other analyses in this report. The demographics of equity figures reflect firms with multi-tier partnerships that also provided equity and non-equity partner demographics in 2022. This reporting accounted for 17,285 partners, of which 58.2% were equity partners.

To the extent that broad trends in the data can be identified over the period for which this information has been collected, it appears that **the distribution of all partners by equity status has moved only slightly towards greater proportions of women and people of color**, just as women and people of color have made small gains in representation among partners overall. For example, between 2011 and 2022, the percentage of all partners who were men equity partners fell from 51.7% to 45.1% (with a low of 43.9% in 2020), while the percentage of all partners who were women equity partners rose from 9.5% to 13.1% (with a low of 9.3% in 2012), and the percentage of all partners who were equity partners of color rose from 2.9% to 5.2%. Notably, over the same period, the percentage of partners overall who are equity

partners has decreased from 61.3% in 2011 to 58.2% in 2022 (with a low of 55.8% in 2020). (See Tables 7 and 8.)

## COUNSEL

*In 2022, the percentage of women counsel increased by more than a percentage point. The share of counsel who are people of color also increased, but to a lesser extent.*

The percentage of women counsel grew by more than 1.1 percentage points to 38.00% in 2022. The proportion of people of color and women of color among counsel has, for the most part, increased over the 11-year period in which NALP has been collecting data exclusively for counsel, with one small dip in the percentage of women of color in 2017. **However, at just 12.68% and 6.45%, representation of people of color and women of color among counsel is still quite low** and only slightly better than the percentages within the partnership ranks. (See Table 1.)

## NON-TRADITIONAL TRACK/ STAFF ATTORNEYS

*Non-traditional track/staff attorney positions are the only lawyer positions in which women are the majority. In 2022, the percentage of non-traditional track/staff attorney positions that were held by women fell, but there was a slight increase in the percentage of these positions obtained by people of color.*

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Representation among women in non-traditional track/staff attorney positions fell by about 1.1 percentage points to 54.85%, and this figure is down by nearly 3 percentage points from a peak of 57.66% in 2018. However, the percentage of non-traditional track/staff attorneys who are people of color increased by approximately one-quarter of a percentage point to 22.88%. (See Table 1.)

## LAWYERS OVERALL

*Representation of women, people of color, and women of color among lawyers overall was up in 2022, reaching new highs. The percentage of lawyers who are women of color surpassed 10% for the first time.*

These increases reflect the growth experienced across all lawyer categories combined — for partners, associates, counsel, and non-traditional track/staff attorneys. Although the overall figure for women fell in 2010 and 2011, and again in 2015, the percentage for women (38.68% in 2022) has exceeded the 2009 figure of 32.97% since 2014 — and has grown by more than 5 percentage points over the past 7 years.

The representation of lawyers of color as a whole rose by 0.7 percentage points to 19.21%, and has also increased by more than 5 percentage points since 2015. The share of women lawyers of color increased by nearly half of a percentage point in 2022 to 10.15%.

## SUMMER ASSOCIATES

*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. The percentage of summer associates of color continued to climb this year, increasing by 1.7 percentage points to just over 43%, following a historic 5-point gain in 2021. Women accounted for over half of all summer associates (55.11%) for the fifth year in a row.*

According to data from the American Bar Association (ABA), since 2000, the percentage of graduates of color has ranged from 20%-32%, while women have accounted for 46%-53% of graduates, with the Class of 2021 representing a new high-water mark for women. In 2022, 55.11% of summer associates were women, 43.03% were people of color, and 26.10% were women of color. Much of this year's growth in the percentage of summer associates of color can be attributed to increases in the share of Black and multiracial summer associates — each increasing by approximately 0.7 percentage points to 11.85% and 5.48% of all summer associates, respectively. **Since 2014, there has been a nearly 13-percentage point gain in the share of summer associates of color, largely attributed to the 9.5 percentage point increase in the percentage of women associates of color during this time period. Since 2009, the share of summer associates who are women of color has more than doubled, growing from 12.90% in 2009 to 26.10% in 2022. These figures suggest the likelihood of continued improvements in the**

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### **diversity of associates over the next few years.**

After a nearly 10-percentage point gain over the last 8 years, the share of women summer associates was essentially flat in 2022, at just over 55%. (See Tables 1 and 5.)

## **LAWYERS WITH DISABILITIES**

*Figures for lawyers with disabilities in law firms remain below the levels for recent law graduates and are likely underreported.*

The NALP Directory of Legal Employers also collects information about lawyers with disabilities, though this information is much less widely reported than information on race/ethnicity and gender, making it more difficult to draw definitive conclusions about the representation of lawyers with disabilities. In 2022, the percentage of partners self-reported as having a disability was more or less flat compared to last year at 1.08%; however, this percentage is more than double that of the 2019 figure of 0.46%. The share of partners with disabilities had previously been slowly rising from levels of approximately one-third of a percent from 2012-2016 to closer to one-half of a percent of partners from 2017-2019.

Representation of associates with disabilities improved from 1.25% in 2021 to 1.63% in 2022. Similar to the partner figures, the percentage for 2022 is close to triple that of the 2019 figure of 0.59%. Overall, 1.41% of all lawyers identified as having a disability, up from 1.22% last 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 more than one-quarter of the offices included in the 2022 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 2021 suggests that about 5.5% 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 2022 increased by half of a percentage point, climbing to 4.17%. **However, LGBTQ representation among summer associates continued to grow at an accelerated pace, increasing by nearly 1 percentage point, from 8.41% in 2021 to 9.37% in 2022.** Nevertheless, this 2022 figure is nearly 2 percentage points below the percentage of Class of 2021 graduates identifying as LGBTQ (11.3%).

The share of LGBTQ partners increased by approximately 0.2 percentage points, rising to 2.46% in 2022; however, LGBTQ associates saw a much larger increase of 0.8 percentage points, growing from 5.35% of all associates in 2021 to

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6.14% in 2022. Since 2019, the share of LGBTQ associates has increased by 2 percentage points. It previously took 11 years for the same increase to be achieved from 2008-2019. The percentage of offices reporting LGBTQ data has been around 90% or higher since 2008, and in 2022, 97% of offices reported LGBTQ counts. Nearly three-quarters (73.5%) of these offices reported at least one LGBTQ lawyer in 2022.

Perhaps not surprisingly, there are wide geographic disparities in these numbers, although this year's LGBTQ figures were more dispersed than in previous years. Historically, more than half of the reported LGBTQ lawyers have been located in just 4 cities: New York City, Washington, DC, the Los Angeles area, and San Francisco. In 2022, Boston replaced the Los Angeles area as one of the top 4 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.

These same 4 cities comprised 34.8% of the 99,292 lawyers included in these analyses. Thus, despite their shrinking overall share, the percentage of LGBTQ lawyers in these cities is correspondingly higher — 5.65% overall (and highest in San Francisco specifically at 7.30%) — compared with the 4.17% nationwide figure. In these same 4 cities, the percentage of LGBTQ summer associates is also slightly higher than the national figures, albeit not by much — at 9.48% compared with 9.37% nationwide.

In 2022, the overall count of 3,653 LGBTQ lawyers grew by 9.7% from 2021. **Over a longer span of time, the number of LGBTQ lawyers is now almost 4 times that from the 2002 NDLE, when these data were first collected.** 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%. Now just 2 years later, this figure topped 4% for the first time in 2022. (See Table 17.)

**The presence of LGBTQ lawyers continues to be highest among associates, at 6.14%.** LGBTQ associates were somewhat better represented at large law firms — with firms of more than 700 lawyers reporting that 6.51% 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 2022 was similar to the summer associate figures from 2018 and 2019. The overall figure for summer associates in 2022 was 9.37%. However, there is considerable variability by firm size — with firms of 101-250 lawyers reporting the highest share of LGBTQ summer associates this year (10.61%).

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## LAWYERS WHO ARE MILITARY VETERANS

*Among lawyers overall, nearly 2% are military veterans. A smaller percentage of associates were military veterans compared to other types of lawyers.*

NALP began collecting data on military veterans in the *NALP Directory of Legal Employers* in 2018, and in 2022 nearly 86% of offices/firms reported counts, including zero, of military veterans.

Reporting on veteran status for summer associates was more limited, with just under 55% of offices/firms reporting data. Overall, a higher percentage of partners (1.97%) and other lawyers (2.95%) were military veterans compared to associates (1.52%). Small firms of 250 or fewer lawyers generally had a larger proportion of military veterans as compared to larger sized firms, except for at the associate level. Among summer associates, 1.92% were military veterans — identical to the overall lawyer figure. (See Table 18.)

## GENDER NON-BINARY LAWYERS

This was the third year in which data on gender non-binary lawyers were collected in the NDLE. Nearly 70% (69.8%) of offices/firms reported counts, including zero, of non-binary lawyers in 2022. As with other demographic data, reporting for non-binary summer associates was more limited with just over half (50.7%) of offices/firms reporting numbers. Overall, 42 non-binary lawyers were reported in 2022, of which 33 were associates, 5 were counsel, 3 were partners, and 1 was a staff attorney. This compares to a total of 20 non-binary lawyers in 2021, and 9 non-binary lawyers reported

in 2020. Seventeen gender non-binary summer associates were reported in 2022, compared with 11 in 2021, and 8 in 2020.

