

Lawyers

Color

Why Howard Is #1

Paul Weiss Has Largest
Percentage of Black Attorneys

Is Full Employment Possible?

When Being the “Only One”
Is Worth It

Large Law Firm Black
Attorney Percentages

Over 40 Boutiques with
No Black Attorneys

BLACK STUDENT’S GUIDE ^{to} LAW SCHOOLS & FIRMS

2019 Edition

Strategic Plan

We are proud that Foley is one of the first law firms in the country to adopt a Diversity + Inclusion Strategic Plan. The goal of our three-year strategy is simple: **to provide the best service to our clients by attracting, retaining, developing and promoting the best talent.**



At Foley, we find value in collaborating with affinity bar organizations and community organizations that support African-American attorneys and represent the communities we serve.

- | | |
|-----------------------------------------|------------------------------------------------------|
| ■ Black Law Student Association | ■ Chicago Black Partner Alliance |
| ■ Corporate Counsel Women of Color | ■ National Bar Association |
| ■ Black Women Lawyers' Association | ■ Chicago Committee on Minorities in Large Law Firms |
| ■ Corporate Counsel Men of Color | ■ National LGBT Bar Association |
| ■ California Minority Counsel Program | ■ The Chicago Urban League |
| ■ Leadership Council on Legal Diversity | ■ Wisconsin Association of African-American Lawyers |

Affinity Groups

At Foley, six affinity groups serve as catalyst to ensure our culture is inclusive so that all Foley attorneys feel valued and included. We value our attorney's unique perspectives, backgrounds and cultures. It is the power of our collective differences that make way for innovation and collaboration. The African-American Affinity Group brings attorneys together while fostering culture, enhancing personal development and supporting broader business objectives. We look forward to expanding our affinity groups and continuing to grow an inclusive environment that leverages the power of our collective differences.



Jason Allen
Milwaukee



Josh Harris
Chicago



Alex Lodge
Madison



Senayt Rahwa
Washington DC



Von Bryant
Washington DC



Lisa Hemphill
Dallas



Sara Madavo
New York



Akiesha Sainvil
Miami



Steve Cade
Chicago



Sharal Henderson
Orlando



Byron McLain
Los Angeles



Elgie Sims
Chicago



Lauren Champaign
Washington DC



Trent Johnson
Milwaukee



Seth Pearson
Boston



Olivia Singelman
Washington DC



Jasmine Coo
Boston



Ellen Paige Jones
Silicon Valley



Aude Peden
Madison



Lori Taylor
Chicago



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Chicago



Jasmine Joseph
Washington DC



Phil Phillips
Detroit



Michael Thompson
Boston



Debbie Green
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Sylonda Lang
Chicago



Arthur Phillips
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A commitment to diversity and inclusion has been at the core of our firm since Frank Weil, Sylvan Gotshal, and Horace Manges found many doors closed to them because of their religious beliefs. They founded Weil, Gotshal & Manges LLP to open those doors. For over 30 years, Weil has been a leader in investing in formal initiatives to cultivate an inclusive culture where all feel comfortable and encouraged to excel.

Summer Associate & Law Student Diversity

Weil's Diversity Fellowship Program offers

\$10,000

scholarship awards to first- and second-year law students to promote greater diversity in the profession.

Since 2011, the Firm has awarded

49

fellowships

2018 U.S. summer associates:

47%
women

34%
people of color

5%
LGBTQ+

60+

law student diversity recruiting events in 2018

Mentoring Circles

BAAG members participate in associate of color mentoring circles, which supplement the existing mentoring program for associates who seek additional access to partners as advisors and role models. The circles foster peer mentoring and provide a forum to discuss career and diversity topics at the Firm.

Diversity Education Workshops

2 hour annual requirement modeled on the ethics CLE requirement

2017 Program:

"Talking Boldly About Race" with Vernā Myers

2018 Program:

Interactive Diversity, Inclusion and Elimination of Bias CLE presentations

Weil was "Highly Commended" for its development of the first accredited unconscious bias training program in New York State to improve diversity in the profession.

2018 Financial Times North America Innovative Lawyers

2018 "Best International Firm for Diversity" at Euromoney Americas Women in Business Law Awards

#16 Best Firm for Overall Diversity 2018
Euromoney

#18 Best Firm in Diversity for Minorities 2018
Vault

Affinity Group Conferences



Weil has been a leader among law firms for holding firmwide conferences for Asian, Black, Latino and LGBTQ+ attorneys. The conferences bring together summer associates and attorneys from across the Firm's offices for professional development, internal networking and mentoring, client development, and diversity pipeline efforts. To date, the Firm has held 15 affinity group conferences. In January 2017, the Firm held a global Multicultural Attorney Conference (above) bringing together Asian, Black and Latino attorneys from across the U.S. and London offices. In 2018, the Black Attorney Affinity Group and WeilPride, the LGBTQ+ Affinity Group, held their conferences. The most recent Black Attorney Affinity Group Conference was held in summer of 2018.

Intersectionality



Weil's affinity group partnerships address women of color and LGBTQ+ women. A recent example is the intimate breakfast in New York for attorneys from both groups.

Black Attorney Affinity Group Conference Highlights

Client and Alumni Networking Reception

Speed Mentoring Workshop benefiting PENCIL

"Taking Ownership of Your Career" client panel and discussion featuring Felice Gray-Kemp of LEGO, Michelle Ifill of Verizon, and John Mbiti of Credit Suisse, moderated by Weil Silicon Valley associate Bambo Obaro. (pictured below)

Lunch discussion and strategic planning session with Firm leaders

"Career Paths and Lessons Learned" panels featuring Weil alumni and BAAG partners Adé Heyliger and Adam Banks

Personal Branding Workshop facilitated by Weil's Business Development team



upstander
@Weil listenup showup speakup talkup

In 2015, Weil launched Upstanders@Weil to establish an explicit role for diversity allies and promote greater inclusion for all groups. Our Action Guide describes 50+ Upstander behaviors. To date, more than 85 Weil employees have received Upstander@Weil awards.

Editorial Team

Christopher Nelson - Gabriela Martinez - Kaitlyn Williamson - Yolanda Young

Lawyers of Color is a 501(c)(3) devoted to promoting diversity in the legal profession and advancing democracy and equality in marginalized communities. We conduct and commission research and studies regarding the intersection of the legal profession and social justice. We also create and curate articles, blogs, studies, and videos. Our global online community advocates for the well-being of our peoples, especially marginalized communities. We mobilize to eradicate injustice. We give change agents a vehicle to respond quickly and forcefully to oppressive and damaging policies and systems. We motivate business, political, and community leaders to effect change and advance equality.

Editorial Calendar

Nation's Best Lawyers - May 2019

Hot List - July 2019

Caucus Issue - September 2019

Power Issue - February 2020

Black Student's Guide to Law Schools & Firms - March 2020



At Chapman, we believe that diverse perspectives mean better, more effective solutions for our clients. Our inclusion core values create the foundation for a Chapman community where lawyers of color thrive.

We invite you to learn more: visit chapman.com or meet us at the Cook County Bar Association Minority Law Student Job Fair on July 23, 2019.

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Attorney Advertising Material.

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School of Law



Welcome

We are excited to welcome new partner **Eulonda G. Skyles** to our Privacy and Data Protection team: 60+ attorneys dedicated to counseling clients – including some of the most recognized brands in retail, hospitality, healthcare, financial services and education – and managing more than 3,500 data security incidents.

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“The quality of our counsel relies on the diversity of our perspectives. The Venable Success Network is an affinity group that creates a forum for our African American attorneys. The VSN focuses on retention and development of junior and mid-level lawyers. Through workshops and networking events, members foster relationships with Venable leaders and colleagues who contribute to their advancement within the firm and the community.”

— **Lisa Tavares**

Partner and chair, Venable Success Network,
recognized among Most Influential Black Lawyers, *Savoy*, 2018



Claude Bailey

Partner, recognized
among Most Influential
Black Lawyers,
Savoy, 2018



William Briggs

Partner, recognized
among Most Influential
Minority Attorneys,
*Los Angeles Business
Journal*, 2018



Gordon Davis

Partner and visionary
behind New York City
iconic buildings and
institutions



Gregory Gill

Partner and
congressional fellow,
University of Virginia
Medical School



Claudia Lewis

Partner, Venable board
member, and winner,
Women Worth Watching
Award, *Profiles in
Diversity Journal*, 2018



Daris Meeks

Partner and former
director of domestic
policy to the vice
president of the
United States



Justin Pierce

Partner, chair of the
Intellectual Property
Division, and Venable
board member



David Strickland

Partner and former
administrator, National
Highway Traffic Safety
Administration



Craig Thompson

Partner, Venable board
member, and president,
International Association
of Defense Counsel



Kenneth Thompson

Partner and lead
monitor, Baltimore City
Police Department
Consent Decree

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- Monique S. Eubanks
Second-year Wayne Law student



law.wayne.edu

Boston University School of Law



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THE 1870s .

At a time in American history when many were disenfranchised and few had equal civil rights, our founders took a stand on the right side of history. That's right—since 1872, Boston University School of Law has offered legal education to *all* qualified students without regard to race, gender, or religion. A strong system of support and mentorship for our student body sustains our legacy of diversity and inclusion today.

ALUMNI TRAILBLAZERS

Barbara Jordan (LAW '59, Hon. '69)
The first black woman elected to Congress from the South.

Edward Brooke (LAW '48, '50, Hon. '68)
The first African American popularly elected to the US Senate.

Emanuel Hewlett (LAW 1877)
The first black graduate of BU Law and one of the first from any major US law school.

LED BY A SCHOLAR OF RACE AND INEQUALITY

"BU Law's body of alumni—in fact, the University's body of alumni, including Dr. Martin Luther King, Jr. (GRS'55, Hon.'59)—is incredibly impressive. I saw myself at BU Law because African Americans like my childhood idol Barbara Jordan (LAW'59) had previously thrived here. At BU Law, black students will see themselves reflected in its history, on the walls, in each other, and in the seven black tenure stream faculty members."

— Dean Angela Onwuachi-Willig

BLACK LAW STUDENTS ASSOCIATION

BLSA serves to promote awareness of race and related issues in the American legal system. Last year's BLSA annual conference, designed to inspire and cultivate the next generation of black lawyers, explored the theme of "Building Wakanda: Starting From Within," featuring guest speakers Reverend Cornell W. Brooks and Frank Leon Roberts.

 Learn more about BU Law's commitment to a diversity and inclusion by visiting

bu.edu/law/diversity

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The Key to Diversity and Inclusion.

Together. We know that diversity and inclusion within Locke Lord make us better lawyers, enabling us to bring a wide range of perspectives and life experiences to the work we do. We celebrate individuality and promote discussion of diversity and inclusion. At Locke Lord, we support organizations that share our commitment to diversity and inclusion with our time and our funds. Our diversity is broad-based and stems from varying ethnicities, races, genders, sexual orientations, languages, nationalities and religions. All of these factors aid us as we strive for a workplace where lawyers and staff can thrive as legal professionals.

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100%
bar passage rate
in 14 jurisdictions

Achieved a
95%
bar passage rate
nationwide



Editor's Letter

This year marks our tenth anniversary, which is to say the concept of a space to promote and inform minorities in the legal profession has existed for this amount of time. In the beginning, it was just me and writing the blog, “On Being a Black Lawyer.” I thought of it as Above The Law for black people. There came a time when I realized a blog was not enough. New and aspiring lawyers needed to be inspired, our legal luminaries applauded! Thus, the Power List was born. By this time, Christopher Nelson had finished Georgetown Law’s masters for journalist and had joined the team as editor-at-large. Teaming with law students, we brought together the most influential black lawyers in the nation, as well as our legal allies. And they came! We were humbled by their kindness and generosity. I am especially appreciative to Grace Speights, John W. Daniels Jr., Damien Atkins, Marc Morial, Tom Sager, Makau Mutua, Blake Morant, Ben Wilson, and David Sanders.

Overtime, we became more inclusive, changing our organization’s name to Lawyers of Color. We are now a 501(c)3 nonprofit and engaged in research on the legal profession, particularly job opportunities for underrepresented law students.

There are no bylines on any of the stories herein because this was an entirely collaborative effort. As always, Chris was a phenomenal editor and contributor. Gabriela Martinez and Kaitlyn Williamson were indispensable. We also had help from the legal community. The attorneys and aspirants featured in these pages were contributors as well — we sought to share their stories rather than frame our own.

While our publications are typically bright and colorful, we chose to design this edition in black and white as to not distract from the numbers. The true focus of this publication is the data. The facts don’t lie. And the fact is there is considerable work to be done in the area of diversity.

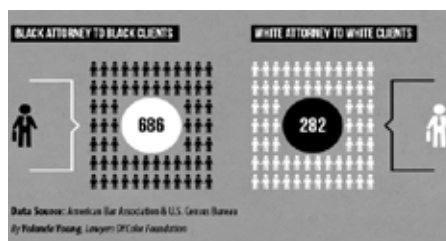
— Yolanda Young

BLACK LAWYERS IMPACT OUTCOMES

In 2015, 88% of all lawyers are white and only 4.8% are black.



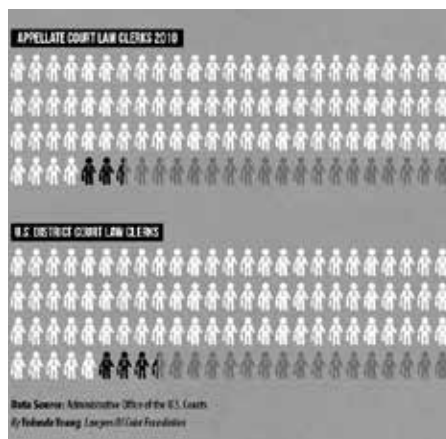
So for each black lawyer, there are 686 black citizens needing assistance compared with only 282 white citizens for each white lawyer.



According to the American Bar Association, in state trial courts, where the vast majority of cases are handled, only 7% of judges are black.

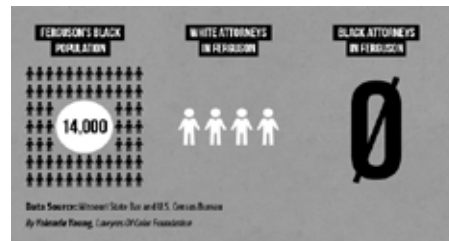


In 2010, 2.4 percent of appellate clerkships went to African Americans. At the district court level, African Americans received 3.2 percent.

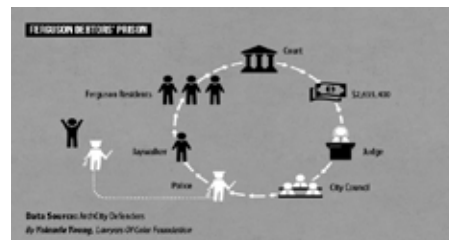


This mattered in Ferguson, Missouri.

The year Michael Brown was killed by a police officer in Ferguson, MO, the city had only four attorneys, none of which was black.

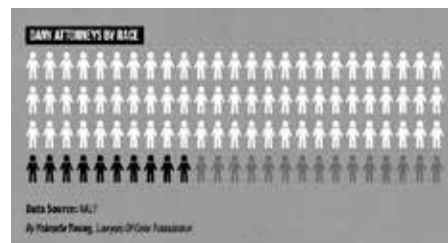


With few lawyers available, Ferguson's 14,000 black residents were issued 92% of the city's warrants and received 95% of two-day or more jail sentences and subjected to what was essentially a debtors prison. U.S. Justice Department



It matters in criminal cases.

A Vera Institute of Justice study found that the prosecutors for New York County District Attorney Office (DANY) were 75% white and 10% black, with only 6% of black attorneys in supervisory positions. DANY's staff is still more diverse than many DA offices across the country.



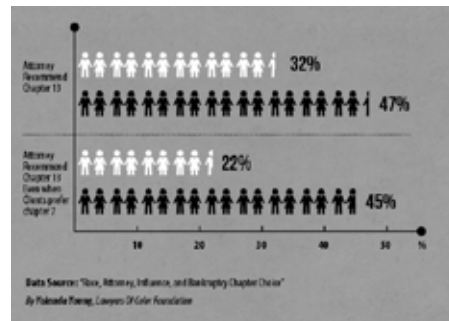
DANY's black defendants were 19 percent more likely than whites to be offered plea deals that included jail or prison time. Blacks charged with misdemeanor person offenses or drug offenses were more likely than whites to be held in jail or prison at their arraignment and to be offered plea deals that included jail time.

