



AMERICAN
BANKRUPTCY
INSTITUTE

2022 Bankruptcy Battleground West

Turning Words into Tactics: DEI in Practice

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Turning Words into Tactics – DEI in Practice

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Turning Words into Tactics – DEI in Practice

Resources:

1. The Brennan Center for Justice [What Research Shows About the Importance of Supreme Court Diversity](#), Alicia Bannon and Douglas Keith, February 1, 2022
2. American Bar Association, [Member Diversity, Equity and Inclusion Plan](#)
3. American Bar Association, [2020 Model Diversity Survey](#)
4. American Bar Association, [Goal III Report 2021 – the Demographic Diversity of the ABA's Leadership and Members](#)
5. Panelist's Bios

GOAL III REPORT 2021

THE DEMOGRAPHIC DIVERSITY OF THE
ABA'S LEADERSHIP AND MEMBERS



AMERICANBARASSOCIATION

THE 2021 GOAL III REPORT

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LETTER FROM THE PRESIDENT

2021 Goal III Report: The Demographic Diversity of the ABA's Leadership and Members

ABA Goal III, one of just four Association-wide goals, memorializes our unwavering dedication to eliminate bias and enhance diversity, equity, and inclusion in the Association, legal profession, and justice system.

In furtherance of this critical commitment, I am pleased to present the 2021 Goal III Report: The Demographic Diversity of the ABA's Leadership and Members. This annual report is produced by our Center for Diversity and Inclusion in the Profession in collaboration with other ABA entities.

The Goal III Report is a critical tool used to help measure the ABA's demographic diversity. This report includes 2020-2021 diversity data for ABA lawyer members, the Board of Governors and House of Delegates, Presidential Appointments, and Member Practice Groups. It also includes information about and insights on how the COVID-19 pandemic and heightened attention to racial equity has transformed the diversity, equity, and inclusion plans and programming spearheaded by the ABA Sections, Divisions, and Forums.

Beyond the data presented here, the report provides an example to other groups and legal professionals of the importance of measuring our progress through objective data collection. We can only make changes and advance the work of inclusion when we understand where we are as a profession and as an Association.

Thanks to all of our staff and volunteers who made the report possible and who work hard each day to strengthen the ABA's Goal III pledge now and into the future.

Sincerely,



Patricia Lee Refo
ABA President 2020-2021



INTRODUCTION

Diversity, equity, and inclusion (DEI), both in the legal profession and in the pursuit of justice, are core values of the American Bar Association (ABA, or the Association). Among the ABA's most visible initiatives is Goal III (formerly Goal IX): Eliminate Bias and Enhance Diversity. Its objectives are to promote the full and equal participation in the Association, the profession, and the justice system by all persons and to eliminate bias in the profession and the justice system. The Center for Diversity and Inclusion in the Profession is the central ABA Business Unit responsible for advancing Goal III within and outside the ABA and is comprised of the following entities:

- Diversity and Inclusion Center
- Diversity and Inclusion Advisory Council
- Coalition on Racial and Ethnic Justice
- Commission on Disability Rights*
- Commission on Hispanic Legal Rights and Responsibilities
- Commission on Racial and Ethnic Diversity in the Profession*
- Commission on Sexual Orientation and Gender Identity*
- Commission on Women in the Profession*
- Council for Diversity in the Educational Pipeline

The Goal III Report contains available demographic data (gender, race and ethnicity, disability, and LGBTQ+) for overall lawyer members, the House of Delegates, the Board of Governors, Presidential Appointments (Standing Committees, Special Committees, Commissions, and other entities), and the current Chairs and overall membership of the ABA Member Practice Groups (commonly referred to as Sections, Divisions, and Forums). This report also contains information on the Member Practice Groups diversity, equity, and inclusion plans and programming.

*This Goal III report for bar year 2020-2021 is also a joint publication of these four Goal III entities.

HISTORY OF GOAL III

At the 1986 ABA Midyear Meeting, William Neukom, then Secretary of the ABA House of Delegates, presented a report with recommendations to expand the goals of the ABA. He moved that the House approve the Board of Governors' recommendation to adopt a Ninth Goal, which read:

Be It Resolved: That the American Bar Association adopts a ninth goal ...

GOAL IX: To Promote Full and Equal Participation in the Profession by Minorities and Women.

The Association's Goal IX initial efforts, and those of subsequent commissions (the Commission on Opportunities for Minorities in the Profession—later the Commission on Racial and Ethnic Diversity—formed in 1986 and the Commission on Women in the Profession—formed in 1987), focused on unrepresented racial and ethnic demographic groups and women. Goal IX was then amended in 1999 to include “persons with disabilities” and in 2007 to include “persons of differing sexual orientations and gender identities.” That same year, the ABA Commission on Sexual Orientation and Gender Identity was created. In 2008, the House of Delegates voted to revise the Association's goals to ensure that the rights of other historically underrepresented groups could be addressed, and Goal III was adopted.

Since that time, Goal III of the ABA has been the impetus for strengthening partnerships with various ABA affiliates, especially National Affinity Bar Associations. The Center for Diversity and Inclusion in the Profession supports the collaboration between these organizations and the ABA as a whole, including ABA leadership. The Center has done so since the creation of the Center on Racial and Ethnic Diversity in 2001, the predecessor of the current Center for Diversity and Inclusion in the Profession, which formally combined the entities listed on page 3 in 2018 under one umbrella.

The current Goal III of the ABA is to eliminate bias and enhance diversity. This goal is met through the following objectives:

1. Promote full and equal participation in the association, our profession, and the justice system by all persons.
2. Eliminate bias in the legal profession and the justice system.

EXECUTIVE SUMMARY

The American Bar Association (ABA) has four core goals. Goal III is to eliminate bias and enhance diversity, equity, and inclusion (DEI) in the Association, legal profession, and justice system.

In keeping with this commitment, this Goal III Report is published to provide demographic data (gender, race and ethnicity, disability, and LGBTQ+) for ABA leadership and membership, including overall lawyer members, the House of Delegates, the Board of Governors, Presidential Appointments (Standing Committees, Special Committees, Commissions, and other entities), and the current Chairs and overall membership of the ABA Member Practice Groups (commonly referred to as Sections, Divisions, and Forums).

This report contains the best available demographic data self-reported by ABA members and provided by ABA entities throughout the Association. Due to increased efforts by the Diversity and Inclusion Center and ABA entities to encourage members to complete their demographic profiles, the percentage of members that provided demographic data increased—Race and Ethnicity (from 33% to 39%); Gender (96% to 97%); and LGBTQ+ (9% to 10%).

However, disclosure and demographic data collection continue to be challenges, especially as it relates to LGBTQ+ and disability. Accordingly, not all parts of this report provide a complete picture or serve as an exact barometer of diversity within the ABA.

Some key findings from this Goal III Report include:

- **ABA Lawyer Members** (as of August 31, 2020) included: **86.7%** White, **3.3%** Black/African American, **3.3%** Hispanic/Latino/a/x, **4.4%** Asian (Central/East/South/Southeast), **0.6%** Native American/Indigenous, **0.1%** Native Hawaiian/Pacific Islander; **32.5%** Female and **67.5%** Male; **6.5%** LGBTQ+, and **7.4%** Disability.
- **ABA House of Delegates** included: **54.5%** White, **11.8%** Black/African American, **4.5%** Hispanic/Latino/a/x, **2.7%** Asian (Central/East/South/Southeast), **0.2%** Native American/Indigenous, **0.4%** Native Hawaiian/Pacific Islander; **42%** Female and **56%** Male; **2.5%** LGBTQ+, and **2%** Disability.
- **ABA Board of Governors** included: **77%** White, **12%** Black/African Americans, **2%** Hispanic/Latino/a/x, **7%** Asian (Central/East/South/Southeast), **2%** Native Hawaiian/Pacific Islander, **2%** Middle Eastern/North African; **45%** Female and **55%** Male; **2%** LGBTQ+; and **0%** Disability.
- **ABA Presidential Appointments** included: **60%** White, **40%** People of Color; **53%** Female and **47%** Male; **4%** LGBTQ+; and **3%** Disability.
- **ABA Member Practice Groups:**
 - Chairs included: **68%** White, **24%** Black/African Americans, **5%** Hispanic/Latino/a/x, **0%** Asian (Central/East/South/Southeast), **0%** Native American/Indigenous, **0%** Native Hawaiian/Pacific Islander, **0%** Middle Eastern/North African; **46%** Female, **54%** Male; **2%** LGBTQ+; and **0%** Disability.
 - **90%** reported having an active DEI plan, and **95%** reported having a DEI Committee.

METHODOLOGY

The ABA Diversity and Inclusion Center, on behalf of all Goal III entities, provided a short, multiple-choice survey with demographic questions and worked with staff from key ABA departments to collect demographic data, where available, profiling the following groups:

1. Lawyer Members (worked with ABA Center for Member Operations)
2. House of Delegates (worked with ABA Policy and Planning Division)
3. Board of Governors (worked with ABA Policy and Planning Division)
4. Presidential Appointments (worked with ABA Office of the President)
5. Member Practice Groups' Chairs (worked with ABA Sections, Divisions, and Forums)
6. Member Practice Groups' and Overall ABA Membership (used data from the ABA's association management system, Personify, and reviewed information with Sections, Divisions, and Forums)
7. Entity DEI Plans (worked with ABA Sections, Divisions, and Forums)

Additional information about the demographic terminology used in the survey sent to ABA staff can be found in the Appendix on pages 28-30.

A NOTE ON AGGREGATED DATA

This report includes aggregated and available demographic data. In some instances, as indicated within this report, certain categories of information were not collected or there was insufficient data to provide information. Graphs indicate the percentages of available data where complete data was not present or disclosed.

ACCESSIBILITY NOTE: GRAPHS AND TABLES

Pie charts, tables, and bar graphs have been included to provide a visual representation of the progress of the ABA in various demographic areas. As the Goal III Report will primarily be circulated via PDF alternative text ("alt-text"), explanations are included for each graph and table in this report, so that they can be read by individuals using screen readers.

ADDITIONAL RACE DEMOGRAPHIC CATEGORIES AND RENAMING

This year, the ABA, in consultation with the Diversity and Inclusion Center, updated the categories listed in the MyABA Member Profile's Demographic Section. Accordingly, this report includes some new demographic categories. The additional categories along with other related information can be found in the Appendix on pages 28-30.

DEMOGRAPHIC REPORTS

ABA LAWYER DEMOGRAPHICS 2019-2020

The ABA is the largest voluntary association of lawyers and legal professionals in the world. An important and large subset of total ABA membership includes ABA lawyer members.

The graphs below provide a high-level glimpse of available demographic data for ABA lawyer members, including gender, race/ethnicity, LGBTQ+, and disability.

It is important to note that this demographic data:

- Is, as outlined above, not fully representative of all ABA membership
- Is limited, as detailed on the graphs below, to demographic data voluntarily provided by ABA lawyer members
- Includes ABA lawyer members who may or may not be members of Sections, Divisions, and Forums

DATA COLLECTION

The data reported in the graphs below was provided by the ABA's Center for Member Operations and collected through Personify, the ABA association management system, which consists of voluntary self-reported demographic data provided by members via their MyABA profiles.

RESULTS

ABA Lawyer Member Demographics (As of August 31, 2020)

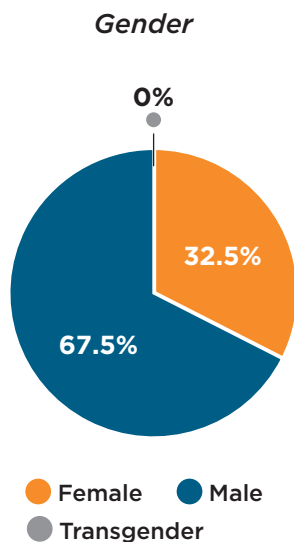


Figure represents the 97% of all lawyer members whose data was available.

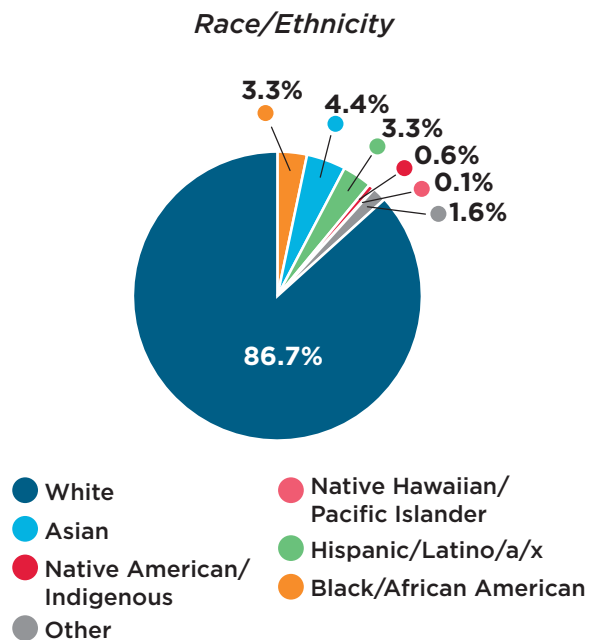


Figure represents the 39% of all lawyer members whose data was available.

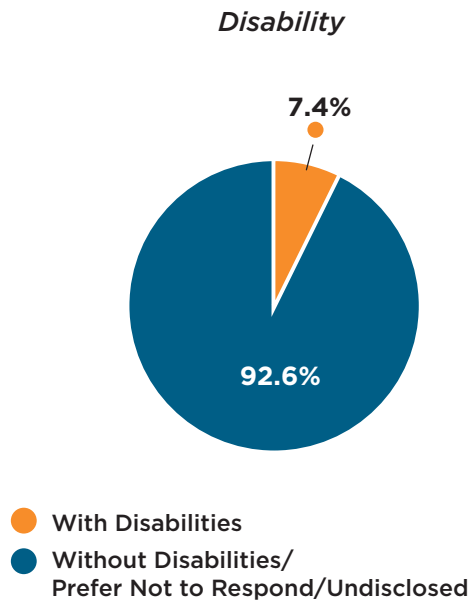


Figure represents the 5% of all lawyer members whose data was available.

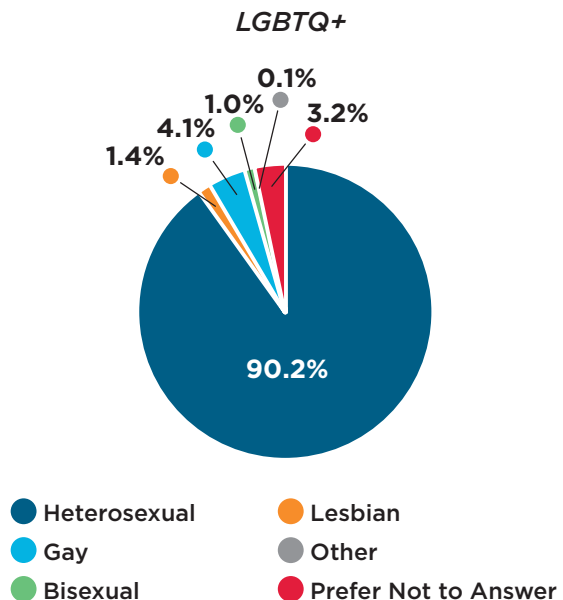


Figure represents the 10% of all lawyer members whose data was available.

HOUSE OF DELEGATES 2020-2021

The House of Delegates (House) is the policy-making body of the ABA. Action taken by the House on specific issues becomes official ABA policy. Delegates arrive in the House by many different avenues and may wear several different hats over the course of their service. Although the specific composition of the House varies each year, currently there are **597** delegates:

- 52** State Delegates
- 261** State Bar Association Delegates
- 72** Local Bar Association Delegates
- 27** Affiliated Organization Delegates
- 53** Section Delegates
- 28** Division and Conference Delegates
- 18** Delegates-at-Large
 - 8** Goal III Members-at-Large (Nominating Committee)
- 26** Former Officers
- 45** Current Board of Governors
 - 2** Ex-Officio Members
 - 1** American Samoa Bar Association
 - 1** Guam Bar Association
 - 1** Commonwealth of the Northern Mariana Islands Bar Association
 - 2** Virgin Islands Bar Association Delegates

Further description of the groups that make up the House of Delegates can be found in the Appendix on pages 30-31.

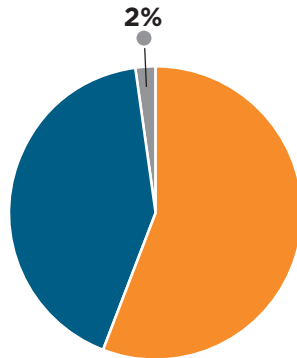
DATA COLLECTION

The data reported in the graphs below was provided by the ABA Policy and Planning Division and collected through Personify, the ABA association management system, which consists of voluntary self-reported demographic data provided by members via their MyABA profiles.

RESULTS

ABA House of Delegates Demographics 2020–2021

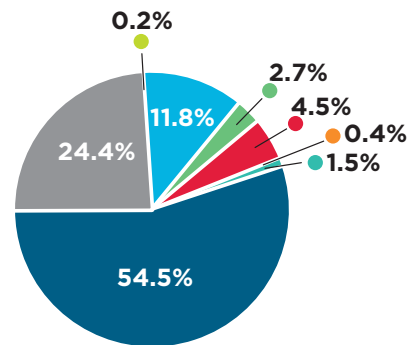
Gender



● Female ● Male
● Undisclosed

Figure represents the 88% of House of Delegates' Members whose data was available.

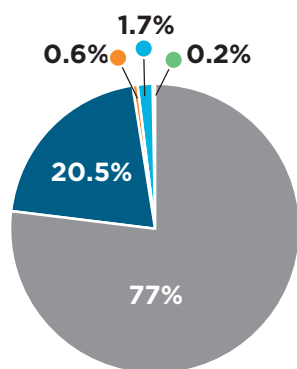
Race/Ethnicity



● White ● Hispanic/Latino/a/x
● Asian ● Black/African American
● Other ● Native Hawaiian/
● Native American/ Pacific Islander
● Indigenous ● Undisclosed

Figure represents the 88% of House of Delegates' Members whose data was available.

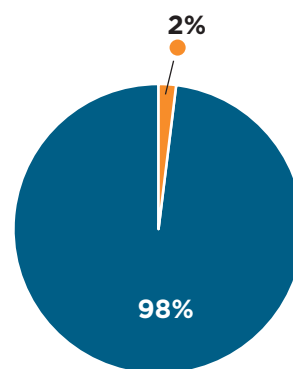
LGBTQ+



● Heterosexual ● Lesbian
● Gay ● Prefer Not to Respond
● Bisexual /Undisclosed

Figure represents the 88% of House of Delegates' Members whose data was available.

Disability



● With Disabilities
● Without Disabilities/Prefer Not to Respond/
Undisclosed

Figure represents the 88% of House of Delegates' Members whose data was available.

BOARD OF GOVERNORS 2020-2021

The Board of Governors (the Board) oversees the general operation of the Association and develops specific plans of action. When the House of Delegates is not in session, the Board has the authority to act and speak for the ABA, consistent with previous action of the House.

The 2020-2021 Board was comprised of 44 members:

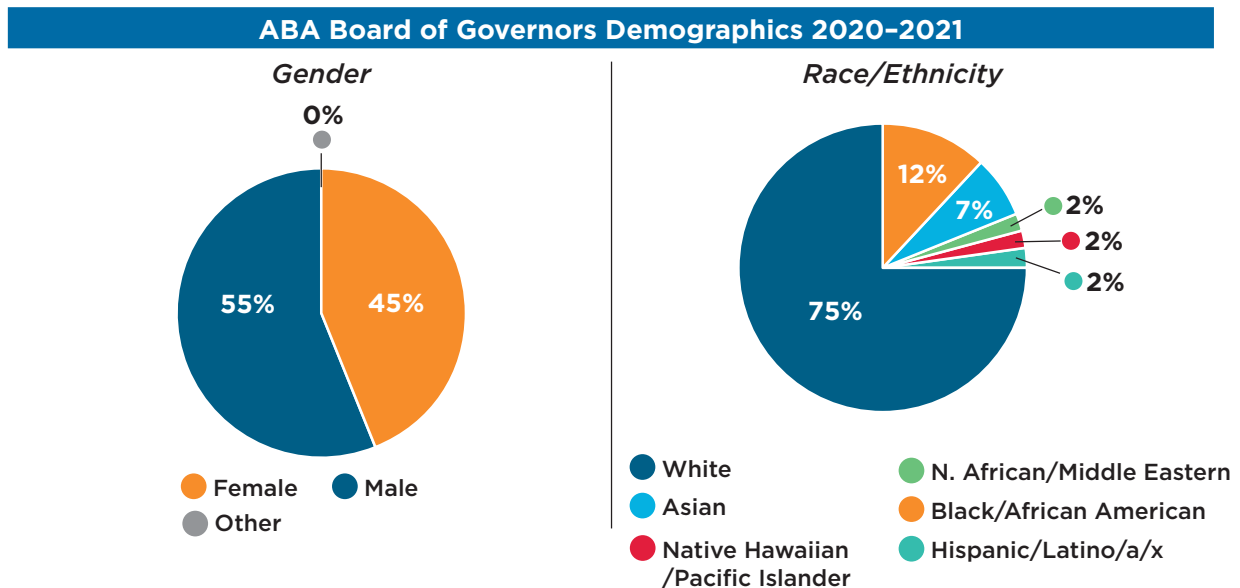
- 19 Geographical District Representatives
- 18 Members-at-Large
 - 2 Selected by the Young Lawyers Division
 - 1 Active Member of the Judiciary
 - 9 Representing the ABA Sections
 - 1 Selected by the Law Student Division
 - 5 Goal III Members-at-Large, including 1 (rotating) Goal III disability/LGBTQ+ Member-at-Large
 - 2 Goal III (racial/ethnic) minority Members-at-Large,
 - 2 Goal III female Members-at-Large
- 7 Officers
 - ABA President
 - ABA President-Elect
 - Chair of the House of Delegates
 - Secretary
 - Treasurer
 - Treasurer-Elect (on Board of Governors every third year)
 - Immediate Past ABA President

Each member of the Board serves a multi-year term, with terms ending on a staggered basis.

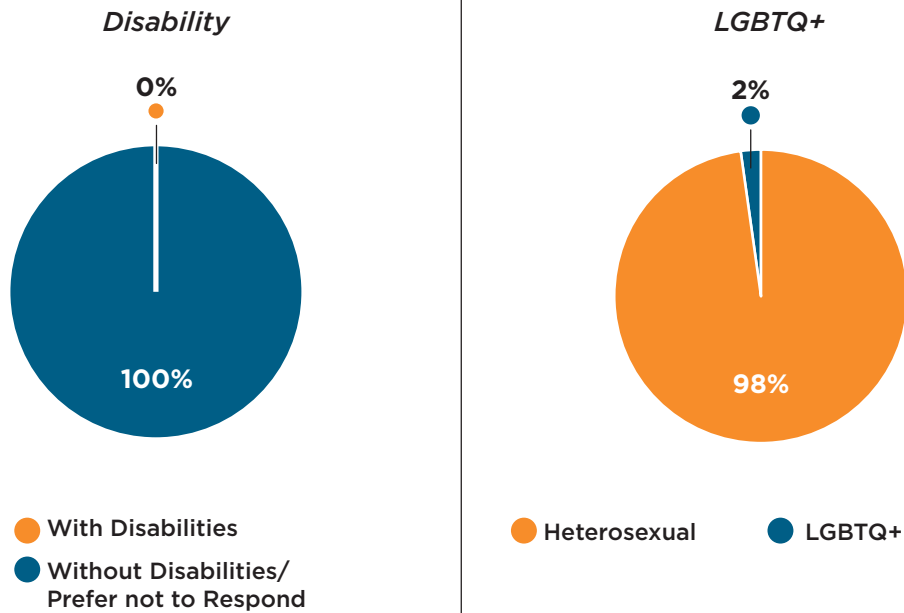
DATA COLLECTION

The data reported in the graphs below was collected and provided by the ABA Policy and Planning Division.

RESULTS



2022 BANKRUPTCY BATTLEGROUND WEST



PRESIDENTIAL APPOINTMENTS 2020-2021

Each year, the ABA President-Elect appoints several hundred members to fill vacancies during their presidential year on the ABA's various Standing Committees, Special Committees, Commissions, and other entities. Generally, there are between three and 20 members on each entity, and more than 1,000 members that serve across all entities.

Standing Committee members serve three-year terms. Special Committee and Commission members serve a one-year term, and (if in good standing) are typically re-appointed for two more terms, for a total of three years. Nominations are made during the ABA Presidential Appointments Process, which typically opens in December through late February of the following year.

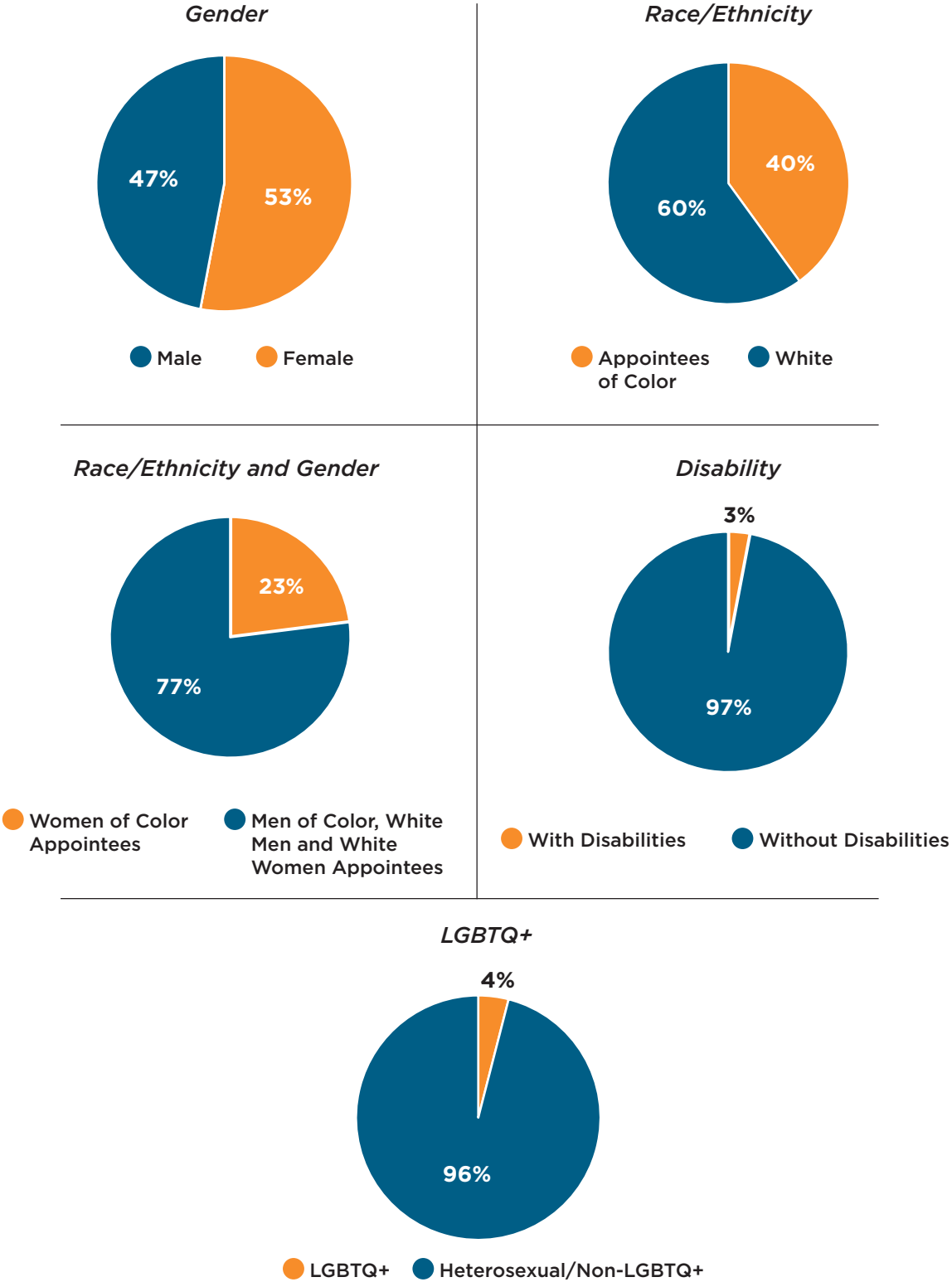
- For the 2020-2021 bar year, President Patricia Lee Refo made **690** appointments, **77** chair appointments, and **82** special advisor appointments.