## BREADTH OF LAWYER REPRESENTATION IN THE NALP DIRECTORY

The 2022 *NALP Directory of Legal Employers*, which provides the individual firm listings on which these aggregate analyses are based, includes lawyer race/ethnicity and gender information for more than 99,000 partners, associates, and other lawyers in 825 offices, and for more than 7,000 summer associates in 542 offices nationwide. The NDLE is available at [www.nalpdirectory.com](http://www.nalpdirectory.com).

## DEFINITIONS AND REPORTING

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Law offices reported aggregate demographic data for their lawyers as of February 1, 2022. 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 or Alaska Native, Native Hawaiian or 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 2022 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 lawyers may or may not be generally eligible for equity partnership.





**Table 1. Women and People of Color at Law Firms, 1991-2022**

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*
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	NA	NA	NA
1998	14.55	3.07	NA	40.90**	11.81**	NA	NA	NA	NA
1997	14.21	2.95	NA	40.11**	11.06**	NA	NA	NA	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 15)



**Table 1. Women and People of Color at Law Firms, 1991-2022** *(continued)*

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*
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	32.33	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	NA	NA	NA	32.78	13.36	6.49	45.32	29.51	15.78
2012	NA	NA	NA	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	NA	NA	NA	45.97	17.67	NA
1998	NA	NA	NA	NA	NA	NA	44.41	18.47	NA
1997	NA	NA	NA	NA	NA	NA	43.95	18.66	NA
1996	NA	NA	NA	NA	NA	NA	43.34	19.27	NA
1995	NA	NA	NA	NA	NA	NA	44.14	19.28	NA
1994	NA	NA	NA	NA	NA	NA	42.16	19.74	NA
1993	NA	NA	NA	NA	NA	NA	41.16	18.91	NA
1992	NA	NA	NA	NA	NA	NA	40.75	16.02	NA
1991	NA	NA	NA	NA	NA	NA	41.83	13.88	NA

Source: The NALP Directory of Legal Employers, 1991-2022

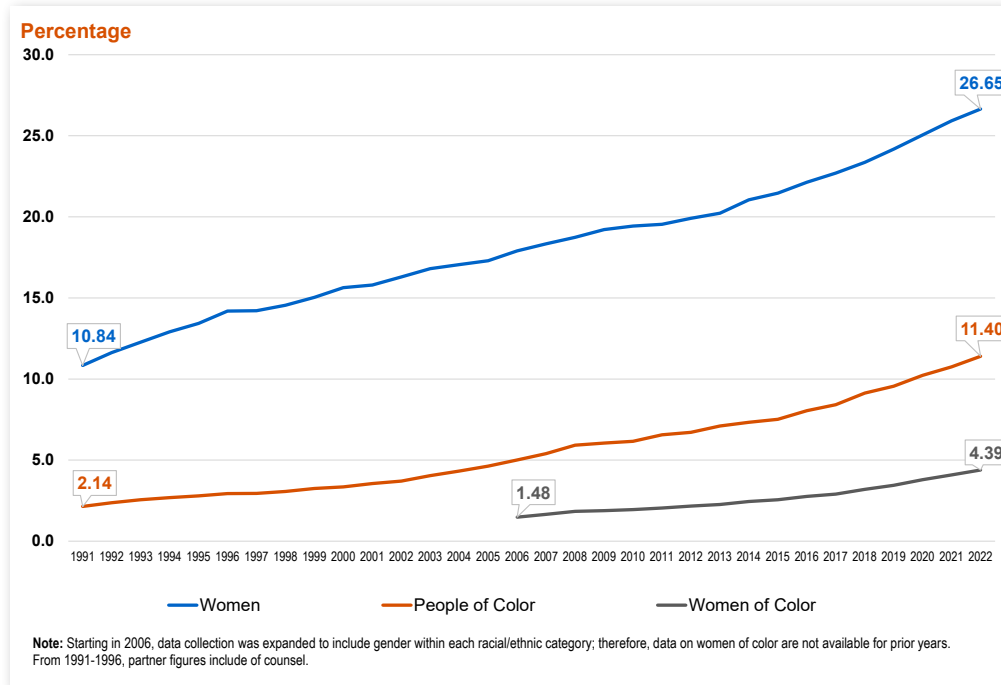
Notes: NA: Not available.

\* 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.

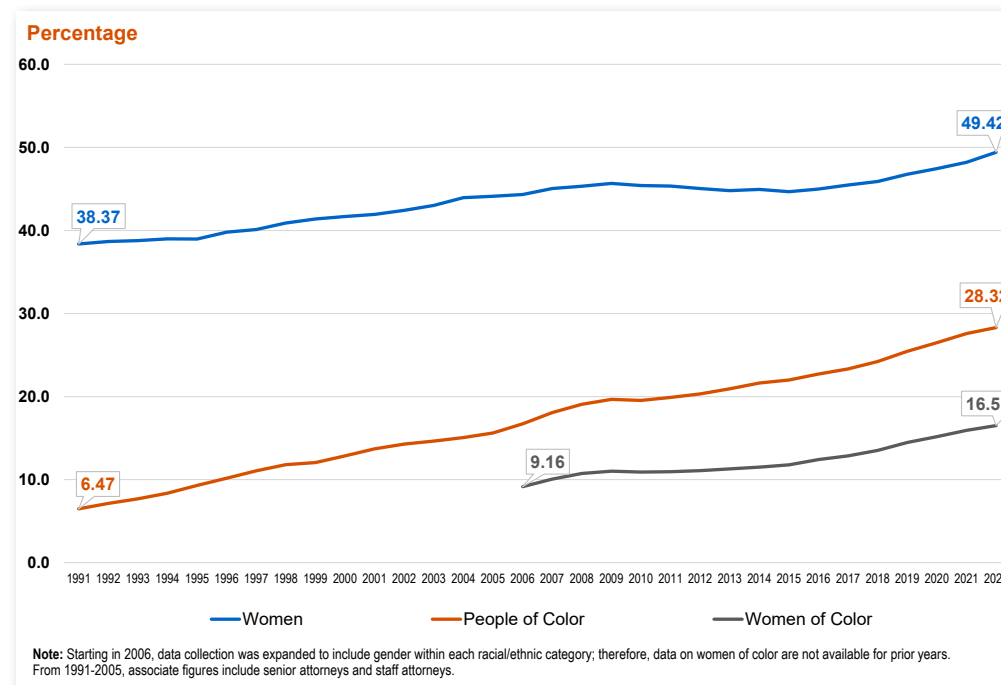
\*\* A double asterisk indicates that the partner figure includes of counsel, or that the associate figure includes senior attorneys and staff attorneys.

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. Figures for all lawyers were calculated beginning in 2000. Data specifically for counsel positions is available from 2000-2005 and 2012-present, and for non-traditional track/staff attorneys from 2014-present.

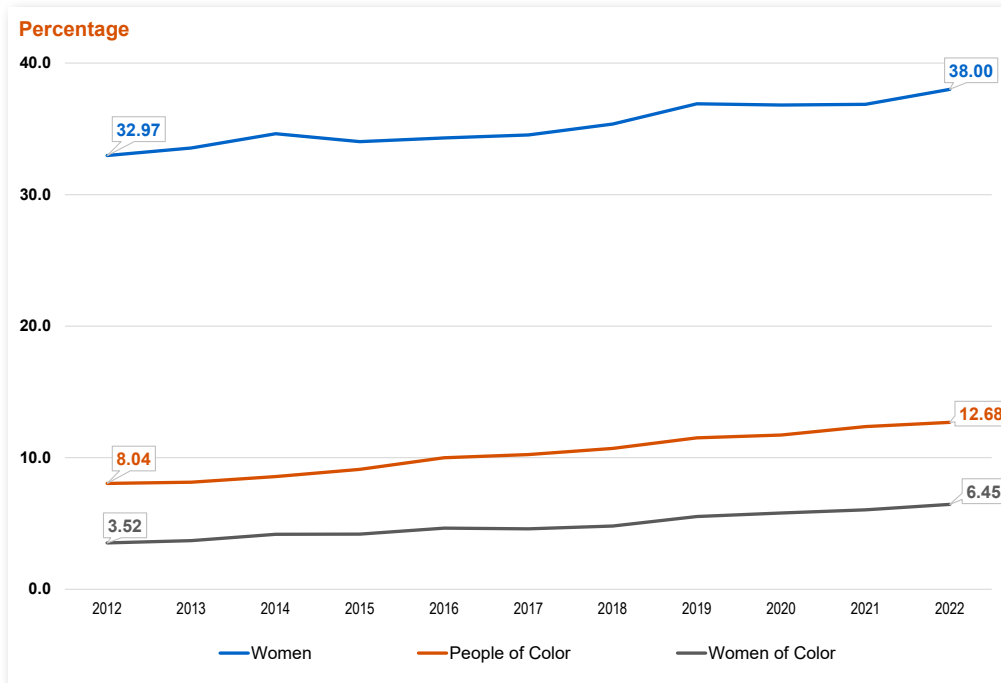
**Chart 1. Percentage of Partners Who are Women and People of Color at Law Firms, 1991-2022**