Such biases are largely responsible for the current makeup of the prison population. In 2012, African Americans and Hispanics accounted for 58% of those in prison for drug offenses.

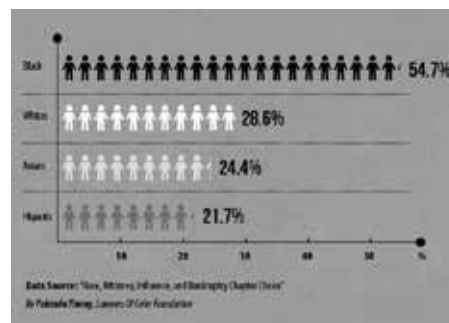


It matters in civil cases.

In the study, “Race, Attorney Influence, and Bankruptcy Chapter Choice,” researchers found that even after controlling for financial, demographic, and other factors, lawyers, in part because of biases, were disproportionately steering blacks into Chapter 13 (the more onerous and costly form of consumer bankruptcy). Attorneys recommend Chapter 13 to black clients twice as often as they do white clients, even when clients prefer the less onerous Chapter 7.



Bankruptcy attorneys were more likely to recommend Chapter 13 to the hypothetical debtors named “Reggie & Latisha” than to “Todd & Allison.” And while “Todd & Allison” were perceived as having better values and being more competent when they wanted to file Chapter 7, giving them a “fresh start,” “Reggie & Latisha” were credited with such values only when they expressed a preference for chapter 13. As a consequence of such biases, African Americans have the highest rates of Chapter 13 filings.



RANKINGS

Best Law Schools for Black Students

Methodology

The following criteria were considered:

JD Required
Bar Passage
Black JDs Awarded
Big Law Hires
Federal Clerkships
Tuition
Selectivity
Legal Market
Area Black Population
Black Faculty
Black Dean (Bonus)



Dickinson Law proudly welcomes Danielle M. Conway, the first person of color and the first woman to serve as dean of the Law School. Dean Conway embodies the Dickinson Law commitment to promoting diversity and maintaining an inclusive environment where all students have robust opportunities to practice greatness.

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Why Howard Is Number One

This year Howard Law School celebrates its 150th anniversary. It also leaps to the top spot in Lawyers of Color's rankings. Howard has been among the top law schools since we began ranking the best law schools for black students; however, this marks the first time the nation's oldest black law school ranks number one. Two changes to our methodology influenced this. We removed the cost of living index, a boon for Howard and other schools located in expensive metropolitan areas. The addition of a black faculty category gave Howard its largest gain because nearly all its law professors are black. The school held the top spot even before we factored in the bonus we gave to schools with black deans.

Danielle R. Holley-Walker is proving to be a winning dean. The daughter of Danyae R. Holley, professor and former dean of Texas Southern University Law School, this seems her destiny. Howard has done well under her leadership, recently raising its bar passage rate by more than twenty points.

The perennial "go to" law school for corporate law firms, Howard also routinely places its lawyers in prestigious public sector positions. Its black alumni have built a decadent array of black firsts, among them are first black United States Supreme Court Justice, (Thurgood Marshall) and woman lawyer (Charlotte E. Ray). The school has produced a black governor (Douglas Wilder) and many mayors and congressional leaders, including Representative Gregory W. Meeks. It also lays claim to a SCOTUS clerkship.

The Top 25 National Law Schools for Black Students

<u>Rank</u>	<u>Law School</u>	<u>City</u>	<u>ST</u>	<u>Resident Tuition</u>	<u>Black JD %</u>
1	Howard University School of Law	Washington	DC	37,534.00	91.91%
2	Columbia Law School	New York	NY	67,564.00	9.33%
3	University of Chicago Law School	Chicago	IL	62,865.00	6.31%
4	Harvard Law School	Cambridge	MA	62,792.00	8.98%
5	Duke University School of Law	Durham	NC	62,247.00	6.39%
6	Georgetown University Law Center	Washington	DC	59,850.00	7.56%
7	University of Pennsylvania Law School	Philadelphia	PA	63,364.00	7.41%
8	University of Virginia School of Law	Charlottesville	VA	58,300.00	4.68%
9	Stanford Law School	Stanford	CA	60,270.00	3.11%
10	Yale Law School	New Haven	CT	62,170.00	5.50%
11	Cornell Law School	Ithaca	NY	63,327.00	8.08%
12	University of California, Berkeley School of Law	Berkeley	CA	49,364.00	4.84%
13	University of Alabama School of Law	Tuscaloosa	AL	23,720.00	10.14%
14	New York University School of Law	New York	NY	50,718.00	5.24%
15	Washington University School of Law	St. Louis	MO	55,423.00	10.00%
16	Vanderbilt University Law School	Nashville	TN	55,083.00	8.38%
17	Georgia State University College of Law	Atlanta	GA	17,050.00	12.85%
18	The George Washington University Law School	Washington	DC	58,520.00	9.55%
19	University of Texas School of Law	Austin	TX	35,015.00	5.73%
20	Boston University School of Law	Boston	MA	53,236.00	3.08%
21	Beasley School of Law, Temple University	Philadelphia	PA	26,103.00	9.09%
22	Boston College Law School	Newton Centre	MA	52,640.00	3.10%
23	Fordham University School of Law	New York	NY	58,196.00	4.61%
24	University of North Carolina School of Law	Chapel Hill.	NC	45,657.00	6.39%
25	University of Michigan Law School	Ann Arbor	MI	57,262.00	3.44%

ALWAYS OPPORTUNITY

Since its founding, Akin Gump Strauss Hauer & Feld LLP has been committed to ensuring meaningful diversity at every level of the firm and creating a culture of inclusiveness.

We strive to be a leader in diversity and inclusion, and, while there is still work to do, we are incredibly proud of the following:



The **partners in charge** of our two largest offices, New York and Washington, D.C., are African-American, as is the partner in charge of our Abu Dhabi office.



Our senior counsel, Vernon Jordan Jr., was awarded the inaugural **CLEO EDGE Heritage Award** by the Council on Legal Education Opportunity, Inc.



We have been honored five times as a recipient of the *Minority Corporate Counsel Association's* **Thomas L. Sager Award**, which is presented each year to a large law firm that demonstrates "sustained commitment to improving the hiring, retention and promotion of diverse lawyers."



The firm is committed to helping communities in need. From our **representation of vulnerable tenants facing eviction to our long-term legal partnership with the KIPP Charter School network**, Akin Gump's pro bono practice gives a voice to those who need it most.



Each year, we host our own **African-American General Counsel Retreat**, to which we invite African-American general counsel to join our lawyers for a weekend of CLE programming and networking.



We actively seek to increase the number of diverse lawyers at the firm through our pipeline initiatives, including our **Akin Gump/Robert Strauss Diversity & Inclusion Scholarship for 1Ls**.



We sponsor law student affinity groups, including **Black Law Students Associations**, at the schools where we recruit.



We have firmwide **resource groups** including our Black, Latinx, Asian, Women, and LGBT groups for our diverse lawyers and allies.

Recognized Nationally for Diversity

- Fully accredited by the American Bar Association
- Full-Time Day, Part-Time Evening Programs
- Entering enrollment for 2018 included 75% minority, and 57% women
- Ranked in the top 10 for Diversity by the *U.S. News & World Report* 2018 Best Graduate Schools issue
- Recognized in 2018 by *PreLaw Magazine* within the top 5 Best Schools for African-Americans
- Recognized as one of the Top 10 Best Law Schools by *The Knowledge Review*
- Located in Downtown Orlando - blocks from county and federal courthouses, and minutes from major law firms, governmental offices and legal service agencies

Florida A&M University College of Law

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For our regional law school rankings, in addition to overall scoring, we took a closer look at the percentage of JD degrees a law school awarded to black law graduates and the amount of residency tuition, which could not exceed \$35,000. Of note: Iowa and North Dakota law schools awarded black students over 5% of their JD degrees. That's more than the University of Arkansas Fayetteville and LSU, which are located in states with high percentages of black residents.

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Best Regional Law Schools

Law School	City	ST	Resident Tuition	Black JD %
Eastern				
City University of New York	Queens	NY	15,113.00	11.58%
University of Connecticut School of Law	Hartford	CT	29,410.00	10.00%
Rutgers Law School	Camden	NJ	29,410.00	8.07%
University at Buffalo Law School, SUNY	Buffalo	NY	28,016.00	4.08%
University of Massachusetts School of Law	Dartmouth	MA	27,391.00	8.00%
Mid-Atlantic				
University of Maryland School of Law	Baltimore	MD	32,492.00	11.56%
University of Pittsburgh School of Law	Pittsburgh	PA	34,048.00	9.63%
Antonin Scalia Law School - George Mason University	Arlington	VA	25,351.00	5.84%
Marshall-Wythe School of Law, The College of William and Mary	Williamsburg	VA	32,964.00	6.49%
Midwest				
Cleveland-Marshall College of Law, Cleveland State University	Cleveland	OH	27,360.00	7.95%
Indiana University Robert H. McKinney School of Law	Indianapolis	IN	26,631.00	7.98%
University of Iowa College of Law	Iowa City	IA	26,456.00	5.67%
University of Wisconsin Law School	Madison	WI	22,496.00	6.99%
Mountain				
University of North Dakota School of Law	Grand Forks	ND	12,232.00	5.88%
Southern				
University of Arkansas School of Law	Fayetteville	AR	16,117.00	3.54%
Florida State University College of Law	Tallahassee	FL	20,683.00	7.77%
University of Georgia School of Law	Athens	GA	19,696.00	8.72%
Paul M. Hebert Law Center, Louisiana State University	Baton Rouge	LA	23,083.00	4.85%
University of Mississippi School of Law	Oxford	MS	15,882.00	13.77%
Western				
Sandra Day O'Connor College of Law, Arizona State University	Phoenix	AZ	27,388.00	3.99%
Brigham Young University J. Reuben Clark Law School.	Provo	UT	12,680.00	3.08%
University of New Mexico School of Law	Albuquerque	NM	28,858.00	3.57%
William S. Boyd School of Law, University of Nevada, Las Vegas	Las Vegas	NV	26,973.00	6.60%
University of Washington School of Law	Seattle	WA	34,311.00	3.51%

THIS HAPPENED AT ORRICK IN 2018... AND IT MATTERS

- ✓ 140 lawyers attended our Attorneys of Color Retreat
 - ✓ Our senior management joined to hack the question of how to make our firm more inclusive
- ✓ 300+ clients connected with diverse lawyers at our annual In-House Counsel Forums
- ✓ 90+ summer associates in NYC came to Orrick for an event led by "1884" – a community of black male lawyers
- ✓ We launched *Perspectivas*, a publication featuring the successes of our diverse talent
- ✓ Our lawyers helped strike down the death penalty in Washington State
- ✓ We served as counsel for GirlTrek, the largest public health nonprofit for African-American women and girls in the U.S.
- ✓ Eric Johnson, a member of our Austin team, led the removal of a Confederate plaque in the Texas state Capitol in his role as a legislator
- ✓ Lawyers of color, women lawyers and/or LGBTQ lawyers made up:
 - ✓ 88% of our summer associate class
 - ✓ 50% of our new partner class (2018 and over the past 5 years)
 - ✓ 35% of our senior leadership

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– Vault, 2019

Fortune's 100 Best
Companies to Work For
– 2016, 2017 & 2018

– Best Workplaces for Women

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Friendly Firms

– Yale Law Women, 2018

Mansfield
Certification Plus

– The Diversity Lab, 2018



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From refugee to intern, UN shaped South Sudanese student's life

Gatluak Ramdiet was 9 years old, playing in the Nile River as he did many days, when the gunshots rang out. He and his brother dodged bullets as they ran.

"Everything was destroyed, and things were so bad, my parents had to leave to find food," Ramdiet said. "They decided that it was time for my brother and I to go to a refugee camp, and arranged for some family friends to take us."

The first time Ramdiet had access to education was at a United Nations (U.N.) refugee camp in Ethiopia.

"Unfortunately, we could only go for an hour twice a week, but I was glad to be learning," he said.

These opportunities had changed Ramdiet's life, and he developed much respect for the U.N. workers at the camp and the programs that were assisting him.

"All the people on the ground at these refugee camps are true heroes," he said. "They made me want to join the U.N. when I grew up. There is no more noble cause."

Resettling in Nebraska

His eldest brother had applied for resettlement before Ramdiet arrived at the camp, and he petitioned for guardianship of his two younger brothers in order to be resettled together. Ramdiet recalls a years-long process of interviews, background checks and medical checks while awaiting resettlement. Finally, in 2006, they received word they would be resettling in the United States.

"They gave us only a few days to pack our stuff," Ramdiet said. "It was a really, really long process, and then suddenly, we had plane tickets and we were going."

They arrived in Omaha on March 26, 2006.

With rudimentary English skills, and very little previous schooling, their transition in the U.S. wasn't easy.

"I was perfecting my ABCs as a ninth-grader, but this was something I had felt deprived of so I just never stopped," Ramdiet said. "I was starved for knowledge. Learning to read opened up this whole new world."

New York calling

Ramdiet eventually earned his bachelor's degree from the University of Nebraska at Omaha and enrolled in the Nebraska College of Law in 2016.

Ramdiet's life came full circle while studying criminal and international law. Right away, he applied for an internship with the U.N., and wasn't selected. The rejection stung, but an International Human Rights Seminar with Professor Brian Lepard convinced him to try again. This time, Ramdiet had more knowledge about the U.N. and was able to better articulate what he could bring to and gain from the experience.

Ramdiet was selected for an internship with the U.N.'s Office of Legal Affairs, thanks in part to the mentorship of Lepard and Eric Berger, associate dean for faculty and professor of law.



"I am absolutely glad I chose Nebraska Law. I wouldn't have been able to get this far without so much support from all of my Nebraska Law family."



Ramdiet spent the summer of 2018 in New York working for the U.N., assisting with projects that exposed him to both international and domestic law. He also met the U.N. Secretary General who was the head of the refugee agency when Ramdiet was in the camp.

"I was able to introduce myself and talk with him a little bit about my experience, which was amazing," he said. "The whole experience was a dream come true."



While Nebraska will always be home, he said, he found that New York City suited him, too. He will be an assistant district attorney in New York City after he graduates in May and passes the bar exam in July.

"My background is that of chaos, and that was caused by the absence of the rule of law," Ramdiet said. "Those people in Sudan who burned our village and others still have not been prosecuted by anyone and that is something I live with every day because it changed my life."

"If I can be in a position to help somebody, to help a kid like me get some justice when a wrong has been done, that gives my life some purpose."



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When Being the “Only One” Is Worth It

Diversity and inclusion inside America’s law schools are an important part of ensuring that aspiring attorneys understand why they should be committed to the pursuit of equity and justice for all, and how to facilitate the law being used to protect people’s rights.

For a variety of reasons the journey to practicing law sometimes means that would-be attorneys find themselves attending schools where they are “the only one” or “one of few.” While the experience can be challenging it can also be rewarding. Law students Amber Stargell and Joy Kathurima both shared their unique perspectives about embracing and making the best of being underrepresented students on their respective law schools campuses.



Amber’s Story

Amber Stargell’s path to law school was not smooth. A rocky performance earlier in her academic career meant multiple rejection letters from law schools including the Howard University School of Law. Yet an acceptance letter from the Thurgood Marshall School of Law at Texas Southern University meant Stargell’s dream of becoming a lawyer was not denied.

“So many of us are still first generation. It was a big deal to my family,” she says of finally being accepted into law school.



Joy’s Story

Joy Kathurima immigrated to the United States from Kenya when she was just five-years-old so that her father could pursue doctoral studies. Her family later moved from Texas to Nebraska where her father who had by then become a minister worked with various congregations in various communities throughout the state.

Growing up in Nebraska meant a keen understanding of not always being in places where people looked like you could relate to you. “There were only two black girls in my high school graduating class,” Joy said. Yet she was encouraged when she did discover were pockets of diversity and a sense of community.

Amber's Story continued

She began her journey at TSU where she said it was like being around family and where she says professors were both influential and supportive. Being embraced by the community meant that Stargell did well academically and felt comfortable fully engaging in law school and leaving her comfort zone. She sought out opportunities to better understand diverse viewpoints and perspectives by doing things such as attending events hosted by the Federalist Society, the group of conservative lawyers and legal scholars.

