

# 2022 Bloomberg Law Diversity, Equity, and Inclusion Framework

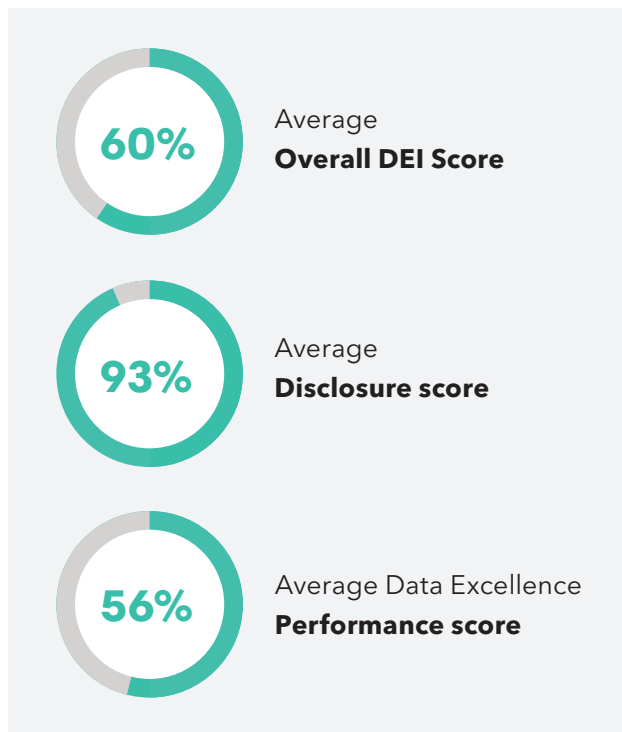


The Bloomberg Law Diversity, Equity, and Inclusion (DEI) Framework is a listing of law firms that meet or exceed an established threshold of diversity, equity, and inclusion in their firm. Standardized

disclosure of diversity-related data allows firms to attract and retain talent, and also allows companies looking to procure legal services to easily compare law firms from a supplier diversity standpoint.

## Overall Scores

Firms are assigned a Bloomberg Law DEI Score based on data disclosed for the metrics defined in the DEI Framework. The DEI Score measures both the level of disclosure of diversity-related metrics, as well as distinguished performance against standards in each of the six pillar areas, weighted and combined into an overall performance score.



**The 2022 Framework is made up of 43 law firms from across the United States**, ranging in size from under 10 to over 2,000 attorneys. Bloomberg Law's DEI Framework provides a platform for standardizing law firm diversity metrics, allowing firms to provide their data in one comprehensive Data Collection Instrument, and corporations to quickly access a DEI Framework Listing of firms that meeting or exceed an established threshold of diversity, equity, and inclusion.

The Bloomberg Law DEI Framework is open to U.S. based law firms. Firms had three months to gather and submit their data using the Data Collection Instrument via secure on-line survey.

## DEI Pillar Scores

The DEI Scores measure distinguished performance against standards in each of the six pillar areas. Each is measured from 0-100%, with 100% being a perfect score. Firms only earn points for exceeding overall industry averages (according to ABA and NALP industry reports)\*, so anything over 0% represents exceeding averages in at least one metric and 100% represents exceeding averages on every metric.

\*Where available

## Methodology

The scoring for the six pillar areas represents **90% of the total DEI Score** (the remaining 10% is based on Disclosure). The pillars of Marketing and Diversity & Inclusion in the Community are combined, as these are smaller survey sections. Each pillar, or combination of pillars, receives its own score.

**The pillar scores are weighted to determine 90% of the full DEI score as follows:**

**25%** = Recruitment & Retention

**25%** = Leadership & Talent Pipeline

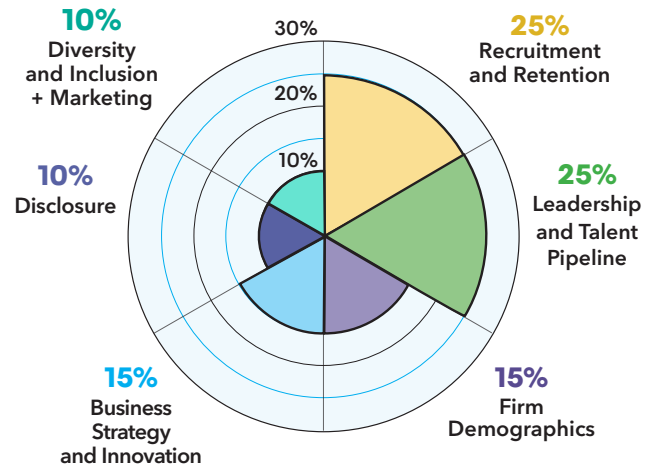
**15%** = Business Strategy & Innovation

**15%** = Firm Demographics

**10%** = Diversity & Inclusion + Marketing

**10%** = Disclosure

**How Pillars are Weighted to Determine DEI Score**



## Industry Demographics

The firms participating tend to meet or exceed industry averages for many diversity metrics.

**83%** of companies have a Chief Diversity Officer (or equivalent)

**49%** of firms say that Practice Group Leaders have clear diversity and inclusion goals included as part of their annual performance review

**66%** of firms mandate and monitor that minority and women attorneys have equal access to client, quality work assignments, committee appointments, marketing efforts, and firm events

**91%** of firms have a public statement regarding their commitment to diversity and inclusion

**60%** of firms tie a component of partner compensation to diversity efforts

**40%** conducted a pay audit in 2021

**70%** of firms require diversity within a pool of candidates for management and leadership roles (and of those, an average of 25% percent of slated candidates must be diverse)

**30%** of firms shared a specific, time-bound action plan to increase the representation of diverse groups in leadership positions



## Female

Approximately half of all associates are women, and they account for just over **one out of every four** partners.