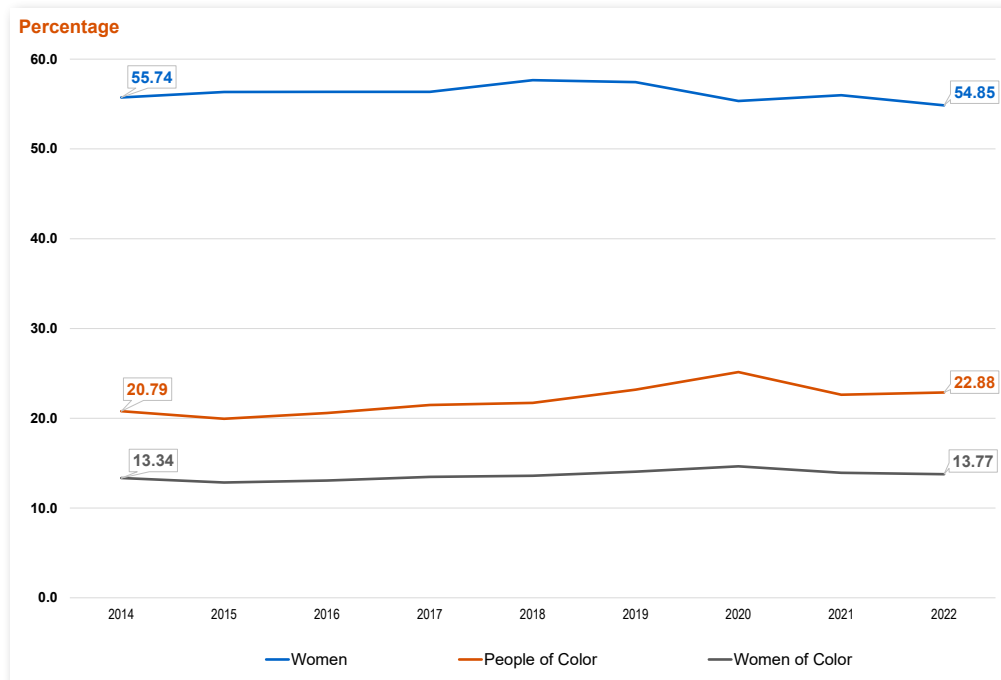
**Chart 2. Percentage of Associates Who are Women and People of Color at Law Firms, 1991-2022**



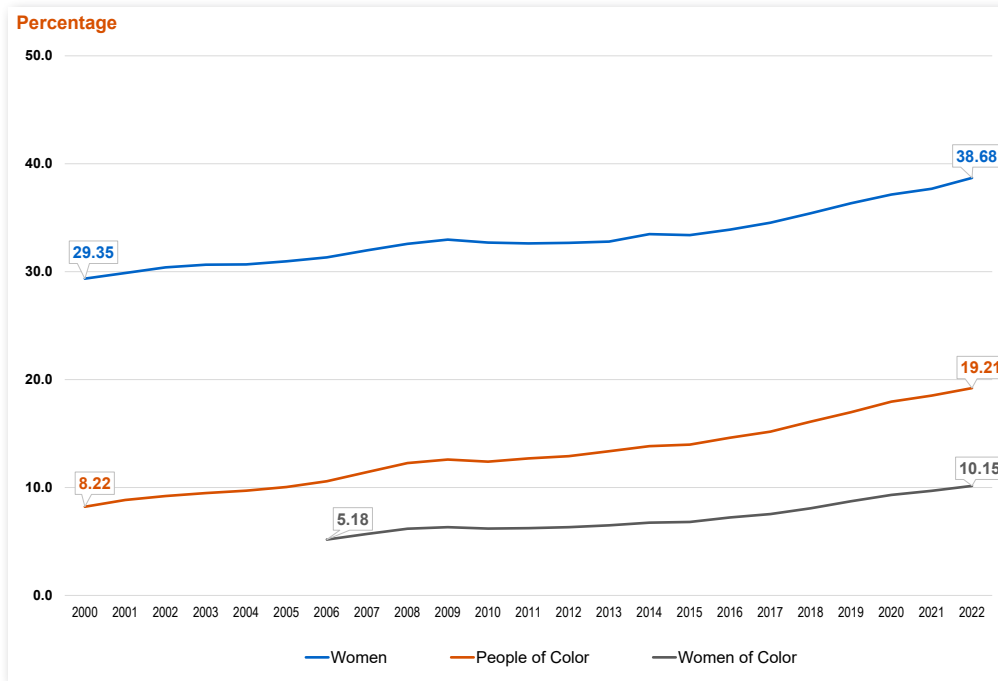
**Chart 3. Percentage of Counsel Who are Women and People of Color at Law Firms, 2012-2022**



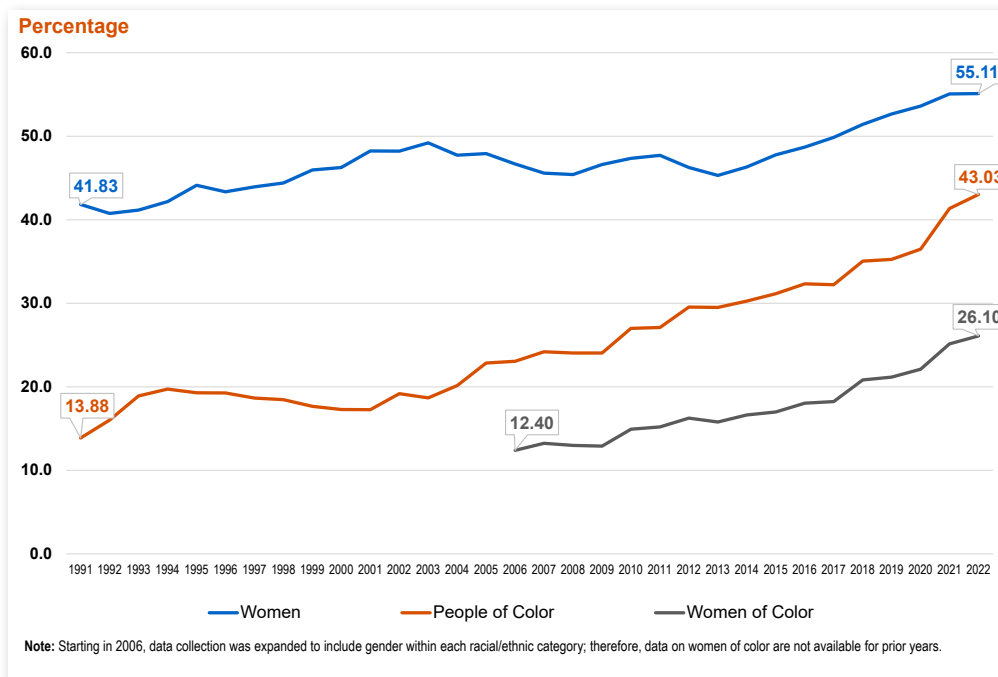
**Chart 4. Percentage of Non-traditional Track/Staff Attorneys Who are Women and People of Color at Law Firms, 2014-2022**



**Chart 5. Percentage of Total Lawyers Who are Women and People of Color at Law Firms, 2000-2022**



**Chart 6. Percentage of Summer Associates Who are Women and People of Color at Law Firms, 1991-2022**



**Table 2. Partners at Law Firms by Race/Ethnicity, 2006-2022**

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

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, 2006-2022**

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

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, 2006-2022**

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
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, 2006-2022

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, 2006-2022**

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

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, 2011-2022**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
<b>Men partners</b>	16,134	18,278	18,083	17,641	17,476	17,456	16,309	15,930	15,247	12,734	13,020	12,656
% 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%
<b>Women partners</b>	4,104	4,578	4,778	4,835	4,971	5,145	5,041	5,096	5,057	4,435	4,703	4,629
% 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%
<b>Partners who are people of color*</b>	1,229	1,423	1,562	1,549	1,617	1,696	1,670	1,752	1,820	1,667	1,822	1,857
% 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%

Source: The NALP Directory of Legal Employers, 2011-2022

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.

Figures for 2022 are based on 146 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 2021.

**Table 7. Distribution of Equity and Non-equity Partners by Gender and Race/Ethnicity, 2011-2022**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
<b>Equity partners</b>	12,396	13,864	13,760	13,508	13,078	13,323	12,630	12,067	11,633	9,581	10,129	10,067
% 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%
% 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%
% 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%
<b>Non-equity partners</b>	7,842	8,992	9,101	8,968	9,369	9,278	8,720	8,959	8,675	7,588	7,594	7,218
% 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%
% 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%
% 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%

Source: The NALP Directory of Legal Employers, 2011-2022

Note: \* 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.