Stargell further expanded her horizons by studying abroad in France and participating in the Diverse Attorney Pipeline Program, an initiative designed to help women of color be exposed to mid- and large-size law firms. As part of the program, she interned at the Salt Lake City, Utah law firm Christensen and Jensen. Firm leaders were so impressed with her performance and her background that they

lobbied the University of Utah's SJ Quinney College of Law to admit her. Not only did the school admit her, but they also offered her a scholarship.

"It was a culture shock. Going from one of the most diverse law schools to literally the least diverse law school is challenging," but she is adjusting and embracing the challenge as opportunity. The community is beautiful and people have been welcoming. Efforts have been made to ensure her ultimate success.

She says administrations at Utah are open to hearing honest answers to the question, "How do we foster a larger minority community?"

It's because of her journey that Amber Stargell's personal philosophy is simple, "Every opportunity that comes to me may never come again."

She continues to lean into discomfort knowing that each step she takes gets her closer to professional and personal success.

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Highlights of the Gibbons Diversity Initiative

The Gibbons Diversity Initiative (GDI) is a comprehensive strategy, led by Gibbons Chief Diversity Officer Robert L. Johnson, that promotes inclusion both at the firm and throughout the legal and business communities.

GDI's internal component focuses on training, mentoring, retention, and innovative programming to ensure an inclusive workplace and workforce. Through GDI's external component, Gibbons also strives to make a significant, lasting impact on diversity in business and the legal profession in a way that enhances client service and business success, through diversity thought leadership, business organization engagement, support of pipeline initiatives, and a comprehensive supplier diversity program.

In particular, in 2018, GDI launched the Clerkship to Associate Pipeline (CAP) Program. Each spring and fall, the CAP Program assists several highly qualified students of diverse backgrounds, selected by participating faculty and administrators of three area law schools (Rutgers-Newark, Rutgers-Camden, and Seton Hall), to prepare for post-law school employment, whether the clerkship hiring process for second-year students or the post-clerkship associate hiring process for third-year students. Students who participate in the CAP Program also receive priority consideration for associate positions at Gibbons after completing their clerkships.

gibbonslaw.com/about/gibbons-signature-initiatives/gibbons-diversity-initiative/



Robert L. Johnson
Chief Diversity Officer

NJ NY PA DE DC FL

Gibbons P.C. is headquartered at One Gateway Center, Newark, New Jersey 07102.

Joy's Story continued

She was comfortable enough in Nebraska that she stayed in state when it came time to go to college. Her undergraduate years were spent at the University of Nebraska at Omaha. There she had her first black teachers and made friends who were women of color.

After a few years in the workforce Joy decided to attend law school. One of her key considerations during the law school admissions process was affordability. "I didn't apply to as many schools as I wanted because it is expensive," she said. She also decided that once again she wanted to stay close to home. This meant being okay with a thin community of students and faculty of color.

Kathurima's choices ultimately came down to The University of Nebraska and Creighton University. The University of Nebraska at Lincoln had low tuition, and the school also offered Joy a scholarship. Creighton also offered her a scholarship but it was conditional on her staying at the top of the class and even then the scholarship didn't offset the school's higher tuition. By choosing Lincoln an economical choice, she projects she'll graduate law school with less than \$40,000 in debt.

And she's found a sense of community during law school.

"I bonded most quickly with the other women of color in my class," she said. The group which started law school the fall after the last presidential election, and bonded over their anxieties and insecurities around being first generation law students.

The Black Law Students Association chapter collaborates with the Multicultural Legal Society, which Joy has lead for the last two years. The group has done bias workshops and other diversity events in hopes of making the campus a better environment which will attract more students from underrepresented backgrounds.

Kathurima always the pragmatist is already thinking about the future. She hopes to either land a public interest job after working at the area ACLU and Legal Aid offices or be hired by a firm.

"I am planning to stay in the area. I have spent the last few years networking in Nebraska, so I feel like my chances of getting a job are better," she said. "The cost of living here is relatively cheap, and I'll be able to pay off my loans in a few years."

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Why the LSAT IS OVERRATED: You Don't Need to Be a Testing Genius to Be a Great Lawyer

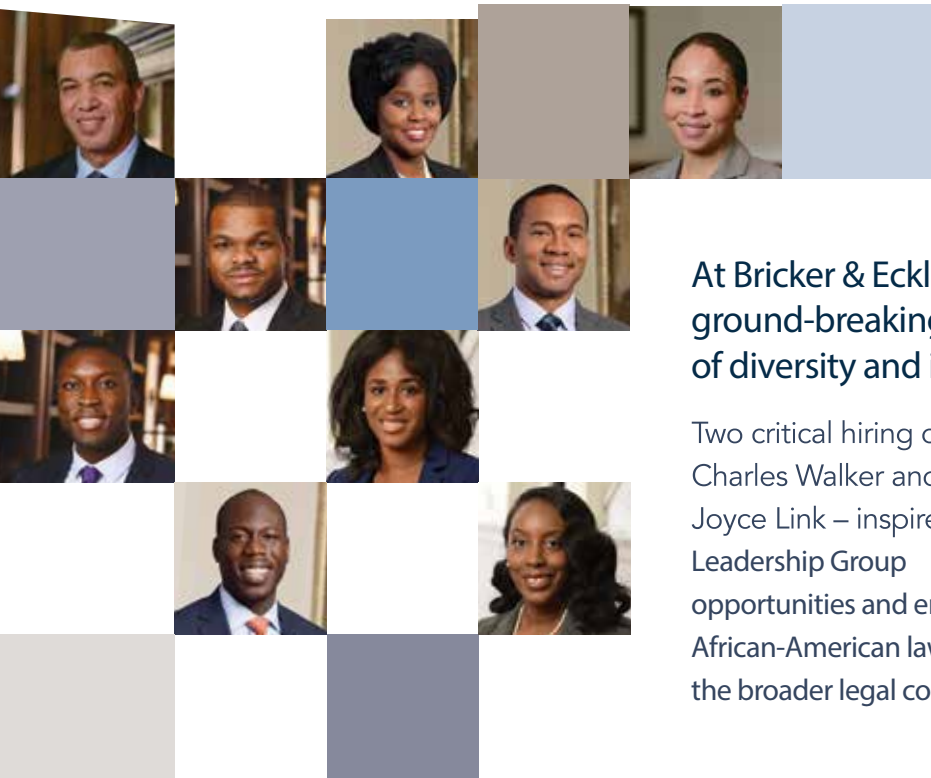
It's true. Most of the people who are admitted to the top twenty law schools could literally qualify as geniuses. Genius societies like the high IQ member club, MENSA, will accept as members those who score in the 95th percentile on the LSAT. In 2018 that score was 167 and the vast majority, at least 75 percent, of those accepted into top law schools hit the mark. But testing as a "genius" doesn't make it likely you'll be a great lawyer. But there is no correlation between testing at "genius" level on the LSAT and being a great lawyer.

The Law School Admission Council is responsible for designing and administering the LSAT and even they don't suggest any correlation between LSAT test scores and likelihood of being a phenomenal attorney. They merely assert that the LSAT can predict a student's ability to succeed in law school (measured by law school GPA), but here's another rub, the most successful lawyers weren't the most successful law students. A few years ago, nearly 2000 law firm partners and more than half were mediocre law students. According to *The Myth of the Meritocracy: A Report On the Bridges and Barriers to Success in Large Law Firms*, the vast majority of partners had none of the traditional indicators of high academic performance: Only "20.2 percent had law review experience, 25.9 percent graduated with honors (magna cum laude, summa cum laude, or cum laude), 13.9 percent did a clerkship, and 8.7 percent were inducted into the Order of the Coif."

What you need to be a good lawyers is intelligent, which most law students are, disciplined, tenacious, have high emotional intelligence, and be good with people. These are the qualities possessed by household name lawyers Ben Crump (Florida State University), Johnny Cochran and Kim Foxx (Southern Illinois).

Here's a list of law schools that no longer require the LSAT. They will take your GRE scores instead.

- American University Washington College of Law
- Boston University School of Law
- Brigham Young University J. Reuben Clark Law School
- Brooklyn Law School
- Chicago-Kent College of Law
- Columbia Law School
- Cornell Law School
- Florida State University College of Law
- George Mason University Antonin Scalia Law School
- Georgetown University Law Center
- Hamd Bin Khalifa University Law School
- Harvard Law School
- John Marshall Law School
- Massachusetts School of Law at Andover
- New York University School of Law
- Northwestern University Pritzker School of Law
- Pace University Elisabeth Haub School of Law
- Pennsylvania State University — Penn State Law
- Pepperdine School of Law
- St. John's University School of Law
- Suffolk University Law School
- Texas A&M University School of Law
- University at Buffalo School of Law
- University of Arizona James E. Rogers College of Law
- University of California, Davis, School of Law
- University of California, Los Angeles School of Law
- University of Chicago Law School
- University of Dayton School of Law
- University of Hawai'i at Manoa William S. Richardson School of Law
- University of Notre Dame Law School
- University of Pennsylvania Law School
- University of Southern California, Gould School of Law
- University of South Carolina School of Law
- University of Texas at Austin School of Law
- University of Virginia School of Law
- Wake Forest University School of Law
- Washington University School of Law
- Yeshiva University Benjamin N. Cardozo School of Law



At Bricker & Eckler LLP, our history of ground-breaking diversity informs our support of diversity and inclusion today.

Two critical hiring decisions – our first African-American partner Charles Walker and our first African-American female partner Joyce Link – inspired the creation of the firm's Walker Link Leadership Group, an affinity initiative that strives to promote opportunities and enhance the quality of work life for African-American lawyers at Bricker & Eckler and throughout the broader legal community.

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"BU Law's body of alumni—in fact, the University's body of alumni, including Dr. Martin Luther King, Jr. (GRS'55, Hon.'59)—is incredibly impressive. I saw myself at BU Law because African Americans like my childhood idol Barbara Jordan (LAW'59) had previously thrived here. At BU Law, black students will see themselves reflected in its history, on the walls, in each other, and in the seven black tenure stream faculty members."

— Dean Angela Onwuachi-Willig

BLACK LAW STUDENTS ASSOCIATION

BLSA serves to promote awareness of race and related issues in the American legal system. Last year's BLSA annual conference, designed to inspire and cultivate the next generation of black lawyers, explored the theme of "Building Wakanda: Starting From Within," featuring guest speakers Reverend Cornell W. Brooks and Frank Leon Roberts.

Learn more about BU Law's commitment to a diversity and inclusion by visiting

bu.edu/law/diversity

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James Harrington,
President of UB BLSA

Our commitment to increase diversity in the legal profession drives our initiatives to support black law students, including these 2018 milestones:

- Serving as regional partner to the Council on Legal Education Opportunity (CLEO)
- Hosting networking receptions and building relationships with black, Hispanic and Caribbean law students at Syracuse University, University of Buffalo, Hofstra University and St. John's University; including the Black Law Students Associations (BLSA)
- Supporting the Ronald H. Brown Law School Prep Program of St. John's University School of Law
- Endowing the Harris Beach Diversity Scholarship at the Maurice A. Dean School of Law at Hofstra University
- Sponsoring University of Buffalo's BLSA team at Thurgood Marshall Mock Trial Competition
- Sponsoring retreats, mentoring events and resume-writing workshop with BLSA students throughout New York state



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Cecil C. Humphreys School of Law, University of Memphis	Memphis	TN	19,197.00	24.07%
David A. Clarke School of Law, University of the District of Columbia	Washington, D.C.	WA	12,516.00	57.81%
Florida A&M University College of Law	Orlando	FL	14,132.00	51.91%
Louis D. Brandeis School of Law, University of Louisville	Louisville	KY	21,392.00	6.86%
Southern Illinois University School of Law	Carbondale	IL	21,754.00	10.00%
Southern University Law Center	Baton Rouge	LA	15,704.00	58.06%
Texas Southern	Houston	TX	20,418.00	58.76%
University of Missouri - Kansas City School of Law	Kansas City	MO	19,040.00	5.93%
University of Puerto Rico School of Law	San Juan	PR	6,144	0%
University of Tennessee College of Law	Knoxville	TN	19,638.00	8.77%
University of Toledo College of Law	Toledo	OH	20,004.00	12.07%
UNT Dallas College of Law*	Dallas	TX	18,214.00	15.86%
William H. Bowen School of Law, University of Arkansas at Little Rock	Little Rock	AR	15,702.00	11.76%

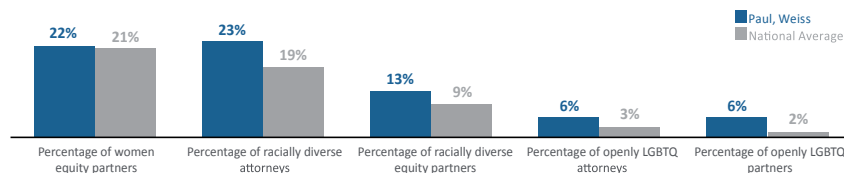
*Provisional (Eligible for full ABA accreditation in 2020)

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*National averages are from the Vault/ MCCA Law Firm Diversity Survey 2018 Report and NALP 2018 Report on Diversity in U.S. Law Firms.

Find out more about our programs at <https://www.paulweiss.com/about-the-firm/diversity-inclusion>.

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The Plan*

1. Provide qualified summer associate candidates to firms that have difficulty recruiting black law students.

We contacted nearly 100 law firms that had less than 1 percent black lawyers. Most did not respond, but of the three who responded, two explained they were IP firms and found it difficult to find black law students with STEM degrees. We are going to create a free black law student resume bank and pre-screening interview service law firms.

2. Create a black law student judicial clerkship collaborative Throughout the country there are judicial clerkship programs targeted at diverse law students; however, few clerkships go to black law graduates. We are going to create a collaborative that helps determine and scale the most effective methods and programs.

*This plan is an outgrowth of To Advance Diversity & Democracy, Fund Small Law Firms (White Paper) by Yolanda Young (Contributors: Tracey G Jackson, Ph.D. and Natalia Marte)

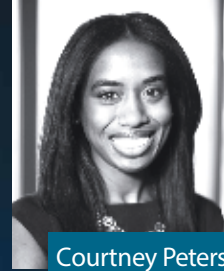
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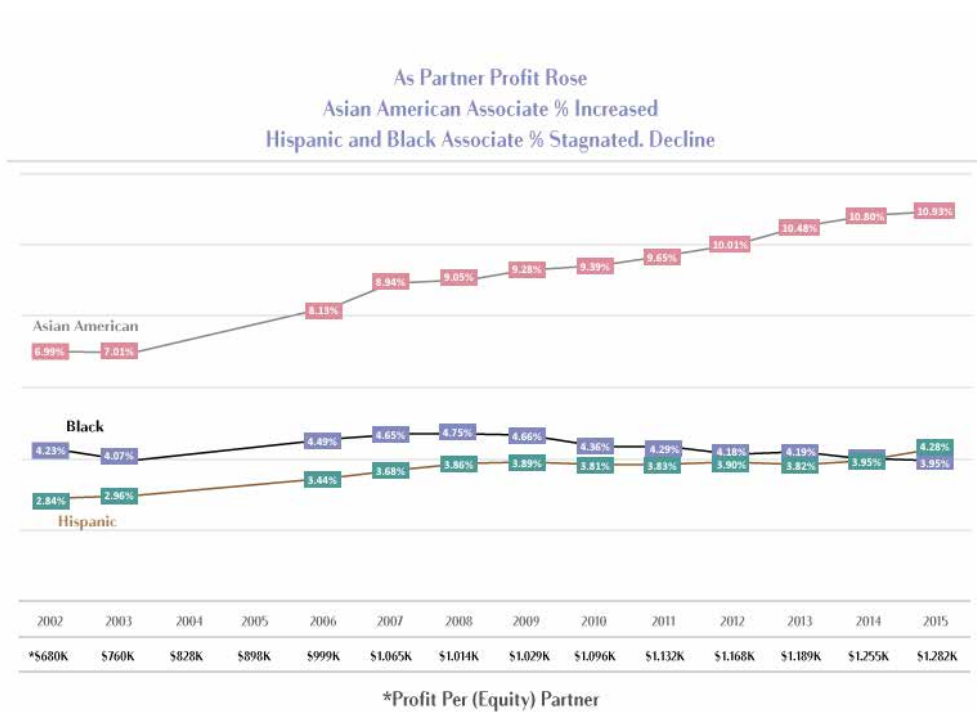
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3. Design a national legal model that provides stipends, training, and expert advisors to support small nonprofit law firms.