DATA COLLECTION

The data was collected through Personify, the ABA association management system, and consists of voluntary self-reported demographic data provided by members via their MyABA profiles. Where this information was not provided or not available, the Office of the President gathered the information directly, where possible.

RESULTS

Presidential Appointments Under President Patricia Lee Refo 2020-2021



2022 BANKRUPTCY BATTLEGROUND WEST

2020-2021 President Patricia Lee Refo Presidential Appointments

Member Appointments Demographics	Percent	Count
Female	53%	366
Male	47%	324
Appointees of Color	40%	278
White Appointees	60%	412
Women of Color Appointees	23%	158
Men of Color, White Men, and White Women	77%	532
Appointees with Disabilities	3%	18
Appointees without Disabilities	97%	672
LGBTQ+ Appointees	4%	29
Heterosexual/non-LGBTQ+ Appointees	96%	661
Total Member Appointments	690	

Chair Appointment Demographics	Percent	Count
Female	51%	39
Male	49%	38
Chairs of Color	42%	32
White Chairs	58%	45
Women of Color Chairs	26%	20
Men of Color, White Men, and White Women	74%	57
Chairs with Disabilities	3%	2
Chairs without Disabilities	97%	75
Total Chair Appointments	77	

Special Advisor Demographics	Percent	Count
Female	38%	31
Male	62%	51
Special Advisors of Color	28%	23
White Special Advisors	72%	59
Women of Color Chairs	17%	14
Men of Color, White Men, and White Women	87%	68
Chairs with Disabilities	1%	1
Chairs without Disabilities	99%	81
Total Special Advisor Appointments	82	

MEMBER PRACTICE GROUPS 2020-2021

The ABA has 34 Member Practice Groups (22 Sections, six Divisions, and six Forums).

Sections are specialty groups that focus on a unique area of law or business, allowing for more in-depth examination of issues, regulations, and national trends. **Divisions** help legal professionals with their professional goals, based on their career stage and/or practice setting. The Judicial Division also has six Conferences/Sub-Committees. **Forums** explore and monitor new areas of law as they emerge on a national scale. A full list of Member Practice Groups can be found in the Appendix on pages 31-32. We also include the Center for Professional Responsibility in this report.

Member Practice Groups offer ABA members opportunities for professional development and continuing education in a variety of legal fields and promote improvement of laws and public education. Their memberships range in size from 2,000 to 53,000 members and are comprised of lawyers, judges, academics, and law students. They each have their own governing body along with officers, committees, programs, and publications etc.

Member Practice Groups are where many members find the value of ABA membership. Accordingly, an entity's commitment, or lack thereof, to diversity, equity, and inclusion has far-reaching effects on both its future and that of the Association. This includes the diversity of its leadership, which has a direct impact on the representation and status of women, people of color, persons with disabilities, and LGBTQ+ people within the Association.

DATA COLLECTION

The membership data for the 34 Member Practice Groups; the 6 Judicial Division Conferences/Sub-Committees; and the Center for Professional Responsibility was collected through Personify, the ABA association management system, which consists of voluntary self-reported demographic data provided by members via their MyABA profiles.

As of May 2019, with the new ABA Membership Model, there is no singular set date by which ABA members renew their membership in the ABA and in Member Practice Groups. Instead, members renew on an "anniversary" timeline. Since December 2020 is a full quarter into the bar year and follows the September 1 date by which many members may still voluntarily renew their membership (regardless of anniversary membership date), membership data reports were run for all Member Practice Groups SDFs as of December 31, 2020. In addition, due to rounding, certain percentages in the tables provided may not always appear to add up to 100%.

A NOTE: "UNDISCLOSED" CATEGORY

The data provided includes an "undisclosed" category. Members in this category did not provide or affirmatively opt out of sharing their demographic information on their MyABA profiles.

Many members have not completed the demographic section of their MyABA profiles. The lack of reporting, in some instances, serves to provide an incomplete picture of diversity within the entity. For more information on how members can provide this critical demographic information, please refer to the Appendix on pages 33-34: "How to Complete Your MyABA Profile."

2022 BANKRUPTCY BATTLEGROUND WEST

Entity Membership Demographics 2020-2021

Gender 2020-2021

Entity	Female	Male	Non-binary/ Third Gender	Prefer Not to Say	Undisclosed
Administrative Law	33%	35%	0.06%	0.06%	31%
Antitrust Law	27%	51%	0.02%	0.07%	22%
Business Law	26%	58%	0.02%	0.05%	16%
Center for Professional Responsibility	40%	33%	0%	0.04%	27%
Civil Rights and Social Justice	42%	24%	0.15%	0.12%	34%
Criminal Justice	34%	38%	0.05%	0.05%	27%
Dispute Resolution	34%	39%	0.05%	0.05%	27%
Environment, Energy and Resources Law	33%	45%	0.06%	0.07%	22%
Family Law	48%	28%	0.05%	0.03%	24%
Affordable Housing and Community Development	40%	32%	0.08%	0.11%	29%
Air and Space Law	30%	39%	0.03%	0.13%	31%
Communications Law	39%	32%	0.07%	0.03%	29%
Construction Law	24%	61%	0%	0.04%	15%
Entertainment and Sports Industry	32%	36%	0.04%	0.06%	32%
Franchising	31%	46%	0.04%	0.04%	23%
Government and Public Sector Lawyers	37%	30%	0.06%	0.06%	33%
Health Law	40%	40%	0.10%	0.05%	20%
Infrastructure and Regulated Industries	29%	44%	0%	0%	27%
Intellectual Property Law	29%	47%	0.03%	0.05%	24%
International Law	33%	41%	0.05%	0.05%	26%
JD Appellate Judges Conference	36%	32%	0%	0.03%	33%
JD Lawyers Conference	38%	23%	0%	0.03%	40%
JD National Conference of the Administrative Law Judges	44%	49%	0%	0%	7%
JD National Conference of Federal Trial Judges	35%	60%	0%	0%	5%
JD National Conference of Specialized Court Judges	37%	53%	0.41%	0%	9%
JD National Conference of State Trial Judges	37%	59%	0%	0.13%	4%
Labor and Employment Law	38%	47%	0.05%	0.04%	15%
Law Practice	35%	50%	0.02%	0.14%	15%
Law Student	21%	19%	0.05%	0.03%	60%
Legal Education and Admissions to the Bar	44%	42%	0.03%	0.05%	14%
Litigation	28%	59%	0.02%	0.03%	13%
Public Contract Law	33%	42%	0.04%	0.13%	25%
Real Property, Trust and Estate Law	30%	57%	0.01%	0.07%	13%
Science & Technology Law	30%	41%	0.10%	0.02%	29%
Senior Lawyers Division	16%	82%	0%	0.05%	2%
Solo, Small Firm and General Practice	35%	50%	0.04%	0.16%	16%
State and Local Government Law	34%	37%	0.03%	0.11%	29%
Taxation	25%	61%	0.01%	0.08%	14%
Tort Trial and Insurance Practice	27%	59%	0.03%	0.02%	14%
Young Lawyers	28%	27%	0.04%	0.04%	45%

Note: Due to rounding, certain percentages in the tables provided may not always appear to add up to 100%.

AMERICAN BANKRUPTCY INSTITUTE

Race/Ethnicity 2020-2021

Entity	Asian	African-American/Black	Prefer Not to Say	Native Hawaiian/Pacific Islander	Hispanic/Latino/a/x	Middle Eastern/North African	Multiple Races/Ethnicities	Native American/Indigenous	Other	White/Caucasian	Undisclosed
Administrative Law	1.6%	2.8%	0.4%	0.06%	2.4%	0%	0.07%	0.2%	1.6%	15.2%	76.4%
Antitrust Law	2.2%	1.5%	0.4%	0.03%	1.9%	0.01%	0.06%	0.1%	2.2%	18.8%	74.5%
Business Law	1.7%	1.9%	0.3%	0.03%	1.6%	0.003%	0.05%	0.2%	1.7%	28.9%	64.5%
Center for Professional Responsibility	1.9%	2.8%	0.5%	0.02%	2.7%	0%	0.1%	0.4%	1.9%	21.7%	68.9%
Civil Rights and Social Justice	1.7%	4.4%	0.4%	0.1%	3.0%	0.02%	0.1%	0.4%	1.7%	12.5%	76.2%
Criminal Justice	1.4%	3.3%	0.3%	0.05%	2.7%	0.03%	0.1%	0.2%	1.4%	17.5%	73.4%
Dispute Resolution	1.8%	3.4%	0.4%	0.07%	2.2%	0.02%	0.1%	0.2%	1.8%	23.1%	67.8%
Environment, Energy and Resources Law	1.5%	1.6%	0.4%	0.06%	1.7%	0.01%	0.06%	0.4%	1.5%	22.7%	70.9%
Family Law	1.2%	2.7%	0.3%	0.1%	2.5%	0.01%	0.1%	0.3%	1.2%	24.2%	67.8%
Affordable Housing and Community Development	1.6%	4.2%	0.5%	0.2%	2.5%	0%	0.1%	0.2%	1.6%	14.3%	75.5%
Air and Space Law	2.2%	2.5%	0.5%	0.2%	2.3%	0%	0.1%	0.2%	2.2%	14.8%	76.4%
Communications Law	2.1%	2.8%	0.4%	0.1%	2.5%	0%	0.07%	0.3%	2.1%	15.1%	76.0%
Construction Law	1.3%	1.5%	0.3%	0.06%	1.7%	0%	0.06%	0.1%	1.3%	29.0%	65.2%
Entertainment and Sports Industry	2.1%	4.0%	0.3%	0.04%	2.3%	0%	0.06%	0.2%	2.1%	14.2%	76.2%
Franchising	1.7%	2.3%	0.3%	0.04%	1.9%	0%	0.1%	0.1%	1.7%	21.0%	71.4%
Government and Public Sector Lawyers	1.9%	3.1%	0.3%	0.1%	2.9%	0.06%	0.1%	0.2%	1.9%	14.4%	75.9%
Health Law	1.5%	2.2%	0.3%	0.03%	2.0%	0%	0.1%	0.2%	1.5%	23.0%	69.8%
Infrastructure and Regulated Industries	1.8%	2.6%	0.6%	0.04%	1.7%	0%	0.1%	0.4%	1.8%	19.4%	72.6%
Intellectual Property Law	2.6%	2.3%	0.3%	0.04%	1.5%	0%	0.1%	0.1%	2.6%	20.4%	71.7%
International Law	2.7%	2.1%	0.4%	0.04%	3.3%	0.04%	0.1%	0.2%	2.7%	18.0%	72.0%
JD Appellate Judges Conference	1.8%	3.2%	0.3%	0.03%	2.9%	0%	0.1%	0.4%	1.8%	16.7%	73.6%
JD Lawyers Conference	2.0%	3.7%	0.3%	0.06%	3.1%	0.03%	0.1%	0.3%	2.0%	10.5%	78.9%
JD National Conference of the Administrative Law	1.4%	5.1%	0%	0%	1.4%	0%	0.00%	0.3%	1.4%	33.7%	57.2%
JD National Conference of Federal Trial Judges	2.0%	7.3%	0%	0%	2.6%	0%	0.00%	0.3%	2.0%	40.3%	47.5%
JD National Conference of Specialized Court Judges	2.9%	7.9%	0%	0%	1.7%	0%	0.00%	2.1%	2.9%	37.3%	47.3%
JD National Conference of State Trial Judges	1.8%	7.5%	0.3%	0.1%	1.9%	0%	0.00%	0.6%	1.8%	40.1%	46.7%
Labor and Employment Law	1.4%	2.9%	0.2%	0.06%	2.2%	0%	0.07%	0.3%	1.4%	27.0%	65.1%
Law Practice	1.9%	3.1%	0.5%	0.1%	2.5%	0%	0.07%	0.3%	1.9%	29.6%	60.8%
Law Student	0.7%	1.1%	0.1%	0.02%	1.2%	0.03%	0.1%	0.1%	0.3%	4.4%	92%
Legal Education and Admissions to the Bar	1.3%	3.2%	0.2%	0.02%	2.1%	0%	0.1%	0.3%	1.3%	21.7%	70.4%
Litigation	1.3%	2.0%	0.2%	0.04%	1.9%	0.01%	0.05%	0.2%	1.3%	30.3%	63.3%
Public Contract Law	1.8%	3.1%	0.4%	0.2%	2.2%	0%	0.2%	0.2%	1.8%	18.7%	72.5%
Real Property, Trust and Estate Law	1.2%	1.6%	0.3%	0.05%	1.4%	0%	0.07%	0.2%	1.2%	36.0%	58.4%
Science & Technology Law	2.5%	2.3%	0.3%	0.07%	2.3%	0%	0.1%	0.2%	2.5%	16.3%	75.0%
Senior Lawyers	0.9%	1.6%	0.2%	0.03%	0.9%	0%	0.01%	0.3%	0.9%	55.6%	39.9%
Solo, Small Firm and General Practice	1.9%	3.4%	0.6%	0.1%	2.6%	0.01%	0.1%	0.3%	1.9%	29.4%	60.5%
State and Local Government Law	1.6%	3.4%	0.4%	0.08%	2.7%	0.02%	0.2%	0.3%	1.6%	18.8%	71.8%
Taxation	1.5%	1.4%	0.4%	0.04%	1.6%	0%	0.04%	0.2%	1.5%	31.6%	62.4%
Tort Trial and Insurance Practice	1.2%	1.9%	0.3%	0.08%	2.0%	0%	0.07%	0.2%	1.2%	32.0%	61.5%
Young Lawyers	0.9%	1.4%	0.2%	0.04%	1.3%	0.01%	0.07%	0.1%	0.9%	7.0%	88.6%

Note: Due to rounding, certain percentages in the tables provided may not always appear to add up to 100%.

2022 BANKRUPTCY BATTLEGROUND WEST

Transgender 2020-2021					
Entity	No	Yes	Prefer Not to Say	Other	Undisclosed
Administrative Law	11%	0.1%	0.1%	0%	89%
Antitrust Law	9%	0.1%	0.2%	0%	91%
Business Law	9%	0.05%	0.1%	0%	91%
Center for Professional Responsibility	14%	0.1%	0.2%	0%	86%
Civil Rights and Social Justice	13%	0.2%	0.2%	0%	86%
Criminal Justice	11%	0.1%	0.1%	0%	88%
Dispute Resolution	11%	0.1%	0.2%	0%	88%
Environment, Energy and Resources Law	10%	0.1%	0.2%	0%	90%
Family Law	12%	0.2%	0.1%	0%	87%
Affordable Housing and Community Development	12%	0.2%	0.1%	0%	88%
Air and Space Law	11%	0.2%	0.3%	0%	88%
Communications Law	12%	0.1%	0.2%	0%	88%
Construction Law	10%	0.04%	0.2%	0%	90%
Entertainment and Sports Industry	11%	0.1%	0.1%	0%	88%
Franchising	10%	0.1%	0.2%	0%	90%
Government and Public Sector Lawyers	13%	0.1%	0.2%	0%	87%
Health Law	10%	0.1%	0.1%	0%	90%
Infrastructure and Regulated Industries	10%	0.1%	0.2%	0%	89%
Intellectual Property Law	9%	0.1%	0.2%	0%	90%
International Law	11%	0.1%	0.2%	0.01%	89%
JD Appellate Judges Conference	12%	0.1%	0.2%	0%	87%
JD Lawyers Conference	15%	0.1%	0.2%	0%	85%
JD National Conference of the Administrative Law	7%	0%	0.6%	0%	93%
JD National Conference of Federal Trial Judges	4%	0%	0%	0%	96%
JD National Conference of Specialized Court Judges	9%	0%	0%	0%	91%
JD National Conference of State Trial Judges	7%	0%	0.4%	0%	92%
Labor and Employment Law	9%	0.1%	0.1%	0%	91%
Law Practice	14%	0.1%	0.4%	0%	85%
Law Student	7%	0.1%	0.1%	0.003%	93%
Legal Education and Admissions to the Bar	6%	0.1%	0.1%	0%	93%
Litigation	8%	0.04%	0.1%	0%	92%
Public Contract Law	12%	0.04%	0.2%	0%	88%
Real Property, Trust and Estate Law	9%	0.04%	0.1%	0%	91%
Science & Technology Law	11%	0.1%	0.3%	0%	88%
Senior Lawyers Division	4%	0.03%	0.1%	0%	95%
Solo, Small Firm and General Practice	14%	0.1%	0.3%	0%	85%
State and Local Government Law	13%	0.1%	0.1%	0%	87%
Taxation	9%	0.05%	0.2%	0.01%	91%
Tort Trial and Insurance Practice	9%	0.1%	0.2%	0%	91%
Young Lawyers	8%	0%	0.1%	0.05%	92%

Note: Due to rounding, certain percentages in the tables provided may not always appear to add up to 100%.

AMERICAN BANKRUPTCY INSTITUTE

Sexual Orientation by Section 2020-2021

Entity	Lesbian	Gay	Bisexual	Heterosexual	Undisclosed	Prefer Not to Say
Administrative Law	0.3%	0.9%	0.3%	10%	87%	1.0%
Antitrust Law	0.1%	0.7%	0.3%	10%	89%	0.8%
Business Law	0.2%	0.5%	0.2%	11%	88%	0.5%
Center for Professional Responsibility	0.3%	0.6%	0.6%	14%	84%	1.3%
Civil Rights and Social Justice	0.5%	1.2%	1.0%	11%	85%	1.4%
Criminal Justice	0.3%	0.6%	0.6%	12%	86%	0.9%
Dispute Resolution	0.2%	0.6%	0.5%	13%	85%	1.1%
Environment, Energy and Resources Law	0.2%	0.6%	0.5%	10%	88%	1.1%
Family Law	0.4%	0.7%	0.5%	13%	84%	0.9%
Affordable Housing and Community Development	0.4%	0.8%	0.9%	11%	86%	1.2%
Air and Space Law	0.3%	0.5%	0.5%	11%	87%	1.3%
Communications Law	0.3%	0.7%	0.4%	11%	86%	1.5%
Construction Law	0.1%	0.3%	0.2%	11%	87%	0.8%
Entertainment and Sports Industry	0.3%	0.3%	0.5%	12%	86%	1.1%
Franchising	0.3%	0.3%	0.1%	11%	87%	1.2%
Government and Public Sector Lawyers	0.4%	0.8%	0.9%	11%	86%	1.2%
Health Law	0.1%	0.5%	0.3%	11%	87%	0.7%
Infrastructure and Regulated Industries	0.2%	0.5%	0.4%	10%	88%	1.3%
Intellectual Property Law	0.2%	0.5%	0.4%	10%	88%	0.8%
International Law	0.2%	0.5%	0.5%	11%	87%	1.1%
JD Appellate Judges Conference	0.4%	0.6%	0.5%	11%	86%	1.2%
JD Lawyers Conference	0.3%	0.5%	0.6%	12%	85%	1.2%
JD National Conference of the Administrative Law Judges	0.3%	1.1%	0.0%	15%	84%	0.3%
JD National Conference of Federal Trial Judges	0.0%	0.7%	0.0%	10%	89%	0.0%
JD National Conference of Specialized Court Judges	0.0%	0.0%	0.0%	17%	83%	0.0%
JD National Conference of State Trial Judges	0.0%	0.5%	0.9%	13%	85%	0.4%
Labor and Employment Law	0.2%	0.6%	0.3%	10%	88%	0.7%
Law Practice	0.3%	0.7%	0.3%	15%	82%	1.0%
Law Student	0.1%	0.4%	0.4%	5%	94%	0.4%
Legal Education and Admissions to the Bar	0.3%	0.5%	0.4%	8%	90%	0.6%
Litigation	0.2%	0.5%	0.3%	10%	88%	0.5%
Public Contract Law	0.2%	0.5%	0.3%	11%	86%	1.2%
Real Property, Trust and Estate Law	0.2%	0.5%	0.2%	12%	87%	0.6%
Science & Technology Law	0.2%	0.6%	0.5%	11%	87%	1.0%
Senior Lawyers	0.1%	0.2%	0.1%	9%	91%	0.3%
Solo, Small Firm and General Practice	0.3%	0.6%	0.4%	16%	82%	1.1%
State and Local Government Law	0.2%	0.9%	0.7%	12%	85%	1.2%
Taxation	0.2%	0.5%	0.2%	11%	88%	0.7%
Tort Trial and Insurance Practice	0.2%	0.4%	0.2%	11%	88%	0.7%
Young Lawyers	0.2%	0.5%	0.3%	7%	92%	0.5%

Note: Due to rounding, certain percentages in the tables provided may not always appear to add up to 100%.

2022 BANKRUPTCY BATTLEGROUND WEST

Disability 2020-2021				
Entity	No	Yes	Prefer Not to Say	Undisclosed
Administrative Law	5%	1.3%	0.3%	94%
Antitrust Law	6%	0.4%	0.2%	94%
Business Law	5%	0.5%	0.1%	94%
Center for Professional Responsibility	6%	2.0%	0.4%	91%
Civil Rights and Social Justice	6%	1.7%	0.4%	92%
Criminal Justice	5%	1.0%	0.2%	93%
Dispute Resolution	5%	1.2%	0.3%	93%
Environment, Energy and Resources Law	5%	0.8%	0.2%	94%
Family Law	7%	1.2%	0.3%	92%
Affordable Housing and Community Development	6%	1.5%	0.3%	92%
Air and Space Law	5%	1.5%	0.2%	93%
Communications Law	5%	1.5%	0.3%	93%
Construction Law	5%	0.5%	0.1%	95%
Entertainment and Sports Industry	5%	0.9%	0.3%	94%
Franchising	5%	0.9%	0.1%	94%
Government and Public Sector Lawyers	6%	1.6%	0.3%	92%
Health Law	5%	0.9%	0.1%	94%
Infrastructure and Regulated Industries	4%	0.9%	0.2%	95%
Intellectual Property Law	5%	0.6%	0.2%	95%
International Law	6%	0.8%	0.2%	93%
JD Appellate Judges Conference	5%	1.1%	0.3%	94%
JD Lawyers Conference	5%	1.3%	0.3%	94%
JD National Conference of the Administrative Law Judges	8%	1.1%	0.0%	91%
JD National Conference of Federal Trial Judges	5%	0.3%	0.0%	95%
JD National Conference of Specialized Court Judges	10%	1.7%	0.0%	89%
JD National Conference of State Trial Judges	7%	0.5%	0.1%	92%
Labor and Employment Law	5%	0.9%	0.3%	94%
Law Practice	8%	1.1%	0.3%	90%
Law Student	99.7%	0.3%	0%	0%
Legal Education and Admissions to the Bar	3%	0.7%	0.2%	96%
Litigation	5%	0.5%	0.2%	95%
Public Contract Law	5%	0.9%	0.4%	94%
Real Property, Trust and Estate Law	5%	0.6%	0.2%	94%
Science & Technology Law	5%	1.0%	0.2%	93%
Senior Lawyers	3%	0.5%	0.1%	96%
Solo, Small Firm and General Practice	9%	1.3%	0.4%	90%
State and Local Government Law	6%	1.3%	0.5%	92%
Taxation	5%	0.5%	0.1%	94%
Tort Trial and Insurance Practice	5%	0.7%	0.2%	94%
Young Lawyers	4%	0.4%	0.1%	95%

Note: Due to rounding, certain percentages in the tables provided may not always appear to add up to 100%.

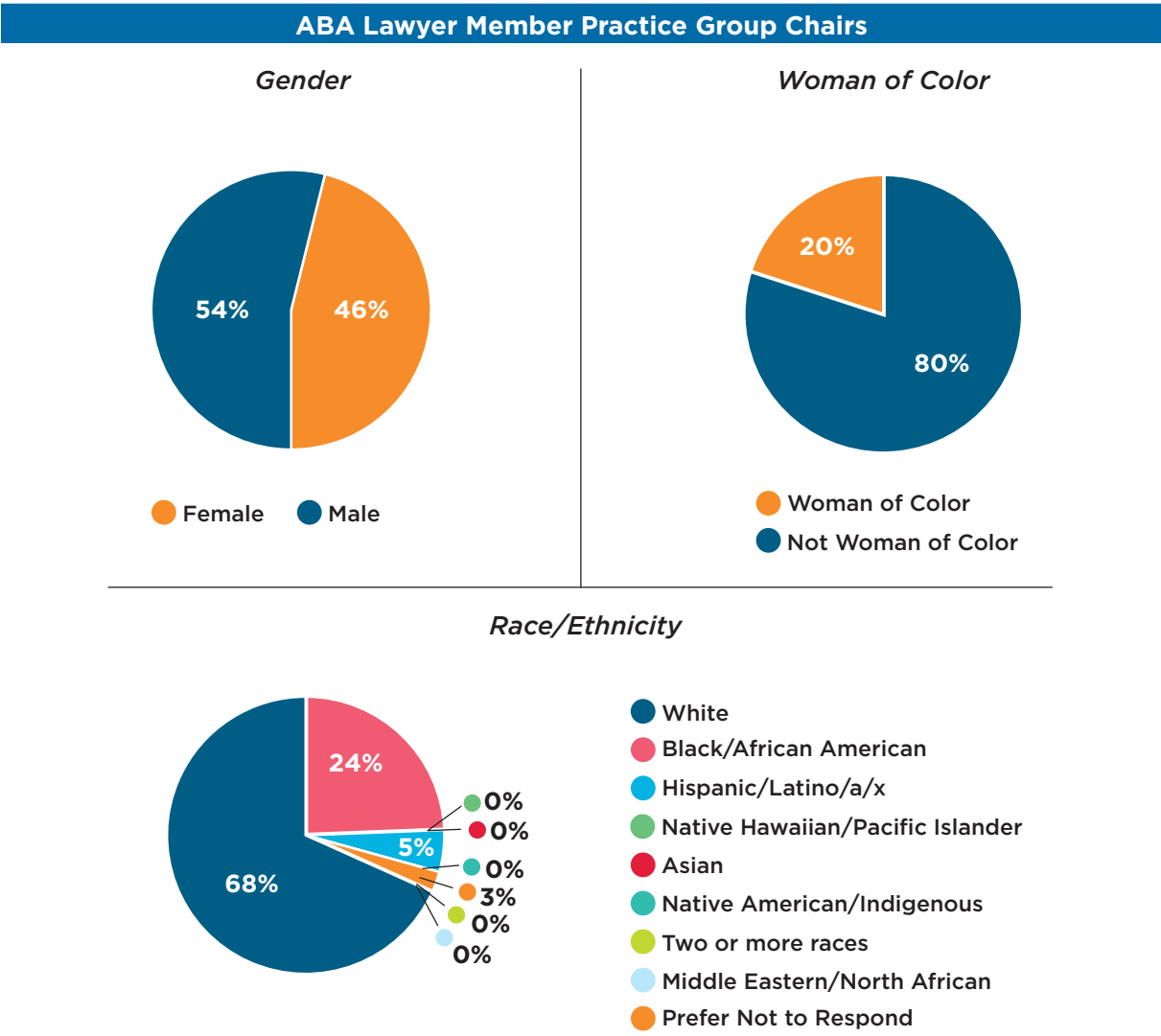
Member Practice Group Chair Demographics 2020-2021

The Member Practice Group Chair serves as the spokesperson for the entity. By the time they serve as chair, many have had significant responsibility for the composition of the entity’s leadership.