Figures for 2022 are based on 146 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 2021. 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, 2011-2022**

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
<b>Total partners</b>	20,238	22,856	22,861	22,476	22,447	22,601	21,350	21,026	20,308	17,169	17,723	17,285
<b>% Equity partners</b>	61.3%	60.7%	60.2%	60.1%	58.3%	58.9%	59.2%	57.4%	57.3%	55.8%	57.2%	58.2%
% 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%
% 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%
% 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%
<b>% Non-equity partners</b>	38.7%	39.3%	39.8%	39.9%	41.7%	41.1%	40.8%	42.6%	42.7%	44.2%	42.8%	41.8%
% 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%
% 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%
% 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%

Source: The NALP Directory of Legal Employers, 2011-2022

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.

Figures for 2022 are based on 146 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 2021. 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 by Firm-Size and Geography, 2022**

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
<b>Total</b>	<b>42,061</b>	<b>26.65%</b>	<b>11.40%</b>	<b>4.39%</b>	<b>42,697</b>	<b>49.42%</b>	<b>28.32%</b>	<b>16.51%</b>	<b>825</b>
<b>By Number of Lawyers Firm-wide:</b>									
100 or fewer lawyers	1,501	24.72	8.53	3.40	795	47.17	23.02	12.45	47
101-250 lawyers	6,331	25.79	8.77	3.38	3,478	48.99	22.57	13.25	98
251-500 lawyers	6,596	26.21	9.37	3.49	4,641	47.40	25.25	14.01	137
501-700 lawyers	5,114	27.65	12.01	4.79	4,499	50.86	29.38	17.54	89
701+ lawyers	22,519	26.92	12.78	4.91	29,284	49.63	29.46	17.24	454
<b>Offices in:</b>									
Atlanta	674	26.41	10.83	4.15	644	49.07	25.62	14.75	18
Austin	233	29.61	17.17	6.87	211	38.39	28.91	12.32	15
Boston	1,344	28.35	7.74	3.20	1,818	50.44	23.38	14.19	30
Charlotte	428	19.86	5.37	1.64	416	46.39	16.83	9.38	11
Chicago	2,489	26.44	9.76	3.82	2,308	46.45	23.22	12.74	42
Cleveland	454	21.81	3.74	0.88	328	42.99	10.37	4.88	7
Columbus	566	27.56	9.89	4.24	324	49.69	20.06	10.80	11
Dallas	756	22.75	12.17	3.84	786	45.55	25.19	13.10	31
Denver	486	29.42	9.05	4.12	465	48.82	16.34	9.68	21
Detroit area	622	29.74	6.75	2.73	231	44.16	12.99	7.79	10
Houston	781	23.05	16.39	5.51	916	46.18	28.60	15.50	30
Kansas City, MO	410	27.32	5.12	1.95	209	46.41	18.18	9.57	6
Los Angeles area	1,373	26.88	19.74	7.06	1,804	51.88	38.25	23.00	57
Miami	290	27.24	29.66	8.28	216	52.78	50.93	29.17	15
Milwaukee	512	25.78	5.08	2.34	255	48.24	12.16	6.27	6
Minneapolis	887	28.86	6.43	2.82	538	50.37	16.91	10.22	16
New York City	5,407	24.51	12.98	4.96	10,280	48.82	31.82	18.99	74
Northern NJ/ Newark area	208	24.52	9.13	4.81	132	46.21	19.70	10.61	5
Northern Virginia	97	17.53	13.40	4.12	82	46.34	20.73	7.32	5
Orange County, CA	236	22.88	17.37	6.36	253	50.99	37.15	22.53	12
Philadelphia	583	26.76	7.38	2.74	519	49.71	20.81	11.56	12
Phoenix	247	24.29	8.91	2.02	128	49.22	18.75	6.25	10

(Continued on page 26)

**Table 9. Women and People of Color at Law Firms — Partners and Associates by Firm-Size and Geography, 2022** *(continued)*

	Partners				Associates				# of Offices
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	
Pittsburgh	155	24.52	2.58	1.94	129	45.74	13.95	6.98	5
Portland, OR	345	29.28	8.41	2.90	176	43.75	21.59	11.36	11
Raleigh/Durham	130	25.38	3.85	2.31	64	50.00	21.88	18.75	6
Sacramento	99	35.35	3.03	0.00	82	45.12	28.05	9.76	6
Salt Lake City	76	15.79	3.95	2.63	115	33.04	13.91	6.96	7
San Diego	132	28.03	33.33	10.61	240	45.83	33.33	18.75	9
San Francisco	1,076	32.06	19.80	7.90	1,417	55.12	40.08	24.70	39
Seattle	703	30.44	13.37	5.83	534	49.81	32.40	19.66	20
Silicon Valley	546	27.29	25.82	9.16	899	53.17	50.39	29.92	27
St. Louis	393	29.52	6.62	3.05	154	46.10	12.34	6.49	8
Tampa	116	16.38	7.76	1.72	93	55.91	20.43	13.98	6
Washington, DC	3,825	28.31	13.65	5.67	4,306	51.37	30.07	17.46	72
Wilmington, DE	312	27.56	6.09	2.88	313	44.73	12.46	7.03	14
<b>States:</b>									
Other areas in Florida	281	25.98	7.83	2.85	118	56.78	23.73	16.10	13
Other areas in Michigan	603	24.71	6.63	2.65	211	45.02	21.33	9.95	11
Other areas in New York	398	23.62	5.28	2.51	187	58.29	10.70	5.88	8
Tennessee	529	24.76	5.29	1.70	321	50.47	17.45	10.90	6
Other areas in Texas	137	20.44	9.49	3.65	118	47.46	22.03	10.17	6

**Source:** The 2022 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.

Cities and states are included in the table if there are at least 5 reporting firms and 95 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, Southfield, and Troy. 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, Hackensack, and Morristown. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Raleigh/Durham includes offices in Raleigh/Durham and Research Triangle Park. Seattle includes one office in Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. With the exception of Tennessee, state figures exclude cities reported separately. Other areas in Michigan includes two firms that reported firm-wide data, but whose offices were predominately located in the state, including some Detroit area locations not included in the city information above. 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 by Firm-Size and Geography, 2022**

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
<b>Total</b>	<b>11,099</b>	<b>38.00%</b>	<b>12.68%</b>	<b>6.45%</b>	<b>3,435</b>	<b>54.85%</b>	<b>22.88%</b>	<b>13.77%</b>	<b>825</b>
<b>By Number of Lawyers Firm-wide:</b>									
100 or fewer lawyers	329	32.83	8.21	3.65	49	55.10	6.12	4.08	47
101-250 lawyers	1,296	36.57	8.87	4.86	261	44.06	17.62	9.58	98
251-500 lawyers	1,529	40.94	10.27	5.62	483	52.80	20.08	13.66	137
501-700 lawyers	1,545	37.80	13.72	7.38	462	53.25	24.89	12.99	89
701+ lawyers	6,400	37.91	14.00	6.89	2,180	56.93	24.08	14.68	454
<b>Offices in:</b>									
Atlanta	146	43.15	12.33	6.85	82	60.98	20.73	14.63	18
Austin	80	30.00	15.00	7.50	—	—	—	—	15
Boston	266	40.60	12.78	4.89	180	52.78	14.44	11.11	30
Charlotte	108	43.52	12.96	9.26	61	42.62	18.03	11.48	11
Chicago	486	39.09	9.47	5.97	102	52.94	22.55	11.76	42
Cleveland	109	42.20	4.59	1.83	43	44.19	13.95	6.98	7
Columbus	131	33.59	5.34	2.29	44	50.00	9.09	9.09	11
Dallas	188	44.68	20.74	9.57	64	51.56	17.19	7.81	31
Denver	150	45.33	6.00	3.33	37	67.57	8.11	5.41	21
Detroit area	54	42.59	11.11	5.56	38	55.26	23.68	15.79	10
Houston	198	38.38	18.69	8.08	47	55.32	31.91	17.02	30
Kansas City, MO	66	40.91	3.03	1.52	32	53.13	6.25	3.13	6
Los Angeles area	380	38.95	21.32	9.21	91	50.55	42.86	24.18	57
Miami	68	39.71	41.18	13.24	17	47.06	64.71	29.41	15
Milwaukee	117	34.19	3.42	0.00	—	—	—	—	6
Minneapolis	169	46.15	4.73	2.96	59	54.24	8.47	5.08	16
New York City	1,854	38.94	14.40	8.09	498	54.62	30.52	19.28	74
Northern NJ/Newark area	28	21.43	3.57	0.00	—	—	—	—	5
Northern Virginia	21	52.38	9.52	9.52	10	80.00	30.00	20.00	5
Orange County, CA	47	44.68	29.79	19.15	17	76.47	35.29	17.65	12
Philadelphia	145	42.76	4.83	3.45	49	44.90	8.16	4.08	12
Phoenix	39	30.77	10.26	7.69	—	—	—	—	10