According to NALP data, the last 15 years, black percentages in corporate law firms have decreased while Asian American associate percentages have tripled and law firm profits have increased.



New Law Firm Model Needed to Advance Diversity & Social Justice by @yolandayoungesq @lawyersofcolor

Even if every law firm had 5 percent black lawyers, a considerable portion of law graduates would still not find legal positions.

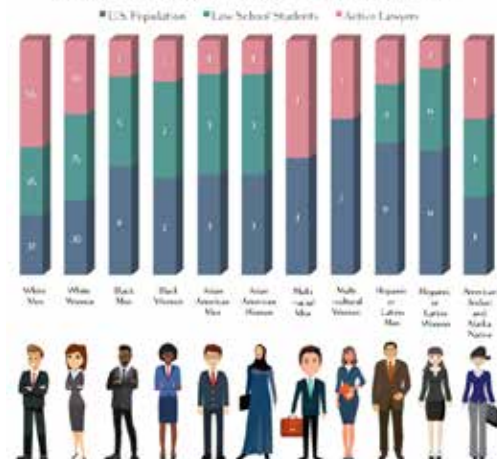
Nearly forty percent of law school graduates don't practice law. Only 62% of 2016 law school graduates had full-time legal jobs 10 months after graduation. (American Bar Association (ABA)).

40% of Law School Graduates Don't Practice



New Law Firm Model Needed to Advance Diversity & Social Justice
by @volandayoungsq @lawyerofcolor

Minorities: 30% of law school graduates; 15% of active lawyers
 Women: 50% of law school graduates; 35% of active lawyers
 Hispanics: 10% of law school graduates; 5% of active lawyers
 African Am: 12% of law school graduates; 5% of active lawyers



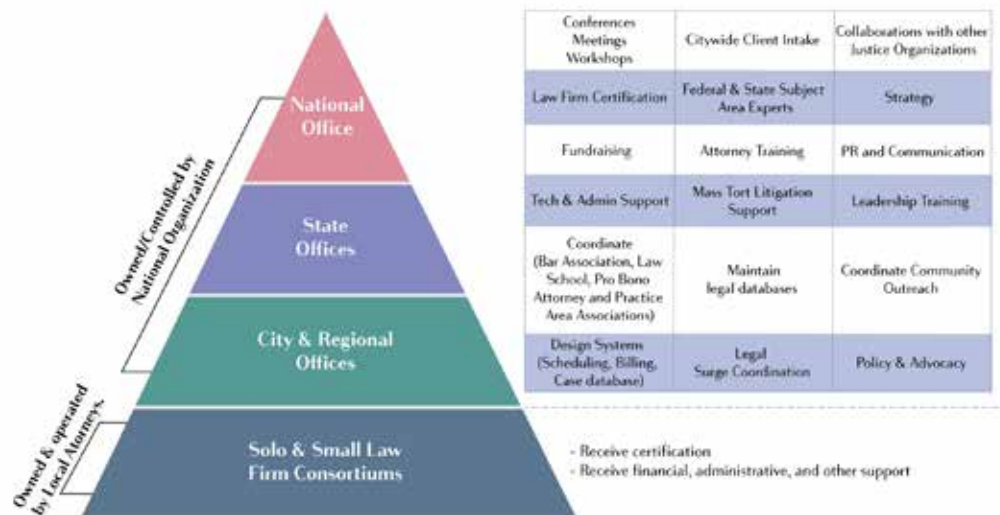
New Law Firm Model Needed to Advance Diversity & Social Justice
by @volandayoungsq @lawyerofcolor

Black law graduates are underrepresented in every legal job sector.

As the ABA notes, “the majority of lawyers are in solo practices or very small partnerships.” To achieve full employment, we will create a model that provides stipends, training, and expert advisors to support small nonprofit law firms, thus eliminating the stigmas and barriers typically associated with them.

A new legal model is needed, one that can scale to holistically service the legal needs of local communities and provide training, practice area expertise and financial and administrative support to solo practitioners, especially those working in marginalized communities.

Structure of Scalable Solo Law Firm Model



New Law Firm Model Needed to Advance Diversity & Social Justice
by @yolandayoungesq @lawyersofcolor

We propose designing tools and automation systems that make operating a solo practice economically and managerially viable...



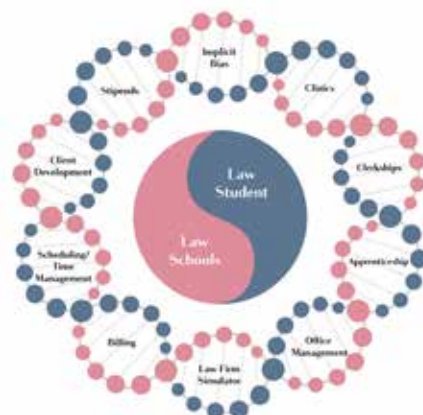
New Law Firm Model Needed to Advance Diversity & Social Justice
by @yolandacoungsq @lawyerofcolor

..While eliminating the stigmas and barriers associated with the solo practice.



New Law Firm Model Needed to Advance Diversity & Social Justice
by @yolandacoungsq @lawyerofcolor

We will work with law schools to create incubators and curriculum to make law students lawyer-ready.



New Law Firm Model Needed to Advance Diversity & Social Justice
by @yolandacoungsq @lawyerofcolor

Katten is proud to have African American attorneys represent 20% of our 2018 first-year associates. Recruiting and retaining African American talent at Katten is at the forefront of our D&I efforts. To achieve this goal, we:

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- host bi-annual Diverse Attorney Leadership Summits; and
- provide associate career development and business development support, mentoring and sponsorship programs, and Women's Leadership Forum, LGBT Coalition and Minority Associates Committee affinity groups.

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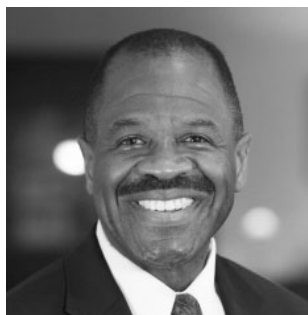
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- Experiential learning opportunities in the heart of a major city
- Supportive and welcoming atmosphere

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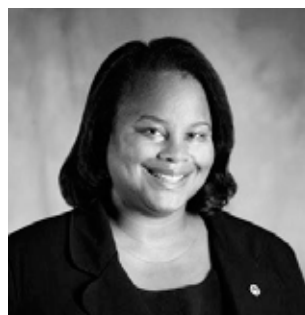
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*University of North Texas
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G. Marcus Cole*
Joseph A. Matson Dean of the
Law School and Professor of law
Notre Dame Law School



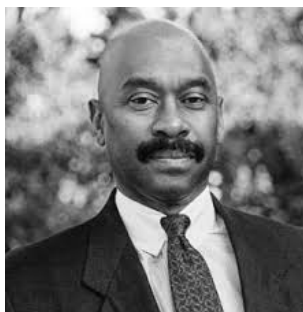
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Professor of Law
*University of Minnesota Law
School*



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Marshall School of Law
*Thurgood Marshall School
of Law, Texas Southern
University*



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Dean and Professor of Law
Pace University School of Law



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Emory University School of Law

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To learn more about DWT and student/entry-level opportunities, contact Hiroko Peraza, Sr. Manager of Attorney Recruitment & Inclusion at HirokoPeraza@dwt.com.

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**McDermott
Will & Emery**

School List	Black Faculty Percentage
HOWARD UNIVERSITY	79.00%
TEXAS SOUTHERN UNIVERSITY	73.81%
FLORIDA A&M UNIVERSITY	68.57%
SOUTHERN UNIVERSITY	64.52%
VERMONT LAW SCHOOL	33.33%
DISTRICT OF COLUMBIA	27.59%
SAMFORD UNIVERSITY	25.00%
CLEVELAND STATE UNIVERSITY	21.74%
MISSISSIPPI COLLEGE	20.00%
WASHBURN UNIVERSITY	20.00%
CITY UNIVERSITY OF NEW YORK	18.60%
FLORIDA INTERNATIONAL UNIVERSITY	18.18%
BOSTON UNIVERSITY	17.50%
CONCORDIA LAW SCHOOL	16.67%
LOUISVILLE, UNIVERSITY OF	16.00%
AMERICAN UNIVERSITY	15.87%
OHIO NORTHERN UNIVERSITY	15.79%
GEORGIA STATE UNIVERSITY	15.63%
WILLAMETTE UNIVERSITY	15.00%
WASHINGTON, UNIVERSITY OF	14.89%
NORTHERN KENTUCKY UNIVERSITY	14.81%
MARYLAND, UNIVERSITY OF	14.58%
FLORIDA, UNIVERSITY OF	14.29%
LOUISIANA STATE UNIVERSITY	14.29%
PITTSBURGH, UNIVERSITY OF	14.29%
EMORY UNIVERSITY	14.00%
ATLANTA'S JOHN MARSHALL LAW SHOOL	13.95%
JOHN MARSHALL LAW SCHOOL	13.95%
TULANE UNIVERSITY	13.89%
MERCER UNIVERSITY	13.79%
WAYNE STATE UNIVERSITY	13.79%
ARIZONA STATE UNIVERSITY	13.33%
ARKANSAS, LITTLE ROCK, UNIVERSITY OF	13.33%
FAULKNER UNIVERSITY	13.04%
NOVA SOUTHEASTERN UNIVERSITY	12.77%
UNT DALLAS COLLEGE OF LAW	12.73%
LIBERTY UNIVERSITY	12.50%
LOYOLA UNIVERSITY-NEW ORLEANS	12.50%
SOUTHERN CALIFORNIA, UNIVERSITY OF	12.50%
STETSON UNIVERSITY	12.50%
TEMPLE UNIVERSITY	12.50%
VIRGINIA, UNIVERSITY OF	12.50%
WIDENER UNIVERSITY-DELAWARE	12.50%
BALTIMORE, UNIVERSITY OF	12.24%
NORTHEASTERN UNIVERSITY	12.24%
BELMONT UNIVERSITY	11.76%
DREXEL UNIVERSITY	11.76%
MIAMI, UNIVERSITY OF	11.67%
MEMPHIS, UNIVERSITY OF	11.54%
UNIVERSITY OF NEVADA - LAS VEGAS	11.54%
BROOKLYN LAW SCHOOL	11.48%

School List	Black Faculty Percentage
UNIVERSITY OF BUFFALO-SUNY	11.43%
INDIANA UNIVERSITY - INDIANAPOLIS	11.36%
SANTA CLARA UNIVERSITY	11.32%
CALIFORNIA-BERKELEY, UNIVERSITY OF	11.29%
LOYOLA UNIVERSITY-CHICAGO	11.11%
OREGON, UNIVERSITY OF	11.00%
GEORGE WASHINGTON UNIVERSITY	10.81%
MISSOURI, UNIVERSITY OF	10.81%
SEATTLE UNIVERSITY	10.81%
DEPAUL UNIVERSITY	10.71%
NEW MEXICO, UNIVERSITY OF	10.71%
NORTHERN ILLINOIS UNIVERSITY	10.53%
HARVARD UNIVERSITY	10.43%
INDIANA UNIVERSITY - BLOOMINGTON	10.17%
GOLDEN GATE UNIVERSITY	10.00%
ILLINOIS, UNIVERSITY OF	10.00%
FORDHAM UNIVERSITY	9.86%
RICHMOND, UNIVERSITY OF	9.80%
CORNELL UNIVERSITY	9.52%
QUINNIPIAC UNIVERSITY	9.52%
SYRACUSE UNIVERSITY	9.43%
ARKANSAS, FAYETTEVILLE, UNIVERSITY OF	9.38%
TEXAS A&M UNIVERSITY	9.38%
GEORGETOWN UNIVERSITY	9.30%
CHICAGO, UNIVERSITY OF	9.09%
ELON UNIVERSITY	9.09%
NEW YORK UNIVERSITY	9.09%
STANFORD UNIVERSITY	9.09%
WESTERN NEW ENGLAND UNIVERSITY	9.09%
WILLIAM AND MARY LAW SCHOOL	9.09%
CALIFORNIA-LOS ANGELES, UNIVERSITY OF	8.96%
PENNSYLVANIA STATE - DICKINSON LAW	8.89%
CALIFORNIA WESTERN SCHOOL OF LAW	8.82%
CATHOLIC UNIVERSITY OF AMERICA	8.82%
SOUTH CAROLINA, UNIVERSITY OF	8.82%
CHICAGO-KENT COLLEGE OF LAW-IIT	8.77%
AKRON, UNIVERSITY OF	8.70%
BAYLOR UNIVERSITY	8.70%
CALIFORNIA-IRVINE, UNIVERSITY OF	8.70%
OKLAHOMA CITY UNIVERSITY	8.70%
VALPARAISO UNIVERSITY	8.70%
WESTERN MICHIGAN UNIVERSITY	8.70%
FLORIDA STATE UNIVERSITY	8.62%
SOUTHERN METHODIST UNIVERSITY	8.57%
ST. JOHN'S UNIVERSITY	8.51%
RUTGERS UNIVERSITY	8.07%
CHARLESTON SCHOOL OF LAW	8.00%
WASHINGTON AND LEE UNIVERSITY	7.89%
ALABAMA, UNIVERSITY OF	7.69%
DAYTON, UNIVERSITY OF	7.69%
SOUTH TEXAS COLLEGE OF LAW HOUSTON	7.69%