DATA COLLECTION

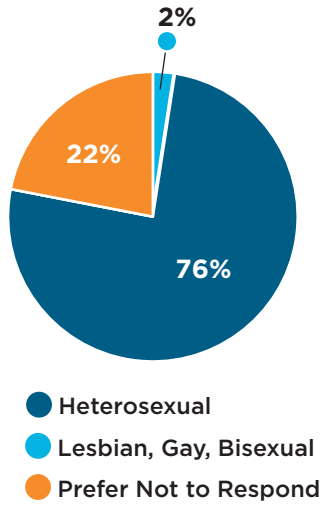
The six tables below contain the total demographic numbers from the Member Practice Group Chairs. Their names have been removed to avoid providing personally identifiable information. The data was collected from entity staff using a distributed survey. As such, this data is based off voluntary, self-reported information, which explains some gaps in information or some areas where information is not available. A full list of entities that provided data can be found in the Appendix on pages 31-32.

RESULTS

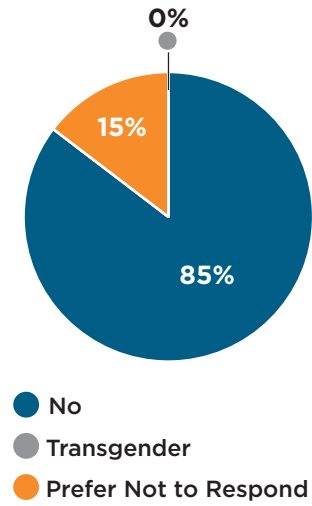


2022 BANKRUPTCY BATTLEGROUND WEST

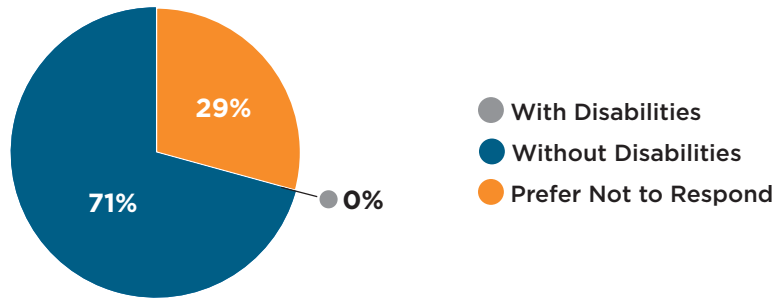
LGBTQ+



Transgender



Disability



Member Practice Groups 2020-2021

Diversity Plans And Activities

The ABA's Member Practice Groups spearhead many incredible initiatives designed to advance diversity, equity, and inclusion (DEI) in the legal profession. This year's report includes a general overview of their DEI plans, metrics/measures of success, and DEI activities.

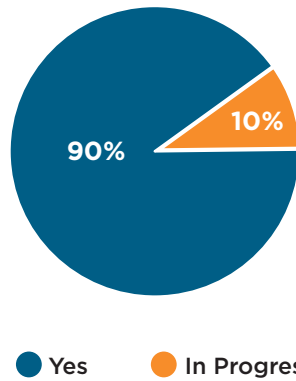
DATA COLLECTION

The ABA Diversity and Inclusion Center, on behalf of all Goal III entities, provided a short, multiple-choice survey with demographic questions to ABA Member Practice Groups. This survey also included questions to identify information on their DEI plans and activities.

RESULTS

ABA Member Practice Groups 2020-2021

Does Your Entity Have an Active DEI Plan?



100% of Member Practice Groups responded to this question.

On a scale of 1-10 (1=Unsuccessful, 10=Highly Successful) how successful have these programs been in achieving your diversity goals?

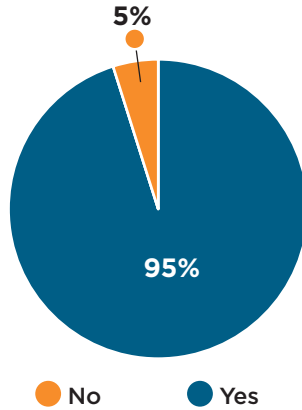
7.8

78% of Member Practice Groups responded to this question.

DEI Programming

ABA Member Practice Groups 2020-2021

Does Your Entity Have a DEI Committee, or Similar Equivalent?



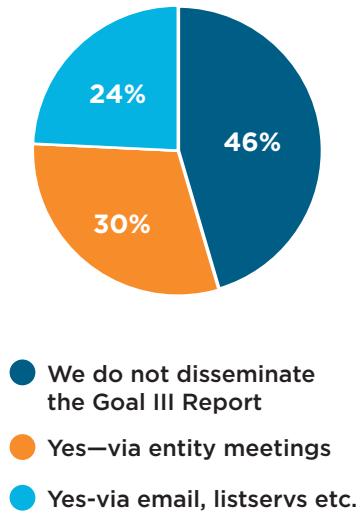
100% of Member Practice Groups responded to this question.

How Entity DEI Plans Measure Success?



100% of Member Practice Groups responded to this question.

Does Your Entity Disseminate the Goal III Report and if so, how?

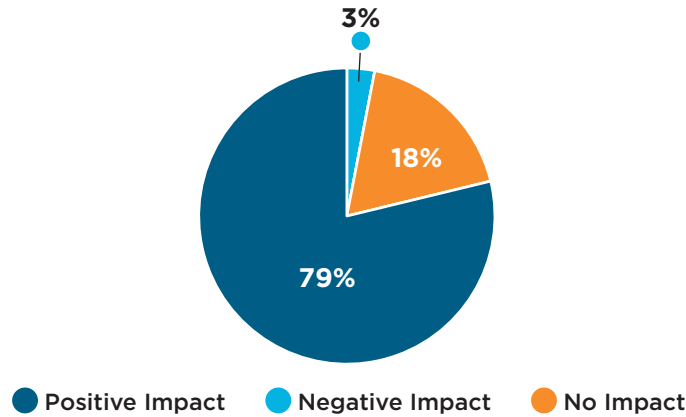


81% of Member Practice Groups responded to this question.

Impact of Summer 2020 on Entity DEI Activities

ABA Member Practice Groups 2020-2021

*Impact of Pandemic + Summer-2020/
post-George Floyd on DEI Programming*



81% of Member Practice Groups responded to this question.

The Diversity and Inclusion Center asked ABA Member Practice Groups to share any additional comments on the impact of either the pandemic or the summer 2020 post-George Floyd and ensuing protests on their DEI work. The following information was received:

- Held first DEI CLE session during a Virtual Conference, and created a Member DEI Committee, which includes individuals of color, women, and LGBTQ+ individuals. (**Forum on Air and Space**).
- Used the ABA 21-Day Racial Equity Habit-Building Challenge, which was immensely helpful and a great resource (**Law Practice Division**).
- Conducted DEI programming virtually that saw greater participation than in-person meetings and provided greater access, beyond Midyear/Annual Meeting attendees, to other communities at all times of the year (**Judicial Division**).
- Encouraged more member DEI and race equity discussion and action (**Section of Public Contract Law**).
- Hosted free webinars focused on engaging people of color and low-income individuals, including providing information on the U.S. Stimulus Programs (**Section of Taxation**).
- Planned public service programming and action to address racism and diversity (**International Law Section**).
- Created the Activate Diversity Series to directly address social injustice issues (**Solo, Small Firm and General Practice Division**).

2022 BANKRUPTCY BATTLEGROUND WEST

- Held active reoccurring meetings via Zoom during the pandemic that have also included discussion about entity's DEI work (**Section of Intellectual Property Law**).
- Held the ABA's first webinar on the impact of the pandemic on Black and Indigenous People of Color and collaborated throughout the ABA and affiliates to put on a series on the pandemic and racial inequality focused programming. Have increased efforts and engaged partners in this effort (**Section of Civil Rights and Social Justice**).
- Prepared and issued a statement addressing the George Floyd murder and Black Lives Matter demonstrations. Increased programming addressing social justice and race and have prepared resources for members to reference and utilize (**Antitrust Law Section, Business Law Section**).
- Increased Diversity and Inclusion Committee from 3 to 7 individuals (**Forum on Affordable Housing & Community Development Law**).
- Met with the Mayor of St. Paul, Minneapolis, and the State Attorney General who prosecuted the police officers in the George Floyd case (**Section of State and Local Government Law**).
- Created virtual programming and other resources focused on DEI and other hot topics (**Young Lawyers Division, Section of Environment, Energy, and Resources**).
- Encouraged conversations on DEI topics, which led to the launch of Diversity, Equity, and Inclusion training sessions for officers, council, leaders and staff (**Tort Trial & Insurance Practice Section**).

THE FUTURE OF GOAL III REPORTING

The available or incomplete demographic data provided within this Goal III report demonstrates the challenges with demographic collection within an association as large and with as many different entities as the ABA. The Diversity and Inclusion Center and its constituent Goal III entities continue to use best available data collected through Personify, the ABA association management system, our annual Goal III Survey sent to Member Practice Groups, and through collaboration with key ABA departments e.g., Office of the President, ABA Policy and Planning Division, ABA's Center for Member Operations etc.

The Diversity and Inclusion Center also continues to advocate for greater demographic data collection inside and outside the ABA. We partner with ABA entities to actively engage, encourage, and publicize to members the importance of completing the demographic sections of their MyABA profiles, including a coordinated communication campaign with the ABA Journal. Please see the Appendix on pages 33-34 for a step-by-step member "how to" guide. We have also provided associated training to ABA staff and members along with sharing information with lawyer licensing agencies and bar associations on best practices for data collection.

Finally, the ABA acknowledges that demographics alone cannot be the only barometer to measure diversity, equity, and inclusion (DEI) within the ABA. The Diversity and Inclusion Center continues to partner with ABA entities and members, National Affinity Bar Associations and other ABA affiliates, state, and local bars etc. to ensure that the ABA is an inclusive organization and one that advances and supports elimination of bias and enhancement of DEI in the legal profession.

We look forward to the coming bar year as we strive to reach new heights in the Association's DEI efforts.

APPENDIX

DIVERSITY AND INCLUSION CENTER GROUPS

The ABA Center for Diversity and Inclusion in the Profession is the business unit within the ABA that houses the nine below-named ABA Goal III entities. Visit us at: ambar.org/diversity for more, including a high-level overview providing key information for each Goal III entity.

Diversity and Inclusion Center

The central entity responsible for advancing ABA Goal III, including enhancing collaboration and communication amongst its constituent Goal III entities. It is comprised of the Chairs/leadership for the other Goal III entities and engages in a significant number of activities to advance Goal III within and outside the ABA, including providing guidance and support to ABA entities and partnering closely with the National Affinity Bar Associations.

Diversity and Inclusion Advisory Council

Focuses on enhancing Goal III collaboration and communication across and outside of the Association. It is comprised of ABA Member Practice Groups, Goal III entities, other ABA entities, and the National Affinity Bar Associations.

Coalition on Racial and Ethnic Justice

Focuses on developing and supporting initiatives and research to address social justice issues that stem from the intersection of race and ethnicity within the legal system. It is comprised of 10 ABA Presidentially appointed members, which includes the Chair.

Commission on Disability Rights

Focuses on developing and supporting initiatives that advance the full and equal participation by persons with disabilities in the legal profession and advocates for the rights of persons with disabilities in all aspects of society. It is comprised of 12 ABA Presidentially appointed members, which includes the Chair.

Commission on Hispanic Legal Rights and Responsibilities

Focuses on developing and supporting initiatives and research to educate lawyers to serve, promote civic responsibility within, and address legal challenges facing the Latino community in America. It is comprised of 10 ABA Presidentially appointed members, which includes the Chair.

Commission on Racial and Ethnic Diversity in the Profession*

Focuses on developing and supporting initiatives and research to increase racial and ethnic diversity and inclusion in the legal profession. It is comprised of 12 ABA Presidentially appointed members, which includes the Chair.

Commission on Sexual Orientation and Gender Identity*

Focuses on developing and supporting initiatives and research to secure full and equal participation by LGBTQ persons in the ABA and the legal profession. It is comprised of 12 ABA Presidentially appointed members, which includes the Chair.

Commission on Women in the Profession*

Focuses on developing and supporting initiatives and research to secure full and equal participation of women in the ABA and legal profession. It is comprised of 12 ABA Presidentially appointed members, which includes the Chair.

Council for Diversity in the Educational Pipeline

Focuses on developing and supporting initiatives and research to increase diversity in the educational pathway to the profession. It is comprised of 10 ABA Presidentially appointed members, which includes the Chair.

** Indicates the four Goal III entities that, before 2018 and this unified report, published individual Goal III Reports."*

GOAL III REPORT TERMINOLOGY

RACE AND ETHNICITY

Note: these categories correspond with the U.S. Census and EEOC designations, and include more updates and inclusive language

African American/Black refers to people having origins in any of the Black racial groups of Africa or those with or of African descent.

Some examples of self-identifications of those in this group may include (but are not limited to): people who identify their racial/ethnic background as Black, African American, Nigerian, or Haitian.

Asian (Central/East/South/Southeast) refers to people having origins in any of the original peoples of the Far East, Southeast Asia, or South Asia.

Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background as Indian, Bangladeshi, Pakistani, Desi, Chinese, Filipino, Korean, Japanese, Vietnamese, Hmong, Thai.

Middle Eastern/North African refers to people having origins in any of the countries in the Middle East and North Africa, which includes approximately 19 countries in the areas between Morocco and Somalia in Northern Africa, and between Yemen and Iran in West Asia/the Middle East.

Note: this category was added to the ABA demographics database in late 2020, in order to be more inclusive of all ABA members.

Native Hawaiian/Pacific Islander refers to people having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background as Native Hawaiian, Guamanian or Chamorro, Samoan, Tahitian, Mariana Islander, or Marshallese.

White refers to people having origins in any of the original peoples of Europe.

Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background as White, Irish, German, Italian, or Romanian.

Hispanic/Latino/a/x refers to people having origins in Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish-speaking or Portuguese-speaking culture or origin, *regardless of race*.

Native American/Indigenous refers to people having origins in any of the original peoples of North and South America (including Central America), including American Indians and Alaska Natives (including Inuits and Aleuts), and who maintain tribal affiliation or community attachment.

Some examples of specific self-identifications within this group may include (but are not limited to): people who identify their racial/ethnic background or tribal affiliation as Rosebud Sioux, Chippewa, Menominee, or Navajo.

Two or More Races refers to people whose racial/ethnic background falls into one or more of the categories listed above.

DISABILITY

A **Person with a Disability** should be viewed broadly to include:

- (a) anyone who self-identifies as disabled or a person with a disability OR
- (b) anyone who has requested an accommodation for their disability.

A “disability” is a condition that substantially limits a major life activity (e.g., caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, thinking, communicating, working) or the operation of a major bodily function (e.g., immune system, brain, respiratory, digestive, neurological, and reproduction).

Some examples of disabilities include, but are not limited to:

Any sensory, physical, mental health, intellectual/developmental, cognitive/neurological, or other conditions such as:

- Chronic Fatigue Syndrome
- Paraplegia
- Depression
- Post-Traumatic Stress Disorder (PTSD)
- Autism
- Dyslexia
- AIDS or HIV
- Cancer
- Diabetes

SEXUAL ORIENTATION AND GENDER IDENTITY

Sexual orientation: An inherent or immutable enduring emotional, romantic, or sexual attraction to other people.

Gender Identity: A person’s internal self-awareness of being either male or female, masculine or feminine, something in-between, or something outside of these categories.

Gender Nonconforming: Denoting or relating to a person whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.

Non-Binary: A catch-all category for gender identities that are not exclusively masculine or feminine—identities that are outside the gender binary and cisnormativity (“cis” meaning one’s assigned gender identity and gender expression matching).

Lesbian: A woman whose physical and/or emotional attachments are to women.

Gay: A man whose physical and/or emotional attachments are to men.

Bisexual: A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders and there may be a preference for one gender over the other.

Transgender: An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

Heterosexual: A person whose physical and/or emotional attachments are to persons of the opposite gender.

MORE INFORMATION ON ABA GROUPS PROFILED IN THIS REPORT

HOUSE OF DELEGATES

House Delegation by State

Delegates to the House are seated and reported by their states of residence, regardless of their electing constituencies. A House delegate may serve in one of nine representative capacities as detailed below: state delegate, state bar, local bar, affiliated organization, section/division/conference, delegate-at-large, Goal III Member-at-Large, present officer/member of the Board of Governors, and past officer/member of the Board.

State Delegates to the House

State Delegates represent the 50 states, the District of Columbia, and Puerto Rico. The state delegate serves as the chair of the state’s delegate group and as a member of the House Nominating Committee. State delegate positions are filled by open elections in each jurisdiction.

State Bar Association Delegates to the House

Each state bar association has at least one delegate to the House. State bar associations may have up to six delegates, depending on the number of lawyers and ABA members in the state. If a state bar is entitled to five or more delegates, then at least one must be a “young lawyer” who is under 35 years of age at the beginning of his/her term.

Local Bar Association Delegates

A local bar association with 2,000 or more members is entitled to one delegate to the House; some associations may have more than one delegate.

Delegates-at-Large

There are 18 at-large delegates, six elected each year for three-year terms. Delegates-at-large are selected by an open election process at the ABA Annual Meeting. Association members registered for the Annual Meeting are entitled to vote for six at-large delegates,

but the elected delegates must be from different geographical districts.

Goal III Members-at-Large

ABA members who are appointed to the House Nominating Committee as Goal III members-at-large and are not already members of the House become Goal III members-at-large of the House. There are eight Goal III members-at-large: three Goal III minority members-at-large, three Goal III women members-at-large, and a rotating seat alternating one Goal III LGBTQ+ Member-at-Large and one Goal III Disability Member-at-Large.

MEMBER PRACTICE GROUPS

There are 22 Sections, six Divisions (with an additional five Chairs in the Judicial Division), and six Forums that responded to the Goal III survey sent to Member Practice Groups, for a total of 39 Member Practice Groups.

Sections include:

- Administrative Law & Regulatory Practice
- Antitrust Law
- Business Law
- Civil Rights & Social Justice
- Criminal Justice
- Dispute Resolution
- Environment, Energy & Resources
- Family Law
- Government & Public Sector Lawyers
- Health Law
- Infrastructure & Regulated Industries
- Intellectual Property Law
- International Law
- Labor & Employment Law
- Legal Education & Admissions to the Bar
- Litigation
- Public Contract Law
- Real Property, Trust & Estate Law
- Science & Technology Law
- State & Local Government Law
- Taxation
- Tort Trial & Insurance Practice

Divisions include:

- Law Practice
- Judicial

The Judicial Division includes Chairs of six Conferences, whose Chairs and individual section data were also included in the final Member Practice Groups' information:

- Appellate Judges Conference
 - Lawyers Conference
 - National Conference of the Administrative Law Judiciary
 - National Conference of Federal Trial Judges
 - National Conference of Specialized Court Judges
 - National Conference of State Trial Judges
-
- "Early Career Strategy Group" which includes:
 - Young Lawyers
 - Law Student
 - Senior Lawyers
 - Solo, Small Firm & General Practice

Forums include:

- Affordable Housing & Community Development Law
- Air & Space Law
- Communications Law
- Construction Law
- Entertainment & Sports Industries
- Franchising

HOW TO COMPLETE YOUR MYABA PROFILE

Goal III, one of the ABA's four core goals, is dedicated to eliminating bias and enhancing diversity, equity, and inclusion throughout the Association and within the legal profession and justice system. To meet the objectives of Goal III, the ABA collects demographic information from our members to track our progress and implement measures to strengthen diversity, equity, and inclusion within the Association.

Providing this demographic information is completely voluntary. In accordance with the ABA Privacy Policy, demographic information is deemed "sensitive personally identifiable information" and is not included in membership directories and registration lists or publicly made available. If you choose to provide this information but later change your mind, you may opt out at any time.

In order to update/change your demographic information, you will need to access your MyABA profile.

1. Go to www.americanbar.org and go to the upper right-hand corner button that says Log In. Provide your ABA member log-in credentials (username, then password) to access your ABA profile.



2. You will be taken to your MyABA Dashboard. Click on the **"Edit Profile"** button on the screen.



3. Scroll down to where the page says “**Demographics.**” Questions regarding your gender and gender identity, sexual orientation, and race/ethnicity, and disability are listed. Please select the relevant categories for yourself by using the drop-down arrows to enter in the options that match your self-identification.

The screenshot shows the ABA MyABA interface. The top navigation bar includes the ABA logo, 'AMERICAN BAR ASSOCIATION', and links for Events, CLE, Shop ABA, Member Directory, and a user profile for 'Hi Anna Roskamp'. The main heading is 'Demographics'. On the left, a blue sidebar menu lists various profile sections: Email Address(es), Password, Postal Address(es), Phone Number(s), Education, Bar Admission(s), Practice Details, Demographics (highlighted with a red oval and a right arrow), and Credit Card. The main content area displays the 'Demographics' form. It includes a 'BIRTHDATE (MM/DD/YYYY)' field. Below it are six optional fields: 'GENDER (OPTIONAL)', 'TRANSGENDER (OPTIONAL)', 'SEXUAL ORIENTATION (OPTIONAL)', 'RACE/ETHNICITY (OPTIONAL)', and 'DISABILITY (OPTIONAL)'. Each field has a red progress bar and a blue dropdown arrow. A red oval highlights these dropdown arrows on the right side of the form. At the bottom of the form are 'SAVE' and 'CANCEL' buttons.

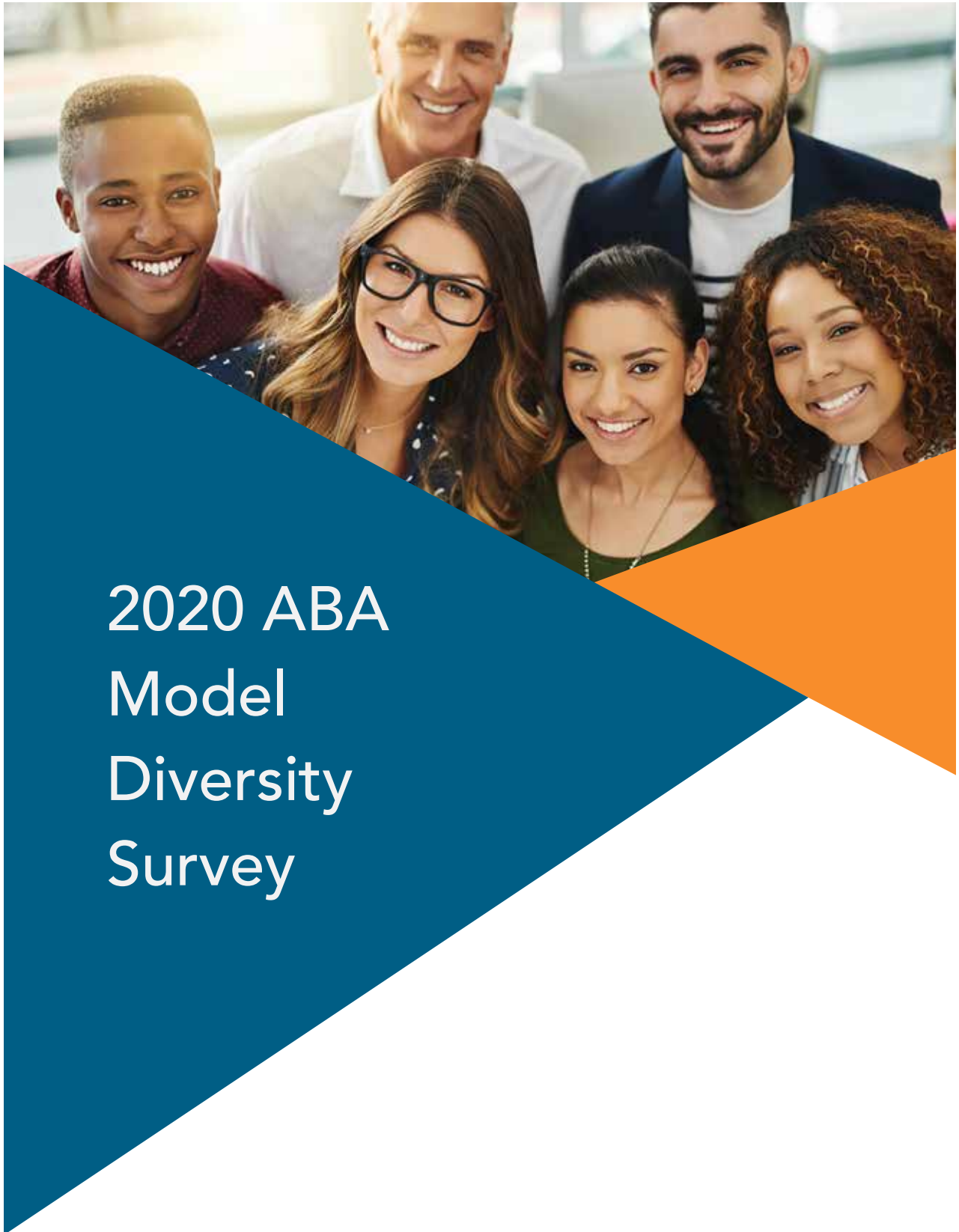
Disclaimer: As the ABA works to enhance collection of this information for better user access and more inclusive categories, some of the information of this guide may change in the future. Always utilize MyABA to find information about demographics updates and to complete your own demographic profile.

CONTACT

For further questions about demographic collection and diversity, equity, and inclusion efforts of the ABA, please reach out to the ABA Diversity and Inclusion Center at diversity@americanbar.org.



AMERICANBARASSOCIATION



2020 ABA Model Diversity Survey

2020 ABA Model Diversity Survey



The views expressed herein represent the opinions of the authors. They have not been approved by the House of Delegates or the Board of Governors of the American Bar Association and, accordingly should not be construed as representing the position of the Association or any of its entities.

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PREFACE



The legal profession has long struggled with ensuring that lawyers in law firms who are of diverse backgrounds have the same opportunities, including economic, afforded them to the same extent as their counterparts. It is the purpose of American Bar Association (ABA) Resolution 113 and its accountability tool, the Model Diversity Survey (MDS) to attempt to level the playing field.