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**Table 10. Women and People of Color at Law Firms — Counsel and Non-traditional Track/Staff Attorneys by Firm-Size and Geography, 2022** *(continued)*

	Counsel				Non-traditional Track/ Staff Attorneys				
	Total #	% Women	% People of Color*	% Women of Color*	Total #	% Women	% People of Color*	% Women of Color*	# of Offices
Pittsburgh	23	26.09	4.35	4.35	—	—	—	—	5
Portland, OR	63	33.33	3.17	0.00	—	—	—	—	11
Raleigh/Durham	14	42.86	21.43	14.29	—	—	—	—	6
Sacramento	33	30.30	9.09	6.06	—	—	—	—	6
Salt Lake City	—	—	—	—	13	46.15	15.38	15.38	7
San Diego	42	26.19	19.05	7.14	10	40.00	20.00	10.00	9
San Francisco	221	41.18	23.53	14.03	39	66.67	17.95	15.38	39
Seattle	138	36.23	10.87	7.25	24	66.67	37.50	20.83	20
Silicon Valley	148	39.19	23.65	12.16	29	55.17	41.38	20.69	27
St. Louis	42	40.48	7.14	4.76	17	23.53	5.88	5.88	8
Tampa	28	60.71	32.14	17.86	—	—	—	—	6
Washington, DC	1,480	37.09	13.65	6.08	502	51.59	31.87	18.33	72
Wilmington, DE	52	34.62	7.69	3.85	—	—	—	—	14
<b>States:</b>									
Other areas in Florida	47	44.68	10.64	6.38	—	—	—	—	13
Other areas in Michigan	163	26.38	6.13	3.07	60	31.67	6.67	6.67	11
Other areas in New York	103	34.95	8.74	6.80	23	56.52	4.35	4.35	8
Tennessee	170	39.41	9.41	4.12	41	70.73	2.44	2.44	6
Other areas in Texas	40	37.50	5.00	2.50	—	—	—	—	6

**Source:** The 2022 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.

Cities and states are included in the table if there are at least 5 reporting firms and 95 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, Southfield, and Troy. 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, Hackensack, and Morristown. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Raleigh/Durham includes offices in Raleigh/Durham and Research Triangle Park. Seattle includes one office in Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. With the exception of Tennessee, state figures exclude cities reported separately. Other areas in Michigan includes two firms that reported firm-wide data, but whose offices were predominately located in the state, including some Detroit area locations not included in the city information above. 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 counsel and non-traditional track/staff attorneys columns indicate that the total number of counsel or 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 by Firm-Size and Geography, 2022**

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
<b>Total</b>	<b>99,292</b>	<b>38.68%</b>	<b>19.21%</b>	<b>10.15%</b>	<b>825</b>	<b>7,011</b>	<b>55.11%</b>	<b>43.03%</b>	<b>26.10%</b>
<b>By Number of Lawyers Firm-wide:</b>									
100 or fewer lawyers	2,674	32.95	12.75	6.13	47	162	49.38	35.19	18.52
101-250 lawyers	11,366	34.54	13.21	6.71	98	427	54.57	40.28	25.76
251-500 lawyers	13,249	36.30	15.43	7.79	137	668	57.49	35.33	22.16
501-700 lawyers	11,620	39.00	19.48	10.40	89	774	55.04	45.74	27.00
701+ lawyers	60,383	40.18	21.41	11.45	454	4,980	55.04	44.14	26.77
<b>Offices in:</b>									
Atlanta	1,546	39.26	17.66	9.38	18	53	62.26	37.74	28.30
Austin	528	33.14	21.59	9.09	15	76	46.05	34.21	23.68
Boston	3,608	41.60	16.32	9.26	30	244	56.56	40.98	25.41
Charlotte	1,013	34.65	11.65	6.22	11	51	50.98	35.29	19.61
Chicago	5,385	36.66	15.75	7.99	42	302	50.66	38.41	21.52
Cleveland	934	32.66	6.64	2.68	7	62	48.39	29.03	17.74
Columbus	1,065	35.96	12.39	6.20	11	44	54.55	52.27	27.27
Dallas	1,794	36.06	18.95	8.64	31	177	55.93	37.29	20.34
Denver	1,138	40.69	11.60	6.33	21	66	59.09	43.94	25.76
Detroit area	945	35.03	9.21	4.66	10	29	51.72	37.93	24.14
Houston	1,942	36.30	22.76	10.76	30	254	53.54	33.07	21.65
Kansas City, MO	717	35.29	8.79	4.18	6	37	56.76	21.62	13.51
Los Angeles area	3,648	41.09	29.63	15.60	57	287	60.28	59.23	37.98
Miami	591	38.58	39.76	17.09	15	27	59.26	33.33	22.22
Milwaukee	888	33.67	6.87	3.15	6	29	65.52	37.93	24.14
Minneapolis	1,653	38.54	9.74	5.32	16	100	46.00	47.00	23.00
New York City	18,039	40.68	24.35	13.67	74	1,871	52.86	42.44	25.60
Northern NJ/Newark area	370	32.16	12.43	6.49	5	—	—	—	—
Northern Virginia	210	35.24	16.67	6.67	5	—	—	—	—
Orange County, CA	553	39.24	28.03	15.19	12	36	50.00	50.00	27.78
Philadelphia	1,296	38.43	12.50	6.40	12	39	56.41	48.72	33.33

(Continued on page 30)



**Table 11. Women and People of Color at Law Firms — Total Lawyers and Summer Associates by Firm-Size and Geography, 2022** *(continued)*

	Total Lawyers					Summer Associates			
	Total #	% Women	% People of Color*	% Women of Color*	# of Offices	Total #	% Women	% People of Color*	% Women of Color*
Phoenix	417	32.85	11.99	3.84	10	36	50.00	25.00	11.11
Pittsburgh	312	33.97	7.37	4.17	5	—	—	—	—
Portland, OR	586	34.13	11.77	5.12	11	31	58.06	61.29	29.03
Raleigh/Durham	210	34.29	10.95	8.57	6	—	—	—	—
Sacramento	217	38.71	13.36	4.61	6	—	—	—	—
Salt Lake City	211	27.01	9.95	5.69	7	—	—	—	—
San Diego	424	38.21	31.60	14.86	9	38	50.00	36.84	13.16
San Francisco	2,753	45.15	30.51	17.14	39	326	58.59	59.82	38.34
Seattle	1,399	39.03	20.80	11.51	20	63	63.49	53.97	36.51
Silicon Valley	1,622	43.22	39.52	21.15	27	241	53.53	57.26	32.78
St. Louis	606	34.32	8.09	4.13	8	—	—	—	—
Tampa	238	37.39	15.55	8.40	6	—	—	—	—
Washington, DC	10,113	40.57	21.55	11.38	72	739	55.75	44.11	26.52
Wilmington, DE	683	35.72	9.22	4.83	14	76	50.00	36.84	25.00
<b>States:</b>									
Other areas in Florida	454	36.56	12.56	6.83	13	14	57.14	14.29	14.29
Other areas in Michigan	1,037	29.51	9.55	4.44	11	36	66.67	22.22	22.22
Other areas in New York	711	35.44	7.17	4.08	8	24	54.17	25.00	25.00
Tennessee	1,061	36.66	9.52	4.90	6	64	59.38	34.38	20.31
Other areas in Texas	301	34.88	13.95	6.31	6	16	56.25	25.00	18.75

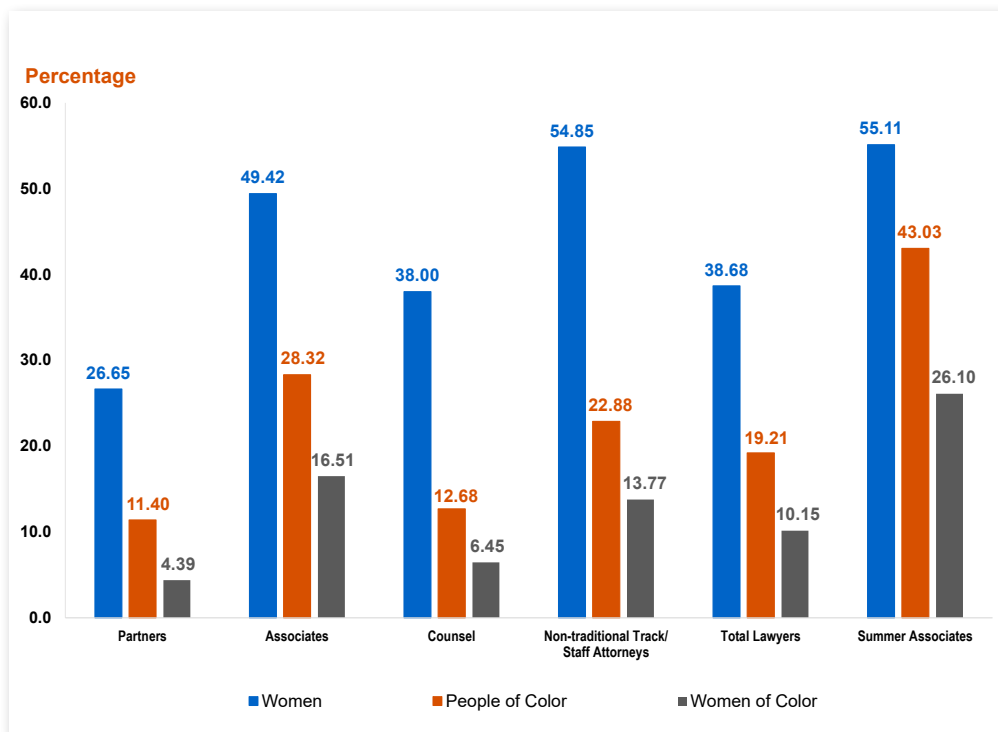
**Source:** The 2022 NALP Directory of Legal Employers.