School List	Black Faculty Percentage	School List	Black Faculty Percentage
TOLEDO, UNIVERSITY OF	7.69%	MICHIGAN STATE UNIVERSITY	4.26%
WESTERN STATE COLLEGE OF LAW	7.69%	NOTRE DAME, UNIVERSITY OF	4.17%
MISSISSIPPI, UNIVERSITY OF	7.50%	YALE UNIVERSITY	4.17%
TENNESSEE, UNIVERSITY OF	7.50%	PEPPERDINE UNIVERSITY	4.08%
SAN FRANCISCO, UNIVERSITY OF	7.32%	DETROIT MERCY, UNIVERSITY OF	4.00%
GONZAGA UNIVERSITY	7.14%	DENVER, UNIVERSITY OF	3.90%
PENNSYLVANIA, UNIVERSITY OF	7.02%	CALIFORNIA-HASTINGS, UNIVERSITY OF	3.70%
COLUMBIA UNIVERSITY	6.98%	CREIGHTON UNIVERSITY	3.70%
DUQUESNE UNIVERSITY	6.90%	NEW ENGLAND LAW BOSTON	3.70%
HOUSTON, UNIVERSITY OF	6.90%	OKLAHOMA, UNIVERSITY OF	3.70%
OHIO STATE UNIVERSITY	6.90%	VILLANOVA UNIVERSITY	3.70%
ALBANY LAW SCHOOL OF UNION UNIVERSITY	6.67%	WEST VIRGINIA UNIVERSITY	3.70%
DRAKE UNIVERSITY	6.67%	SETON HALL UNIVERSITY	3.64%
HAWAII, UNIVERSITY OF	6.67%	BOSTON COLLEGE	3.57%
BARRY UNIVERSITY	6.45%	CONNECTICUT, UNIVERSITY OF	3.51%
KANSAS, UNIVERSITY OF	6.45%	SOUTHWESTERN LAW SCHOOL	3.45%
KENTUCKY, UNIVERSITY OF	6.45%	INTER AMERICAN UNIVERSITY OF PUERTO RICO	3.33%
ARIZONA, UNIVERSITY OF	6.25%	CHAPMAN UNIVERSITY	3.23%
CARDOZO SCHOOL OF LAW	6.25%	COLORADO, UNIVERSITY OF	3.23%
MARQUETTE UNIVERSITY	6.25%	VANDERBILT UNIVERSITY	3.23%
MISSOURI-KANSAS CITY, UNIVERSITY OF	6.25%	CINCINNATI, UNIVERSITY OF	3.13%
SAINT LOUIS UNIVERSITY	6.25%	ST. MARY'S UNIVERSITY	3.03%
WAKE FOREST UNIVERSITY	6.25%	IDAHO, UNIVERSITY OF	2.94%
DUKE UNIVERSITY	6.10%	MITCHELL HAMLINE	2.94%
CALIFORNIA-DAVIS, UNIVERSITY OF	6.06%	NEW HAMPSHIRE UNIVERSITY OF	2.94%
TEXAS TECH UNIVERSITY	6.06%	UTAH, UNIVERSITY OF	2.94%
GEORGE MASON UNIVERSITY	5.88%	WHITTIER LAW SCHOOL	2.86%
LINCOLN MEMORIAL	5.88%	MCGEORGE SCHOOL OF LAW	2.78%
NEBRASKA, UNIVERSITY OF	5.88%	CASE WESTERN RESERVE UNIVERSITY	2.56%
ST. THOMAS UNIVERSITY (FLORIDA)	5.88%	IOWA, UNIVERSITY OF	2.33%
UNIVERSITY OF LA VERNE	5.88%	MINNESOTA, UNIVERSITY OF	1.85%
NEW YORK LAW SCHOOL	5.71%	MICHIGAN, UNIVERSITY OF	1.69%
WASHINGTON UNIVERSITY	5.62%	APPALACHIAN SCHOOL OF LAW	N/A
LOYOLA MARYMOUNT UNIVERSITY-LOS ANGELES	5.56%	AVE MARIA SCHOOL OF LAW	N/A
NORTH CAROLINA, UNIVERSITY OF	5.56%	BRIGHAM YOUNG UNIVERSITY	N/A
PACE UNIVERSITY	5.56%	CAMPBELL UNIVERSITY	N/A
GEORGIA, UNIVERSITY OF	5.26%	CAPITAL UNIVERSITY	N/A
MAINE, UNIVERSITY OF	5.26%	FLORIDA COASTAL SCHOOL OF LAW	N/A
ROGER WILLIAMS UNIVERSITY	5.26%	HOFSTRA UNIVERSITY	N/A
	5.06%	MONTANA, UNIVERSITY OF	N/A
THOMAS JEFFERSON SCHOOL OF LAW	5.00%	NORTH CAROLINA CENTRAL UNIVERSITY	N/A
LEWIS AND CLARK COLLEGE	4.65%	NORTH DAKOTA, UNIVERSITY OF	N/A
PENNSYLVANIA STATE - PENN STATE LAW	4.55%	SOUTH DAKOTA, UNIVERSITY OF	N/A
NORTHWESTERN UNIVERSITY	4.50%	ST. THOMAS, UNIVERSITY OF (MINNESOTA)	N/A
TEXAS AT AUSTIN, UNIVERSITY OF	4.49%	TULSA, UNIVERSITY OF	N/A
PUERTO RICO, UNIVERSITY OF	4.35%	UNIVERSITY OF MASSACHUSETTS DARTMOUTH	N/A
REGENT UNIVERSITY	4.35%	WIDENER-COMMONWEALTH	N/A
SAN DIEGO, UNIVERSITY OF	4.35%	WISCONSIN, UNIVERSITY OF	N/A
SOUTHERN ILLINOIS UNIVERSITY-CARBONDALE	4.35%	WYOMING, UNIVERSITY OF	N/A
SUFFOLK UNIVERSITY	4.35%		



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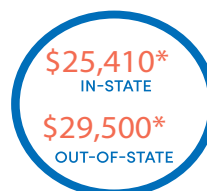
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"My experience at Patterson is that diversity is not a slogan or a trend. It is, instead, a Firm commitment. While the quality of one's ideas and work certainly matter, the respect that one gives to another also matters greatly. We recognize that our Firm is enriched by the different characteristics of our colleagues. Rather than ignoring these diverse personal differences, we affirm and celebrate them; and that is quite refreshing."

— **Peter C. Harvey**, Litigation Partner and Co-Chair, Diversity Committee;
Former Attorney General of the State of New Jersey





Eulonda G. Skyles
BakerHostetler

A Lateral Partner Story: BakerHostetler's Eulonda Skyles

Just two decades ago at Stanford Law School, Eulonda Skyles was told there were two typical paths for a lawyer to choose: Become a litigator or become a transactional attorney.

Today, the path she took is clear – she chose both.

“It is important for young lawyers to understand that law school often presents you with just two big freeway ramps that you can get on as an attorney,” Skyles said. “But there are unique and fulfilling opportunities within each lane on that freeway they should explore.”

Now a partner in BakerHostetler's Privacy and Data Protection team, Skyles serves as the team's go-to attorney for all things at the intersection of finance, data protection and cybersecurity.

It is a natural role for her to fill. Since graduating from law school, Skyles has held a number of high-ranking roles in Silicon Valley and in the financial world. Those include a five-year stint as the first black litigation counsel at Yahoo!, as well as over four years at Capital One, where she was first hired as director and assistant general counsel for intellectual property litigation and then later director and assistant general counsel for privacy and data security.

The BakerHostetler privacy and data protection team handled the responses to 750 reported breaches in 2018 and offers advice on compliance to clients, both who have already had an attack and those merely planning for one. It's on the compliance side, particularly when sensitive intellectual property issues are at stake, where Skyles gets to tap into her litigation and transactional skills.

“Data security and compliance efforts merge the skills you need as a litigator – advocacy, making a strong argument and building a case – as well as the skills of an M&A attorney where you structure the best deal or product offering possible, so all parties can feel like they came out a winner,” Skyles said. She encourages law students and aspiring and younger lawyers to consider working in the privacy and data security space, as there is a lot of room for growth and attraction for talent, particularly at a place like Baker Hostetler, where there is a deep bench of attorneys devoted to that practice.

Aside from finding your niche, Skyles also says young lawyers should think very carefully about the firm or company they choose to work for, since who you choose to associate with not only impacts how others perceive you, but also will affect your own professional development.

“Since coming to BakerHostetler, I've found nothing but support,” she said. “Having that support, in combination with the opportunity to work with an extremely talented team with stellar leadership and a great industry reputation, provides me with the perfect platform to continue developing my practice.”



Ben Wilson
Beveridge & Diamond PC



Kenneth P. Williams
Segal McCambridge

Ben Wilson of Beveridge & Diamond PC and Kenneth P. Williams of Segal McCambridge are examples of something far too rare in corporate law firms: black partners with substantial books of business. Mr. Wilson is known throughout the legal community for his work in diversity. He is a board member on the Leadership Council on Legal Diversity and is the facilitator for the more than 6,000 members of the Diverse Partners Network. Mr. Williams serves as Chair for Segal McCambridge's Diversity and Inclusion Committee. Not surprisingly, both of their law firms have African-American attorney percentages well above the three percent average.

Beveridge & Diamond is one of the leading environmental law practices in the United States; however, it is still unusual for a boutique firm to have three black partners. This is undoubtedly due to Mr. Wilson's support. "I show black attorneys how to build a practice." Mr. Wilson does this for other attorneys as well, particularly women.

"Law firms have to help people who don't look like us," said Mr. Wilson who credits women in-house counsel with helping him build a book of business, and that business is key.

"Having the work matters," said Mr. Wilson who was managing partner for 9 years before being elected the firm's first chairman three years ago.

"For many firms, diversity is for a season," said Mr. Wilson, but it is impossible to succeed at it with that approach. We have to be intentional about diversity the way we are intentional about delivering an uncommon level of client service."

"Recently, we hired a female associate of color in our Seattle office. We identified her through our networking channels," said Mr. Wilson who regularly speaks to BLSA groups and has taught an environmental justice course at Howard Law School for thirteen years.

"I probably meet with several individuals every week. I try to provide encouragement. I share lists of people I know. The worst thing that happens is we become friends, and the only thing I ask in return is that, when they are able to do so, they help someone else," said Mr. Wilson.

According to Mr. Williams, recruiting and hiring black attorneys is one part of the job; retaining them is a whole separate hurdle. "At my previous firm, I hired an associate who wasn't fluent with the English language, despite having gone to law school and passing the bar. She struggled with writing and verbal communication," said Mr. Williams. "Even her peer attorneys would mildly criticize her. I committed to mentoring her, and she was

able to progress into a successful attorney. She later moved to Toronto, Canada, and became a Barrister. I'm very proud of the role I played in her journey. I am proud to have helped her grow both as an attorney and as an individual. I created an environment that helped her develop professionally and not become discouraged." This benefits both the associate and the firm.

Mr. Williams believes that "the inclusion side of diversity requires giving individuals the confidence to participate and feel included despite personal and professional imperfections." Too often firms are impatient with people who are different. "I focus on developing an associate's confidence first. Change within an attorney's practice follows suit. I think that's how you groom any person," said Mr. Williams.

Mr. Williams was the only black attorney at his previous firm. Though his experience there was positive, he feared that the lack of diversity would cost the firm business down the road. "For a firm that is interested in growing, embracing the future, and having a diverse client base, you need diverse counsel," explained Mr. Williams. He recognizes that his insurance litigation practice adjusters at insurance companies aren't homogenous and their insurers embody the diversity seen throughout the country.

Clients want their vendors to have a range of representation along with perspective and institutional knowledge about themselves and their customers. Firms without diverse representation will have a difficult time competing with their peers.

Mr. Williams also believes diverse attorneys have a role to play in their own success and added, "Cognitive bias can be used to discriminate based on ignorance. It can also be used to over-assume causing someone to miss out on opportunities."

"Over time a litigator learns to gage a jury's reaction to himself," said Mr. Williams who recalled trying a case in an unfamiliar county where he was the only black person in the courtroom. However, he never felt that anyone was treating him differently because of his race. "I think this stems from my choice to not approach a situation like this with cognitive bias towards a group of people I've never met. And so, it goes both ways."

Both Mr. Wilson and Mr. Williams understand the frustration and discouragement with the low percentages of black attorneys; but both attorneys are committed changing the culture that will see these numbers grow. Mr. Wilson reminds those that people "want to see how it is going to end up, but I'm reminded of a quote by Dr. Martin Luther King Jr. 'You don't have to see the whole staircase to take the first step.'"

Here's what other law firms with a demonstrated commitment to diversity and large African-American attorney percentages say a firm needs to succeed at diversity and inclusion.



Issues of diversity and inclusion are relevant and important in every area of our Firm and the industry as a whole. It is our responsibility to promote a culture of inclusion and to eliminate any barriers to advancement that have existed for diverse individuals.

– Adam Banks, Partner (NY), Weil, Gotshal & Manges LLP



All of the different diversity efforts, programs, events, and institutions, in part, become the fabric of the firm's culture, intertwined to create one whole firm. We feel this is an integral part in advancing the ball forward towards inclusiveness.

– Clifford E. Barnes, Member, Epstein Becker Green



Looking ahead, our goal is to further establish Crowell & Moring as the standard of excellence in diversity and inclusion and client service. We will achieve this through disruptive innovation rooted in unwavering support by a partnership, including firm leadership, that is aligned with the mission of promoting diversity and inclusion in every aspect of the firm's culture, power structure, and client service efforts.

– John Gibson, partner in our Orange County office and newly elected firm Management Board member, Crowell & Moring



As a firm DWT believes that creating and encouraging a culture rich in contrasting values makes for a better, more rewarding place to practice law. We try to recognize the whole gamut of human potential and continue to seek out different attorneys with different beliefs, different hopes and different dreams. We are not there yet – but we keep trying...

– Portia Moore, Partner and Diversity & Inclusion Committee Member, Davis Wright Tremaine



The firm understands the importance of hiring, retaining and promoting excellent lawyers of all races, backgrounds and experiences. We recruit aggressively at the nation's top law schools and maintain close ties with the BLSA affiliates on those campuses. We seek to retain and promote our lawyers by investing in their professional development and ensuring that they have the tools to do the same.

– Ari Fitzgerald, Equity Partner, HoganLovells



I chair the firm's National Diversity Committee because this is a personal priority. Our commitment to give clients our best means that we deliver teams that are diverse and collaborative. We need to increase the pipeline of diverse lawyers and develop best practices to ensure a culture that is welcoming and inclusive.

– Stephen J Immelt, CEO, Hogan Lovells



At Foley, we recognize that inclusion unleashes the power of diversity and it requires the support and commitment of all firm members at all levels. To that end, we adopted a strategic plan to provide the best service to our clients by attracting, retaining, developing and promoting the best talent. The plan positions the firm to not only increase the number of diverse attorneys, but also positions us to create a culture where attorneys have meaningful and rewarding careers. Our plan holds leaders accountable to support and advance diverse talent, and partners are evaluated on their contributions on providing diverse attorneys with meaningful assignments, developing client relationships, mentorship, and sponsorship. Our leaders are also provided inclusive leadership training to support them in implementing and driving change.”

– David Sanders, Member, Diversity + Inclusion Action Council & Diversity + Inclusion Strategic Planning Team, Foley & Lardner LLP



Professional Development not only ensures all of our attorneys have the opportunity to grow professionally and develop the skills that lead to success, it also directly benefits our clients and the firm as a whole.

– Elizabeth M. Ebanks, Shareholder and Ogletree Deakins Black Attorney (ODBAR) targeted business resource group, co-chair



Using these two tools, attorneys can better understand the behaviors we value, like work ethic, humility, and stewardship, and they know what substantive legal skills they need and what resources they have to acquire them. In short, at Ogletree Deakins, attorneys are shown a clearer path to success and advancement.

– Rodney G. Moore, Shareholder and Ogletree Deakins Black Attorney (ODBAR) targeted business resource group, co-chair



Christensen & Jensen, P.C. Goes the Distance for Diversity

We were inspired by Amber Stargell's story of leaving her comfortable life as a law student at Texas Southern University in Houston for a great opportunity in Utah. We also found Christensen & Jensen, P.C.'s diversity efforts admirable, so asked them to share more of their story.

Firms in areas with few minorities often say they can't find black candidates; however, you, quite literally, went the distance. What inspired you to recruit a black law clerk from such a long distance away?



Christensen & Jensen, P.C. had two inspirations. First, our firm is inspired to recruit black law clerks and law clerks representing the full spectrum diversity because we know that diversity in our firm's attorneys and staff is good for our firm culture, the quality of legal services we provide, and good for our business. National and corporate clients want to see that the law firms they hire have diverse associates and partners on staff; and our firm's individual clients are often people of color, immigrants, LGBTQ, and other under-represented segments of our community who look for and want a connection with their attorney that recognizes and appreciates their individual background, culture and language. Also, Salt Lake City is one of the fastest growing metropolitan areas in the U.S. and with that growth is a shift in demographics. Many more people of color are moving to Salt Lake City and the legal community needs to reflect that change. Second, our firm is a member of global legal network of small to mid-size firms, ALFA International, and ALFA partners with the Diverse Attorney Pipeline Program (DAPP), which is a non-profit corporation, addressing the need to create more opportunities for women of color lawyers to attain position in law firms across the nation. Amber became our law clerk last year through ALFA and DAPP program and we were just added to the firm roster to participate in the ALFA/DAPP for the 2020 year.

How has it turned out?

We are incredibly pleased with our recruitment efforts and particularly with Amber's success at Christensen & Jensen as a summer law clerk and her continuing position with our firm as a 2L law clerk. We quickly learned that Amber has a strong work ethic and a very good knowledge base and analytical skills, which match our firm's skills, ethics and reputation. We've had such a good experience with Amber that last July we encouraged her to stay in Salt Lake City and apply to be a transfer student at the S.J. Quinney School of Law at the University of Utah ("SJQ"). Amber and firm members reached out to the SJQ Associate Dean of Admissions, Reyes Aguilar, to determine if a transfer could happen. It was late in the summer, but Dean Aguilar was encouraging and met with Amber in person to explain the process. He was eager to consider Amber's transfer application if she could meet the impending deadline. Amber made herculean efforts to get her application and other information in by the deadline and she was accepted as a second-year transfer student. We feel we have won in having Amber as a law clerk throughout the school year and she has agreed to be 2L law clerk this summer. We sincerely hope that our relationship with Amber will continue and Christensen & Jensen plans to continue its efforts in recruiting black law clerks, and attorneys and staff of all diversity.

What advice would you give other firms in geographic or practice areas they believe makes it difficult to recruit black law students and attorneys?

We have found that working with legal networks, such as ALFA, is a very good way to match our firm with talented black and other minority law clerks and attorneys, who we might not otherwise meet. Additionally, many of our firm's attorneys are very involved in the Utah State Bar Association and its affiliate groups of the Utah Minority Bar Association, LGBT & Allied Lawyers of Utah and the Women Lawyers of Utah, which each have student sections and events, and that involvement permits us to meet and know students of diversity going to our local law schools. We are also looking into recruitment at law schools, via video conferencing, as an additional way to find and interview black law students.