In 2015-2016 when I had the extraordinary privilege to serve as president of the ABA; it was a primary goal to create systemic and sustained change in the legal profession, which would outlive my term as president. As a result, the Diversity and Inclusion 360 Commission was established. There were four subgroups established within the Commission, each with its own vision. I would like to take this opportunity to thank the co-chairs of the 360 Commission, Eileen Letts and David Wolfe for their leadership, ensuring that the vision for each group was realized.

One of the four working groups was the Economic Case Working Group (ECWG). Promotion to partner, equity partner and the highest level of leadership roles in law firms are generally determined by those who make the greatest financial contributions to the firm. In many instances, financial contributions are defined by client relationships and who gets “credit” for the client relationship. The client credit structure that is baked into far too many firms precludes diverse lawyers from meaningful participation in economic opportunities and therefore in decision making roles. The ECWG was charged with developing a mechanism to alter this dynamic.

The ECWG included, in no particular order, Mark Roellig, Wendy Shiba, Dennis Archer, Sylvia James, Alan Bryan, Joe West and Brett Hart. They like all 360 Commission members were extraordinary. They took the vision to heart and came up with the concept of Resolution 113, which urges legal service providers to expand and create opportunities for diverse attorneys and urges the buyers of legal services to direct a greater percentage of legal spend towards diverse attorneys.

ABA Resolution 113 distinguishes itself because it has an accountability tool, the Model Diversity Survey. The purpose of the survey is to serve as the standard for law firms' reporting of their diversity metrics. The benefits the survey have are data uniformity, time efficiency, and trending year over year in aggregate and for individual firms. Critically, there is no fee for law firms and legal organizations to participate. Likewise, there is no required annual fee for the more than 150 General Counsel signatories to Resolution 113 although the financial contributions from the signatories is instrumental to supporting the work of the MDS and CREDP.

While it would be easy to accept platitudes for ABA Resolution 113 and its attendant MDS, it is always helpful to have a third party conduct an unbiased assessment. This Report unfortunately confirms much of what we already know; more progress is urgently needed and the MDS and its use by consumers of legal services is so critically important. Thank you Dr. Richard Harvey and Ms. Maya Gann-Bociek and those wise enough to select them.

Finally, if Resolution 113 and the MDS were to live, it needed to find a home. The Commission on Racial and Ethnic Diversity in Profession (CREDP) was obvious and best suited. Fortunately, the ABA has extraordinary Professionals and CREDP, led by Keevin Woods. Keevin, from a staff perspective ensured that volunteers of the CREDP, first led by Kim Norwood and then over time, Gretchen Bellamy who took it to the next level. Over time, Raquel Norwood joined Keevin. Both have been exceptional.

No matter what accomplishment or success achieved, someone has been there to help you. There are so many who caused the vision of creating increased opportunities for diverse lawyers to have a seat at the table and a meaningful voice at the table to be enhanced. The vision has not been fully realized but important steps have been made to economically empower diverse lawyers. For that, I once again thank Gretchen Bellamy, every chair of CREDP from 2015-the present. Not to diminish the role of past chairs however, the current Chair, Michelle Behnke has taken true ownership. Every Commissioner from 2015-present, Pedro Windsor, Rachel Patrick, all provided immeasurable guidance.

The Model Diversity Survey Report and the MDS demonstrate we can be the Change.

FOREWORD ON BEHALF OF THE AMERICAN BAR ASSOCIATION



We, the Commission on Racial and Ethnic Diversity of the American Bar Association, are honored to present the first report on diversity, equity and inclusion ("DEI") in law firm practice which is based on the Model Diversity Survey data. Although this Report is being issued during our term of service, we would also like to extend our many thanks to those Commissioners who have completed their service to the Commission, but without whom this report would not have been possible. We would also like to thank the ABA Commission staff who have dedicated their time to the success of the Model Diversity Survey."

The American Bar Association, the largest association of lawyers in the United States, has four goals anchoring its mission. Those goals are (1) to serve our members, (2) to improve our profession, (3) eliminate bias and enhance diversity in the legal profession, and (4) advance the rule of law. Under Goal III, "diversity" is defined as race/ethnicity, gender, LGBTQ+ status and disability status. To support Goal III, the ABA has a number of entities that work to advance DEI in the legal profession and in the services lawyers provide. The entities, in addition to our own, that are primarily focused on this important work include the following:

- Commission on Disability Rights
- Council for Diversity in the Educational Pipeline
- Commission on Sexual Orientation and Gender Identity
- Coalition on Racial and Ethnic Justice
- Commission on Women in the Profession
- Commission on Hispanic Legal Rights and Responsibilities
- Commission on Racial and Ethnic Diversity in the Profession

During her ABA presidency in 2015 – 2016, Paulette Brown created the Diversity & Inclusion 360 Commission. She created four working groups to assess DEI in the legal profession and create action plans to advance the ABA's Goal III. One of the working groups, the Economic Case Working Group, brought forward

what we now call Resolution 113 (the “Resolution”), which was passed by the House of Delegates in August 2016. The Resolution urges legal service providers to expand and create opportunities for diverse attorneys and urges the buyers of legal services to direct a greater percentage of their legal spending towards diverse attorneys. In the report supporting the Resolution, the following goals were stated:

- ❖ Increase diversity at all levels within the legal profession, which will make the legal field a more appealing profession for diverse individuals;
- ❖ Increase the number of diverse attorneys and remediate the issues of implicit bias in the legal profession; and
- ❖ Encourage corporate clients to use a Model Diversity Survey in procuring and evaluating legal service providers.

The Model Diversity Survey is the tool designed to implement Resolution 113. The purpose of the survey is to collect data from law firms about the state of DEI in their respective firms. The benefits the survey are data uniformity, time efficiency, and the collection of trending year-over-year data in aggregate and for individual firms. To be sure, there are other survey tools in the marketplace and corporations have often developed their own tools, but the Model Diversity Survey as administered by the ABA provides significant benefits. The survey offers transparency to corporate, non-profit, university and governmental clients (“Clients”). It allows for the measurement of trends in law firm partnership ranks, hiring practices, attrition, lawyers working on flexible schedules, and the ranks of highest compensated attorneys, among other things. The survey also allows for general counsel and law firm relationship partners to agree upon “client-specific” questions, which is more efficient and cost-effective than filling out entirely separate questionnaires for each client. Finally, having a comprehensive annual report of aggregated data showing trends over time will offer the ability to advance DEI in the legal profession.

In short, the MDS provides Clients with a straightforward way to review and assess the DEI of the legal service providers with which they work and to make decisions regarding hiring and retention based on the DEI efforts of those service providers.

Some additional benefits of the Model Diversity Survey include the following:

- ❖ Law firms will gain a greater assortment of perspectives from within their firms to enable them to achieve better results.
- ❖ Diverse attorneys, given an equal opportunity, will have greater chances of obtaining leadership roles in the legal profession.
- ❖ Stakeholders and the public will have more trust that the legal profession is one of ethical conduct and integrity that is seeking equal opportunity for access, acceptance, and advancement for all attorneys.
- ❖ The cultural shift toward more inclusion in law firms will benefit law firms, as they must be prepared to operate in an increasingly diverse society with increasingly diverse clients.

We are excited to release this first report. However, we know that the report alone will not create the change that we believe is needed. The report is the tool to monitor, validate, and hold each other accountable for reaching the diversity, equity, and inclusion in the profession that we all profess to want and understand to be necessary. We are presenting the data so there is a baseline understanding and encourage those reading this report to analyze the DEI statistics and trends that can be discerned from this data. Then, all of us, as DEI champions, can employ data-driven strategies to increase hiring, advancement, and opportunities that will lead to improved DEI in the legal profession. Using these strategies, we would expect to see more inclusive workplace policies and practices, which will encourage effective sponsorship and mentoring, more equitable promotions and compensation decisions, and greater access to business development opportunities for diverse attorneys.

This report might provide a “state of law firms,” which has not previously been available. It might allow Clients to begin discussions with legal service providers about the actual strategies being employed to increase and sustain DEI within the legal profession. Additionally, the report might be read by law students and new lawyers to help them make decisions about where to pursue their legal careers and where they are likely to have success.

The report makes clear that we can do better. We recognize that although the challenges are great, we are optimistic that as a profession and as a nation it is possible to meet those challenges and overcome them. As James Baldwin noted, “[n]ot everything that is faced can be changed, but nothing can be changed until it is faced.” Let’s get to work.

Michelle A. Behnke (Chair)

Daniel G. Acosta

Matthew Archer-Beck

Gretchen C. Bellamy (Special Advisor to MDS)

Agnes Bundy Scanlan

James M. Durant III (BOG Liaison)

Pamela C. Enslin

Robert Grey (Special Advisor to CREDP Chair)

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Paul Lee

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INTRODUCTION

EXECUTIVE SUMMARY

This report is based upon an assessment of firm level policies, practices, and outcomes with regard to the hiring, attrition, promotion, leadership, work schedules, and compensation of the reporting firms' attorneys. The focus of this report is on the similarities and differences of these outcomes for different racial, gender identity, sexual orientation, and disability status groups. It involves three distinct years of data collection.

Across the myriad of tables and analyses in the report, a fairly blatant pattern emerges. It is not a 'new' finding, but rather a confirmation of prima facie anecdotal evidence. While there is budding diversity and growth at the lower levels of law firms (i.e., Associates), the diversity tends to bottleneck as the analyses move up the chain of command. The "glass ceiling" effect is evidenced by the lack of representation among minority groups in higher roles (Partners, equity and non-equity alike) and leadership committees. When racial, identity (gender), sexual orientation, and disabled minorities are promoted from Associate to Partner, they are disproportionately more likely to be promoted to Non-equity Partner than to Equity Partner status. However, White attorneys are more likely to be promoted to Equity Partner than Non-equity Partner status. Furthermore, the minorities that are hired or promoted to the highest levels (Partnership) are leaving the firm at a disproportionately higher rate, resulting in a further decline of representation at the highest levels of the firm. These factors serve to explain the inequity in compensation whereby White male attorneys represent approximately 80% of the top 10 percent of highest compensated attorneys in the firm, followed by White female attorneys at approximately 13%. Each of the other racial/identity intersectional groups displayed between 4% to less than 1% representation in the top 10 percent of highest compensated attorneys.

Caveats

There are two important considerations for the following summaries. First of all, firm size matters! Most of the data varied considerably by firm size. Because of their relatively smaller numbers, the proportions of small firms tend to skew the overall results. Thus, all of the data in the report was broken out by firm size. Because larger firms constitute a larger proportion of the overall sample of attorneys, these firms were weighed more heavily when firm size results differed substantially. Secondly, these summaries span three years of data collection. While the basic infrastructure of the survey was identical, there were some slight modifications that helped make the data more reliable. Thus, when the data differed considerably by year, the last year of data was weighed more heavily in drawing conclusions. More specific details about the survey methodology are provided in the body and appendices of the report.

Overall Demographic Representation

Race. While White attorneys are dominant in law firms (lowest is 70%) at the Associate level, their dominance is even more pronounced as the analyses move up to Non-equity and Equity Partners (lowest is 84%, up to 93% depending on the size of the firm). Of course, this suggests that minority groups actually decrease as the analyses move up from Associates to Partners.

Identity. At the Associate level, male and female representation is about even (from 42% to 58% for both). However, as the analyses move up, representation diverges. For Non-equity Partners, the numbers split to 70% vs. 30%, favoring males. At the Equity-Partner level, the split is even greater at 80% vs. 20%, favoring males.

LGBTQ+. Regardless of level, LGBTQ+ representation only constituted between 1% to 2% of the attorneys in the firm.

Disability. Attorneys with disabilities constituted only around 1% of Associates and even less (about one half of one percent) for both levels of partnership.

Diversity Initiatives

Law firms were asked to report whether or not they had 19 different policies related to Diversity, Equity, and Inclusion. While the majority of firms reported having each policy, there was nonetheless some fluctuation between policies. The most frequent policies were those that "...prohibits discrimination based on disability, sexual orientation, gender identity, and gender expression" (93%) and a policy that "... specifically provides for paid maternity leave" (91%). The policies that were least likely to be provided by the law firms were a policy that the firm "... has a supplier diversity program" (47%) and a policy that "...gives billable credit for work that is directly related to diversity efforts (but is not pro bono work)" (52%). We found no correlations between having a policy and any of the other measures in the survey (e.g., hires, attrition, leadership, etc.). This might suggest that merely having a policy in place does not, by itself, result in actions that reduce inequity in outcomes.

Hires

Race. White attorneys constituted the largest number of hires at the Associate level (75%). Those numbers increased by 10 to 15 points for Non-equity and Equity Partners (85% to 90%). With the exception of Asian attorneys, all other racial minority groups remained below 5% at all levels. Asian attorneys ranged between 6% to 11% of hires at the Associate and Non-equity Partner levels, however, consistent with other minorities, their numbers were under 5% at the Equity Partner level. The ratio of hires to attrition (i.e., Growth Ratio) suggests that whereas all racial groups displayed approximately equal rates of growth at the Associate level, only White attorneys displayed growth and parity (equivalent hires/attrition) at the Non-equity and Equity Partner levels. In comparison, all other racial groups displayed decline at the Non-equity and Equity Partnership levels.

Identity. At the Associate level, male and female hires were about even (from 51% vs 49%). However, as the analyses move up, representation diverges. As with the figures for overall demographic representation, for Non-equity Partners, the numbers split to 70% vs. 30%, favoring males. At the Equity-Partner level, the split is even greater at 80% vs, 20%, favoring males. The Growth Ratio

suggests that whereas growth was about equal between male and female attorneys at the Associate level, they dip slightly for female attorneys at the Non-equity Partner level showing decline for female attorneys. However, female attorneys show slightly higher growth among Equity Partners than male attorneys.

LGBTQ+. Regardless of level, LGBTQ+ hires constituted between 0 to 5% of attorneys, depending upon the firm size and year. The Growth Ratio suggests that the growth rate of LGBTQ+ attorneys was slightly higher than that of non-LGBTQ+ attorneys at the Associate level. However, at the Partnership levels (both non-equity and equity), LGBTQ+ attorneys show significant decline.

Disability. Attorneys with disabilities consistently averaged less than one percent hire rates for all roles. Associate attorneys with disabilities reported growth that was nearly the same as their non-disabled counterparts. However, at the Non-equity Partner level, the growth ratios began to diverge. Non-equity Partners with disabilities reported decline whereas their non-disabled counterparts reported parity. These discrepancies were even more pronounced at the Equity Partner level.

Attrition

Race. Overall, the level of attrition was consistent with overall racial demographics. Because White attorneys constituted the majority demographic in firms, they also reported higher attrition. However, attrition rates, which took into consideration each demographic's attrition as a function of its representation in the firm, displayed a different pattern. The attrition rates for minority racial groups were 2 to 3 times higher than the attrition rates for White attorneys across roles.

Identity. As with the other demographic categories, the level of attrition was consistent with overall identity demographics. However, the attrition rate suggests that for primarily larger firms, the overall attrition rate was slightly higher for female attorneys than male attorneys across roles.

LGBTQ+. As with the other demographic categories, the level of attrition was consistent with overall sexual orientation demographics. However, the attrition rate suggests that for primarily larger firms, the overall attrition rate was slightly higher for non-LGBTQ+ attorneys than LGBTQ+ attorneys across roles. This finding is likely a confound of an already very low representation of LGBTQ+ attorneys.

Disability. As with the other demographic categories, the level of attrition was consistent with overall disability status demographics. However, the attrition rate suggests that for primarily larger firms, the overall attrition rate was slightly higher for non-disabled attorneys than disabled attorneys across roles. This finding is likely a confound of an already very low representation of attorneys with disabilities.

Promotions from Associate to Partner

Race. The percentage of White Associates promoted to Equity Partner was slightly higher than the percentage of White Associates promoted to Non-equity Partner, whereas the associates of all other racial groups displayed larger percentages for promotion to Non-equity Partner.

Identity. The percentage of male Associates promoted to Equity Partner was slightly higher than the percentage of male Associates promoted to Non-equity Partner, whereas this pattern was reversed for female Associates.

LGBTQ+. The range of LGBTQ+ promotions from Associate to Non-Equity Partners varied widely from .56% to 10% depending upon firm size and year. However, it appears as though LGBTQ+ Associates were most likely to be promoted to Non-equity Partners than Equity Partners.

Disability. There was little to no data provided for promotion of Associates with disabilities to either Non-equity or Equity Partner status. Thus, all average percentages for promotions were at or near zero.

Leadership

Minority Status by Identity. While the actual average percentages differed by year, size, and committee type, for the most part, approximately 70% of firm Leadership were White men, 20% White women, 7% Minority men, and 3% Minority women.

LGBTQ+. The average percentage of LGBTQ+ firm leadership seldomly rose above 5% across the various Leadership committees.

Disability. With the exception of very small firms (1-20 Attorneys), attorneys with disabilities accounted for less than 1 percent leadership for every leadership committee.

Reduced Work Schedules

Race. Overall, the level of reduced work schedules was consistent with overall racial demographics. Because White attorneys constituted the majority demographic in firms, they also reported higher reduced work schedules.

Identity. Both female Equity Partners and female Non-equity Partners were more likely to have a reduced working schedule relative to males (approximately 70% vs. 30%). This pattern was slightly higher for female Associates relative to male Associates (approximately 85% vs. 15%).

LGBTQ+. As with the other demographic categories, the level of reduced work schedules was consistent with overall sexual orientation demographics. The typical percentage of LGBTQ+ Associates working a reduced work schedule ranged between 1% to 3%. For both Equity and Non-equity Partners, most percentages of LGBTQ+ attorneys working a reduced schedule were at or near zero percent.

Disability. As with the other demographic categories, the level of reduced work schedules was consistent with overall disability status demographics. Because of relatively fewer numbers reported overall, the level of attorneys with disabilities

working a reduced work schedule was at or near zero percent for virtually every role.

Compensation

Race by Identity. Membership within the top 10% highest compensation group was overwhelmingly dominated by White males (approximately 80%) followed by White females (approximately 13%). With few exceptions, African-American/Black males and females consistently represented less than 1%. The remaining minority groups displayed distinctive patterns of intersectionality. Whereas male minority group members were typically between 1% to 4%, female minority group members were typically less than 1%.

LGBTQ+ by Identity. Membership within the top 10% highest compensation group rarely rose above 1% outside of very small firms for LGBTQ+ Attorneys. Furthermore, the comparison between LGBTQ+ males and females fluctuated considerably by year and firm size making a comparison between the two non-reliable.

Disability by Sex. Membership within the top 10% highest compensation group was consistently near zero percent outside of very small firms for Attorneys with disabilities. Furthermore, the data for both males and females were consistently near zero making a comparison between the two non-reliable.



SURVEY METHODOLOGY

The ABA Model Diversity Survey was distributed for three years (i.e., 2017, 2018, 2019). Thus, this 2020 report entails methodology reported for three separate databases.

The methodology in this report consisted of four steps (see details in Appendix A): Data Inspection, Data Cleaning, Data Analyses, and Data Reporting. Each step is discussed below.

Participants

Participants for this survey were approximately 197 firms in 2017, 372 firms in 2018, and 276 firms in 2019. Representatives from each firm completed the survey. The information provided at the beginning and in the instructions are presented in Appendix B. They were provided with a statement of purpose, specifically, they were informed: The information you provide will be used for two purposes. First, the ABA will share your law firm's responses with companies who are interested in evaluating law firms for purposes of hiring or retaining them as outside counsel. Second, the ABA will use your law firm's responses to analyze the state of diversity and inclusion in the legal profession.

Furthermore, the participants were provided with instructions that among other things, highlighted the fact that they would only be allowed to submit their data once. They were also informed that completion of all questions was mandatory.

Finally, participants were provided with a definition of terms used throughout survey. The list of definitions included definitions for all of the categories for which they were required to provide data (e.g., "minority," "equity partner").

Analyses and Reporting

The primary unit of analyses for the data reported in this report is the individual Law Firm. Thus, raw count numbers for each of the survey cells were transformed into firm level proportions. In general, proportions were created by dividing the cell count by the total for a given column (i.e., usually job role information such as 'Associate'). For example, the cell count for African-American Associates was divided by the total number of Associates for the firm, thereby yielding the proportion of Associates that were African-American for each firm. Furthermore, these proportions were averaged across firms yielding an average proportion for aggregations (e.g., year, firm size, etc.)

Whereas the primary unit of analyses were average proportions, we converted these proportions into percentages to make them easier to interpret. Thus, the data provided in all tables are **average percentages**.

With few exceptions, the primary breakouts for the data in this report entails **year** and **firm size**. Furthermore, where available the data is also broken out by **role** in the firm (Equity Partner, Non-equity Partner, Associates, Counsel, Other). The primary foci of data reporting is **Race**, **Identity**, **LGBT+**, and **Disability** statuses.



SUMMARY OF FINDINGS

A high-level overview of the findings can be found below:

FINDING 1

Firm leadership overwhelmingly consisted of White men relative to White women and racial, LGBTQ+, and disability minorities of any gender identity.

FINDING 2

Growth ratio calculations (i.e., *Hires+ Promotions/Attrition*) suggests that representation of minority groups (racial, identity, LGBTQ+, disability) is growing at

the bottom levels of Associates, but is declining at the higher levels of Non-Equity and Equity Partners.

FINDING 3

Attrition rates were substantially larger for non-White attorneys (e.g., nearly three times larger for African-American/Black and Hispanic/Latino attorneys) relative to White attorneys.

FINDING 4

The percentage of White Associates promoted to Equity Partner was slightly higher than the percentage of White Associates promoted to Non-equity Partner, whereas the associates of all other racial groups displayed larger percentages for promotion to Non-equity Partner. This pattern was also evident in the differences between male and female Associates. The percentage of male Associates promoted to Equity Partner was slightly higher than the percentage of male Associates promoted to Non-equity Partner, whereas this pattern was reversed for female Associates.

FINDING 5

Minority males and females consistently ranged between 0% to 2% of the top 10% highest paid attorneys in law firms.

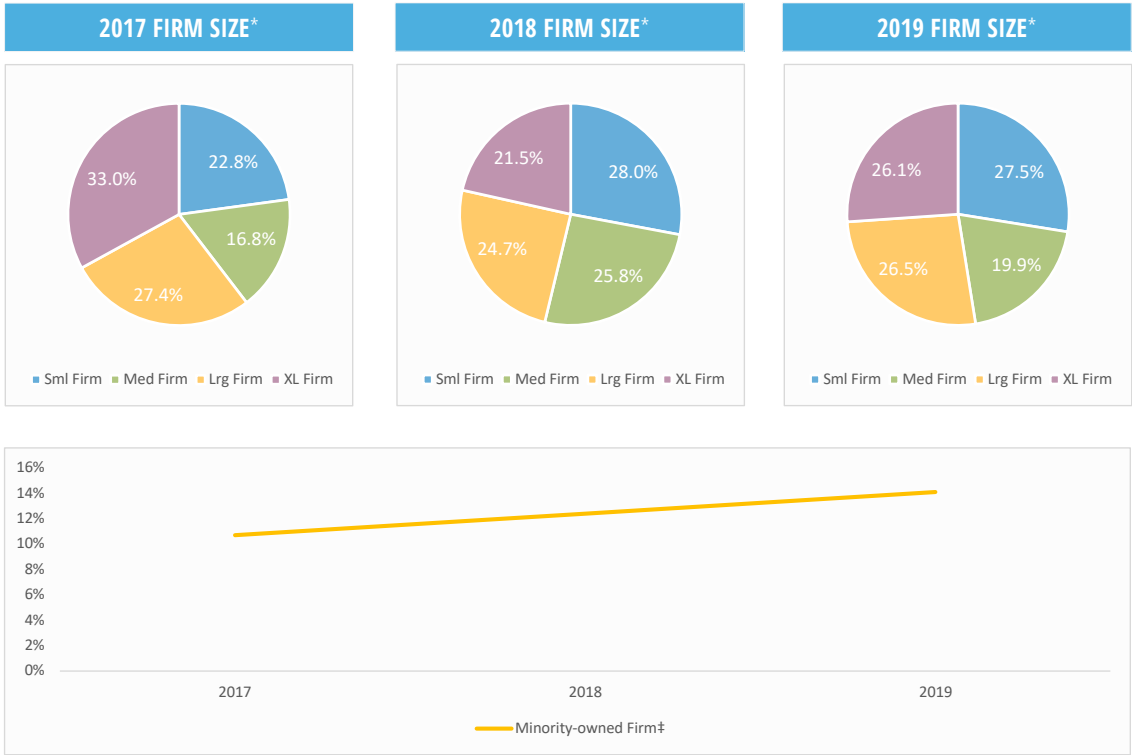
FINDING 6

LGBTQ+, Disability and the racial categories of Pacific Islander & Native American/Indigenous, are largely missing from law firms or underreported in firm demographics, hiring, promotions, attrition, and compensation. Most frequently, the average percentages were at or near zero for most of the analyses.

FINDING 7

Firm size matters. Even within the same year, there were considerable fluctuations between firm sizes. Some of these fluctuations made sense as in larger average percentages were often reported among firms with 1 to 20 attorneys. Because the relatively fewer numbers in these firms, any demographic group is likely to make up a higher proportion, often resulting in extreme percentages for a given firm. There were also some fluctuations between firm sizes within a given year that was not readily explainable.

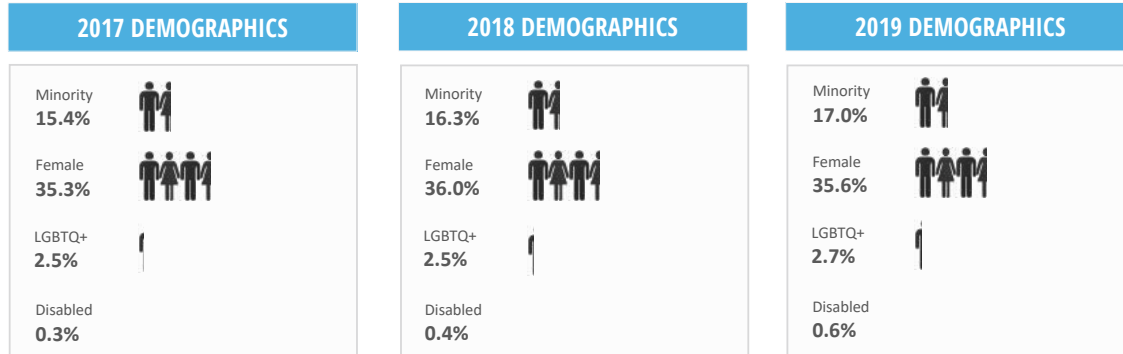
OVERALL SAMPLE DEMOGRAPHICS DASHBOARD



*Small Firm (1-20), Medium Firm (21-100), Large Firm (101-400), Extra Large Firm (401+)
†Minority-owned firms in this chart include race, gender, sexuality, and ability minorities.



OVERALL SAMPLE DEMOGRAPHICS DASHBOARD cont



OVERALL FIRM DEMOGRAPHICS

OVERVIEW

Tables: The overall totals presented at the bottom of each table reflects the average percentage of attorneys for each role (e.g., Equity Partners) as broken out by year and firm size. Each cell in the table reflects the percentage of a demographic (race, identity, LGBTQ+, disability) that is represented within that role (e.g., average percentage of Equity Partners that are African-American/Black).