**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.

Cities and states are included in the table if there are at least 5 reporting firms and 95 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, Southfield, and Troy. 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, Hackensack, and Morristown. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Raleigh/Durham includes offices in Raleigh/Durham and Research Triangle Park. Seattle includes one office in Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. With the exception of Tennessee, state figures exclude cities reported separately. Other areas in Michigan includes two firms that reported firm-wide data, but whose offices were predominately located in the state, including some Detroit area locations not included in the city information above. 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 542. Dashes in the summer associates columns indicate that fewer than 5 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, 2022**



**Table 12. Partner Demographics at Law Firms by Firm-Size and Geography, 2022**

	Partners by Race or Ethnicity									
	All Partners			Asian		Black or African American		Latinx		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
<b>Total</b>	<b>42,061</b>	<b>11.40%</b>	<b>4.39%</b>	<b>4.57%</b>	<b>1.85%</b>	<b>2.32%</b>	<b>0.94%</b>	<b>2.97%</b>	<b>0.97%</b>	<b>825</b>
<b>By Number of Lawyers Firm-wide:</b>										
100 or fewer lawyers	1,501	8.53	3.40	3.33	1.53	1.47	0.40	1.80	0.67	47
101-250 lawyers	6,331	8.77	3.38	3.57	1.53	1.50	0.57	2.13	0.66	98
251-500 lawyers	6,596	9.37	3.49	3.09	1.20	2.02	0.77	2.59	0.89	137
501-700 lawyers	5,114	12.01	4.79	5.01	1.96	2.54	1.25	2.72	0.82	89
701+ lawyers	22,519	12.78	4.91	5.27	2.13	2.65	1.07	3.45	1.12	454
<b>Offices in:</b>										
Atlanta	674	10.83	4.15	3.12	0.89	5.19	2.23	1.04	0.74	18
Austin	233	17.17	6.87	4.29	2.58	3.43	1.29	6.44	1.72	15
Boston	1,344	7.74	3.20	3.79	1.79	1.04	0.45	1.49	0.45	30
Charlotte	428	5.37	1.64	1.87	0.47	2.10	1.17	0.93	0.00	11
Chicago	2,489	9.76	3.82	4.34	1.81	2.17	0.76	2.01	0.56	42
Cleveland	454	3.74	0.88	1.76	0.44	1.32	0.22	0.44	0.00	7
Columbus	566	9.89	4.24	1.94	1.06	3.18	0.88	1.77	0.53	11
Dallas	756	12.17	3.84	2.91	0.79	2.91	1.32	3.70	0.79	31
Denver	486	9.05	4.12	2.67	1.03	0.82	0.00	2.88	0.82	21
Detroit area	622	6.75	2.73	1.93	0.80	2.57	1.13	0.96	0.16	10
Houston	781	16.39	5.51	5.51	1.92	3.71	1.28	5.25	1.41	30
Kansas City, MO	410	5.12	1.95	1.71	0.73	1.22	0.00	1.22	0.49	6
Los Angeles area	1,373	19.74	7.06	11.29	4.22	1.89	0.66	4.01	1.24	57
Miami	290	29.66	8.28	0.34	0.00	3.10	1.03	25.17	6.90	15
Milwaukee	512	5.08	2.34	1.17	0.78	1.17	0.20	2.34	1.17	6
Minneapolis	887	6.43	2.82	2.82	1.69	1.01	0.56	1.01	0.11	16
New York City	5,407	12.98	4.96	6.38	2.31	2.11	0.91	3.35	1.24	74
Northern NJ/ Newark area	208	9.13	4.81	4.81	2.40	1.92	1.44	1.92	0.96	5
Northern Virginia	97	13.40	4.12	5.15	1.03	2.06	1.03	3.09	2.06	5
Orange County, CA	236	17.37	6.36	8.47	2.97	0.85	0.42	5.08	2.12	12
Philadelphia	583	7.38	2.74	2.74	0.69	2.92	1.37	0.86	0.34	12
Phoenix	247	8.91	2.02	2.83	0.81	0.00	0.00	3.24	1.21	10

(Continued on page 33)

**Table 12. Partner Demographics at Law Firms by Firm-Size and Geography, 2022**  
(continued)

	Partners by Race or Ethnicity									
	All Partners			Asian		Black or African American		Latinx		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Pittsburgh	155	2.58	1.94	1.94	1.94	0.00	0.00	0.00	0.00	5
Portland, OR	345	8.41	2.90	1.74	1.16	0.87	0.29	2.32	0.58	11
Raleigh/Durham	130	3.85	2.31	0.77	0.00	2.31	1.54	0.00	0.00	6
Sacramento	99	3.03	0.00	0.00	0.00	2.02	0.00	0.00	0.00	6
Salt Lake City	76	3.95	2.63	0.00	0.00	1.32	1.32	1.32	0.00	7
San Diego	132	33.33	10.61	9.85	3.79	0.00	0.00	18.94	4.55	9
San Francisco	1,076	19.80	7.90	12.17	5.48	1.95	0.46	3.16	1.39	39
Seattle	703	13.37	5.83	6.12	3.13	2.13	0.85	1.99	0.71	20
Silicon Valley	546	25.82	9.16	17.77	7.14	1.65	0.18	4.40	1.28	27
St. Louis	393	6.62	3.05	1.02	0.76	3.56	1.53	1.02	0.51	8
Tampa	116	7.76	1.72	0.86	0.00	1.72	0.86	5.17	0.86	6
Washington, DC	3,825	13.65	5.67	5.46	2.01	4.03	2.07	2.59	0.81	72
Wilmington, DE	312	6.09	2.88	2.56	1.92	1.60	0.64	1.28	0.32	14
<b>States:</b>										
Other areas in Florida	281	7.83	2.85	0.71	0.36	2.14	0.71	4.27	1.78	13
Other areas in Michigan	603	6.63	2.65	2.32	1.49	2.65	0.83	1.33	0.33	11
Other areas in New York	398	5.28	2.51	3.02	1.51	0.25	0.00	0.75	0.25	8
Tennessee	529	5.29	1.70	0.57	0.38	1.89	0.38	1.70	0.76	6
Other areas in Texas	137	9.49	3.65	1.46	0.73	0.00	0.00	7.30	2.92	6

Source: The 2022 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 2022. Overall, 0.17% of all partners were Native American or Alaska Native and 0.06% were Native American or Alaska Native women, 0.07% of all partners were Native Hawaiian or other Pacific Islander and 0.03% were Native Hawaiian or other Pacific Islander women, and 1.30% of all partners were multiracial and 0.53% were multiracial women.