When I was choosing my first law firm, I wanted to make sure I was going to a place that was actually diverse. Not just one that talked about diversity, but that embodied it as well. I was equally interested in the way attorneys of color felt at the firm. How comfortable were they? Did they feel like an integral part of the firm or like outsiders?

Today, I feel like it's the same welcoming, supportive place it was when I had my first interview and I'm proud of our ongoing diversity efforts - which range from our official mentoring programs, our community of affinity Networks, our participation in several programs that introduce undergraduates and high school students to the legal profession and our hosting of an annual diversity event focused on networking.

— Amran Hussein, Corporate Partner, Paul, Weiss, Rifkind, Wharton & Garrison LLP

Paul Weiss Has Largest Percentage of Black Attorneys

Paul, Weiss, Rifkind, Wharton & Garrison LLP has a storied history as a firm and is a beacon for diversity in the legal profession and is a champion of human and civil rights. The firm solidified its place in the history of legal firms by being the first firm to hire an African-American associate and first African-American female associate, Pauli Murray. It has more African-American equity partners (six) than nearly all large law firms. The firm also participated in ground breaking litigation, including the Scottsboro Boys trial, Plessy v. Ferguson and Brown v. Board of Education. Most recently, the firm successfully enjoined the State of Georgia from rejecting thousands of rejecting thousands of provisional ballots.

Large Law Firm Black Attorney Percentages

These Firms Lead on Diversity

Law Firm	Partner		Associate		Counsel		Non-Partner Track			Total #Blackatys	Percent Black Attorneys
	Total US	M	W	M	W	M	W	M	W		
Paul, Weiss, Rifkind, Wharton & Garrison LLP*	798	4	1	15	26	0	1	7	12	66	8.27%
Cleary Gottlieb*	641	1	6	15	30	0	0	N/A	N/A	52	8.11%
Constangy, Brooks, Smith & Prophete, LLP*	176	2	2	3	3	1	3	0	0	14	7.97%
Thompson, Coe, Cousins & Irons, L.L.P.†	140	0	3	4	3	0	0	1	0	11	7.86%
Hogan Lovells US LLP*	1165	6	6	18	52	0	2	0	3	87	7.47%
Butler Snow*	345	9	5	6	3	0	2	0	0	25	7.25%
Miller Nash Graham & Dunn LLP†	142	2	1	3	4	0	0	0	0	10	7.04%
Kasowitz Benson Torres LLP*	270	3	1	2	5	0	0	2	6	19	7.04%
Parker Poe*	185	4	3	2	3	1	0	N/A	N/A	13	7.03%
Segal McCambridge*	127	1	0	3	3	1	0	0	0	8	6.30%
Miller Canfield†	211	2	1	1	2	7	0	0	0	13	6.16%
Greensfelder, Hemker & Gale, P.C.†	164	2	1	3	3	0	1	0	0	10	6.10%
Chadbourne & Parke LLP‡	214	2	0	2	8	1	0	N/A	N/A	13	6.07%
Lewis Rice LLC†	133	3	1	0	4	0	0	0	0	8	6.02%

Lawyers of Color contacted nearly every law firm listed on these pages. About 75 law firms responded to verify the number of black with African heritage. For most other firms, we used NALP and MCCA/Vault data. There were about 20 law firms for which we could find no published data, so we used their attorney website photos and bios to determine their percentages. While we are confident that most of the information we provide in these pages is accurate, we are fairly certain there are some inaccuracies. Perhaps we inadvertently included offices outside the United States. We invite firms who wish to correct or update their data, to email a request to datacollection@lawyersofcolor.org by Thursday, March 21, 2019. Your numbers will be updated in the digital publication and subsequent print editions.

P - Partner, Shareholder, Member, Principal

A - Associate

O - Of Counsel, Senior Counsel, etc.

NT - Non-partner Track

* Firm Verified

† NALP

‡ MCCA/Vault (N/A was used instead of 0 for Non-Partner Track because category wasn't included in data)

◇ Firm Website

Large Law Firm Black Attorney Percentages

Law Firm	Partner		Associate		Counsel		Non-Partner Track		Total #Blackattys	Percent Black Attorneys	
	Total US	M	W	M	W	M	W	M			W
Buckley LLP*	136	1	1	1	0	0	1	3	1	8	5.88%
Bowman and Brooke‡	189	2	0	2	7	0	0	N/A	N/A	11	5.82%
Dinsmore & Shohl LLP*	597	9	2	8	11	1	2	0	1	34	5.70%
Wachtell, Lipton, Rosen & Katz*	268	1	0	9	4	0	1	0	0	15	5.60%
Debevoise & Plimpton LLP‡	509	0	1	9	16	1	1	N/A	N/A	28	5.50%
Barnes & Thornburg LLP‡	531	13	3	2	6	3	2	N/A	N/A	29	5.46%
Beveridge & Diamond, P.C.*	110	2	1	2	1	0	0	0	0	6	5.45%
Jackson Lewis*	888	9	8	12	15	1	3	N/A	N/A	48	5.41%
Gunderson Dettmer†	222	1	0	6	5	0	0	0	0	12	5.41%
Warner Norcross + Judd LLP*	205	2	0	3	2	3	1	0	0	11	5.37%
Thompson Coburn LLP†	322	6	3	3	4	0	0	0	1	17	5.28%
Fried, Frank, Harris, Shriver & Jacobson LLP*	497	0	0	0	10	15	1	0	0	26	5.23%
Epstein Becker & Green, P.C.*	174	1	0	3	3	1	1	0	0	9	5.17%
Cravath, Swaine & Moore LLP*	551	0	0	14	13	0	0	0	1	28	5.08%
Crowell & Moring LLP*	492	4	3	2	8	2	4	0	2	25	5.08%
Schwabe, Williamson & Wyatt†	159	3	0	2	1	1	0	1	0	8	5.03%
Covington & Burling LLP†	1054	4	4	13	14	1	2	5	10	53	5.03%
Shearman & Sterling LLP‡	488	0	2	9	12	0	1	N/A	N/A	24	4.92%
Baker & Hostetler LLP†	979	6	4	3	13	2	5	5	10	48	4.90%
Kean Miller LLP*	143	3	0	1	1	1	0	1	0	7	4.90%
Arent Fox LLP‡	368	4	0	5	7	2	0	N/A	N/A	18	4.89%
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.‡	839	12	6	6	5	5	7	0	0	41	4.89%
Littler Mendelson P.C.‡	1091	7	11	8	19	0	8	N/A	N/A	53	4.86%
Dykema Gossett PLLC‡	392	3	3	6	6	1	0	N/A	N/A	19	4.85%
Honigman LLP*	310	3	2	3	5	0	0	0	2	15	4.84%
WilmerHale*	932	5	3	11	19	0	1	2	4	45	4.83%
Morgan & Morgan, PA◇	420	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	20	4.76%
Jenner & Block LLP†	488	2	3	3	4	0	0	5	6	23	4.71%
Reed Smith LLP*	1142	13	6	12	15	0	1	4	2	53	4.64%
Skadden, Arps, Slate, Meagher & Flom LLP*	1384	2	2	24	28	2	6	0	0	64	4.62%
Ice Miller LLP‡	325	4	2	7	2	0	0	N/A	N/A	15	4.62%
Bricker & Eckler LLP‡	152	1	1	3	1	1	0	N/A	N/A	7	4.61%
Eversheds Sutherland (US) LLP†	348	2	1	4	7	1	1	0	0	16	4.60%
Sedgwick LLP‡	219	2	1	1	6	0	0	N/A	N/A	10	4.57%
Kelley Drye & Warren LLP*	198	0	0	1	7	0	0	0	1	9	4.55%
King & Spalding†	780	7	2	10	3	0	3	3	7	35	4.49%
Venable LLP*	785	9	2	1	0	6	13	0	4	35	4.46%
Greenberg Traurig, LLP*	1742	19	10	17	22	3	5	0	1	77	4.42%

Robins Kaplan LLP*	228	0	1	5	2	0	1	1	0	10	4.39%
Troutman Sanders LLP‡	621	4	2	11	10	0	0	N/A	N/A	27	4.35%
Loeb*	372	3	5	1	6	1	0	0	0	16	4.30%
Burr & Forman LLP†	279	5	3	3	1	0	0	0	0	12	4.30%
Davis Polk & Wardwell LLP*	933	1	0	18	21	0	0	0	0	40	4.29%
Cahill Gordon & Reindel LLP†	333	2	0	8	3	0	1	0	0	14	4.20%
Freshfields Bruckhaus Deringer†	192	1	0	1	4	1	0	0	1	8	4.17%
Bressler*	169	1	0	3	3	0	0	0	0	7	4.14%
Milbank, Tweed, Hadley & McCloy LLP‡	515	2	0	12	7	0	0	N/A	N/A	21	4.08%
Kilpatrick Townsend & Stockton LLP*	592	3	2	6	7	0	2	1	3	24	4.05%
Perkins Coie LLP*	1122	8	6	13	15	1	0	0	2	45	4.01%
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP‡	300	3	1	4	4	0	0	N/A	N/A	12	4.00%
Balch & Bingham LLP*	203	1	1	1	4	0	1	0	0	8	3.94%
Norton Rose Fulbright LLP‡	863	3	2	4	18	5	2	N/A	N/A	34	3.94%
Chamberlain, Hrdlicka, White, Williams & Aughtry†	127	0	0	1	4	0	0	0	0	5	3.94%
Lewis Brisbois*	1300	13	12	14	12	0	0	0	0	51	3.92%
Foster Swift Collins & Smith†	102	1	0	2	1	0	0	0	0	4	3.92%
Arnold & Porter LLP‡	944	3	5	8	14	2	5	N/A	N/A	37	3.92%
White & Case†	740	2	1	11	12	2	1	0	0	29	3.92%
McNees Wallace & Nurick LLC†	128	1	0	1	3	0	0	0	0	5	3.91%
McGuireWoods LLP‡	1062	7	5	5	14	3	7	N/A	N/A	41	3.86%
Fenwick & West LLP*	365	2	0	9	2	0	1	0	0	14	3.84%
Ballard Spahr LLP*	653	5	2	4	12	0	1	0	1	25	3.83%
Buchanan Ingersoll & Rooney PC*	445	2	0	8	2	2	3	0	0	17	3.82%
Alston & Bird LLP†	949	4	3	7	17	0	0	2	3	36	3.79%
Wiley Rein LLP†	238	1	2	2	2	1	0	1	0	9	3.78%
Holland & Knight LLP‡	1173	6	5	12	15	3	3	N/A	N/A	44	3.75%
Goldberg Segalla*	400	2	4	3	6	0	0	0	0	15	3.75%
Bilzin Sumberg†	107	1	0	2	1	0	0	0	0	4	3.74%
Nelson Mullins Riley & Scarborough LLP†	429	1	3	1	6	0	4	0	1	16	3.73%
Baker, Donelson, Bearman, Caldwell & Berkowitz, PC*	724	6	2	4	6	2	5	2	0	27	3.73%
Fisher & Phillips LLP‡	359	1	3	3	5	0	1	N/A	N/A	13	3.62%
Mayer Brown LLP*	969	4	1	16	11	1	2	0	0	35	3.61%
Taft Stettinius & Hollister LLP†	360	4	2	3	4	0	0	0	0	13	3.61%
Winston & Strawn LLP‡	859	5	2	14	10	0	0	N/A	N/A	31	3.61%
Waller*	251	2	0	5	2	0	0	0	0	9	3.59%
Simpson Thacher & Bartlett‡	787	1	2	12	11	0	2	N/A	N/A	28	3.56%
Gordon Rees*	761	4	2	6	8	2	5	0	0	27	3.55%
Willkie Farr & Gallagher LLP‡	541	2	0	5	10	0	2	N/A	N/A	19	3.51%
Sidley Austin LLP‡	1657	5	5	17	24	5	2	N/A	N/A	58	3.50%

Patterson Belknap Webb & Tyler LLP†	201	1	0	2	3	0	0	0	1	7	3.48%
Carlton Fields Jordan Burt, LLP‡	317	3	6	2	0	0	0	N/A	N/A	11	3.47%
Weil, Gotshal & Manges LLP*	789	3	2	10	12	0	0	0	0	27	3.42%
Ropes & Gray LLP*	1348	3	3	18	16	0	1	2	3	46	3.41%
Pepper Hamilton LLP‡	471	3	0	3	9	1	0	N/A	N/A	16	3.40%
Sheppard, Mullin, Richter & Hampton LLP‡	740	4	6	7	8	0	0	N/A	N/A	25	3.38%
Step toe & Johnson LLP*	386	3	1	2	6	0	1	0	0	13	3.37%
Stoel Rives*	357	4	0	2	4	0	1	0	1	12	3.36%
Brinks Gilson & Lione‡	119	2	1	1	0	0	0	N/A	N/A	4	3.36%
Adams and Reese LLP‡	269	2	0	2	0	4	1	N/A	N/A	9	3.35%
Smith Gambrell & Russell, LLP†	210	1	2	0	3	0	0	0	1	7	3.33%
Day Pitney LLP†	273	1	0	3	4	1	0	0	0	9	3.30%
Morgan, Lewis & Bockius LLP‡	1652	8	2	15	28	0	1	N/A	N/A	54	3.27%
Schiff Hardin LLP‡	307	3	2	1	2	0	2	N/A	N/A	10	3.26%
Goulston & Storrs, PC*	215	0	0	1	4	0	0	0	0	7	3.26%
DLA Piper LLP‡	1426	12	2	9	13	5	5	N/A	N/A	46	3.23%
Porter Wright Morris & Arthur LLP†	186	3	0	1	0	2	0	0	0	6	3.23%
Saul Ewing Arnstein & Lehr LLP*	404	3	3	3	4	0	0	0	0	13	3.22%
Seyfarth Shaw LLP*	878	3	1	6	11	1	3	3	1	28	3.19%
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo P.C.‡	473	4	2	1	7	0	1	N/A	N/A	15	3.17%
Harris Beach PLLC*	221	3	0	2	2	0	0	0	0	7	3.17%
Hinshaw & Culbertson LLP*	443	4	2	2	6	0	0	0	0	14	3.16%
SHOOK, HARDY & BACON L.L.P.†	475	3	4	4	3	0	0	0	1	15	3.16%
Gibbons P.C.*	192	2	1	1	2	0	0	0	0	6	3.13%
Schulte Roth & Zabel LLP*	333	1	1	3	5	1	0	0	0	11	3.12%
Baker & McKenzie LLP‡	740	1	2	8	12	0	0	N/A	N/A	23	3.11%
Akin Gump Strauss Hauer & Feld LLP‡	709	3	1	0	11	1	3	2	1	22	3.10%
Buchalter*	258	0	1	1	2	3	1	0	0	8	3.10%
Bracewell LLP†	324	5	0	2	2	0	0	0	1	10	3.09%
Gunster*	197	3	0	1	2	0	0	0	0	6	3.05%
Bryan Cave Leighton Paisner*	823	6	4	5	8	0	0	1	1	25	3.04%
Shipman & Goodwin LLP*	165	1	1	0	3	0	0	0	0	5	3.03%
Sterne, Kessler, Goldstein & Fox P.L.L.C.†	132	0	2	2	0	0	0	0	0	4	3.03%
Squire Patton Boggs‡	662	8	3	3	2	3	1	N/A	N/A	20	3.02%
Williams & Connolly LLP†	265	0	2	2	4	0	0	0	0	8	3.02%
O’Melveny & Myers LLP‡	669	3	2	3	7	1	4	N/A	N/A	20	2.99%
Hunton & Williams LLP‡	671	7	2	5	4	1	1	N/A	N/A	20	2.98%
Gray Plant Mooty†	168	1	1	1	2	0	0	0	0	5	2.98%
Moore & Van Allen PLLC*	304	0	1	2	3	0	2	0	1	9	2.96%
Banner & Witcoff, Ltd.†	204	4	0	0	2	0	0	0	0	6	2.94%
Foley & Lardner LLP*	1055	5	1	10	10	1	0	1	3	31	2.94%