EQUITY PARTNERS

RACE EQUITY PARTNERS

Across all three years and all firm sizes, White attorneys constituted the highest percentages of equity partners (from 84% to 93%) within firms. The percentage of non-White attorneys that were equity partners varied considerably by race and by size of the firm. Both African-American/Black and Hispanic/Latino attorneys constituted a higher percentage when the firm was small (1-20 attorneys) for years 2017 and 2019 than larger firms. With the exception of these years and sizes, Asian attorneys tended to present the second highest percentages of equity partners within firms, although these percentages only ranged from .26% to 4.48%. The remaining racial categories did not consistently report above 1% equity partners regardless of firm size across the three years.

IDENTITY EQUITY PARTNERS

Across all three years and all firm sizes, Male attorneys constituted the highest percentages of equity partners. With a few exceptions the average male and female equity partner percentages were 80% and 20%, respectively.

LGBTQ+ EQUITY PARTNERS

Across all three years, the range for LGBTQ+ equity partners were between 1.41% to 6.31%. This range was qualified by firm size, as there was a consistent pattern of smaller firms (1-20 attorneys) consistently reporting higher firm

percentages for each of the three years (2017-4.38%; 2018-3.35%; 2019-6.35%). The remaining firm sizes only averaged between 1% to 2% for each of those years.

DISABILITY EQUITY PARTNERS

Across all years and firm sizes, the average percentage of equity partners with disabilities was a half of one percent. The exception to this was that in 2017 for small firms (1-20 attorneys), the average percentage of equity partners with a disability status was 1.74%.

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OVERALL FIRM DEMOGRAPHICS: RACE BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	4.98	1.2	1.45	1.73	0.90	0.81	1.43	1.86	7.88	2.47	1.47	1.86
Hispanic/ Latino	5.84	2.81	1.92	2.07	0.25	1.37	2.22	2.35	7.88	4.35	1.89	2.41
Alaska Native/ American Indian	0.00	0.0	0.26	0.08	0.52	0.13	0.24	0.13	0.76	0.18	0.08	0.12
Asian	0.26	4.72	2.32	2.94	4.13	3.48	2.25	3.57	1.82	4.48	2.87	3.77
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.17	0.04	0.04	0.00	0.04	0.09	0.06
Multiracial	1.16	0.00	0.58	0.49	1.55	0.55	0.71	0.64	0.81	0.07	0.59	0.65
White	88.22	87.36	93.08	92.33	87.72	92.56	92.12	91.09	83.57	88.24	92.81	90.83
OVERALL	47.95	33.09	35.97	29.80	42.24	36.23	31.88	27.99	42.24	36.23	31.88	27.99

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.



2022 BANKRUPTCY BATTLEGROUND WEST

OVERALL FIRM DEMOGRAPHICS

IDENTITY BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	34.89	15.57	18.80	19.13	28.48	19.57	18.87	19.72	24.75	20.69	20.05	20.51
Male	65.11	84.43	81.20	80.87	71.52	80.43	81.13	80.28	75.25	79.31	79.95	79.49
OVERALL	47.95	33.09	35.97	29.80	42.24	36.23	31.88	27.99	42.24	36.23	31.88	27.99

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.



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OVERALL FIRM DEMOGRAPHICS

LGBTQ+ BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	4.38	1.76	1.73	1.85	3.35	1.41	1.45	2.04	6.31	1.69	1.65	2.15
OVERALL	47.95	33.09	35.97	29.80	42.24	36.23	31.88	27.99	42.24	36.23	31.88	27.99

OVERALL FIRM DEMOGRAPHICS

DISABILITY BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	1.74	0.52	0.28	0.20	0.10	0.29	0.46	0.34	0.00	0.13	0.38	0.45
OVERALL	47.95	33.09	35.97	29.80	42.24	36.23	31.88	27.99	42.24	36.23	31.88	27.99

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

OVERALL FIRM DEMOGRAPHICS

NON-EQUITY PARTNERS

RACE NON-EQUITY PARTNERS

Across all three years and all firm sizes, White attorneys constituted the highest percentages of non-equity partners (from 84% to 90%) within firms. Asian attorneys tended to present the second highest percentages of non-equity partners within firms, although these percentages only ranged from 3 to 6%, with only a couple of exceptions. Both African-American/Black and Hispanic/Latino attorneys constituted similar average percentages ranging between approximately 2 to 3% non-equity partners. The remaining racial categories did not consistently report above 1% non-equity partners regardless of firm size across the three years.

IDENTITY NON-EQUITY PARTNERS

With one exception, the average for Male attorneys constituted the highest percentages of non-equity partners. With a few exceptions the approximate average male and female non-equity partner percentages were 70% and 30%, respectively.

LGBTQ+ NON-EQUITY PARTNERS

Across all three years, the range for LGBTQ+ equity partners were between 1.02% to 5.23%. With one exception, the higher average percentages were typically displayed by very small firms (1-20 attorneys) and very large firms (400+ attorneys).

DISABILITY NON-EQUITY PARTNERS

Across all years and firm sizes, the average percentage of non-equity partners with disabilities was usually less than half of one percent.

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OVERALL FIRM DEMOGRAPHICS

RACE BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	1.47	2.36	2.01	2.27	2.91	2.80	2.56	8.60	1.55	2.22	2.62
Hispanic/ Latino	11.40	1.62	2.08	2.55	4.62	1.33	2.69	2.61	1.35	3.11	2.36	2.89
Alaska Native/ American Indian	0.00	0.36	0.11	0.13	0.00	0.25	0.24	0.13	0.37	0.00	0.07	0.17
Asian	0.53	6.58	3.43	5.06	6.50	2.74	3.10	5.40	4.49	4.45	4.60	5.17
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.14	0.10	0.00	0.24	0.01	0.05
Multiracial	0.00	0.00	0.70	0.86	0.00	0.91	1.20	1.18	0.00	0.43	1.27	1.31
White	88.07	88.26	88.04	88.86	80.24	90.18	89.52	86.01	84.34	88.39	89.50	87.56
OVERALL	8.75	18.21	14.38	13.93	13.16	18.03	17.33	12.16	13.16	18.03	17.33	12.16

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

2022 BANKRUPTCY BATTLEGROUND WEST

OVERALL FIRM DEMOGRAPHICS

IDENTITY BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	58.22	27.78	26.14	30.64	36.87	32.55	30.83	31.32	37.63	32.45	27.96	31.63
Male	41.78	72.22	73.86	69.36	63.13	67.45	69.17	68.68	62.37	67.55	72.04	68.37
OVERALL	8.75	18.21	14.38	13.93	13.16	18.03	17.33	12.16	13.16	18.03	17.33	12.16

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.



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OVERALL FIRM DEMOGRAPHICS

LGBTQ+ BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	5.26	1.47	1.94	1.85	1.02	1.33	1.80	1.92	3.90	1.61	1.75	5.23
OVERALL	8.75	18.21	14.38	13.93	13.16	18.03	17.33	12.16	13.16	18.03	17.33	12.16

OVERALL FIRM DEMOGRAPHICS

DISABILITY BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.34	0.26	0.35	0.00	0.38	0.39	0.54	0.00	0.19	0.19	0.77
OVERALL	8.75	18.21	14.38	13.93	13.16	18.03	17.33	12.16	13.16	18.03	17.33	12.16

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

OVERALL FIRM DEMOGRAPHICS

ASSOCIATES

RACE ASSOCIATES

Across all three years and all firm sizes, White attorneys constituted the highest percentages of Associates (from 70% to 92%) within firms. Asian attorneys tended to present the second highest percentages of Associates within firms, with average percentages ranging from 3 to 11%. Both African-American/Black and Hispanic/Latino attorneys constituted similar average percentages ranging between approximately 4 to 6% Associates. However, one notable outlier was that in 2019, the average percentage of African-American/Black Associates was 15.35. The multi-racial category, with a couple of exceptions, consistently registered around 1 to 3% Associates. The remaining racial categories did not report above 1% Associates regardless of firm size across the three years.

IDENTITY ASSOCIATES

The range of average Male Associate percentages were between 43% to 58%, whereas the range of average Female Associate percentages were between 42% to 57%. The average percentage of Female Associates were higher than Male Associates among small firms (1-20 attorneys) in 2017 (56% vs. 44%) and 2019 (57% vs. 43%). In the remaining years and firm size categories Male Associates had higher average percentages than Female Associates.

LGBTQ+ ASSOCIATES

With one exception, the average for LGBTQ+ Associates were between approximately 1% to 2% within firms.

DISABILITY ASSOCIATES

The average for Associates with Disabilities were between approximately 0% to 1.21% within firms.

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OVERALL FIRM DEMOGRAPHICS

RACE BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	1.62	2.39	5.20	4.59	2.28	4.38	5.55	4.62	15.35	5.11	4.96	4.69
Hispanic/ Latino	4.18	3.69	4.41	4.73	3.83	3.85	4.96	5.00	6.12	4.14	4.43	5.39
Alaska Native/ American Indian	0.00	0.17	0.50	0.22	0.35	0.12	0.09	0.23	0.00	0.05	0.12	0.23
Asian	5.30	7.00	7.87	10.44	7.92	6.87	8.13	10.80	2.95	8.57	8.80	11.12
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.23	0.15	0.13	0.08	0.00	0.30	0.09	0.09
Multiracial	1.97	1.18	2.11	2.90	0.45	1.38	2.87	3.31	2.04	0.93	2.58	3.20
White	91.85	80.25	79.36	76.39	88.42	79.93	78.10	75.54	69.90	77.77	78.81	75.40
OVERALL	24.69	35.61	34.68	41.62	25.54	33.77	36.46	42.07	25.54	33.77	36.46	42.07

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

2022 BANKRUPTCY BATTLEGROUND WEST

OVERALL FIRM DEMOGRAPHICS

IDENTITY BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	55.95	45.57	45.15	47.26	46.65	42.32	47.50	47.45	56.78	45.14	45.89	47.76
Male	44.05	54.43	54.85	52.74	53.35	57.68	52.50	52.55	43.22	54.86	54.11	52.24
OVERALL	24.69	35.61	34.68	41.62	25.54	33.77	36.46	42.07	25.54	33.77	36.46	42.07

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.



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OVERALL FIRM DEMOGRAPHICS

LGBTQ+ BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	1.95	2.42	2.96	3.24	2.07	2.24	2.39	3.39	0.37	3.28	3.09	3.65
OVERALL	24.69	35.61	34.68	41.62	25.54	33.77	36.46	42.07	25.54	33.77	36.46	42.07

OVERALL FIRM DEMOGRAPHICS

DISABILITY BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.73	0.37	0.31	0.17	0.09	0.57	0.44	1.21	0.18	0.36	0.68
OVERALL	24.69	35.61	34.68	41.62	25.54	33.77	36.46	42.07	25.54	33.77	36.46	42.07

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

OVERALL FIRM DEMOGRAPHICS

COUNSEL

RACE COUNSEL

The average percentages of Counsel attorneys varied considerably across year and size of firm for each of the racial categories. The range for White Counsel attorneys were between 70% to 93%. Asian Counsel attorneys were between 3% to 5%. African-American/Black Counsel attorneys were between 1% to 3%. Hispanic/Latino Counsel attorneys were between 1% to 5%. The remaining racial categories, with one exception, reported average percentages that were at or near zero percentages.

IDENTITY COUNSEL

The average percentages of Counsel attorneys were consistently higher for Males than Female attorneys. The range of average Male Counsel percentages were between 54% to 70%, whereas the range of average Female Associate percentages were between 27% to 47%.

LGBTQ+ COUNSEL

The average for LGBTQ+ Counsel were between approximately 0% to 5% within firms.

DISABILITY COUNSEL

The average for Counsel with Disabilities were between approximately 0% to 1.06% within firms.

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OVERALL FIRM DEMOGRAPHICS RACE BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	3.13	0.52	1.50	2.11	2.55	2.20	1.28	1.97	13.10	1.37	1.62	2.62
Hispanic/ Latino	2.08	0.79	2.10	3.07	6.38	0.54	1.97	3.20	0.00	5.89	1.73	3.19
Alaska Native/ American Indian	0.00	0.20	0.22	0.19	0.00	0.30	0.12	0.18	0.00	0.00	0.18	0.21
Asian	11.98	8.74	3.87	5.47	5.92	4.20	3.04	5.01	3.33	3.51	3.77	4.77
Native Hawaiian/ Other Pacific Islander	-	-	-	-	3.01	0.00	0.22	0.02	0.00	0.00	0.00	0.05
Multiracial	2.08	2.33	0.99	1.15	0.00	0.00	1.45	1.23	0.00	1.55	1.40	1.46
White	80.73	88.61	88.34	87.33	70.78	92.76	93.24	86.43	71.67	84.72	89.29	86.64
OVERALL	10.72	9.61	11.72	11.43	6.70	9.80	11.67	13.15	6.70	9.80	11.67	13.15

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

2022 BANKRUPTCY BATTLEGROUND WEST

OVERALL FIRM DEMOGRAPHICS

IDENTITY BY SIZE BY YEAR BY COUNSEL *

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	39.06	27.06	34.66	38.12	46.42	33.28	33.21	38.70	40.52	30.39	37.02	37.62
Male	60.94	72.94	65.34	61.88	53.58	66.72	66.79	61.30	59.48	69.61	62.98	62.38
OVERALL	10.72	9.61	11.72	11.43	6.70	9.80	11.67	13.15	6.70	9.80	11.67	13.15

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

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OVERALL FIRM DEMOGRAPHICS

LGBTQ+ BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	2.13	4.48	1.89	2.13	1.50	1.06	2.31	0.00	2.28	1.88	2.16
OVERALL	10.72	9.61	11.72	11.43	6.70	9.80	11.67	13.15	6.70	9.80	11.67	13.15

OVERALL FIRM DEMOGRAPHICS

DISABILITY BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.28	0.51	0.00	0.08	0.33	0.33	0.00	1.06	0.39	0.64
OVERALL	10.72	9.61	11.72	11.43	6.70	9.80	11.67	13.15	6.70	9.80	11.67	13.15

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

OVERALL FIRM DEMOGRAPHICS

OTHER ATTORNEYS

RACE OTHER ATTORNEYS

Across all three years and all firm sizes, White attorneys constituted the highest percentages of Other attorneys (from 67% to 92%) within firms. The other racial categories varied widely depending upon year and size. For example, Hispanic/Latino attorneys represented 0% for small firm sizes in year 2017, but over 33% for small firm sizes in 2019. Likewise, Asian attorneys also represented 0% for small firm sizes in year 2017, but over 26% for small firm sizes in 2018. Because of the relatively smaller number of Other attorneys, the wide variance in average percentages are not necessarily of concern.

IDENTITY OTHER ATTORNEYS

The average percentages of Other attorneys were frequently higher for Female than Male attorneys. With one exception, in the categories where Males were higher than Females, it was not substantially higher.

LGBTQ+ OTHER ATTORNEYS

The average for LGBTQ+ Counsel were between approximately 0% to 12% within firms. Given the relatively smaller sample size of Other attorneys, the wideness of this range is not of concern.

DISABILITY OTHER ATTORNEYS

Whereas Disability average percentages have been typically low for all other attorney statuses, there were two substantial increases for Other attorneys. Other attorneys with disabilities notably higher for very small firms (1-20 attorneys) in 2018, at approximately 8%. Other attorneys with disabilities was also notably higher for small firms (21-100 attorneys) in 2019, at approximately 5%. However, these number may reflect the fact that there were a relatively smaller number of Other attorneys moreso than an actual increase of attorneys with disabilities within this category.

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OVERALL FIRM DEMOGRAPHICS

RACE BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	1.72	3.96	5.18	8.33	0.00	2.34	4.31	0.00	6.49	3.51	4.64
Hispanic/ Latino	0.00	1.62	2.92	3.90	17.71	7.06	3.59	3.64	33.33	1.79	4.37	5.72
Alaska Native/ American Indian	0.00	0.00	0.00	0.00	1.04	0.00	0.16	0.03	0.00	0.00	0.00	0.17
Asian	0.00	5.87	12.70	9.40	26.04	0.00	5.49	10.01	0.00	3.77	8.80	9.35
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.00	0.09	0.00	0.00	0.09	0.03
Multiracial	0.00	0.00	2.79	2.05	0.00	0.00	3.91	1.96	0.00	0.00	6.94	1.42
White	75.00	91.55	68.43	78.95	63.54	87.06	83.64	79.49	66.67	75.91	76.49	78.09
OVERALL	3.11	3.50	3.20	3.16	0.37	1.42	2.59	4.63	0.37	1.42	2.59	4.63

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

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OVERALL FIRM DEMOGRAPHICS

IDENTITY BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	50.00	48.66	49.87	60.49	56.25	59.59	48.04	59.31	33.33	52.49	50.88	55.03
Male	50.00	51.34	50.13	39.51	43.75	40.41	51.96	40.69	66.67	47.51	49.12	44.97
OVERALL	3.11	3.50	3.20	3.16	0.37	1.42	2.59	4.63	0.37	1.42	2.59	4.63

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

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OVERALL FIRM DEMOGRAPHICS

LGBTQ+ BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	6.67	4.36	3.04	8.33	5.10	5.16	2.60	0.00	11.74	2.44	2.11
OVERALL	3.11	3.50	3.20	3.16	0.37	1.42	2.59	4.63	0.37	1.42	2.59	4.63

OVERALL FIRM DEMOGRAPHICS

DISABILITY BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.36	0.00	0.48	8.33	1.96	0.71	0.55	0.00	4.55	0.42	0.52
OVERALL	3.11	3.50	3.20	3.16	0.37	1.42	2.59	4.63	0.37	1.42	2.59	4.63

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) within that role.

HIRES

OVERVIEW

Tables: The overall totals presented at the bottom of each table reflects the average percentage of hires for each role (e.g., Equity Partners) as broken out by year and firm size. Each cell in the table reflects the percentage hires for the role represented by the demographic (race, identity, LGBTQ+, disability) stated in each row: average percentage of Equity Partner hires that are African-American/Black.

2019 Growth Ratios. This section ends with three tables the present the ratios of hires to attrition for three attorney groups: Equity Partners, Non-equity Partners, and Associates. The data in these tables were computed by dividing the hires ('hires' includes promotions for partners) for each demographic group by the attrition for each demographic group reported for each firm. Thus, numbers above "1" reflect "growth" as it would suggest that there were more hires than attrition for that group. Numbers below "1" reflect decline as there was more attrition than hires. Numbers at "1" reflect parity between hires and attrition. Finally, the data is only reported for the last year of the survey as that data is most reliable, having benefited from better controls.

RACE

While the overall number of Equity Partner hires was low, with few exceptions White Equity Partners constituted between 80% to 95% of all Equity Partner Hires. The average percentage of Equity Partner hires for other races varied considerably by year and firm size, although seldomly rose above 5%, with the exception of some extreme values for very small firms. However, for Alaska Native/American Indian and Native Hawaiian/Other Pacific Islander, the average percentages were consistent at or near 0%. The pattern was nearly identity for Non-Equity Partners, with the exception that Asian Equity Partners reflected a much higher percentage of Equity Partner hires (from 6% to 11%) during 2019 for firms that were medium or larger. For Associates, there was considerably more spread among racial groups. White Associates still constituted the overwhelming

majority of Associate hires (approximately 75%). Nonetheless, Asian Associates constituted approximately 11%, African-American/Black Associates constituted approximately 6%, and Hispanic/Latino Associates approximated 5%. While Counsel hires were relatively small overall, White Counsel hires were typically around 80%. The other racial groups varied considerably by year and firm size. Other Attorney hires was the smallest percentage of overall hires and while as with all other categories, White Other Attorney hires was the largest group, the other racial categories varied considerably by year and firm size.

The 2019 Growth Ratio tables suggests that for primarily larger firms, the growth rates varied by roles of the attorneys. Furthermore, the discrepancies between racial groups also varied by the role of attorneys. At the Associates level, the growth ratios were all over "1" suggesting that there was growth for virtually all racial groups. Furthermore, the differences were not substantial with approximately 1.40 for Whites and 1.50 for African-American/Black Associates. Asian Associates had a higher growth ratio (1.95) than all the other groups. At the Equity Partner and Non-Equity Partner levels, only White attorneys displayed growth (i.e., Equity Partners: 1.20) and parity (Non-Equity: 1.00). All other racial groups displayed decline (from 0 to .60) suggesting that the attrition rate was substantially higher than the rate of hires for these attorneys.

IDENTITY

With the exception of very small firms, the percentage of male Equity Partner hires was approximately 80% whereas the percentage of female Equity Partner hires was approximately 20%. For Non-equity Partners, the approximately percentages were 70% and 30%, respectively. For Associate hires, the percentages were close to even, with approximate percentages of 51% for Male Associates and 49% for Female Associates. The percentages of hires for Counsel Attorneys typically favored male over women Counsel (60% vs. 40%) with considerable fluctuation between years and firm size. However, the percentages for Other Attorney hires demonstrated a more balanced split. In some cells, the percentage of female Other Attorney hires appear to exceed that of males. However, this should be viewed in light of the fact that Other Attorney hires constituted on average less than 5% of overall hires.

The 2019 Growth Ratio tables suggests that the growth ratios for Female and Male attorneys varied by roles of the attorneys. The discrepancies between Identity groups also varied across the different roles of attorneys. Male (1.40) and Female (1.47) Associate growth ratios were fairly similar, with both suggesting 'growth' at the that level. However, at the Non-equity Partner level, Male (1.10) and Female (.84) growth ratios differed with Male Non-equity Partners reporting just slightly above parity and Female Non-equity partners reporting decline. At the Equity Partner level, Female Equity Partners (1.15) reported growth, whereas Male Equity Partners (1.00) reported parity.

LGBTQ+

LGBTQ+ hires constituted between 0% and 4% of Equity Partner, between 0% to 6% of Non-equity Partner, between 1% to 5% of Associate, and between 0% and 4% of Counsel hires. The range of hires for LGBTQ+ Attorneys for Other Attorney positions varied considerably between years and firm size (from 0% to 50%). However, these extremes are likely to be due to the fact that Other Attorney hires constituted a very small number of firm hires.

The 2019 Growth Ratio tables suggests that the growth ratios for LGBTQ+ and non-LGBTQ+ attorneys varied by roles of the attorneys. Furthermore, the discrepancies between these groups also varied by the role of attorneys. LGBTQ+ Associates (1.65) reported higher growth than non-LGBTQ+ Associates (1.40). However, at the Non-equity Partner level, LGBTQ+ (.46) Partners fall to decline, whereas non-LGBTQ+ (1.00) are at parity. These discrepancies are virtually identical at the Equity Partner level, with non-LGBTQ+ Equity Partners showing parity and LGBTQ+ Partners showing decline.

DISABILITY

Attorneys with disabilities consistently averaged less than one percent hire rates for all roles. As consistent with other data, there were some extreme values reported the Other Attorney role, but for only two places: extra-large firms (400+) in 2017 (2.47%), very small firms (1-20) in 2018 (7.14%) and Large firms (101-400) for 2019 (3.70%). All other cells for the Other Attorneys were at or near 0% for hiring attorneys with disabilities.

The 2019 Growth Ratio tables suggests that the growth ratios for attorneys with disabilities and their non-disability counterparts varied by roles of the attorneys. Furthermore, the discrepancies between these groups also varied by the role of attorneys. Associate attorneys with disabilities (1.30) reported growth that was nearly the same as their non-disability counterparts (1.40). However, at the Non-equity Partner level, the growth ratios began to diverge. Non-equity Partners with disabilities reported decline (.75) whereas their non-disability counterparts reported parity (1.00). These discrepancies were even more pronounced at the Equity Partner level. Equity Partners with disabilities reported a zero-growth ratio which suggested that the actual ratio was smaller than four places after the decimal (i.e., extreme decline). Equity Partners without disabilities reported a growth ratio (1.02) that was slightly above parity.

2022 BANKRUPTCY BATTLEGROUND WEST

HIRES

RACE BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	11.11	0.53	2.76	0.00	5.00	7.46	2.89	50.00	2.08	5.70	3.74
Hispanic/ Latino	0.00	0.00	1.85	4.54	0.00	0.00	1.73	4.65	0.00	0.00	0.00	3.02
Alaska Native/ American Indian	0.00	0.00	3.70	0.04	10.00	0.00	1.89	0.32	0.00	0.00	0.00	0.02
Asian	0.00	33.33	4.90	3.51	0.00	0.00	3.48	8.46	0.00	2.08	3.01	8.40
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	1.14	0.00	0.00	0.00	0.00	0.00
Multiracial	0.00	0.00	0.00	0.53	0.00	0.00	4.17	1.15	0.00	0.00	2.63	1.08
White	-	-	-	-	90.00	90.83	79.37	82.10	50.00	95.83	83.40	84.53
OVERALL	2.14	2.25	7.58	6.50	5.95	4.81	6.20	6.57	3.23	3.40	4.03	6.38

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.

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HIRES

IDENTITY BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	0.00	33.33	7.35	23.67	20.00	38.43	18.80	25.20	50.00	14.58	18.99	23.93
Male	100.00	66.67	92.65	76.33	80.00	61.57	81.20	74.80	50.00	85.42	81.01	76.07
OVERALL	2.14	2.25	7.58	6.50	5.95	4.81	6.20	6.57	3.23	3.40	4.03	6.38

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

HIRES

LGBTQ+ BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	4.23	2.25	0.00	1.67	1.70	0.98	0.00	4.17	0.29	1.63
OVERALL	2.14	2.25	7.58	6.50	5.95	4.81	6.20	6.57	3.23	3.40	4.03	6.38

HIRES

DISABILITY BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.00	0.10	0.00	0.93	1.14	0.00	0.00	0.00	0.00	0.03
OVERALL	2.14	2.25	7.58	6.50	5.95	4.81	6.20	6.57	3.23	3.40	4.03	6.38

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.

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HIRES

RACE BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	0.00	7.11	4.00	0.00	7.65	2.81	4.38	16.67	0.57	3.27	2.50
Hispanic/ Latino	0.00	0.00	0.23	3.46	25.00	1.79	2.01	5.51	0.00	1.56	5.97	3.57
Alaska Native/ American Indian	0.00	4.17	0.00	0.21	0.00	0.00	1.30	0.00	8.33	0.00	0.00	0.00
Asian	0.00	10.42	3.71	5.52	0.00	0.79	3.18	5.33	0.00	11.46	11.21	6.16
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.83	0.24	0.00	0.00	0.05	0.00
Multiracial	0.00	0.00	0.29	1.97	0.00	0.79	1.37	1.60	0.00	1.56	1.92	2.40
White	-	-	-	-	75.00	88.98	86.84	80.26	75.00	72.35	74.92	83.57
OVERALL	5.44	11.02	10.49	7.72	3.61	11.58	12.46	7.54	14.25	9.75	12.05	6.90

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

HIRES

IDENTITY BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	25.00	29.17	26.00	28.28	58.33	38.69	26.30	30.67	33.33	37.78	32.14	25.93
Male	75.00	70.83	74.00	71.72	41.67	61.31	73.70	69.33	66.67	62.22	67.86	74.07
OVERALL	5.44	11.02	10.49	7.72	3.61	11.58	12.46	7.54	14.25	9.75	12.05	6.90

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.