Cities and states are included in the table if there are at least 5 reporting firms and 95 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, Southfield, and Troy. 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, Hackensack, and Morristown. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Raleigh/Durham includes offices in Raleigh/Durham and Research Triangle Park. Seattle includes one office in Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. With the exception of Tennessee, state figures exclude cities reported separately. Other areas in Michigan includes two firms that reported firm-wide data, but whose offices were predominately located in the state, including some Detroit area locations not included in the city information above. 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 by Firm-Size and Geography, 2022**

	Associates by Race or Ethnicity									
	All Associates			Asian		Black or African American		Latinx		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
<b>Total</b>	<b>42,697</b>	<b>28.32%</b>	<b>16.51%</b>	<b>12.12%</b>	<b>7.29%</b>	<b>5.77%</b>	<b>3.45%</b>	<b>6.55%</b>	<b>3.57%</b>	<b>825</b>
<b>By Number of Lawyers Firm-wide:</b>										
100 or fewer lawyers	795	23.02	12.45	9.56	4.40	4.03	2.52	4.53	2.52	47
101-250 lawyers	3,478	22.57	13.25	8.54	5.03	5.09	3.08	5.84	3.39	98
251-500 lawyers	4,641	25.25	14.01	8.81	5.00	5.80	3.08	6.38	3.47	137
501-700 lawyers	4,499	29.38	17.54	11.89	7.07	7.18	4.53	6.36	3.71	89
701+ lawyers	29,284	29.46	17.24	13.17	8.04	5.68	3.41	6.74	3.62	454
<b>Offices in:</b>										
Atlanta	644	25.62	14.75	6.52	3.88	12.42	7.61	4.50	2.64	18
Austin	211	28.91	12.32	9.48	5.69	4.27	2.37	8.53	1.90	15
Boston	1,818	23.38	14.19	10.89	6.49	3.85	2.31	5.12	2.81	30
Charlotte	416	16.83	9.38	4.33	2.40	5.05	2.64	5.53	2.88	11
Chicago	2,308	23.22	12.74	8.19	4.64	5.94	3.08	5.94	2.99	42
Cleveland	328	10.37	4.88	2.44	1.52	5.49	2.44	1.52	0.91	7
Columbus	324	20.06	10.80	5.86	4.01	7.72	2.47	3.70	1.85	11
Dallas	786	25.19	13.10	6.49	4.20	5.85	2.93	8.27	4.33	31
Denver	465	16.34	9.68	4.30	3.23	2.37	1.51	6.88	3.44	21
Detroit area	231	12.99	7.79	2.16	1.73	7.36	4.33	1.30	0.43	10
Houston	916	28.60	15.50	7.97	4.59	6.66	3.82	9.39	5.13	30
Kansas City, MO	209	18.18	9.57	3.35	2.39	6.22	2.87	5.74	2.39	6
Los Angeles area	1,804	38.25	23.00	17.24	11.03	6.43	3.82	8.76	4.82	57
Miami	216	50.93	29.17	1.39	0.93	6.94	4.63	36.57	19.91	15
Milwaukee	255	12.16	6.27	2.35	1.57	1.57	1.18	2.75	1.18	6
Minneapolis	538	16.91	10.22	6.88	4.09	3.53	1.49	3.90	2.97	16
New York City	10,280	31.82	18.99	15.78	9.66	5.37	3.23	6.89	3.92	74
Northern NJ/ Newark area	132	19.70	10.61	7.58	5.30	3.03	2.27	4.55	3.03	5
Northern Virginia	82	20.73	7.32	4.88	1.22	4.88	1.22	2.44	2.44	5
Orange County, CA	253	37.15	22.53	21.74	13.44	1.98	1.98	7.11	3.16	12
Philadelphia	519	20.81	11.56	6.55	3.85	7.13	4.43	4.62	1.73	12

(Continued on page 35)

**Table 13. Associate Demographics at Law Firms by Firm-Size and Geography, 2022**  
(continued)

	Associates by Race or Ethnicity									
	All Associates			Asian		Black or African American		Latinx		# of Offices
	Total #	% People of Color*	% Women of Color*	Total %	% Women	Total %	% Women	Total %	% Women	
Phoenix	128	18.75	6.25	2.34	2.34	3.13	0.78	9.38	3.13	10
Pittsburgh	129	13.95	6.98	4.65	2.33	2.33	0.78	1.55	0.00	5
Portland, OR	176	21.59	11.36	6.82	3.41	3.41	1.14	3.98	1.70	11
Raleigh/Durham	64	21.88	18.75	6.25	4.69	9.38	9.38	1.56	0.00	6
Sacramento	82	28.05	9.76	9.76	4.88	0.00	0.00	3.66	1.22	6
Salt Lake City	115	13.91	6.96	2.61	2.61	1.74	0.87	6.09	1.74	7
San Diego	240	33.33	18.75	21.67	12.92	1.25	1.25	5.00	2.50	9
San Francisco	1,417	40.08	24.70	23.57	14.54	4.23	2.61	7.34	4.59	39
Seattle	534	32.40	19.66	14.42	9.74	4.68	3.00	5.06	2.43	20
Silicon Valley	899	50.39	29.92	38.26	23.25	2.56	1.11	5.01	3.11	27
St. Louis	154	12.34	6.49	2.60	1.95	3.90	1.95	2.60	1.30	8
Tampa	93	20.43	13.98	2.15	2.15	6.45	4.30	8.60	4.30	6
Washington, DC	4,306	30.07	17.46	12.01	6.46	8.96	5.67	5.32	3.16	72
Wilmington, DE	313	12.46	7.03	4.79	3.19	3.83	1.60	2.56	0.96	14
<b>States:</b>										
Other areas in Florida	118	23.73	16.10	2.54	1.69	5.93	3.39	11.02	7.63	13
Other areas in Michigan	211	21.33	9.95	4.27	0.95	12.80	7.58	2.37	0.00	11
Other areas in New York	187	10.70	5.88	3.21	1.60	1.60	1.60	2.67	1.60	8
Tennessee	321	17.45	10.90	3.74	2.49	8.10	5.30	3.12	1.56	6
Other areas in Texas	118	22.03	10.17	1.69	0.85	3.39	1.69	13.56	6.78	6

**Source:** The 2022 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 2022. Overall, 0.18% of all associates were Native American or Alaska Native and 0.10% were Native American or Alaska Native women, 0.08% of all associates were Native Hawaiian or other Pacific Islander and 0.04% were Native Hawaiian or other Pacific Islander women, and 3.62% of all associates were multiracial and 2.05% were multiracial women.

Cities and states are included in the table if there are at least 5 reporting firms and 95 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, Southfield, and Troy. 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, Hackensack, and Morristown. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Raleigh/Durham includes offices in Raleigh/Durham and Research Triangle Park. Seattle includes one office in Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. With the exception of Tennessee, state figures exclude cities reported separately. Other areas in Michigan includes two firms that reported firm-wide data, but whose offices were predominately located in the state, including some Detroit area locations not included in the city information above. 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 by Firm-Size and Geography, 2022**

	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	
<b>Total</b>	<b>99,292</b>	<b>19.21%</b>	<b>10.15%</b>	<b>8.06%</b>	<b>4.45%</b>	<b>3.92%</b>	<b>2.12%</b>	<b>4.64%</b>	<b>2.21%</b>	<b>825</b>
<b>By Number of Lawyers Firm-wide:</b>										
100 or fewer lawyers	2,674	12.75	6.13	5.24	2.39	2.17	1.05	2.58	1.23	47
101-250 lawyers	11,366	13.21	6.71	5.21	2.75	2.69	1.36	3.30	1.57	98
251-500 lawyers	13,249	15.43	7.79	5.26	2.80	3.55	1.75	4.08	1.93	137
501-700 lawyers	11,620	19.48	10.40	7.94	4.26	4.55	2.68	4.25	2.05	89
701+ lawyers	60,383	21.41	11.45	9.36	5.26	4.19	2.29	5.19	2.47	454
<b>Offices in:</b>										
Atlanta	1,546	17.66	9.38	4.72	2.33	8.60	4.85	2.65	1.68	18
Austin	528	21.59	9.09	6.63	3.79	3.60	1.70	7.01	1.70	15
Boston	3,608	16.32	9.26	7.90	4.49	2.41	1.33	3.41	1.77	30
Charlotte	1,013	11.65	6.22	3.16	1.58	4.15	2.47	3.16	1.48	11
Chicago	5,385	15.75	7.99	6.04	3.14	3.86	1.88	3.77	1.67	42
Cleveland	934	6.64	2.68	2.03	0.96	3.21	1.07	0.75	0.32	7
Columbus	1,065	12.39	6.20	2.91	1.88	4.41	1.22	2.44	1.22	11
Dallas	1,794	18.95	8.64	4.68	2.45	4.52	2.29	6.13	2.56	31
Denver	1,138	11.60	6.33	3.08	1.85	1.32	0.62	4.39	1.93	21
Detroit area	945	9.21	4.66	2.43	1.27	4.13	2.12	1.16	0.42	10
Houston	1,942	22.76	10.76	6.85	3.35	5.10	2.63	7.62	3.35	30
Kansas City, MO	717	8.79	4.18	1.95	1.12	2.65	0.84	2.65	1.26	6
Los Angeles area	3,648	29.63	15.60	14.45	7.81	4.39	2.41	6.63	3.18	57
Miami	591	39.76	17.09	1.02	0.51	4.23	2.20	31.81	12.86	15
Milwaukee	888	6.87	3.15	1.46	0.90	1.24	0.45	2.14	1.01	6
Minneapolis	1,653	9.74	5.32	4.17	2.60	1.81	0.79	2.00	1.09	16
New York City	18,039	24.35	13.67	12.03	6.94	4.07	2.33	5.53	2.87	74
Northern NJ/ Newark area	370	12.43	6.49	5.41	3.24	2.16	1.62	2.97	1.62	5
Northern Virginia	210	16.67	6.67	6.19	2.86	2.86	0.95	2.86	1.90	5
Orange County, CA	553	28.03	15.19	15.91	8.86	1.27	1.08	5.97	2.53	12

(Continued on page 37)