Chapman and Cutler LLP*	239	2	2	3	0	0	0	0	0	7	2.93%
Thompson & Knight LLP*	240	0	1	1	3	1	0	0	1	7	2.92%
Nutter McClennen & Fish LLP†	138	0	0	2	2	0	0	0	0	4	2.90%
Armstrong Teasdale LLP†	242	2	1	1	2	1	0	0	0	7	2.89%
Goodwin Procter LLP‡	902	3	1	5	10	5	2	N/A	N/A	26	2.88%
Polsinelli*	836	8	1	3	4	1	1	0	0	24	2.87%
Nixon Peabody LLP‡	629	3	1	6	6	0	2	N/A	N/A	18	2.86%
Jackson Walker LLP‡	385	3	3	2	3	0	0	N/A	N/A	11	2.86%
Hughes Hubbard & Reed LLP†	281	0	1	1	6	0	0	0	0	8	2.85%
Baker Botts LLP‡	634	3	9	2	4	0	0	N/A	N/A	18	2.84%
Boies, Schiller & Flexner LLP†	317	2	3	2	2	0	0	0	0	9	2.84%
Robinson & Cole LLP†	212	1	2	1	2	0	0	0	0	6	2.83%
Jaffe, Raitt, Heuer & Weiss†	107	1	2	0	0	0	0	0	0	3	2.80%
Bodman PLC†	144	0	2	1	1	0	0	0	0	4	2.78%
Dechert LLP‡	652	4	0	3	8	3	0	N/A	N/A	18	2.76%
K&L Gates LLP†	1161	7	7	6	10	1	0	1	0	32	2.76%
Latham & Watkins LLP*	1750	4	1	21	21	0	0	1	0	48	2.74%
Eckert Seamans Cherin & Mellott, LLC*	365	0	3	2	5	0	0	0	0	10	2.74%
Hall Render*	146	0	2	0	2	0	0	0	0	4	2.74%
Dentons US LLP‡	879	6	3	3	9	1	2	N/A	N/A	24	2.73%
Husch Blackwell†	1358	5	5	5	14	2	6	0	0	37	2.72%
LOWENSTEIN SANDLER LLP†	294	1	0	2	3	1	1	0	0	8	2.72%
Wilson Elser Moskowitz Edelman & Dicker LLP‡	775	1	3	3	10	2	2	N/A	N/A	21	2.71%
McKool Smith†	185	0	0	2	0	0	1	2	0	5	2.70%
Butzel*	148	1	1	1	0	1	0	0	0	4	2.70%
Vedder Price P.C.◇	297	1	0	5	2	0	0	0	0	8	2.69%
Allen Matkins Leck Gamble Mallory & Natsis LLP*	188	1	0	1	3	0	0	0	0	5	2.66%
Herrick, Feinstein LLP†	113	0	0	0	3	0	0	0	0	3	2.65%
Thompson Hine LLP†	378	3	1	1	3	1	1	0	0	10	2.65%
Orrick, Herrington & Sutcliffe LLP†	1829	16	2	6	18	4	2	0	0	48	2.62%
Stradley Ronon Stevens & Young, LLP†	191	0	1	1	3	0	0	0	0	5	2.62%
Vinson & Elkins LLP†	1335	2	6	12	14	0	0	0	0	34	2.55%
Stroock & Stroock & Lavan LLP†	237	0	0	2	3	0	0	0	1	6	2.53%
Duane Morris LLP‡	672	6	1	7	2	1	0	N/A	N/A	17	2.53%
Cozen O'Connor‡	675	7	2	1	5	0	2	N/A	N/A	17	2.52%
Quarles & Brady LLP	480	4	0	1	6	0	1	N/A	N/A	12	2.50%
Cadwalader, Wickersham & Taft LLP‡	320	0	1	2	4	0	1	N/A	N/A	8	2.50%
Arnall Golden Gregory LLP†	160	0	2	2	0	0	0	0	0	4	2.50%
McDermott Will & Emery*	1126	7	2	6	6	0	2	2	3	28	2.49%
Morrison & Foerster LLP†	887	4	2	5	10	0	1	0	0	22	2.48%
Stinson Leonard Street LLP*	484	5	4	1	2	0	0	0	0	12	2.48%

Garvey Schubert Barer†	121	1	0	1	1	0	0	0	0	3	2.48%
Linklaters LLP†	202	1	0	1	3	0	0	0	0	5	2.48%
Sullivan & Worcester LLP†	162	1	0	2	1	0	0	0	0	4	2.47%
Haynes and Boone, LLP*	284	0	0	3	3	1	0	0	0	7	2.46%
Wilson Sonsini Goodrich & Rosati†	1489	6	0	14	12	4	0	0	0	36	2.42%
Jones Day‡	1701	9	2	12	16	0	2	N/A	N/A	41	2.41%
Allen & Overy LLP†	166	0	0	0	4	0	0	0	0	4	2.41%
Womble Bond Dickinson (US) LLP*	582	1	1	1	6	1	3	1	0	14	2.41%
Barack Ferrazzano Kirschbaum & Nagelberg LLP†	125	1	2	0	0	0	0	0	0	3	2.40%
Foster Pepper PLLC†	125	1	3	0	0	0	1	0	0	3	2.40%
Blank Rome LLP‡	588	6	1	2	4	0	1	N/A	N/A	14	2.38%
Kirkland & Ellis LLP‡	1854	7	7	11	19	0	0	N/A	N/A	44	2.37%
Clark Hill*	633	3	3	0	4	1	4	0	0	15	2.37%
Morris, Manning & Martin, LLP†	169	0	0	2	2	0	0	0	0	4	2.37%
Seward & Kissel LLP†	169	0	0	1	2	0	0	0	1	4	2.37%
Katten Muchin Rosenman LLP‡	598	2	3	5	4	0	0	N/A	N/A	14	2.34%
Bingham Greenebaum Doll LLP†	349	2	0	2	2	2	0	0	0	8	2.29%
Fragomen (International)◇	352	0	1	0	4	0	3	0	0	8	2.27%
Archer & Greiner, P.C.‡	176	1	2	1	0	0	0	N/A	N/A	4	2.27%
Shumaker, Loop & Kendrick, LLP†	265	0	1	2	3	0	0	0	0	6	2.26%
Drinker Biddle & Reath LLP†	1024	4	4	6	7	1	1	0	0	23	2.25%
Cooley LLP*	942	5	2	3	10	1	0	0	0	21	2.23%
Dickinson Wright PLLC*	459	2	1	3	3	0	0	0	1	10	2.18%
Spencer Fane LLP†	230	0	0	3	1	1	0	0	0	5	2.17%
Locke Lord LLP‡	648	2	4	4	3	1	0	N/A	N/A	14	2.16%
Fox Rothschild LLP*	927	3	2	3	9	1	1	0	1	20	2.16%
Pillsbury Winthrop Shaw Pittman LLP‡	698	2	3	1	8	0	1	N/A	N/A	15	2.15%
Kramer Levin Naftalis & Frankel LLP*	326	1	1	4	1	0	0	0	0	7	2.15%
Morrison Mahoney*	187	1	1	2	0	0	0	0	0	4	2.14%
Proskauer Rose LLP‡	657	4	2	6	2	0	0	N/A	N/A	14	2.13%
Cohen & Grigsby, P.C.†	141	0	1	1	1	0	0	0	0	3	2.13%
Frost Brown Todd†	335	2	0	4	1	0	0	0	0	7	2.09%
Sills Cummis & Gross P.C.†	145	1	0	1	1	0	0	0	0	3	2.07%
Connell Foley*	145	0	0	1	1	1	0	0	0	3	2.07%
Sullivan & Cromwell LLP‡	735	1	2	3	8	0	1	N/A	N/A	15	2.04%
Curtis, Mallet-Prevost, Colt & Mosle LLP†	148	1	1	1	0	0	0	0	0	3	2.03%
Benesch, Friedlander, Coplan & Aronoff LLP†	198	1	0	1	1	0	0	0	1	4	2.02%
Smith Moore Leatherwood LLP‡	149	0	1	1	1	0	0	N/A	N/A	3	2.01%
Gibson, Dunn & Crutcher LLP‡	1144	2	3	6	10	2	0	N/A	N/A	23	2.01%
Bass, Berry & Sims PLC*	303	0	1	1	4	0	0	0	0	6	1.98%
Hinckley Allen†	152	1	0	1	1	0	0	0	0	3	1.97%

Foley Hoag LLP†	257	1	3	0	0	0	1	0	0	5	1.95%
Faegre Baker Daniels LLP◇ (International)	691	1	0	5	5	0	0	0	2	13	1.88%
Kelly Hart & Hallman LLP†	160	1	0	0	2	0	0	0	0	3	1.88%
Richards, Layton & Finger†	160	0	1	0	2	0	0	0	0	3	1.88%
Fish & Richardson P.C.*	376	1	0	4	1	1	0	0	0	7	1.86%
Merchant & Gould†	110	0	0	1	1	0	0	0	0	2	1.82%
Dorsey & Whitney LLP†	939	2	0	4	9	2	0	0	0	17	1.81%
Becker & Poliakoff*	111	0	1	0	1	0	0	0	0	2	1.80%
Jeffer Mangels Butler & Mitchell LLP†	113	0	0	0	2	0	0	0	0	2	1.77%
LeClairRyan◇	229	1	0	0	3	0	0	0	0	4	1.75%
Choate, Hall & Stewart LLP†	173	1	0	1	1	0	0	0	0	3	1.73%
Barclay Damon*	291	1	2	0	0	0	0	1	1	5	1.72%
Williams Mullen†	233	1	0	0	3	0	0	0	0	4	1.72%
Greenspoon Marder, P.A.◇	235	0	0	1	2	1	0	0	0	4	1.70%
Briggs and Morgan, P.A.†	118	0	0	1	1	0	0	0	0	2	1.69%
Lathrop Gage‡	243	0	0	1	2	0	1	N/A	N/A	4	1.65%
Winstead*	306	1	0	1	3	0	0	0	0	5	1.63%
Bond, Schoeneck & King, PLLC†	245	1	0	1	2	0	0	0	0	4	1.63%
Dickie, McCamey & Chilcote PC◇	187	0	2	0	0	0	1	0	0	3	1.60%
Conroy Simberg*	625	0	2	2	6	0	0	0	0	10	1.60%
Brown Rudnick LLP†	252	1	0	0	3	0	0	0	0	4	1.59%
Manatt Phelps & Phillips LLP†	532	2	2	0	4	0	0	0	0	8	1.50%
Chiesa Shahinian & Giantomasi PC*	133	1	0	1	0	0	0	0	0	2	1.50%
McCarter & English*	400	0	3	2	1	0	0	0	0	6	1.50%
Verrill Dana, LLP†	135	0	0	2	0	0	0	0	0	2	1.48%
Gray Robinson*	276	1	0	2	1	0	0	0	0	4	1.45%
Neal, Gerber & Eisenberg LLP†	138	0	0	0	2	0	0	0	0	2	1.45%
Davis Wright Tremaine LLP*	564	0	2	2	2	0	2	0	0	8	1.42%
Riker Danzig Scherer Hyland & Perretti LLP†	141	0	0	0	1	1	0	0	0	2	1.42%
Vorys, Sater, Seymour and Pease LLP†	354	2	0	1	1	0	0	1	0	5	1.41%
Best Best & Krieger LLP*	216	1	0	0	1	0	1	0	0	3	1.39%
Reinhart Boerner Van Deuren s.c.*	216	1	0	0	1	0	0	0	1	3	1.39%
Axinn, Veltrop & Harkrider, LLP†	148	0	0	0	0	2	0	0	0	2	1.35%
Brownstein Hyatt Farber Schreck, LLP†	227	2	0	0	1	0	0	0	0	3	1.32%
Calfee, Halter & Griswold LLP*	154	0	1	0	0	0	0	1	0	2	1.30%
Michael Best & Friedrich LLP†	237	0	1	0	1	1	0	0	0	3	1.27%
Cullen and Dykman LLP†	160	1	0	1	0	0	0	0	0	2	1.25%
Hanson Bridgett†	160	1	0	0	1	0	0	0	0	2	1.25%
Pryor Cashman LLP†	160	0	0	0	2	0	0	0	0	2	1.25%
Godfrey & Kahn, S.C.†	180	0	0	2	0	0	0	0	0	2	1.11%
Lane Powell PC†	180	1	0	0	0	0	1	0	0	2	1.11%

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Boutique Law Firm Black Attorney Percentages

Law Firm	Partner		Associate		Counsel		Non-Partner Track		Total #Blackattys	Percent Black Attorneys
	Total US	M	W	M	W	M	W	M		
Pugh, Jones & Johnson, P.C.◊	17	2	1	0	1	0	0	0	4	23.53%
Smyser Kaplan & Veselka, L.L.P.†	22	1	1	0	1	0	0	0	3	13.64%
Dowd Bennett LLP†	33	1	0	2	1	0	0	0	4	12.12%
Munger, Tolles & Olson LLP†	83	0	0	4	2	0	0	0	6	7.23%
Rogers & Hardin†	29	1	0	0	1	0	0	0	2	6.90%
Hollingsworth LLP†	75	0	1	1	3	0	0	0	5	6.67%
Woods Oviatt Gilman LLP†	95	0	0	1	0	0	0	0	5	6.32%
Miller Shakman & Beem LLP†	16	0	1	0	0	0	0	0	1	6.25%
Bell Nunnally & Martin LLP†	50	0	1	0	0	0	0	0	3	6.00%
Carter Ledyard & Milburn LLP†	90	1	0	3	0	0	1	0	5	5.56%
Potter Anderson & Corroon LLP†	81	0	0	2	0	2	0	0	4	4.94%
Robinson Bradshaw†	64	2	2	1	1	0	0	0	3	4.69%
Richards, Watson & Gershon†	65	1	1	0	0	1	0	0	3	4.62%
Ahmad, Zavitsanos, Anaipakos, Alavi & Mensing P.C.†	46	0	0	1	1	0	0	0	2	4.35%
Scott Douglass & McConnico LLP†	48	2	0	0	0	0	0	0	2	4.17%
Hueston Hennigan LLP†	49	1	0	0	1	0	0	0	2	4.08%
Kegler Brown Hill + Ritter†	77	1	0	2	0	0	0	0	3	3.90%
Belin McCormick, P.C.†	27	0	1	0	0	0	0	0	1	3.70%
Patterson & Sheridan, L.L.P.†	83	0	0	2	0	1	0	0	3	3.61%
Krieg DeVault, LLP†	84	1	0	0	1	0	1	0	3	3.57%
Smith Debnam Narron Drake Saintsing & Myers, LLP†	28	0	0	0	1	0	0	0	1	3.57%
Van Ness Feldman LLP†	86	0	2	0	1	0	0	0	3	3.49%
Wolf Greenfield†	59	0	0	1	1	0	0	0	2	3.39%
Miller Johnson†	93	1	0	2	0	0	0	0	3	3.23%
Lerner, David, Littenberg, Krumholz & Mentlik LLP†	64	1	0	1	0	0	0	0	2	3.13%
Yetter Coleman LLP†	32	1	0	0	0	0	0	0	1	3.13%
Wheeler Trigg O'Donnell LLP†	69	0	0	0	2	0	0	0	2	2.90%
McAndrews, Held & Malloy, Ltd.†	73	0	1	1	0	0	0	0	2	2.74%
Goldberg Kohn†	76	0	0	0	2	0	0	0	2	2.63%
Cairncross & Hempelmann, P.S.†	38	0	0	0	0	1	0	0	1	2.63%
Keller and Heckman LLP†	77	1	0	1	0	0	0	0	2	2.60%
Marshall, Gerstein & Borun LLP†	78	1	0	1	0	0	0	0	2	2.56%
Graydon Head & Ritchey†	80	1	0	0	0	1	0	0	2	2.50%
Maslon LLP†	82	1	0	0	1	0	0	0	2	2.44%
Brooks Kushman (no title designation)◊	82	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2	2.44%
Lowndes, Drosdick, Doster, Kantor & Reed, PA†	85	0	0	2	0	0	0	0	2	2.35%
Morris, Nichols, Arsht & Tunnell LLP†	90	1	0	0	1	0	0	0	2	2.22%
Brooks Pierce McLendon Humphrey & Leonard, LLP†	96	1	0	0	0	0	1	0	2	2.08%