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HIRES

LGBTQ+ BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	3.97	4.46	0.00	3.97	2.53	2.90	0.00	6.25	1.63	3.55
OVERALL	5.44	11.02	10.49	7.72	3.61	11.58	12.46	7.54	14.25	9.75	12.05	6.90

HIRES

DISABILITY BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	1.08	0.61	0.00	0.40	2.08	0.00	0.00	0.00	0.00	0.35
OVERALL	5.44	11.02	10.49	7.72	3.61	11.58	12.46	7.54	14.25	9.75	12.05	6.90

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

HIRES

RACE BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	1.85	2.41	7.14	5.79	4.55	5.73	5.95	5.56	9.67	5.88	6.20	5.62
Hispanic/ Latino	2.78	4.77	6.96	5.32	5.30	3.24	6.40	6.17	8.00	3.70	4.80	6.14
Alaska Native/ American Indian	0.00	5.17	0.10	0.13	0.00	0.57	0.00	0.23	0.00	0.33	0.06	0.28
Asian	15.19	3.91	9.08	12.06	5.68	11.12	10.22	11.53	2.67	10.97	9.95	11.46
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.74	0.08	0.04	0.00	0.98	0.07	0.04
Multiracial	5.56	2.18	2.05	3.55	0.00	0.97	3.02	3.54	4.00	2.09	2.71	3.66
White	-	-	-	-	77.71	78.13	84.59	72.14	70.33	77.69	75.82	71.68
OVERALL	82.21	74.75	64.51	70.44	78.92	72.23	68.79	69.32	76.08	76.89	69.59	71.21

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.



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HIRES

IDENTITY BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	58.24	55.37	46.10	48.90	46.86	47.26	49.28	48.99	54.00	50.00	48.05	47.26
Male	41.76	44.63	53.90	51.10	53.14	52.74	50.72	51.01	46.00	50.00	51.95	52.74
OVERALL	82.21	74.75	64.51	70.44	78.92	72.23	68.79	69.32	76.08	76.89	69.59	71.21

*All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

HIRES

LGBTQ+ BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	4.63	1.88	4.83	4.47	4.17	3.03	2.34	3.79	1.00	5.06	3.14	3.92
OVERALL	82.21	74.75	64.51	70.44	78.92	72.23	68.79	69.32	76.08	76.89	69.59	71.21

HIRES

DISABILITY BY SIZE BY YEAR FOR ASSOCIATES

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.79	1.11	0.00	0.00	1.40	0.50	0.00	0.98	0.32	0.53
OVERALL	82.21	74.75	64.51	70.44	78.92	72.23	68.79	69.32	76.08	76.89	69.59	71.21

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.



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HIRES

RACE BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	0.00	2.48	2.66	0.00	6.45	4.12	4.70	33.33	0.00	3.23	4.54
Hispanic/ Latino	0.00	12.50	3.15	2.50	11.11	0.00	3.21	3.41	0.00	0.00	2.65	3.91
Alaska Native/ American Indian	0.00	12.50	0.00	0.29	0.00	0.00	0.17	0.09	0.00	0.00	0.00	0.30
Asian	0.00	0.00	3.24	6.40	16.67	12.19	6.02	5.23	50.00	5.88	12.15	8.52
Native Hawaiian/ Other Pacific Islander	-	-	-	-	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.15
Multiracial	0.00	0.00	0.90	2.07	0.00	0.00	6.09	1.12	0.00	5.88	1.38	2.33
White	-	-	-	-	55.56	77.06	80.39	82.86	16.67	88.24	80.59	81.14
OVERALL	10.20	8.95	12.31	10.10	8.47	9.89	9.94	9.81	6.45	8.79	10.20	10.22

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

HIRES

IDENTITY BY SIZE BY YEAR BY COUNSEL*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	0.00	53.13	31.43	38.06	50.00	37.90	47.07	40.71	83.33	30.10	39.81	35.88
Male	100.00	46.88	68.57	61.94	50.00	62.10	52.93	59.29	16.67	69.90	60.19	64.12
OVERALL	10.20	8.95	12.31	10.10	8.47	9.89	9.94	9.81	6.45	8.79	10.20	10.22

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.



AMERICAN BANKRUPTCY INSTITUTE

HIRES

LGBTQ+ BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	4.67	3.26	0.00	4.84	1.15	1.32	0.00	0.00	2.98	1.70
OVERALL	10.20	8.95	12.31	10.10	8.47	9.89	9.94	9.81	6.45	8.79	10.20	10.22

HIRES

DISABILITY BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.00	1.08	0.00	0.00	1.26	0.11	0.00	0.00	0.00	0.38
OVERALL	10.20	8.95	12.31	10.10	8.47	9.89	9.94	9.81	6.45	8.79	10.20	10.22

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

HIRES

RACE BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	4.17	6.14	8.83	7.14	0.00	1.25	5.46	0.00	0.00	1.91	8.64
Hispanic/ Latino	0.00	0.00	1.84	7.03	0.00	14.29	6.37	2.17	0.00	0.00	9.07	6.22
Alaska Native/ American Indian	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.21	0.00	0.00	0.00	0.00
Asian	0.00	0.00	16.92	14.36	0.00	0.00	7.58	11.05	0.00	0.00	8.40	11.05
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.00	0.01	0.00	0.00	0.00	0.08
Multiracial	0.00	0.00	2.45	3.99	0.00	0.00	5.44	2.96	0.00	0.00	6.24	2.11
White	-	-	-	-	57.14	85.71	79.36	76.68	0.00	50.00	74.38	70.85
OVERALL	0.00	3.03	5.11	5.23	3.06	1.49	2.61	6.76	0.00	1.15	4.14	5.29

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.



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HIRES

IDENTITY BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	0.00	87.50	47.59	57.09	21.43	42.86	37.64	55.92	0.00	50.00	57.47	50.29
Male	0.00	12.50	52.41	42.91	78.57	57.14	62.36	44.08	0.00	50.00	42.53	49.71
OVERALL	0.00	3.03	5.11	5.23	3.06	1.49	2.61	6.76	0.00	1.15	4.14	5.29

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.



2022 BANKRUPTCY BATTLEGROUND WEST

HIRES

LGBTQ+ BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	2.42	1.97	7.14	0.00	6.88	3.22	0.00	50.00	0.00	3.03
OVERALL	0.00	3.03	5.11	5.23	3.06	1.49	2.61	6.76	0.00	1.15	4.14	5.29

HIRES

DISABILITY BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.00	2.47	7.14	0.00	0.00	0.84	0.00	0.00	3.70	0.08
OVERALL	0.00	3.03	5.11	5.23	3.06	1.49	2.61	6.76	0.00	1.15	4.14	5.29

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that were hired in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that were hired relative to all who were hired in that same role.



HIRES

EQUITY PARTNER GROWTH RATIOS BY DEMOGRAPHICS*

Classification	Overall	1-20	21-100	101-400	401+
Black	0.46	-	-	0.13	0.63
Asian	0.62	-	0.00	0.00	0.81
Latinx	0.33	-	-	0.00	0.44
Native American	0.00	-	-	-	0.00
Pacific Islander	-	-	-	-	-
Multiracial	0.10	-	-	0.00	0.14
White	1.63	1.67	3.61	1.10	1.65
LGBTQ+	0.56	-	1.00	0.14	0.74
Non- LGBTQ+	1.55	1.00	3.78	1.10	1.47
Disabled	0.00	-	-	-	0.00
Non-Disabled	1.57	1.00	3.91	1.09	1.47
Female	1.21	0.00	0.64	0.71	1.72
Male	1.37	1.00	3.23	0.97	1.35

*Cell numbers reflect the ratio of a demographics hires and promotions (e.g., LGBTQ+ hires and promotions) to the demographic's attrition (e.g., LGBTQ+ attrition) thus, higher numbers reflect more hires and promotions into a given level than attrition (i.e., "Growth").



2022 BANKRUPTCY BATTLEGROUND WEST

HIRES

NON-EQUITY PARTNER GROWTH RATIOS BY DEMOGRAPHICS*

Classification	Overall	1-20	21-100	101-400	401+
Black	0.28	-	-	0.40	0.13
Asian	0.97	-	0.33	1.60	0.78
Latinx	0.46	-	-	0.65	0.36
Native American	0.00	-	-	0.00	-
Pacific Islander	0.00	-	-	0.00	-
Multiracial	0.14	-	-	-	0.14
White	1.55	0.50	1.88	1.60	1.50
LGBTQ+	0.44	-	0.00	0.25	0.55
Non- LGBTQ+	1.57	0.42	2.00	1.73	1.46
Disabled	0.75	-	-	-	0.75
Non-Disabled	1.66	0.42	2.35	1.81	1.46
Female	1.56	0.29	0.92	2.00	1.42
Male	1.58	0.33	1.50	1.70	1.55

* Cell numbers reflect the ratio of a demographics hires and promotions (e.g., LGBTQ+ hires and promotions) to the demographic's attrition (e.g., LGBTQ+ attrition) thus, higher numbers reflect more hires and promotions into a given level than attrition (i.e., "Growth").



HIRES

ASSOCIATES GROWTH RATIOS BY DEMOGRAPHICS*

Classification	Overall	1-20	21-100	101-400	401+
Black	1.33	0.50	0.80	1.24	1.51
Asian	1.17	0.00	0.93	1.01	1.39
Latinx	1.50	0.00	0.63	1.08	1.95
Native American	0.06	-	-	0.00	0.06
Pacific Islander	0.17	-	0.00	-	0.20
Multiracial	1.19	-	0.00	0.65	1.51
White	1.44	0.81	1.80	1.42	1.37
LGBTQ+	1.44	-	0.75	1.03	1.65
Non- LGBTQ+	1.42	0.92	1.73	1.37	1.40
Disabled	1.17	-	-	0.50	1.30
Non-Disabled	1.44	0.92	1.73	1.40	1.40
Female	1.46	1.08	1.35	1.54	1.47
Male	1.32	0.23	1.34	1.38	1.41

* Cell numbers reflect the ratio of a demographic's hires (e.g., LGBTQ+ hires) to the demographic's attrition (LGBTQ+ attrition); thus, higher numbers reflect more hires than attrition (i.e., Growth).

PROMOTIONS FROM ASSOCIATE PARTNER

OVERVIEW

Tables. The overall totals presented at the bottom of each table reflects the average percentage of attorneys promoted from Associate to either Equity Partner or Non-Equity partner as broken out by year and firm size. Each cell in the table reflects the percentage Associates promoted to either Equity Partner or Non-Equity partner represented by the demographic (race, identity, LGBTQ+, disability) stated in each row. Ex: average percentage of African-American/Black Associates that were promoted to Equity Partner.

While the average percentages fluctuate by year and size of firm, the data reveal that Associates were more likely to be promoted to Non-Equity Partners than Equity-Partners.

RACE

The majority of promotions from Associate to either Equity Partners and Non-equity partners were White Associates, with the average percentages slightly higher for Equity Partners. The average percentages for other races varied considerably between year and firm size. However, the general trend was that Asian Associates were most likely to be promoted to both Equity Partner and Non-Equity Partner status than African-American/Black and Hispanic/Latino Associates, who's comparisons differed substantially by year and firm size. A comparison between promotions to Equity vs. Non-equity Partners revealed that whereas all other racial group Associates were more likely to be promoted into a Non-Equity Partnership role, White Associates were slightly more likely to be promoted into an Equity Partnership role.

IDENTITY

With regard to promotions from Associates to Equity Partners, men generally constituted roughly between 60% to 70% of promotions into Equity Partners, with women between 22% to 40%. Men generally constituted approximately 60% of promotions of Associates into Non-equity Partners. Women generally

constituted approximately 40% of promotions from Associate to Non-equity Partners. With the exception of 2018 data, women Associates were more likely to be promoted to Non-equity than Equity Partner in 2017 and 2019 data.

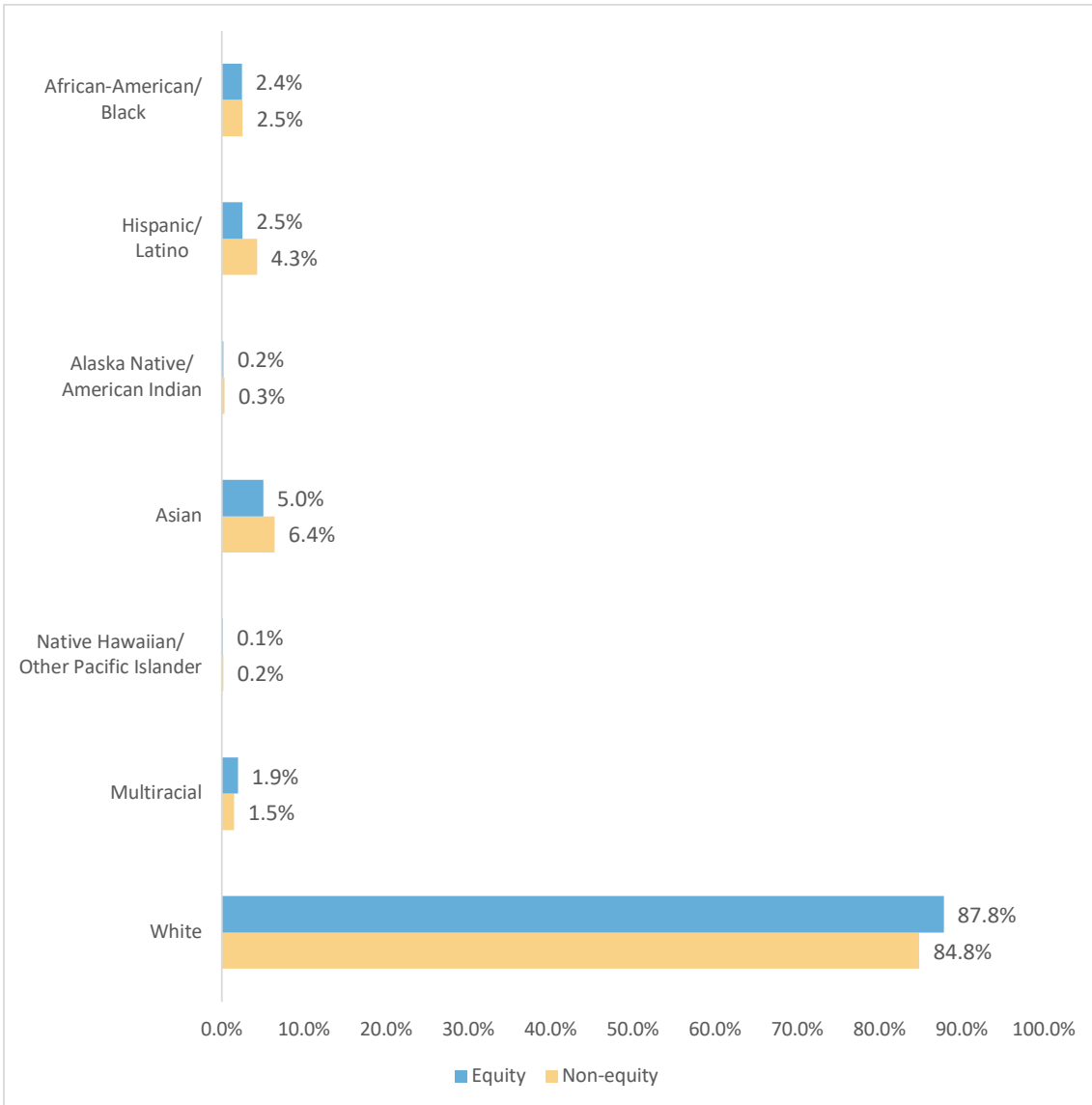
LGBTQ+

The range of LGBTQ+ promotions from Associate to Non-Equity partners varied widely from .56% to 10% depending upon firm size and year. While the average percentages for LGBTQ+ Associate promotions to Equity partners were more consistent, they were also on average smaller, with ranges from .07% to 5.87%. Thus, it appears as though LGBTQ+ Associates were most likely to be promoted to Non-equity Partners than Equity Partners.

DISABILITY

There was little to no data provided for promotion of Associates with disabilities to either Non-equity or Equity Partner status. Thus, all average percentages for promotions were at or near zero. Two, seeming random exceptions, were that 1.58% was reported for promotion to Non-equity Partners in very large firms (400+) in 2019 and 2.07% was reported for promotion to Equity Partners in large firms (101-400) in 2018.

PROMOTIONS FROM ASSOCIATE TO PARTNER
COMPARISON BY RACE AND PARTNER TYPE



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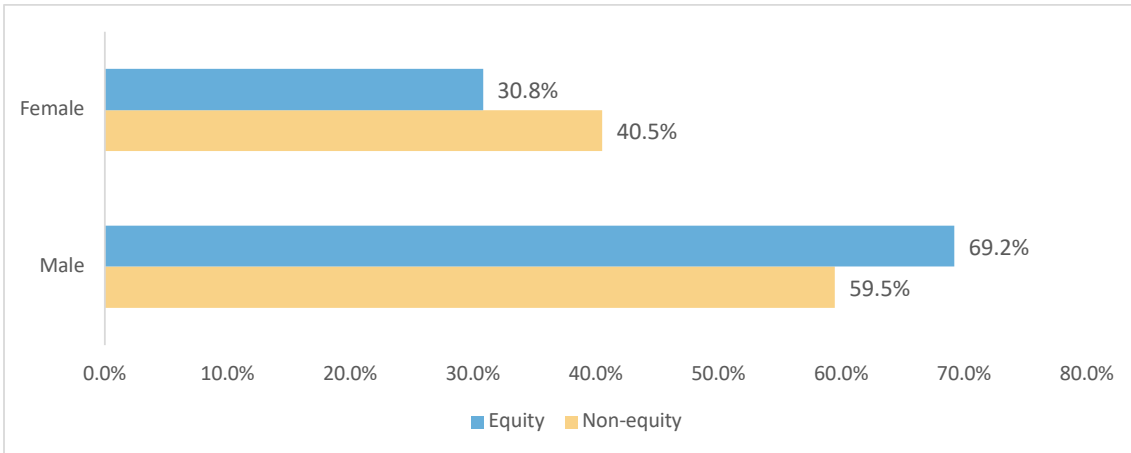
PROMOTIONS FROM ASSOCIATE TO EQUITY PARTNER PARTNER STATUS BY RACE BY YEAR*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	0.00	3.97	2.86	0.00	0.39	2.07	0.92	0.00	6.72	1.85	2.85
Hispanic/ Latino	0.00	0.00	2.78	3.49	0.00	2.69	4.59	0.68	6.67	1.30	1.79	1.98
Alaska Native/ American Indian	0.00	0.00	0.00	0.00	0.00	0.00	0.28	0.00	0.00	0.00	0.51	0.14
Asian	0.00	10.00	2.58	12.12	4.35	4.39	7.06	15.06	0.00	0.00	0.89	7.32
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.00	0.00	0.00	0.00	1.79	0.17
Multiracial	0.00	0.00	0.69	1.59	0.48	3.38	1.88	1.52	6.67	0.00	0.18	1.94
White	100.00	90.00	89.98	73.59	90.82	74.99	80.91	81.82	86.66	86.59	92.99	85.49
OVERALL	50.00	32.05	37.44	35.89	61.67	48.50	41.02	37.15	62.64	41.54	36.43	53.95

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of Associates promoted into the role under consideration (Equity vs. Non-Equity Partner). Each cell in the table reflects the average percentage of the given demographic (i.e., left column) represented within the promotions into the role.



PROMOTIONS FROM ASSOCIATE TO PARTNER
COMPARISON BY IDENTITY AND PARTNER TYPE



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PROMOTIONS FROM ASSOCIATE TO EQUITY PARTNER PARTNER STATUS BY IDENTITY BY YEAR*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	12.50	30.00	23.12	29.96	41.18	31.09	38.92	39.92	22.22	30.72	41.68	28.61
Male	87.50	70.00	76.88	70.04	58.82	68.91	61.08	60.08	77.78	69.28	58.32	71.39
OVERALL	50.00	32.05	37.44	35.89	61.67	48.50	41.02	37.15	62.64	41.54	36.43	53.95

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of Associates promoted into the role under consideration (Equity vs. Non-Equity Partner). Each cell in the table reflects the average percentage of the given demographic (i.e., left column) represented within the promotions into the role.

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2022 BANKRUPTCY BATTLEGROUND WEST

PROMOTIONS FROM ASSOCIATE TO EQUITY PARTNER

PARTNER STATUS BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	0.00	1.35	1.09	0.07	3.35	1.90	1.11	3.25	5.87	2.14
OVERALL	50.00	32.05	37.44	35.89	61.67	48.50	41.02	37.15	62.64	41.54	36.43	53.95

PROMOTIONS FROM ASSOCIATE TO EQUITY PARTNER

PARTNER STATUS BY DISABILITY STATUS BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.00	0.56	0.00	0.07	2.07	0.00	0.00	0.00	0.60	0.11
OVERALL	50.00	32.05	37.44	35.89	61.67	48.50	41.02	37.15	62.64	41.54	36.43	53.95

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of Associates promoted into the role under consideration (Equity vs. Non-Equity Partner). Each cell in the table reflects the average percentage of the given demographic (i.e., left column) represented within the promotions into the role.



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PROMOTIONS FROM ASSOCIATE TO NON-EQUITY PARTNER

PARTNER STATUS BY RACE BY YEAR*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	10.00	0.74	0.73	0.00	3.43	2.55	2.84	0.00	1.07	4.63	1.40
Hispanic/ Latino	25.00	3.33	4.61	5.03	15.63	0.49	4.00	3.56	0.00	6.00	1.41	2.98
Alaska Native/ American Indian	0.00	0.00	0.00	0.50	0.00	0.00	0.00	1.36	0.00	0.00	0.00	0.73
Asian	0.00	17.33	5.74	5.04	10.94	4.66	2.94	6.24	1.25	7.00	9.10	5.78
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.33	0.28	0.00	0.40	0.00	0.00
Multiracial	0.00	0.00	1.58	1.15	0.00	0.20	1.32	1.21	0.00	0.80	1.07	1.82
White	75.00	59.33	84.40	83.45	89.06	84.17	88.86	84.51	98.75	72.73	78.92	87.14
OVERALL	50.00	67.95	62.56	64.11	38.33	51.50	58.98	62.85	37.36	58.46	63.57	46.05

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of Associates promoted into the role under consideration (Equity vs. Non-Equity Partner). Each cell in the table reflects the average percentage of the given demographic (i.e., left column) represented within the promotions into the role.

2022 BANKRUPTCY BATTLEGROUND WEST

PROMOTIONS FROM ASSOCIATE TO NON-EQUITY PARTNER

PARTNER STATUS BY IDENTITY BY YEAR*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	75.00	61.33	39.79	40.73	39.58	38.73	36.65	35.36	42.50	40.60	37.54	41.43
Male	25.00	38.67	60.21	59.27	60.42	61.27	63.35	64.64	57.50	59.40	62.46	58.57
OVERALL	50.00	67.95	62.56	64.11	38.33	51.50	58.98	62.85	37.36	58.46	63.57	46.05

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of Associates promoted into the role under consideration (Equity vs. Non-Equity Partner). Each cell in the table reflects the average percentage of the given demographic (i.e., left column) represented within the promotions into the role.

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PROMOTIONS FROM ASSOCIATE TO NON-EQUITY PARTNER

PARTNER STATUS BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	25.00	0.00	0.00	6.91	6.25	7.35	3.22	2.82	0.00	10.13	1.54	0.56
OVERALL	50.00	67.95	62.56	64.11	38.33	51.50	58.98	62.85	37.36	58.46	63.57	46.05

PROMOTIONS FROM ASSOCIATE TO NON-EQUITY PARTNER

PARTNER STATUS BY DISABILITY STATUS BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.00	0.00	0.00	0.00	0.29	0.54	0.00	0.00	0.14	1.58
OVERALL	50.00	67.95	62.56	64.11	38.33	51.50	58.98	62.85	37.36	58.46	63.57	46.05

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of Associates promoted into the role under consideration (Equity vs. Non-Equity Partner). Each cell in the table reflects the average percentage of the given demographic (i.e., left column) represented within the promotions into the role.

FIRM LEADERSHIP

OVERVIEW

Tables: The overall totals presented at the bottom of each table reflects the average percentage of attorneys within each firm that serves on the focal committee as broken out by year and firm size. Each cell in the table reflects the average percentage of Minority Women, White Women, Minority Men, and White men who serve on those committees. For example, the “average percentage of Minority Men that serve on committee X”.

MINORITY STATUS BY IDENTITY

While the actual average percentages differed by year, size, and committee type, for the most part approximately 70% of firm Leadership were White men, 20% White women, 7% Minority men, and 3% Minority women. White women and Minority men and women tended to have higher average percentages in very small firms (1-20 Attorneys).

LGBTQ+

The average percentage of LGBTQ+ firm leadership seldomly rose above 5% across the various Leadership committees. As with the Minority by Identity data, the average percentages were substantially higher for very small firms (1-20 Attorneys).

DISABILITY

With the exception of very small firms (1-20 Attorneys) in 2017, attorneys with disabilities accounted for less than 1 percent leadership for every leadership committee regardless of year and firm size.

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FIRM LEADERSHIP

HIRING PARTNERS BY RACE AND IDENTITY BY YEAR*

	2017				2018				2019			
Race-Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Minority Women	13.33	1.24	6.15	4.89	2.97	3.62	5.32	6.74	6.82	6.33	6.60	7.50
White Women	12.75	21.47	32.74	26.24	30.42	24.07	31.47	29.47	24.13	26.10	24.58	30.39
Minority Men	16.00	11.11	2.45	10.39	10.63	5.51	5.74	9.33	10.42	10.34	8.39	8.05
White Men	48.42	65.64	58.55	58.18	53.38	62.27	63.37	53.80	49.54	54.60	60.30	53.76
OVERALL	16.98	8.33	2.76	2.96	24.90	9.39	3.28	2.13	23.75	10.25	2.77	2.25

* All numbers reflect **average percentages** across firms. The OVERALL ROW reflects the average percentage of attorneys in the firm that serve on the committee. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) of those that serve on the committee.



2022 BANKRUPTCY BATTLEGROUND WEST

FIRM LEADERSHIP

HIRING PARTNERS BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	2.67	9.53	2.71	6.32	0.90	0.87	2.54	5.13	3.03	1.20	2.66	3.59
OVERALL	16.98	8.33	2.76	2.96	24.90	9.39	3.28	2.13	23.75	10.25	2.77	2.25

FIRM LEADERSHIP

HIRING PARTNERS BY DISABILITY BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	3.75	0.00	0.00	0.23	0.00	0.00	0.20	0.21	0.00	0.00	0.11	0.61
OVERALL	16.98	8.33	2.76	2.96	24.90	9.39	3.28	2.13	23.75	10.25	2.77	2.25

* All numbers reflect **average percentages** across firms. The OVERALL ROW reflects the average percentage of attorneys in the firm that serve on the committee. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) of those that serve on the committee.



