

TYPES NOT MAPPED YET August 18, 2022 | TTR not mapped yet | Norma J. Jackson J.D.

# Thompson Coburn again named to Bloomberg Law's DEI Framework for law firms committed to diversity, equity and inclusion

Thompson Coburn is one of 43 U.S.-based law firms that have been named to [Bloomberg Law's 2022 Diversity, Equity, & Inclusion \(DEI\) Framework](#), released today. The Firm was recognized for its level of disclosure of diversity-related metrics and distinguished performance against six core pillars: demographics, leadership and talent pipeline, recruitment and retention, business innovation and strategy, marketing, and diversity & inclusion in the community. According to Bloomberg Law, Thompson Coburn exceeded the average score of DEI Framework members in nearly every pillar of the framework.

"We're proud to again achieve membership in Bloomberg Law's comprehensive DEI Framework," said [Norma Jackson](#), Thompson Coburn's Chief Diversity and Attorney Development Officer. "From our pipeline efforts, to our strong involvement in D&I efforts in our communities, to our focus on developing diverse practice and Firm leaders, we work tirelessly to enhance the diversity, equity, and inclusion of our workplace and profession. It's wonderful to see those efforts recognized by organizations like Bloomberg Law."

Bloomberg Law's DEI Framework was developed in 2021 in collaboration with Bloomberg's Gender-Equality Index team, as well as diversity leads at corporations and U.S.-based law firms. Performance was assessed across more than 85 metrics, each associated with one of the framework's six core pillars.

Among the key findings of the [2022 report](#):

- 83% of firms say they have a chief diversity officer, and nearly all (91%) have a public statement regarding their commitment to diversity and inclusion.
- Women make up half (50.8%) of all law firm associates, and just under one-third (29.4%) of partners. Six percent of firm associates and 2.7% of partners are Black, 11.3% of associates and 4.2% of partners are Asian American.
- This year, 70% of firms require diversity in the pool of candidates for management and leadership positions, up from 58% last year.
- There are meaningful differences between firms who made the list of 2022 DEI Framework member firms and those who did not. Among firms who made the list, 54% said practice group leaders have clear diversity and inclusion goals included as part of their annual performance review, while only 10% of non-member firms said their practice group leaders have these goals.
- Additionally, nearly all (97.7%) member firms provide opportunities for attorneys to voluntarily disclose disability, veteran status, sexual orientation, gender identity and gender expression through firm collection procedures, compared to 40% of non-member firms

Thompson Coburn is committed to creating and fostering a diverse and inclusive workplace culture that recognizes the contributions individuals with different backgrounds and experiences bring to our clients and our Firm.



authorsTest

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