**Table 14. Total Lawyer Demographics at Law Firms by Firm-Size and Geography, 2022**  
(continued)

	Total Lawyers			Total Lawyers 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	1,296	12.50	6.40	4.24	2.16	4.40	2.55	2.39	0.93	12
Phoenix	417	11.99	3.84	2.64	1.44	0.96	0.24	5.52	2.16	10
Pittsburgh	312	7.37	4.17	2.88	1.92	0.96	0.32	0.64	0.00	5
Portland, OR	586	11.77	5.12	3.41	1.71	1.54	0.51	2.56	0.85	11
Raleigh/Durham	210	10.95	8.57	3.33	1.90	5.24	4.76	0.48	0.00	6
Sacramento	217	13.36	4.61	4.61	2.76	0.92	0.00	1.84	0.46	6
Salt Lake City	211	9.95	5.69	2.37	2.37	1.42	0.95	3.79	0.95	7
San Diego	424	31.60	14.86	16.04	8.73	0.71	0.71	9.43	3.07	9
San Francisco	2,753	30.51	17.14	18.27	10.42	3.20	1.71	5.27	3.05	39
Seattle	1,399	20.80	11.51	9.36	5.65	3.00	1.57	3.07	1.43	20
Silicon Valley	1,622	39.52	21.15	29.22	16.40	2.10	0.68	4.75	2.34	27
St. Louis	606	8.09	4.13	1.65	1.32	3.30	1.49	1.49	0.83	8
Tampa	238	15.55	8.40	1.68	0.84	4.62	2.94	7.98	3.36	6
Washington, DC	10,113	21.55	11.38	8.52	4.21	6.36	3.71	4.08	2.08	72
Wilmington, DE	683	9.22	4.83	3.37	2.34	3.07	1.17	1.90	0.73	14
<b>States:</b>										
Other areas in Florida	454	12.56	6.83	1.76	1.10	3.08	1.54	6.17	3.30	13
Other areas in Michigan	1,037	9.55	4.44	2.41	1.25	5.01	2.41	1.45	0.39	11
Other areas in New York	711	7.17	4.08	2.95	1.69	0.70	0.56	1.55	0.84	8
Tennessee	1,061	9.52	4.90	1.70	1.13	3.86	2.07	2.07	0.85	6
Other areas in Texas	301	13.95	6.31	1.33	0.66	1.33	0.66	9.30	4.32	6

Source: The 2022 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 2022. Overall, 0.17% of all lawyers were Native American or Alaska Native and 0.08% were Native American or Alaska Native women, 0.07% of all lawyers were Native Hawaiian or other Pacific Islander and 0.04% were Native Hawaiian or other Pacific Islander women, and 2.34% of all lawyers were multiracial and 1.24% were multiracial women.

Cities and states are included in the table if there are at least 5 reporting firms and 95 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, Southfield, and Troy. 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, Hackensack, and Morristown. Northern Virginia includes offices in McLean/Tyson's Corner and Reston. Orange County includes offices in Costa Mesa, Irvine, and Newport Beach. Raleigh/Durham includes offices in Raleigh/Durham and Research Triangle Park. Seattle includes one office in Bellevue. Silicon Valley includes offices in Menlo Park, Palo Alto, E. Palo Alto, Redwood Shores/Redwood City, and Sunnyvale. With the exception of Tennessee, state figures exclude cities reported separately. Other areas in Michigan includes two firms that reported firm-wide data, but whose offices were predominately located in the state, including some Detroit area locations not included in the city information above. 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, 2022**

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	330	1.08%	62	1.02%	45	0.83%	49	1.24%	174	1.15%
Associates	492	1.63	42	1.33	51	1.27	60	1.61	339	1.75
Other Lawyers*	174	1.79	19	1.41	19	1.12	26	1.83	110	2.08
All Lawyers	996	1.41	123	1.16	115	1.03	135	1.48	623	1.57
Summer Associates	114	2.43	—	—	—	—	18	2.95	84	2.71

Source: The 2022 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 618 offices/firms reporting counts, including zero, in all lawyer categories; figures for summer associates with disabilities are based on 387 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 70,596 lawyers and 4,696 summer associates. Since reporting is still somewhat limited, trend information on lawyers with disabilities is not presented.

**Table 16. LGBTQ Lawyers at Law Firms, 2022**

	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+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	999	2.46%	32	2.20%	116	2.22%	139	2.12%	138	2.70%	574	2.57%
Associates	2,549	6.14	35	4.46	138	4.85	235	5.08	265	5.89	1,876	6.51
Other Lawyers*	458	3.27	—	—	20	1.69	55	2.74	47	2.34	327	3.85
All Lawyers	4,006	4.17	76	3.30	274	2.61	429	3.25	450	3.87	2,777	4.65
Summer Associates	616	9.37	—	—	38	10.61	45	7.26	73	9.93	455	9.62

Source: The 2022 NALP Directory of Legal Employers.

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

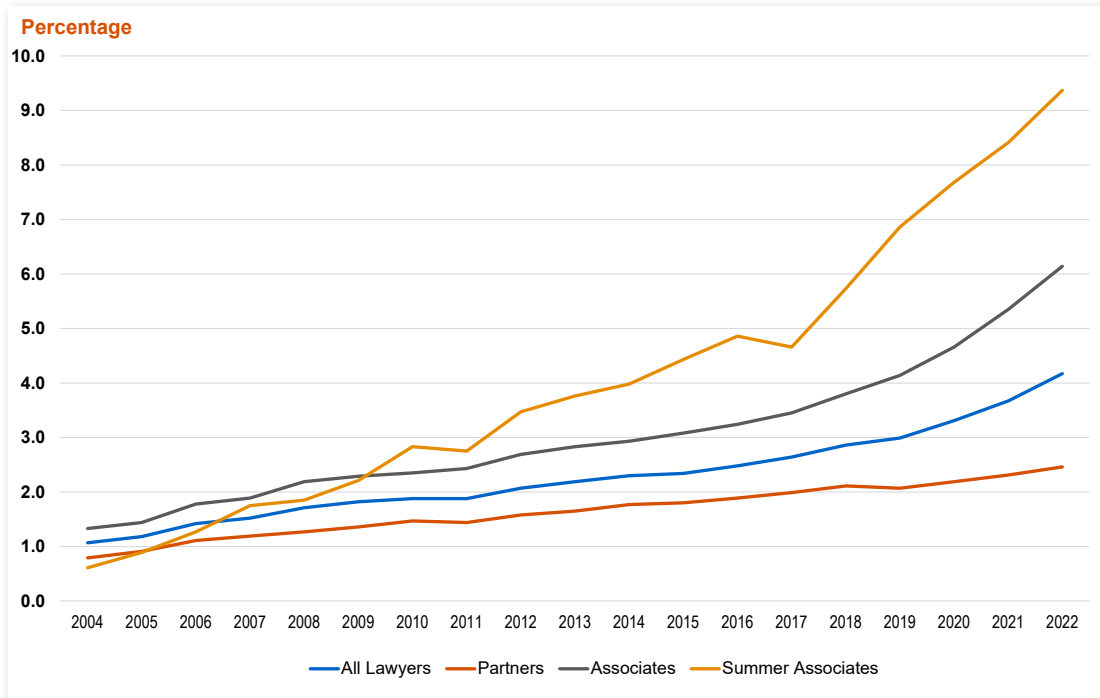
Figures for LGBTQ lawyers are based on 800 offices/firms reporting counts, including zero, in all lawyer categories; figures for LGBTQ summer associates are based on 500 offices/firms with a summer program and reporting counts, including zero. Dashes in a row indicate that the total number of LGBTQ lawyers or summer associates was less than 10; therefore, data are not reported in the table. Overall, LGBTQ counts, including zero, cover 96,058 lawyers and 6,571 summer associates.

**Table 17. LGBTQ Lawyers at Law Firms, 2004-2022**

Year	All Lawyers		Partners		Associates		Summer Associates	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
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 -2022

**Chart 8. Percentage of LGBTQ Lawyers, 2004-2022**



**Table 18. Lawyers Who are Military Veterans, 2022**

	All Firms		Firms of 250 or Fewer Lawyers		Firms of 251-500 Lawyers		Firms of 501-700 Lawyers		Firms of 701+ Lawyers	
	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total	# Reported	% of Total
Partners	706	1.97%	175	2.71%	124	2.22%	84	1.76%	323	1.71%
Associates	551	1.52	48	1.34	85	2.07	54	1.26	364	1.50
Other Lawyers*	358	2.95	53	3.42	54	3.02	55	2.90	196	2.83
All Lawyers	1,615	1.92	276	2.38	263	2.29	193	1.76	883	1.76
Summer Associates	110	1.92	—	—	—	—	—	—	89	2.22

**Source:** The 2022 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 709 offices/firms reporting counts, including zero, in all lawyer categories; figures for military veteran summer associates are based on 452 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 84,066 lawyers and 5,727 summer associates. Since reporting is still somewhat limited, trend information on military veterans is not presented.

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© January 2023

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