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FIRM LEADERSHIP

FIRM-WIDE COMPENSATION COMMITTEE BY RACE AND IDENTITY BY YEAR*

	2017				2018				2019			
Race-Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Minority Women	3.13	0.53	3.30	3.17	3.17	1.10	3.37	3.04	2.78	3.99	4.85	3.60
White Women	17.46	16.35	19.44	23.82	22.60	14.65	21.81	25.17	22.67	20.13	21.85	25.08
Minority Men	9.43	7.51	3.51	5.15	7.74	4.66	5.17	5.86	15.00	8.87	4.12	5.90
White Men	52.75	74.32	73.53	67.81	63.08	78.11	69.39	66.02	59.56	65.21	68.85	65.34
OVERALL	14.53	8.09	3.25	2.13	20.08	10.21	3.56	1.93	13.83	10.84	2.75	2.09

* All numbers reflect **average percentages** across firms. The OVERALL ROW reflects the average percentage of attorneys in the firm that serve on the committee. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) of those that serve on the committee.



2022 BANKRUPTCY BATTLEGROUND WEST

FIRM LEADERSHIP

FIRM-WIDE COMPENSATION COMMITTEE BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	3.33	3.66	2.29	2.66	1.40	1.30	1.40	2.17	5.56	0.53	1.67	3.41
OVERALL	14.53	8.09	3.25	2.13	20.08	10.21	3.56	1.93	13.83	10.84	2.75	2.09

FIRM LEADERSHIP

FIRM-WIDE COMPENSATION COMMITTEE BY DISABILITY BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	4.69	0.75	0.09	0.16	0.00	0.00	0.20	0.32	0.00	0.00	0.00	0.17
OVERALL	14.53	8.09	3.25	2.13	20.08	10.21	3.56	1.93	13.83	10.84	2.75	2.09

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AMERICAN BANKRUPTCY INSTITUTE

FIRM LEADERSHIP

PARTNER REVIEW COMMITTEES BY RACE AND IDENTITY BY YEAR*

	2017				2018				2019			
Race-Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Minority Women	10.00	0.48	2.15	4.19	2.79	1.61	3.11	3.95	4.71	3.75	2.84	4.57
White Women	18.62	20.72	21.09	25.87	23.82	21.60	22.92	27.05	19.63	20.07	26.73	27.32
Minority Men	10.06	10.98	4.02	5.54	7.32	5.91	4.59	7.43	21.01	10.38	4.86	6.77
White Men	49.60	66.06	71.65	64.31	61.66	73.17	69.09	61.77	54.64	64.10	63.83	61.11
OVERALL	13.86	8.55	3.49	1.70	19.39	9.64	3.39	1.53	8.77	11.74	3.99	1.64

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2022 BANKRUPTCY BATTLEGROUND WEST

FIRM LEADERSHIP

PARTNER REVIEW COMMITTEES BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	3.56	4.87	3.33	2.70	1.56	1.54	2.10	1.92	0.00	1.38	1.71	3.82
OVERALL	13.86	8.55	3.49	1.70	19.39	9.64	3.39	1.53	8.77	11.74	3.99	1.64

FIRM LEADERSHIP

PARTNER REVIEW COMMITTEES BY DISABILITY BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	5.00	1.02	0.00	0.10	0.00	0.00	0.34	0.22	0.00	0.00	0.00	0.22
OVERALL	13.86	8.55	3.49	1.70	19.39	9.64	3.39	1.53	8.77	11.74	3.99	1.64

* All numbers reflect **average percentages** across firms. The OVERALL ROW reflects the average percentage of attorneys in the firm that serve on the committee. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) of those that serve on the committee.



AMERICAN BANKRUPTCY INSTITUTE

FIRM LEADERSHIP

HIGHEST GOVERNANCE COMMITTEE BY RACE AND IDENTITY BY YEAR*

	2017				2018				2019			
Race-Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Minority Women	5.95	0.00	2.28	2.57	4.57	1.25	3.22	3.42	7.35	2.42	2.98	3.96
White Women	20.16	18.25	20.75	21.12	27.62	18.22	15.53	22.13	23.49	16.63	20.35	22.49
Minority Men	15.35	8.09	2.68	5.17	8.07	3.64	5.15	6.46	17.81	7.76	5.44	6.12
White Men	50.09	73.26	73.91	69.77	59.69	76.27	76.26	68.67	53.31	74.33	70.84	66.85
OVERALL	22.01	9.53	4.13	2.11	35.52	13.01	4.16	2.03	32.78	12.26	3.83	2.14

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2022 BANKRUPTCY BATTLEGROUND WEST

FIRM LEADERSHIP

HIGHEST GOVERNANCE COMMITTEE BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	7.42	2.68	2.52	2.34	3.33	1.50	1.47	2.22	7.63	0.71	1.82	2.98
OVERALL	22.01	9.53	4.13	2.11	35.52	13.01	4.16	2.03	32.78	12.26	3.83	2.14

FIRM LEADERSHIP

HIGHEST GOVERNANCE COMMITTEE BY DISABILITY BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.27	0.09	0.26	0.00	0.63	0.19	0.00	0.00	0.00	0.18
OVERALL	22.01	9.53	4.13	2.11	35.52	13.01	4.16	2.03	32.78	12.26	3.83	2.14

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FIRM LEADERSHIP

LEAD OFFICES BY RACE AND IDENTITY BY YEAR*

	2017				2018				2019			
Race-Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Minority Women	5.30	3.92	2.07	1.98	5.21	0.86	2.01	2.59	7.62	1.21	2.85	3.34
White Women	28.03	14.55	29.57	16.84	28.80	16.45	14.36	18.88	23.23	18.07	17.48	18.37
Minority Men	15.53	10.71	2.19	7.23	10.16	6.10	5.07	6.11	16.67	6.19	5.48	7.99
White Men	44.32	64.49	78.83	74.17	57.40	72.47	76.22	72.03	48.23	74.54	74.14	69.08
OVERALL	16.77	4.40	2.94	2.07	18.11	6.03	2.88	2.02	23.63	4.30	2.77	2.02

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2022 BANKRUPTCY BATTLEGROUND WEST

FIRM LEADERSHIP

LEAD OFFICES BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	6.06	3.39	5.91	1.79	1.88	1.21	2.04	2.48	6.38	2.13	0.86	2.92
OVERALL	16.77	4.40	2.94	2.07	18.11	6.03	2.88	2.02	23.63	4.30	2.77	2.02

FIRM LEADERSHIP

LEAD OFFICES BY DISABILITY BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	2.27	0.00	0.32	3.18	0.00	0.00	0.43	0.48	0.00	0.00	0.18	0.78
OVERALL	16.77	4.40	2.94	2.07	18.11	6.03	2.88	2.02	23.63	4.30	2.77	2.02

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FIRM LEADERSHIP

LEAD FIRM-WIDE COMMITTEES BY RACE AND IDENTITY BY YEAR*

	2017				2018				2019			
Race-Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Minority Women	7.41	6.74	6.63	6.70	5.65	4.13	5.52	5.71	9.09	5.22	5.96	6.90
White Women	24.31	24.12	26.58	26.45	31.44	30.44	27.76	28.72	25.00	29.33	29.30	28.88
Minority Men	14.81	16.18	10.04	6.36	10.09	10.74	8.09	8.21	15.91	8.27	7.35	7.51
White Men	47.92	48.68	55.95	59.93	52.26	71.72	59.48	57.14	52.27	56.83	58.16	54.87
OVERALL	11.81	7.57	6.97	3.23	11.98	10.87	7.26	2.84	9.42	12.02	7.33	3.30

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2022 BANKRUPTCY BATTLEGROUND WEST

FIRM LEADERSHIP

LEAD FIRM-WIDE COMMITTEES BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	14.81	5.35	3.82	3.56	0.55	2.00	2.43	3.46	5.68	5.63	3.21	3.86
OVERALL	11.81	7.57	6.97	3.23	11.98	10.87	7.26	2.84	9.42	12.02	7.33	3.30

FIRM LEADERSHIP

LEAD FIRM-WIDE COMMITTEES BY DISABILITY BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	1.56	0.22	0.11	0.00	0.18	0.70	0.34	0.00	0.20	0.12	0.32
OVERALL	11.81	7.57	6.97	3.23	11.98	10.87	7.26	2.84	9.42	12.02	7.33	3.30

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FIRM LEADERSHIP

LEAD FIRM-WIDE GROUPS BY RACE AND IDENTITY BY YEAR*

	2017				2018				2019			
Race-Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Minority Women	6.67	0.29	1.34	2.38	6.00	1.51	2.31	2.23	7.41	3.24	2.48	3.13
White Women	33.33	26.57	19.87	20.85	32.54	22.73	20.60	10.91	26.67	19.95	21.74	21.17
Minority Men	12.22	8.75	3.66	4.51	11.83	4.53	4.57	5.33	21.62	10.63	5.00	5.63
White Men	44.44	63.81	72.71	83.23	52.66	69.23	72.24	71.45	43.38	66.09	70.34	68.49
OVERALL	15.15	7.33	8.08	4.75	15.15	9.93	8.14	4.52	19.09	11.00	8.12	4.23

* All numbers reflect **average percentages** across firms. The OVERALL ROW reflects the average percentage of attorneys in the firm that serve on the committee. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) of those that serve on the committee.



2022 BANKRUPTCY BATTLEGROUND WEST

FIRM LEADERSHIP

LEAD FIRM-WIDE GROUPS BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	8.33	1.59	2.05	2.32	1.13	1.33	1.13	2.09	3.47	1.05	1.81	1.69
OVERALL	15.15	7.33	8.08	4.75	15.15	9.93	8.14	4.52	19.09	11.00	8.12	4.23

FIRM LEADERSHIP

LEAD FIRM-WIDE GROUPS BY DISABILITY BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	1.67	0.57	0.47	0.14	0.00	0.00	1.15	0.23	0.00	0.00	0.44	0.49
OVERALL	15.15	7.33	8.08	4.75	15.15	9.93	8.14	4.52	19.09	11.00	8.12	4.23

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FIRM LEADERSHIP

LEAD LOCAL GROUPS BY RACE AND IDENTITY BY YEAR*

	2017				2018				2019			
Race-Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Minority Women	4.17	0.00	3.00	2.67	7.50	1.38	4.10	1.98	8.64	2.72	2.94	3.49
White Women	38.54	23.29	21.43	18.22	34.43	22.85	17.98	20.68	19.38	26.53	20.14	20.01
Minority Men	14.58	20.00	2.30	3.34	11.67	8.20	5.09	5.22	24.81	9.87	3.72	7.09
White Men	27.08	56.71	73.04	75.73	51.25	63.90	72.38	72.23	43.46	59.90	72.78	65.76
OVERALL	8.85	1.79	2.09	1.62	12.57	6.19	3.31	1.93	15.28	5.36	2.56	1.96

* All numbers reflect **average percentages** across firms. The OVERALL ROW reflects the average percentage of attorneys in the firm that serve on the committee. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) of those that serve on the committee.



2022 BANKRUPTCY BATTLEGROUND WEST

FIRM LEADERSHIP

LEAD LOCAL GROUPS BY LGBTQ+ BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	16.67	2.00	0.23	1.86	1.41	0.00	1.51	1.91	3.70	2.94	1.60	2.67
OVERALL	8.85	1.79	2.09	1.62	12.57	6.19	3.31	1.93	15.28	5.36	2.56	1.96

FIRM LEADERSHIP

LEAD LOCAL GROUPS BY DISABILITY BY YEAR*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	3.13	0.00	0.50	0.04	0.00	0.00	0.59	0.38	0.00	0.00	0.25	0.84
OVERALL	8.85	1.79	2.09	1.62	12.57	6.19	3.31	1.93	15.28	5.36	2.56	1.96

* All numbers reflect **average percentages** across firms. The OVERALL ROW reflects the average percentage of attorneys in the firm that serve on the committee. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) of those that serve on the committee.



TOP 10% HIGHEST COMPENSATED PARTNERS

OVERVIEW

Firms were asked to indicate the number of male and female attorneys for each race, LGBTQ+ status, and Disability status who were in the top 10% highest paid at the firm. Because the data was not reported according to role, there were no overall totals for role created. Thus, the numbers in the cell reflect the average percentage of a given demographic by sex (e.g., African-American/Black Males) that is reflected in the top 10% highest compensated partners.

RACE BY SEX

Membership within the top 10% highest compensation group was overwhelming dominated by White males (approximately 80%) followed by White females (approximately 13%). With few exceptions, African-American/Black males and females consistently represented less than 1%. Hispanic/Latino males fluctuated between 1% to 4%, whereas Hispanic/Latino females were consistently less than 1%. Asian males fluctuated between 1% to 2%, whereas Asian females were consistently less than 1%. No other racial groups constituted averages that significantly differed from zero.

LGBTQ+ BY SEX

Membership within the top 10% highest compensation group rarely rose above 1% outside of very small firms for LGBTQ+ Attorneys. Furthermore, the comparison between LGBTQ+ males and females fluctuated considerably by year and firm size making a comparison between the two non-reliable.

DISABILITY BY SEX

Membership within the top 10% highest compensation group was consistently near zero percent outside of very small firms for Attorneys with disabilities. Furthermore, the data for both males and females were consistently near zero making a comparison between the two non-reliable.

2022 BANKRUPTCY BATTLEGROUND WEST

TOP 10% HIGHEST COMPENSATED PARTNERS RACE BY IDENTITY*

		2017				2018				2019			
Race and Identity		1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black													
	Males	1.92	0.00	1.06	0.83	0.68	0.22	1.79	0.43	10.38	0.98	0.95	0.75
	Females	0.00	0.00	0.34	0.03	0.57	0.18	0.19	0.16	0.82	0.20	0.31	0.19
Hispanic/ Latino													
	Males	5.13	0.66	0.57	1.58	1.03	1.61	2.45	1.37	6.97	4.22	2.08	1.41
	Females	3.85	0.00	0.17	0.12	0.00	0.00	1.18	0.18	3.69	0.20	0.84	0.11
Alaska Native/ American Indian													
	Males	0.00	1.75	0.68	0.00	0.57	0.34	0.66	0.00	0.00	0.00	0.13	0.06
	Females	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.82	0.00	0.00	0.08

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Asian

Males	7.69	2.19	1.43	1.80	5.56	1.81	1.74	1.68	0.23	2.61	2.02	1.38
Females	0.00	0.00	0.00	0.17	0.00	0.49	0.29	0.17	2.46	0.20	0.30	0.23

Native Hawaiian/ Other Pacific Islander

Males	-	-	-	-	0.00	0.00	0.05	0.04	0.00	0.00	0.00	0.10
Females	-	-	-	-	0.00	0.00	0.14	0.00	0.00	0.00	0.00	0.00

Multiracial

Males	0.00	0.00	0.30	0.13	0.19	0.64	1.23	0.23	0.00	0.00	0.07	0.29
Females	0.00	0.00	0.30	0.16	0.00	0.00	0.29	0.10	0.00	0.00	0.03	0.07

White

Males	47.44	81.40	85.12	83.88	65.99	82.21	78.08	83.43	53.26	77.91	80.29	81.90
Females	32.05	9.44	9.77	10.86	25.40	12.50	11.87	12.21	21.37	13.69	12.99	13.43

* All numbers reflect **average percentages** across firms. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that is reflected in the top 10% highest compensated partners.

2022 BANKRUPTCY BATTLEGROUND WEST

TOP 10% HIGHEST COMPENSATED PARTNERS LGBTQ+ BY IDENTITY*

		2017				2018				2019			
LGBTQ+ and Identity		1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+													
	Males	0.00	0.88	0.94	0.70	0.58	0.77	0.78	0.76	1.64	1.63	0.26	1.06
	Females	9.62	2.63	0.00	0.46	0.68	0.10	0.66	0.51	5.74	0.00	0.33	0.46

* All numbers reflect **average percentages** across firms. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that is reflected in the top 10% highest compensated partners.

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TOP 10% HIGHEST COMPENSATED PARTNERS

DISABILITY BY IDENTITY*

		2017				2018				2019			
Disability and Identity		1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability													
	Males	0.00	0.00	0.00	0.23	1.15	0.22	0.15	0.50	0.00	0.00	0.60	0.54
	Females	3.85	0.00	0.00	0.05	0.00	0.00	0.24	0.03	0.00	0.00	0.00	0.18

* All numbers reflect **average percentages** across firms. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that is reflected in the top 10% highest compensated partners.

FIRM ATTRITION

OVERVIEW

2019 Overall Firm Attrition by Demographics. This section begins with a table that presents the proportions of overall attorney attrition (i.e., across roles) divided by the total number attorneys reported for each demographic group. Thus, this data reflects the concept of an *Attrition Rate*. As the data was reported at the end of the year, it is likely that the total number of attorneys reported for each demographic reflects the status of those groups at the end of the year, rather than at the beginning of the year. Thus, the reader should take caution in the interpretation of these analyses. Nonetheless, the total number of attorneys reported should be a close approximation of the true starting value for each demographic. Finally, the data is only reported for the last year of the survey as that data is most reliable, having benefited from better controls.

Main Tables. The overall totals presented at the bottom of each table reflects the average percentage of attrition for each role (e.g., Equity Partners) as broken out by year and firm size. Each cell in the table reflects the percentage attrition for the role represented by the demographic (race, identity, LGBTQ+, disability) stated in each row. Ex: average percentage of Equity Partner attrition that are African-American/Black. Thus, this data reflects an average level of attrition rather than an attrition rate.

RACE

The overall average attrition for equity partners was fairly low (8% to 13%). Among the equity partners that left the firm, the overwhelming majority of them were White Equity Partners. The remaining racial groups, with only one exception reported ranges less than 5%. The average attrition for non-equity partners was higher on average than that of equity partners. The attrition for White Non-Equity Partners was substantially lower than White Equity Partners, as the other racial categories evidenced an increase, primarily among Asian Non-Equity Partners. Associate attorneys displayed the highest attrition average (from 52% to 74%). White Associates reported the highest attrition followed by Asian Associates, African-American/Black, and then Hispanic/Latino Associates. The

other racial categories for Associates was primarily less than 1% with only one exception. Counsel and Other Attorneys, primarily due to their relatively smaller numbers, reported the lowest attrition average percentages. Nonetheless, as with Associates, White Counsel/Other reported the highest attrition followed by Asian Counsel/Other, African-American/Black Counsel/Other, and then Hispanic/Latino Counsel/Other. The other racial categories for Counsel/Other was primarily less than 1%.

The *2019 Overall Firm Attrition by Demographics* table suggests that for primarily larger firms, the overall attrition was almost three times larger for African-American/Black (31%) and Hispanic/Latino (33%) than for White attorneys (13%). The attrition for Asian (19%) and Multiracial (24%) attorneys were in the middle of the range.

IDENTITY

While the overall attrition for Equity Partners was fairly low, of the Equity Partners that left, approximately 70% were male and 30% were female. The male and female averages for Non-Equity Partners differed substantially between the years of collection and firm size. For the most part, the 2017 and smaller firm sizes in 2018 evidenced an average attrition of 60% for males and 40% for female Non-Equity Partners. However, the medium to very large firm sizes in 2018 and 2019 evidenced 70% for male and 30% for female Non-equity Partners. While there was some fluctuation between year and firm size, overall the average attrition for male Associates was approximately 55% and approximately 45% for female Associates. The Counsel/Other attorney average percentages were much more in flux due to their relatively lower numbers. However, there are notable year/firm size cells where the average attrition was higher for women than men Counsel/Other attorneys. Although not exclusively, these occurred primarily for very small firms.

The *2019 Overall Firm Attrition by Demographics* table suggests that for primarily larger firms, the overall attrition rate was slightly higher for female attorneys (17%) than male attorneys (13%).

LGBTQ+

As LGBTQ+ attorneys made up a very small percentage across the various roles, there was very little attrition reported for either Equity Partners, Non-equity Partners, Associates, Counsel, or Other Attorneys. With few exceptions, the attrition for LGBTQ+ attorneys ranged from 0% to 4% across all roles, years, and firm sizes.

The *2019 Overall Firm Attrition by Demographics* table suggests that for primarily larger firms, the overall attrition rate was slightly higher for non-LGBTQ+ attorneys (14%) than LGBTQ+ attorneys (11%).

DISABILITY

As attorneys with disabilities made up a very small percentage across the various roles, there was very little to no attrition reported for either Equity Partners, Non-equity Partners, Associates, Counsel, or Other Attorneys. With few exceptions, the attrition for attorneys with disabilities was frequently 0%, with an occasional 1 or 2% across all roles, years, and firm sizes.

The *2019 Overall Firm Attrition by Demographics* table suggests that for primarily larger firms, the overall attrition rate was higher for non-disabled attorneys (14%) than disabled attorneys (6%).

FIRM ATTRITION

2019 OVERALL FIRM ATTRITION BY DEMOGRAPHICS*

Classification	Overall	1-20	21-100	101-400	401+
Black	21%	8%	10%	31%	21%
Asian	18%	2%	17%	19%	20%
Latinx	21%	0%	11%	33%	17%
Native American	13%	0%	0%	0%	18%
Pacific Islander	22%	0%	12%	24%	22%
Multiracial	6%	-	25%	0%	5%
White	11%	9%	8%	13%	13%
LGBT	11%	0%	8%	11%	15%
Straight	10%	4%	8%	14%	14%
Disabled	7%	0%	0%	6%	9%
Non-Disabled	10%	4%	8%	14%	14%
Female	13%	8%	9%	17%	15%
Male	10%	4%	8%	13%	13%

* Cell numbers were calculated by dividing the demographic attrition (total African-American/Black Attrition) by the total demographic reported by the firm (total African-American/Black Attorneys).

2022 BANKRUPTCY BATTLEGROUND WEST

FIRM ATTRITION

RACE BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	0.00	4.01	2.97	0.00	0.81	3.87	2.40	0.00	0.00	2.52	2.67
Hispanic/ Latino	0.00	12.50	1.38	2.78	0.00	0.00	1.68	2.99	0.00	0.00	2.08	2.42
Alaska Native/ American Indian	0.00	0.00	0.00	0.00	0.00	0.00	0.46	0.38	0.00	0.00	0.00	0.39
Asian	0.00	0.00	3.00	4.15	0.00	7.32	3.34	2.90	0.00	4.41	3.49	6.80
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	1.22	0.00	0.00	0.00	0.00	0.00	0.00
Multiracial	0.00	1.04	0.21	1.35	0.00	0.00	0.00	0.59	0.00	0.00	0.74	1.24
White	100.00	82.29	96.96	86.92	100.00	90.65	91.22	90.83	75.00	96.41	90.74	85.03
OVERALL	12.04	11.12	14.38	10.77	7.63	19.39	12.39	11.20	12.50	13.13	12.93	10.43

*All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.

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FIRM ATTRITION

IDENTITY BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	33.33	22.92	27.41	22.32	10.00	30.65	24.28	19.61	37.50	24.02	25.92	20.82
Male	66.67	77.08	72.59	77.68	90.00	69.35	75.72	80.39	62.50	75.98	74.08	79.18
OVERALL	12.04	11.12	14.38	10.77	7.63	19.39	12.39	11.20	12.50	13.13	12.93	10.43

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.



2022 BANKRUPTCY BATTLEGROUND WEST

FIRM ATTRITION

LGBTQ+ BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	0.86	3.90	0.00	0.00	0.00	1.28	0.00	5.88	3.59	1.91
OVERALL	12.04	11.12	14.38	10.77	7.63	19.39	12.39	11.20	12.50	13.13	12.93	10.43

FIRM ATTRITION

DISABILITY BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.68	0.00	0.00	2.44	0.20	0.16	0.00	0.00	0.00	0.09
OVERALL	12.04	11.12	14.38	10.77	7.63	19.39	12.39	11.20	12.50	13.13	12.93	10.43

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.



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FIRM ATTRITION

RACE BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	10.00	2.38	3.02	3.10	0.00	3.13	4.56	2.96	0.00	0.00	2.46	1.23
Hispanic/ Latino	20.00	0.00	0.00	3.38	11.11	1.56	3.02	3.43	0.00	0.00	2.28	4.33
Alaska Native/ American Indian	0.00	0.00	0.00	0.00	0.00	0.00	0.77	0.59	0.00	0.00	0.17	0.00
Asian	10.00	1.43	8.10	5.41	0.00	6.25	2.58	6.67	0.00	7.10	2.55	7.31
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.17	0.12	0.00	0.00	0.23	0.00
Multiracial	0.00	0.00	0.00	1.60	0.00	0.00	0.79	0.65	0.00	0.00	0.00	1.41
White	60.00	91.43	88.61	83.78	66.67	89.06	88.44	85.58	75.00	92.90	92.63	85.51
OVERALL	18.06	21.53	11.67	13.54	13.68	13.11	15.02	12.19	25.42	13.41	15.14	10.21

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.



2022 BANKRUPTCY BATTLEGROUND WEST

FIRM ATTRITION

IDENTITY BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	40.00	41.67	18.70	34.69	44.44	39.84	28.77	29.13	77.08	20.99	28.94	29.45
Male	60.00	58.33	81.30	65.31	55.56	60.16	71.23	70.87	22.92	79.01	71.06	70.55
OVERALL	18.06	21.53	11.67	13.54	13.68	13.11	15.02	12.19	25.42	13.41	15.14	10.21

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.



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FIRM ATTRITION

LGBTQ+ BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	0.00	2.25	11.11	0.00	0.99	1.89	0.00	5.56	2.80	2.10
OVERALL	18.06	21.53	11.67	13.54	13.68	13.11	15.02	12.19	25.42	13.41	15.14	10.21

FIRM ATTRITION

DISABILITY BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.00	0.13	0.00	0.00	0.00	0.63	0.00	0.00	0.00	0.76
OVERALL	18.06	21.53	11.67	13.54	13.68	13.11	15.02	12.19	25.42	13.41	15.14	10.21

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

FIRM ATTRITION

RACE BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	9.09	2.24	5.02	6.12	5.30	5.17	7.28	6.02	6.67	5.57	5.80	5.79
Hispanic/ Latino	0.00	0.00	3.56	5.52	3.03	4.25	6.01	5.08	0.00	4.41	4.97	4.64
Alaska Native/ American Indian	0.00	4.00	0.19	0.10	0.00	0.00	0.84	0.30	0.00	0.00	0.04	0.22
Asian	19.70	5.24	10.65	10.98	12.88	13.91	9.53	11.38	6.67	10.03	9.76	12.53
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.07	0.02	0.00	2.17	0.00	0.11
Multiracial	0.00	0.89	1.37	3.12	0.51	0.81	1.52	3.13	0.00	0.80	2.78	3.49
White	74.24	87.63	78.13	72.42	99.78	78.28	74.47	73.36	80.00	72.31	75.85	73.72
OVERALL	55.09	59.26	52.96	56.52	74.33	56.15	55.41	57.23	51.67	62.87	55.98	61.11

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.



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FIRM ATTRITION

IDENTITY BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	63.64	35.18	50.16	47.48	47.98	42.50	43.48	47.55	36.67	33.49	45.23	45.61
Male	36.36	64.82	49.84	52.52	52.02	57.50	56.52	52.45	63.33	66.51	54.77	54.39
OVERALL	55.09	59.26	52.96	56.52	74.33	56.15	55.41	57.23	51.67	62.87	55.98	61.11

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.