Irell & Manella LLP†	97	2	0	0	0	0	0	0	0	2	2.06%
Seigfreid Bingham, P.C.†	49	1	0	0	0	0	0	0	0	1	2.04%
Boutin Jones Inc.†	50	0	0	1	0	0	0	0	0	1	2.00%
Carrington Coleman LLP†	50	0	0	0	1	0	0	0	0	1	2.00%
Pircher, Nichols & Meeks†	52	1	0	0	0	0	0	0	0	1	1.92%
Leydig, Voit & Mayer, Ltd.†	60	0	0	0	1	0	0	0	0	1	1.67%
Hooper, Lundy & Bookman, PC†	63	0	1	0	0	0	0	0	0	1	1.59%
Graves Dougherty Hearon & Moody, P. C.†	66	0	0	0	1	0	0	0	0	1	1.52%
Parker Hudson Rainer & Dobbs LLP†	74	0	1	0	0	0	0	0	0	1	1.35%
Whiteman Osterman & Hanna LLP†	77	0	0	0	0	0	1	0	0	1	1.30%
Keker, Van Nest & Peters LLP†	81	1	0	0	0	0	0	0	0	1	1.23%
Mound Cotton Wollan & Greengrass†	83	0	0	1	0	0	0	0	0	1	1.20%
Groom Law Group, Chartered†	86	0	1	0	0	0	0	0	0	1	1.16%
Hill Ward Henderson†	89	0	0	0	0	0	1	0	0	1	1.12%
Barley Snyder LLP†	94	0	0	0	0	1	0	0	0	1	1.06%
GableGotwals†	96	0	0	0	1	0	0	0	0	1	1.04%

These Law Firms Have No Black Attorneys

Law Firm	Total US	Percent Black Attorneys
Cox, Castle & Nicholson LLP†	134	0.00%
Cole Schotz P.C.†	115	0.00%
Winthrop & Weinstine, P.A.†	105	0.00%
Downey Brand LLP†	104	0.00%
Porter Hedges LLP†	101	0.00%
Bowles Rice LLP◇	92	0.00%
McDonnell Boehnen Hulbert & Berghoff LLP†	85	0.00%
Tonkon Torp LLP†	85	0.00%
Olshan Frome Wolosky LLP†	81	0.00%
Keesal, Young & Logan†	70	0.00%
Cades Schutte LLP†	68	0.00%
Haug Partners LLP†	66	0.00%
Caplin & Drysdale†	65	0.00%
Jennings, Strouss & Salmon, PLC†	65	0.00%
Mirick, O'Connell, DeMallie & Lougee, LLP†	60	0.00%
Simmons Perrine Moyer Bergman PLC†	56	0.00%
Felhaber, Larson, Fenlon & Vogt, PA†	55	0.00%
Cohen and Wolf, P.C.†	53	0.00%
Klarquist Sparkman, LLP†	50	0.00%
Hangley Aronchick Segal Pudlin & Schiller†	49	0.00%
Osborn Maledon, P.A.†	49	0.00%
Gordon Thomas Honeywell LLP†	46	0.00%
Hahn & Hessen LLP†	46	0.00%
Shumaker & Sieffert†	45	0.00%
Williams Parker Harrison Dietz & Getzen†	42	0.00%
Rothwell, Figg, Ernst & Manbeck, P.C.†	40	0.00%
Hillis Clark Martin & Peterson P.S.†	39	0.00%
Desmarais LLP†	37	0.00%
Amster, Rothstein & Ebenstein†	34	0.00%
Stange Law Firm, PC†	34	0.00%
Sunstein Kann Murphy & Timbers LLP†	34	0.00%
Christensen O'Connor Johnson Kindness†	33	0.00%
Fabyanske, Westra, Hart & Thomson, P. A.†	33	0.00%
ROBERTS & HOLLAND†	32	0.00%
Seed IP Law Group†	32	0.00%
Ashby & Geddes†	31	0.00%
Gammage & Burnham†	31	0.00%
Montgomery Purdue Blankinship & Austin, PLLC†	30	0.00%
Bondurant Mixson & Elmore LLP†	29	0.00%
Carlson Caspers†	28	0.00%
IVINS, PHILLIPS & BARKER†	28	0.00%
Katz Teller Brant & Hild†	25	0.00%
Slater Matsil, LLP†	23	0.00%
Hutchinson Black and Cook, LLC†	22	0.00%
Culp Elliott & Carpenter, PLLC†	20	0.00%
Klee, Tuchin, Bogdanoff & Stern LLP†	20	0.00%

Law School Directory

Law School	State (County/Area)
Albany Law School, Union University	New York (Albany)
Appalachian School of Law	Virginia (Grundy)
Ave Maria School of Law	Florida (Naples)
Baylor Law School, Baylor University	Texas (Waco)
Beasley School of Law, Temple University	Pennsylvania (Philadelphia)
Belmont University College of Law	Tennessee (Nashville)
Benjamin N. Cardozo School of Law, Yeshiva University	New York (Manhattan)
Boston College Law School	Massachusetts (Newton)
Boston University School of Law	Massachusetts (Fenway–Kenmore)
Brooklyn Law School	New York (Brooklyn)
California Western School of Law	California (San Diego)
Capital University Law School	Ohio (Columbus)
Case Western Reserve University School of Law	Ohio (Cleveland)
Cecil C. Humphreys School of Law, University of Memphis	Tennessee (Memphis)
Chapman University School of Law	California (Orange)
Chicago-Kent College of Law, Illinois Institute of Technology	Illinois (Chicago)
City University of New York School of Law	New York (Queens)
Cleveland-Marshall College of Law, Cleveland State University	Ohio (Cleveland)
Columbia Law School	New York (Manhattan)
Columbus School of Law, The Catholic University of America	District of Columbia
Cornell Law School	New York (Ithaca)
Creighton University School of Law	Nebraska (Omaha)
Cumberland School of Law, Samford University	Alabama (Birmingham)
David A. Clarke School of Law, University of the District of Columbia	District of Columbia
Dedman School of Law, Southern Methodist University	Texas (Dallas)
DePaul University College of Law	Illinois (Chicago)
Dickinson School of Law, Penn State University	Pennsylvania (Carlisle)
Drake University Law School	Iowa (Des Moines)
Drexel University School of Law	Pennsylvania (Philadelphia)
Duke University School of Law	North Carolina (Durham)
Duquesne University School of Law	Pennsylvania (Pittsburgh)
Dwayne O. Andreas School of Law	Florida (Orlando)
Elon University School of Law	North Carolina (Greensboro)
Emory University School of Law	Georgia (Atlanta)
Florida A&M University College of Law	Florida (Orlando)
Florida International University College of Law	Florida (Miami)
Florida State University College of Law	Florida (Tallahassee)
Fordham University School of Law	New York (Manhattan)
George Mason University School of Law	Virginia (Arlington)
Georgetown University Law Center	District of Columbia
Georgia State University College of Law	Georgia (Atlanta)
Golden Gate University School of Law	California (San Francisco)

Gonzaga University School of Law	Washington (Spokane)
Gould School of Law, University of Southern California	California (Los Angeles)
Harvard Law School	Massachusetts (Cambridge)
Hofstra University School of Law	New York (Hempstead)
Howard University School of Law	District of Columbia
Indiana University Robert H. McKinney School of Law	Indiana (Indianapolis)
Interamerican University of Puerto Rico School of Law	Puerto Rico (San Juan)
J. Reuben Clark Law School, Brigham Young University	Utah (Provo)
James E. Rogers College of Law, University of Arizona	Arizona (Tucson)
John Marshall Law School	Illinois (Chicago)
Lewis & Clark Law School	Oregon (Portland)
Liberty University School of Law	Virginia (Lynchburg)
Louis D. Brandeis School of Law, University of Louisville	Kentucky (Louisville)
Loyola Law School, Loyola Marymount University	California (Los Angeles)
Loyola University Chicago School of Law	Illinois (Chicago)
Loyola University New Orleans College of Law	Louisiana (New Orleans)
Marquette University Law School	Wisconsin (Milwaukee)
Marshall-Wythe School of Law, The College of William and Mary	Virginia (Williamsburg)
Maurer School of Law, Indiana University Bloomington	Indiana (Bloomington)
McGeorge School of Law, University of the Pacific	California (Sacramento)
Michael E. Moritz College of Law, Ohio State University	Ohio (Columbus)
Michigan State University College of Law	Michigan (East Lansing)
Mississippi College School of Law	Mississippi (Jackson)
Mitchell Hamline School of Law	Minnesota (St. Paul)
New England School of Law	Massachusetts (Boston)
New York Law School	New York (Manhattan)
New York University School of Law	New York (Manhattan)
Norman Adrian Wiggins School of Law, Campbell University	North Carolina (Raleigh)
North Carolina Central University School of Law	North Carolina (Durham)
Northeastern University School of Law	Massachusetts (Roxbury)
Northern Illinois University College of Law	Illinois (DeKalb)
Northwestern University School of Law	Illinois (Chicago)
Notre Dame Law School	Indiana (Notre Dame)
Ohio Northern University, Pettit College of Law	Ohio (Ada)
Oklahoma City University School of Law	Oklahoma (Oklahoma City)
Pace University School of Law	New York (White Plains)
Paul M. Hebert Law Center, Louisiana State University	Louisiana (Baton Rouge)
Penn State Law, Penn State University	Pennsylvania (University Park)
Pepperdine University School of Law	California (Malibu)
Pontifical Catholic University of Puerto Rico School of Law	Puerto Rico (Ponce)
Quinnipiac University School of Law	Connecticut (Hamden)
Regent University School of Law	Virginia (Virginia Beach)
Roger Williams University School of Law	Rhode Island (Bristol)
Rutgers Law School (Camden campus; formerly Rutgers School of Law–Camden, Rutgers University	New Jersey (Camden)
Rutgers Law School (Newark campus; formerly Rutgers School of Law–Newark, Rutgers University	New Jersey (Newark)

S.J. Quinney College of Law, University of Utah	Utah (Salt Lake City)
Saint Louis University School of Law	Missouri (St. Louis)
Salmon P. Chase College of Law, Northern Kentucky University	Kentucky (Highland Heights)
Sandra Day O'Connor College of Law, Arizona State University	Arizona (Phoenix)
Santa Clara University School of Law	California (Santa Clara)
Savannah Law School	Georgia (Savannah)
Seattle University School of Law	Washington (Seattle)
Seton Hall University School of Law	New Jersey (Newark)
Shepard Broad Law Center, Nova Southeastern University	Florida (Davie)
South Texas College of Law	Texas (Houston)
Southern Illinois University School of Law	Illinois (Carbondale)
Southern University Law Center	Louisiana (Baton Rouge)
Southwestern University School of Law	California (Los Angeles)
St. John's University School of Law	New York (Queens)
St. Mary's University School of Law	Texas (San Antonio)
University of Akron School of Law	Ohio (Akron)
Stanford Law School	California (Stanford)
Stetson University College of Law	Florida (Gulfport)
Sturm College of Law, University of Denver	Colorado (Denver)
Suffolk University Law School	Massachusetts (Beacon Hill)
Syracuse University College of Law	New York (Syracuse)
Texas A&M University School of Law	Texas (Fort Worth)
Texas Tech University School of Law	Texas (Lubbock)
The George Washington University Law School	District of Columbia
The Judge Advocate General's Legal Center and School	Virginia (Charlottesville)
Thomas Goode Jones School of Law, Faulkner University	Alabama (Montgomery)
Thurgood Marshall School of Law, Texas Southern University	Texas (Houston)
Touro College Jacob D. Fuchsberg Law Center	New York (Central Islip)
Tulane University School of Law	Louisiana (New Orleans)
University at Buffalo Law School, SUNY	New York (Buffalo)
University of Alabama School of Law	Alabama (Tuscaloosa)
University of Arkansas School of Law	Arkansas (Fayetteville)
University of Baltimore School of Law	Maryland (Baltimore)
University of California, Berkeley School of Law (Boalt Hall)	California (Berkeley)
University of California, Davis School of Law (King Hall)	California (Davis)
University of California, Hastings College of the Law	California (San Francisco)
University of California, Irvine School of Law	California (Irvine)
University of California, Los Angeles School of Law	California (Los Angeles)
University of Chicago Law School	Illinois (Chicago)
University of Cincinnati College of Law	Ohio (Cincinnati)
University of Colorado School of Law	Colorado (Boulder)
University of Connecticut School of Law	Connecticut (Hartford)
University of Dayton School of Law	Ohio (Dayton)
University of Detroit Mercy School of Law	Michigan (Detroit)
University of Florida Levin College of Law	Florida (Gainesville)
University of Georgia School of Law	Georgia (Athens)
University of Houston Law Center	Texas (Houston)

University of Idaho College of Law	Idaho (Moscow), (Boise)
University of Illinois College of Law	Illinois (Champaign)
University of Iowa College of Law	Iowa (Iowa City)
University of Kansas School of Law	Kansas (Lawrence)
University of Kentucky College of Law	Kentucky (Lexington)
University of La Verne College of Law	California (Ontario)
University of Maine School of Law	Maine (Portland)
University of Maryland School of Law	Maryland (Baltimore)
University of Massachusetts School of Law	Massachusetts (Dartmouth)
University of Miami School of Law	Florida (Coral Gables)
University of Michigan Law School	Michigan (Ann Arbor)
University of Minnesota Law School	Minnesota (Minneapolis)
University of Mississippi School of Law	Mississippi (Oxford)
University of Missouri - Kansas City School of Law	Missouri (Kansas City)
University of Missouri School of Law	Missouri (Columbia)
University of Montana School of Law	Montana (Missoula)
University of Nebraska–Lincoln College of Law	Nebraska (Lincoln)
University of New Hampshire School of Law	New Hampshire (Concord)
University of New Mexico School of Law	New Mexico (Albuquerque)
University of North Carolina School of Law	North Carolina (Chapel Hill)
University of North Dakota School of Law	North Dakota (Grand Forks)
University of Oklahoma College of Law	Oklahoma (Norman)
University of Oregon School of Law	Oregon (Eugene), (Portland)
University of Pennsylvania Law School	Pennsylvania (Philadelphia)
University of Pittsburgh School of Law	Pennsylvania (Pittsburgh)
University of Puerto Rico School of Law	Puerto Rico (San Juan)
University of Richmond School of Law	Virginia (Richmond)
University of San Diego School of Law	California (San Diego)
University of San Francisco School of Law	California (San Francisco)
University of South Carolina School of Law	South Carolina (Columbia)
University of South Dakota School of Law	South Dakota (Vermillion)
University of St. Thomas School of Law	Minnesota (Minneapolis)
University of Tennessee College of Law	Tennessee (Knoxville)
University of Texas School of Law	Texas (Austin)
University of Toledo College of Law	Ohio (Toledo)
University of Tulsa College of Law	Oklahoma (Tulsa)
University of Virginia School of Law	Virginia (Charlottesville)
University of Washington School of Law	Washington (Seattle)
University of Wisconsin Law School	Wisconsin (Madison)
University of Wyoming College of Law	Wyoming (Laramie)
Valparaiso University School of Law	Indiana (Valparaiso)
Vanderbilt University Law School	Tennessee (Nashville)
Vermont Law School	Vermont (South Royalton)
Villanova University School of Law	Pennsylvania (Radnor)
Wake Forest University School of Law	North Carolina (Winston-Salem)
Walter F. George School of Law, Mercer University	Georgia (Macon)
Washburn University School of Law	Kansas (Topeka)

Washington and Lee University School of Law	Virginia (Lexington)
Washington College of Law, American University	District of Columbia
Washington University School of Law	Missouri (St. Louis)
Wayne State University Law School	Michigan (Detroit)
West Virginia University College of Law	West Virginia (Morgantown)
Western Michigan University Thomas M. Cooley Law School	Michigan (Lansing, Auburn Hills, Grand Rapids, Kalamazoo)
Western New England University School of Law	Massachusetts (Springfield)
Western State College of Law	California (Irvine)
Widener Law Commonwealth	Pennsylvania (Harrisburg)
Widener University School of Law	Delaware (Wilmington)
Willamette University College of Law	Oregon (Salem)
William H. Bowen School of Law, University of Arkansas at Little Rock	Arkansas (Little Rock)
William S. Boyd School of Law, University of Nevada, Las Vegas	Nevada (Las Vegas)
William S. Richardson School of Law, University of Hawaii	Hawaii (Honolulu)
Yale Law School	Connecticut (New Haven)

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