**50.8%**  
Associates  
**29.4%**  
Partners



## Asian

Eleven percent of law firm associates are Asian, as are **one out of every twenty-five** partners.

**11.3%**  
Associates  
**4.2%**  
Partners



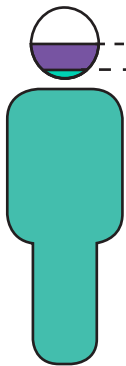
## Black

Six percent of law firm associates are Black, as are **one out of every 37** partners.

**6.0%**  
Associates  
**2.7%**  
Partners

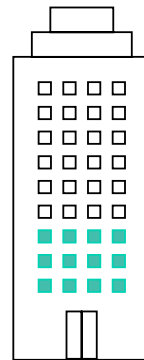
## Firm Management

Most firms are publicly stating their commitment to diversity and inclusion, but fewer have a specific plan to increase diversity within their leadership or tie components of compensation to diversity efforts.



**89%** of the top management at law firms are **Caucasian**.

**79%** of the top management at law firms are **male**.



**Only 1/3**

of law offices (33.2%) are led by attorneys **other than white men**.

## Policies and Benefits

Benefits and policies can be useful ways of both attracting and retaining diverse talent. Nearly all firms offer standard medical, dental vision, and paid primary parental leave. Other types of leave, flexibility and benefits are less common.

**91%**

employees who took **primary parental leave in 2021** returned to work

**87%**

of employees who took **primary parental leave** were female

**86%**

of employees who took **secondary parental leave** were male

**77%**

law firms that offer **secondary parental leave**

**94%**

firms that offer **remote work and telecommuting options**

**89%**

firms that offer employees **alternative billing targets**

**77%**

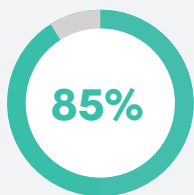
firms that offer **flextime** (adjustable work days/hours) to all employees'

**13.1**

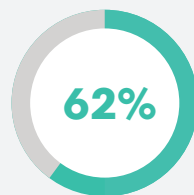
average number of weeks of **fully paid parental leave** offered

## HR and Engagement

### Groups with an Employee Resource or Affinity Group



**Women**



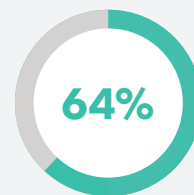
**African American/Black**



**Hispanic Latino/a**



**Asian American**



**LGBTQ**

Groups with less than 30% of firms saying they have an ERG for this group not shown.

Of Employee Resource or Affinity Groups within law firms, approximately 85% have their own budget. Leaders of these groups are typically volunteers, with less than half (43%) receiving billable hour credit for their leadership role. For leaders that do get billable hour credit, 64% get about the same amount of credit as pro bono work, while 29% get more credit than they would for pro bono work.

## Neurodiversity in Law Firms

Neurodiversity refers to differences in brain functioning, including ADHD, dyslexia, apraxia, and autism-spectrum disorders. We are just beginning to track neurodiversity within the legal community, as are some law firms that participated in the DEI Framework this year.

**15%**

have a targeted recruiting strategy that includes neurodiverse individuals

**8%**

of firms have an employee resource or affinity group for neurodiverse individuals

**5%**

of firms include neurodiversity as part of their supplier diversity program

**11%**

include neurodiverse individuals as a group included when considering a diverse slate of candidate for management or leadership roles

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### Learn more

To see the full list of 2022 DEI Framework Member Firms and scoring methodology visit [pro.bloomberglaw.com/DEI](https://pro.bloomberglaw.com/DEI)

### Next steps

Get ready for the 2023 DEI Framework: visit [pro.bloomberglaw.com/DEI](https://pro.bloomberglaw.com/DEI) and click "Stay Notified" to be notified when data collection opens

### Have questions?

Contact Bloomberg Law's DEI Framework Team at:  
[DEI\\_Framework@bloombergindustry.com](mailto:DEI_Framework@bloombergindustry.com) or 703.341.3793

# 2022 Member Firms



Baker, Donelson, Bearman,  
Caldwell & Berkowitz, PC

Barnes & Thornburg LLP

Buchanan Ingersoll & Rooney PC

Cadwalader, Wickersham & Taft LLP

CDF Labor Law LLP

Chamberlain Hrdlicka

Covington & Burling LLP

Crowell & Moring, LLP.

Davis Wright Tremaine LLP

Dinsmore & Shohl LLP

Drew Eckl & Farnham

Edlin Gallagher Huie + Blum

Epstein Becker & Green, P.C.

Fish & Richardson P.C.

Foley & Lardner LLP

Fox Rothschild LLP

Freshfields Bruckhaus

Deringer US LLP

Friedman Kaplan Seiler &  
Adelman LLP

Greenberg Traurig, LLP

Haynes and Boone, LLP

Hogan Lovells

Holland & Knight LLP

Hooper Lundy & Bookman, PC

Hunton Andrews Kurth LLP

Kutak Rock LLP

Lane Powell PC

McCarter & English, LLP

McDermott Will & Emery LLP

Morgan, Lewis & Bockius LLP

Munger, Tolles & Olson LLP

Ogletree, Deakins, Nash,  
Smoak & Stewart, P.C.

Paul, Weiss, Rifkind,  
Wharton & Garrison LLP

Potomac Law Group, PLLC

Proskauer Rose LLP

Reed Smith LLP

Schnader Harrison  
Segal & Lewis LLP

Sheppard, Mullin,  
Richter & Hampton LLP

Stephens & Johnson LLP

Thompson Coburn LLP

Thompson Hine LLP

Tucker Ellis LLP

Vinson & Elkins LLP

WilmerHale