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FIRM ATTRITION

LGBTQ+ BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	1.62	2.72	3.79	1.67	1.26	3.29	0.00	3.69	1.80	3.55
OVERALL	55.09	59.26	52.96	56.52	74.33	56.15	55.41	57.23	51.67	62.87	55.98	61.11

FIRM ATTRITION

DISABILITY BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.44	0.28	0.00	0.09	0.16	0.43	0.00	0.00	0.15	0.35
OVERALL	55.09	59.26	52.96	56.52	74.33	56.15	55.41	57.23	51.67	62.87	55.98	61.11

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.

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FIRM ATTRITION

RACE BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	0.00	2.95	2.44	0.00	9.72	4.74	2.77	66.67	11.54	1.79	1.95
Hispanic/ Latino	0.00	16.67	1.97	3.14	0.00	4.17	2.90	2.43	0.00	0.00	1.61	2.18
Alaska Native/ American Indian	0.00	0.00	0.31	0.15	0.00	0.00	0.23	0.00	0.00	0.00	0.00	0.07
Asian	0.00	0.00	1.77	5.38	0.00	2.78	5.53	7.06	0.00	15.38	3.99	6.28
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.00	0.27	0.00	0.00	0.00	0.00
Multiracial	0.00	0.00	2.07	1.01	0.00	1.39	1.60	1.15	0.00	0.00	0.46	0.96
White	100.00	83.33	88.07	85.82	100.00	81.94	84.65	86.46	33.33	65.38	89.13	93.97
OVERALL	14.81	4.15	15.36	14.84	4.36	8.68	14.36	13.64	6.25	7.85	12.41	13.02

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.

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2022 BANKRUPTCY BATTLEGROUND WEST

FIRM ATTRITION

IDENTITY BY SIZE BY YEAR BY COUNSEL*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	50.00	30.56	37.85	39.79	75.00	36.11	32.68	34.15	66.67	43.59	34.04	34.81
Male	50.00	69.44	62.15	60.21	25.00	63.89	67.32	65.85	33.33	56.41	65.96	65.19
OVERALL	14.81	4.15	15.36	14.84	4.36	8.68	14.36	13.64	6.25	7.85	12.41	13.02

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.

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FIRM ATTRITION

LGBTQ+ BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	0.00	2.32	0.00	0.00	2.40	2.58	0.00	1.92	0.53	1.59
OVERALL	14.81	4.15	15.36	14.84	4.36	8.68	14.36	13.64	6.25	7.85	12.41	13.02

FIRM ATTRITION

DISABILITY BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.13	0.44	0.00	0.00	0.46	0.82	0.00	0.00	0.85	0.44
OVERALL	14.81	4.15	15.36	14.84	4.36	8.68	14.36	13.64	6.25	7.85	12.41	13.02

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

FIRM ATTRITION

RACE BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	0.00	36.11	9.09	6.31	0.00	0.00	4.29	4.92	0.00	0.00	5.48	7.22
Hispanic/ Latino	0.00	0.00	0.00	4.75	0.00	0.00	6.88	4.52	0.00	0.00	4.97	2.89
Alaska Native/ American Indian	0.00	0.00	0.00	0.00	0.00	0.00	0.60	0.00	0.00	0.00	0.00	0.00
Asian	0.00	0.00	15.84	13.75	0.00	11.11	7.71	9.52	0.00	11.11	9.69	5.71
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.00	0.02	0.00	0.00	0.00	0.00
Multiracial	0.00	0.00	0.00	1.48	0.00	0.00	0.00	3.51	0.00	0.00	1.45	6.52
White	0.00	63.89	75.06	71.14	0.00	88.89	81.13	75.58	100.00	88.89	78.41	77.66
OVERALL	0.00	3.93	5.62	4.33	0.00	2.68	2.81	5.74	4.17	2.76	3.53	5.22

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.

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FIRM ATTRITION

IDENTITY BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	0.00	66.67	51.98	56.01	0.00	51.85	43.33	55.78	100.00	22.22	50.54	52.44
Male	0.00	33.33	48.02	43.99	0.00	48.15	56.67	44.22	0.00	77.78	49.46	47.56
OVERALL	0.00	3.93	5.62	4.33	0.00	2.68	2.81	5.74	4.17	2.76	3.53	5.22

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

FIRM ATTRITION

LGBTQ+ BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	2.65	3.48	0.00	11.11	3.57	2.41	0.00	0.00	1.19	2.95
OVERALL	0.00	3.93	5.62	4.33	0.00	2.68	2.81	5.74	4.17	2.76	3.53	5.22

FIRM ATTRITION

DISABILITY BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.00	1.79	0.00	0.00	0.00	0.17	0.00	0.00	1.19	0.40
OVERALL	0.00	3.93	5.62	4.33	0.00	2.68	2.81	5.74	4.17	2.76	3.53	5.22

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys in the role under consideration that left the firm. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that left the firm relative to all who left the firm in that same role.



ATTORNEY'S REDUCED WORKING SCHEDULE

OVERVIEW

Tables. The overall totals presented at the bottom of each table reflects the average percentage of attorneys working a reduced work schedule for each role (e.g., Equity Partners) as broken out by year and firm size. Each cell in the table reflects the percentage attorneys working a reduced work schedule for the role represented by the demographic (race, identity, LGBTQ+, disability) stated in each row. Ex: average percentage of Equity Partners working a reduced work schedule that are African-American/Black.

Data was not collected for Race in 2017, thus, those cells are omitted in the tables in this section.

RACE

While Equity Partners reported a lower percentage of attorneys working reduced schedules overall, among those who did, White Equity Partners constituted between 85% to 100%. Asian Equity Partners varied between 2% to 8%. The remaining racial categories varied considerably by year and firm size. The average percentages for similar for White Non-equity Partners, but the other racial categories, with few exceptions were consistently at or near zero percent reduced working schedules. White Associates constituted between 74% to 80% reduced working schedule. Asian Equity Partners varied between 7% to 16% reduced working schedules. African-American/Black Associates varied between 0% to 6% reduced working schedules. Hispanic/Latino Associates varied between 0% to 3% reduced working schedules. However, for Alaska Native/American Indian and Native Hawaiian/Other Pacific Islander, the average percentages for Associates working reduced schedules were consistently at or near 0%. Counsel attorneys reported a slightly higher reduced working schedule overall. White Counsel attorneys reported the largest percentages (from approximately 63% to 95%). The other racial categories varied considerably by

year and firm size. Due to relatively smaller numbers, the percentages for Other Attorneys varied considerably for all racial categories by year and firm size.

IDENTITY

Both female Equity Partners and female Non-equity Partners were more likely to have a reduced working schedule relative to males (approximately 70% vs. 30%). This pattern was slightly higher for female Associates relative to male Associates (approximately 85% vs. 15%). The reduced working schedule averages for Counsel were more balanced, but still favored female attorneys (approximately 55% to 45%). Due to their relatively smaller numbers, average percentages varied considerably by year and firm size for Other Attorneys. In some instances, female Other Attorneys reported higher percentages (80% vs. 20%) and yet in other instances, male Other Attorneys reported higher percentages (0% vs. 100%).

LGBTQ+

For the most part, the average percentages for LGBTQ+ Equity Partners and Non-equity Partners working a reduced schedule were negligible, varying across year and firm size, however, most percentages were at or near zero percent. The average percentage for LGBTQ+ Associates working a reduced schedule also varied considerably (small firms reported higher percentages between 6% to 9%). But the most typical percentage for LGBTQ+ Associates ranged between 1% to 3%. Both Counsel and Other Attorney LGBTQ+ averages varied considerably between year and firm size.

DISABILITY

Disability average percentages, primarily because of relatively fewer numbers reported overall, were at or near 0% for virtually every role. While there were some instances in which the percentages may have exceeded 1%, these were primarily random (within particular years and firm-sizes). No other particular pattern emerged for this demographic group.

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ATTORNEY'S REDUCED WORKING SCHEDULE RACE BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	-	-	-	-	0.00	0.00	0.93	3.35	0.00	5.13	0.96	1.71
Hispanic/ Latino	-	-	-	-	0.00	0.00	3.51	0.78	6.67	0.00	6.00	1.55
Alaska Native/ American Indian	-	-	-	-	0.00	0.00	0.38	0.00	0.00	0.00	0.00	0.00
Asian	-	-	-	-	0.00	5.56	2.48	8.60	0.00	8.65	2.02	4.13
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Multiracial	-	-	-	-	0.00	0.00	0.18	0.00	0.00	0.00	0.00	0.65
White	-	-	-	-	100.00	94.44	84.49	86.07	93.33	86.22	90.29	92.63
OVERALL	23.33	20.17	23.49	10.25	11.27	12.01	11.24	8.81	15.42	15.41	12.61	9.97

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

ATTORNEY'S REDUCED WORKING SCHEDULE IDENTITY BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	71.43	61.02	72.31	71.51	80.00	63.43	70.21	72.26	46.67	62.82	72.06	64.51
Male	28.57	38.98	27.69	28.49	20.00	36.57	29.79	27.74	53.33	37.18	27.94	35.49
OVERALL	23.33	20.17	23.49	10.25	11.27	12.01	11.24	8.81	15.42	15.41	12.61	9.97

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

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ATTORNEY'S REDUCED WORKING SCHEDULE LGBTQ+ BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	14.29	0.00	0.92	3.66	20.00	0.00	1.18	1.34	0.00	0.00	0.62	1.16
OVERALL	23.33	20.17	23.49	10.25	11.27	12.01	11.24	8.81	15.42	15.41	12.61	9.97

ATTORNEY'S REDUCED WORKING SCHEDULE DISABILITY BY SIZE BY YEAR FOR EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	14.29	0.00	0.00	0.13	0.00	0.00	0.53	0.26	0.00	0.00	0.00	0.28
OVERALL	23.33	20.17	23.49	10.25	11.27	12.01	11.24	8.81	15.42	15.41	12.61	9.97

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

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2022 BANKRUPTCY BATTLEGROUND WEST

ATTORNEY'S REDUCED WORKING SCHEDULE RACE BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	-	-	-	-	0.00	0.00	0.71	0.66	12.50	0.00	0.73	2.25
Hispanic/ Latino	-	-	-	-	0.00	0.00	0.43	1.14	0.00	0.00	0.00	0.58
Alaska Native/ American Indian	-	-	-	-	0.00	0.00	0.43	1.14	0.00	0.00	0.00	0.58
Asian	-	-	-	-	0.00	7.69	2.61	4.41	0.00	0.00	8.72	3.72
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.00	0.19	0.00	0.00	0.00	0.00
Multiracial	-	-	-	-	0.00	0.00	3.46	1.83	0.00	0.00	0.09	0.70
White	-	-	-	-	100.00	92.31	82.77	90.63	75.00	100.00	90.46	87.85
OVERALL	13.67	16.38	9.06	11.54	10.00	20.98	15.35	12.40	37.08	20.74	16.60	11.61

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.



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ATTORNEY'S REDUCED WORKING SCHEDULE IDENTITY BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	80.00	64.51	66.23	69.11	70.00	50.61	70.08	71.00	81.25	52.22	67.58	69.13
Male	20.00	35.49	33.77	30.89	30.00	49.39	29.92	29.00	18.75	47.78	32.42	30.87
OVERALL	13.67	16.38	9.06	11.54	10.00	20.98	15.35	12.40	37.08	20.74	16.60	11.61

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

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2022 BANKRUPTCY BATTLEGROUND WEST

ATTORNEY'S REDUCED WORKING SCHEDULE LGBTQ+ BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	0.00	0.35	0.00	0.00	0.87	1.32	0.00	6.67	0.46	1.71
OVERALL	13.67	16.38	9.06	11.54	10.00	20.98	15.35	12.40	37.08	20.74	16.60	11.61

ATTORNEY'S REDUCED WORKING SCHEDULE DISABILITY BY SIZE BY YEAR FOR NON-EQUITY PARTNERS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.63	0.48	0.00	0.00	0.35	0.85	0.00	0.00	0.24	2.99
OVERALL	13.67	16.38	9.06	11.54	10.00	20.98	15.35	12.40	37.08	20.74	16.60	11.61

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

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ATTORNEY'S REDUCED WORKING SCHEDULE RACE BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	-	-	-	-	5.95	0.59	2.93	2.71	4.76	0.00	2.90	2.69
Hispanic/ Latino	-	-	-	-	0.00	0.00	2.98	2.49	0.00	3.33	2.79	2.65
Alaska Native/ American Indian	-	-	-	-	0.00	0.00	0.00	0.28	0.00	0.00	0.32	0.33
Asian	-	-	-	-	5.95	15.69	8.25	9.13	0.00	6.67	8.80	8.64
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.00	0.10	0.00	0.00	0.00	0.10
Multiracial	-	-	-	-	0.00	0.00	2.76	2.52	0.00	0.00	1.77	2.50
White	-	-	-	-	73.81	77.84	77.14	79.27	80.95	80.00	82.79	80.44
OVERALL	37.67	31.52	25.16	32.97	32.70	30.34	32.44	34.25	30.83	30.41	30.35	30.19

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

ATTORNEY'S REDUCED WORKING SCHEDULE IDENTITY BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	86.36	96.43	91.27	85.45	77.38	82.01	89.80	85.87	92.86	85.33	85.54	86.01
Male	13.64	3.57	8.73	14.55	22.62	17.99	10.20	14.13	7.14	14.67	14.46	13.99
OVERALL	37.67	31.52	25.16	32.97	32.70	30.34	32.44	34.25	30.83	30.41	30.35	30.19

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.



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ATTORNEY'S REDUCED WORKING SCHEDULE LGBTQ+ BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	9.09	0.00	3.19	3.14	7.14	1.96	0.74	1.34	4.76	1.33	1.58	1.79
OVERALL	37.67	31.52	25.16	32.97	32.70	30.34	32.44	34.25	30.83	30.41	30.35	30.19

ATTORNEY'S REDUCED WORKING SCHEDULE DISABILITY BY SIZE BY YEAR FOR ASSOCIATES*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	3.57	0.45	0.20	10.71	0.00	1.37	0.57	4.76	0.00	0.09	1.09
OVERALL	37.67	31.52	25.16	32.97	32.70	30.34	32.44	34.25	30.83	30.41	30.35	30.19

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.



2022 BANKRUPTCY BATTLEGROUND WEST

ATTORNEY'S REDUCED WORKING SCHEDULE RACE BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	-	-	-	-	0.00	0.88	0.70	1.65	12.50	0.00	1.37	1.73
Hispanic/ Latino	-	-	-	-	1.47	0.00	0.42	3.22	0.00	4.35	1.51	1.97
Alaska Native/ American Indian	-	-	-	-	0.00	0.24	0.00	0.65	0.00	0.00	0.00	0.07
Asian	-	-	-	-	11.76	7.11	2.95	5.48	25.00	0.40	5.20	3.94
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.19	0.00	0.00	0.00	0.09	0.00
Multiracial	-	-	-	-	0.00	0.00	0.40	0.87	0.00	4.35	1.27	0.97
White	-	-	-	-	80.88	95.29	90.58	88.12	62.50	93.28	89.57	89.07
OVERALL	19.33	31.30	34.54	39.24	39.17	33.86	34.98	37.66	16.67	28.99	36.66	38.82

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

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ATTORNEY'S REDUCED WORKING SCHEDULE IDENTITY BY SIZE BY YEAR BY COUNSEL *

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	72.92	47.20	59.34	63.12	56.37	56.29	57.82	62.62	62.50	53.64	57.21	55.26
Male	27.08	52.80	40.66	36.88	43.63	43.71	42.18	37.38	37.50	46.36	42.79	44.74
OVERALL	19.33	31.30	34.54	39.24	39.17	33.86	34.98	37.66	16.67	28.99	36.66	38.82

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

2022 BANKRUPTCY BATTLEGROUND WEST

ATTORNEY'S REDUCED WORKING SCHEDULE

LGBTQ+ BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	0.46	1.92	0.00	2.63	0.86	1.88	0.00	2.75	0.42	2.91
OVERALL	19.33	31.30	34.54	39.24	39.17	33.86	34.98	37.66	16.67	28.99	36.66	38.82

ATTORNEY'S REDUCED WORKING SCHEDULE

DISABILITY BY SIZE BY YEAR FOR COUNSEL*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.56	0.11	0.00	0.00	0.24	1.47	0.00	1.45	0.53	0.95
OVERALL	19.33	31.30	34.54	39.24	39.17	33.86	34.98	37.66	16.67	28.99	36.66	38.82

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

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ATTORNEY'S REDUCED WORKING SCHEDULE RACE BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
Race	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
African-American/ Black	-	-	-	-	33.33	0.00	0.38	1.66	0.00	12.50	0.00	0.00
Hispanic/ Latino	-	-	-	-	0.00	2.78	0.19	4.77	0.00	0.00	0.00	0.00
Alaska Native/ American Indian	-	-	-	-	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Asian	-	-	-	-	0.00	0.00	0.57	8.45	0.00	25.00	7.47	0.00
Native Hawaiian/ Other Pacific Islander	-	-	-	-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Multiracial	-	-	-	-	0.00	0.00	0.00	1.40	0.00	0.00	5.19	0.00
White	-	-	-	-	50.00	97.22	90.17	85.77	0.00	62.50	83.35	0.00
OVERALL	6.00	0.64	7.75	6.00	6.86	2.80	5.98	6.88	0.00	4.46	3.77	9.41

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.



2022 BANKRUPTCY BATTLEGROUND WEST

ATTORNEY'S REDUCED WORKING SCHEDULE IDENTITY BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
Identity	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Female	50.00	0.00	67.08	78.17	33.33	30.56	61.75	80.86	0.00	42.50	80.76	0.00
Male	50.00	100.00	32.92	21.83	66.67	69.44	38.25	19.14	0.00	57.50	19.24	0.00
OVERALL	6.00	0.64	7.75	6.00	6.86	2.80	5.98	6.88	0.00	4.46	3.77	9.41

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.



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ATTORNEY'S REDUCED WORKING SCHEDULE LGBTQ+ BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
LGBTQ+	0.00	0.00	0.00	1.50	33.33	0.00	0.72	0.26	0.00	12.50	0.91	1.03
OVERALL	6.00	0.64	7.75	6.00	6.86	2.80	5.98	6.88	0.00	4.46	3.77	9.41

ATTORNEY'S REDUCED WORKING SCHEDULE DISABILITY BY SIZE BY YEAR FOR OTHER ATTORNEYS*

	2017				2018				2019			
	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Disability Status	0.00	0.00	0.00	0.37	33.33	12.50	1.09	0.13	0.00	12.50	0.00	0.41
OVERALL	6.00	0.64	7.75	6.00	6.86	2.80	5.98	6.88	0.00	4.46	3.77	9.41

* All numbers reflect **average percentages** across firms. The OVERALL ROW presented at the bottom of this table reflects the average percentage of attorneys that have a reduced work schedule in the role under consideration. Each cell in the table reflects the average percentage of the given demographic (i.e., left column) that work a reduced work schedule relative to all who work a reduced schedule in that same role.

DIVERSITY INITIATIVES

OVERVIEW

Tables. The percentage of firms that possess each policy is presented as broken out by year and firm size. Furthermore, a comparison across years and firm size is presented on the relative percentages of each policy for the law firms.

The majority of the law firms reported having each of the policies. However, the number of firms with each of the policies was correlated with firm size. Larger firms reported higher percentages of having each of the policies.

While the majority of firms reported having each policy, there was nonetheless some fluctuation between policies. The most frequent policies were Policy J and Policy L. Policy J is the policy that "...prohibits discrimination based on disability, sexual orientation, gender identity, and gender expression." Policy L is the policy that "... specifically provides for paid maternity leave." The policies that were least likely to be provided by the law firms were Policy Q and Policy B. Policy Q is the policy that "... has a supplier diversity program." Policy B is the policy that "...gives billable credit for work that is directly related to diversity efforts (but is not pro bono work)." All of the policies are presented in both the standard table and the relative percentage table.

Analyses were conducted to examine if having either of the policies might predict the race, identity, LGBTQ+ and disability counts for overall firm demographics, firm leadership, promotions to partner, attrition, hires, top 10% highest compensation, and reduced working hours. None of the policies proved to be significant predictors. This might have been due to the fact that the majority of firms reported having most of the policies and thus there may not have been sufficient variability in the predictive analyses. It might also reflect that the policies have not necessarily translated into actions that might impact the variables we target for analyses.

POLICY DEFINITIONS

Policy	Definition
Policy A	Firm has a written diversity strategy that has been communicated to all firm attorneys.
Policy B	Firm gives billable credit for work that is directly related to diversity efforts (but is not pro bono work).
Policy C	Firm ties a component of partner compensation to diversity efforts.
Policy D	Firm has a diversity committee that includes senior partners and that reports to the firm's highest governing body.
Policy E	Firm has a full or part-time diversity professional who performs diversity-related tasks.
Policy F	Firm has affinity or employee resource groups for its women and diverse attorneys, which meet at least quarterly.
Policy G	Firm has a succession plan that specifically emphasizes greater inclusion of women and diverse lawyers
Policy H	Firm mandates and monitors that minority and women attorneys have equal access to clients, quality work assignments, committee appointments, marketing efforts and firm events.
Policy I	Firm requires inclusion of at least one diverse/minority (as defined in instructions) candidate in all hiring decisions.
Policy J	Firm policy specifically prohibits discrimination based on disability, sexual orientation, gender identity, and gender expression
Policy K	Firm provides opportunity for attorneys to voluntarily disclose their disability and sexual orientation, gender identity, and gender expression through Firm data collection procedures.
Policy L	Firm policy specifically provides for paid maternity leave.
Policy M	Firm policy specifically provides for paid paternity leave.
Policy N	Firm has a formal, written part-time policy that permits partners to be part-time.
Policy O	Firm has a flex-time policy.
Policy P	Firm provides for or mandates diversity training for all lawyers and staff.
Policy Q	Firm has a supplier diversity program.

2022 BANKRUPTCY BATTLEGROUND WEST

DIVERSITY INITIATIVES POLICIES BY SIZE AND YEAR*

	2017				2018				2019			
Policy	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+	1-20	21-100	101-400	401+
Policy A	35.56	54.55	77.78	95.38	73.68	85.45	93.15	95.83	73.68	85.45	93.15	95.83
Policy B	13.33	21.21	33.33	30.77	76.32	78.18	46.58	59.72	76.32	78.18	46.58	59.72
Policy C	2.22	15.15	46.30	67.69	71.05	74.55	68.49	81.94	71.05	74.55	68.49	81.94
Policy D	11.11	48.48	85.19	98.46	72.37	87.27	97.26	94.44	72.37	87.27	97.26	94.44
Policy E	4.44	27.27	61.11	92.31	68.42	74.55	83.56	94.44	68.42	74.55	83.56	94.44
Policy F	2.22	45.45	74.07	95.38	69.74	78.18	89.04	97.22	69.74	78.18	89.04	97.22
Policy G	20.00	24.24	38.89	60.00	73.68	76.36	65.75	77.78	73.68	76.36	65.75	77.78
Policy H	42.22	72.73	72.22	76.92	82.89	89.09	89.04	87.50	82.89	89.09	89.04	87.50
Policy I	22.22	18.18	22.22	41.54	81.58	78.18	57.53	63.89	81.58	78.18	57.53	63.89

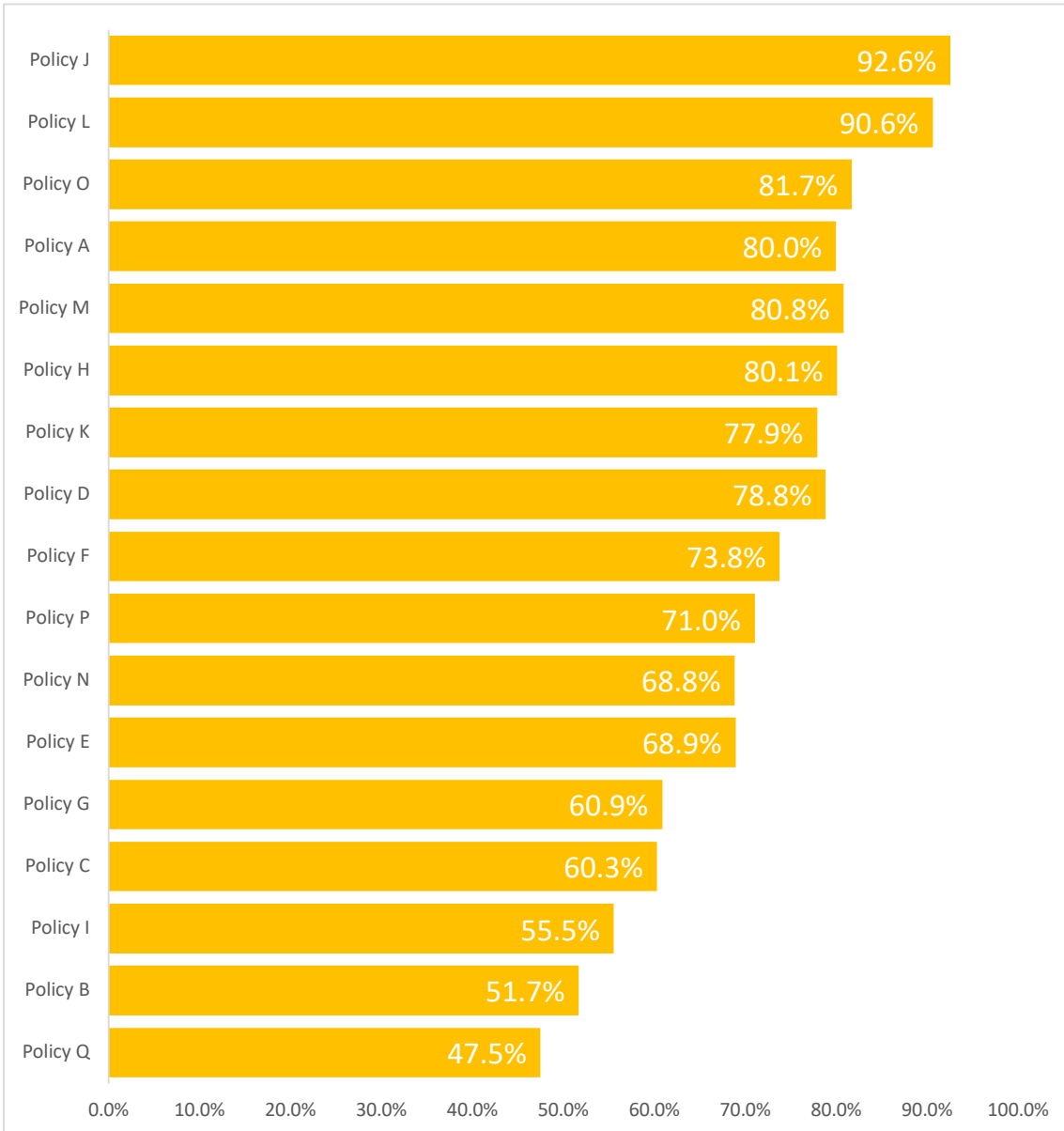
AMERICAN BANKRUPTCY INSTITUTE

Policy J	68.89	87.88	92.59	98.46	85.53	100.00	100.00	95.83	85.53	100.00	100.00	95.83
Policy K	28.89	45.45	74.07	89.23	75.00	87.27	90.41	95.83	75.00	87.27	90.41	95.83
Policy L	57.78	87.88	88.89	98.46	80.26	100.00	100.00	97.22	80.26	100.00	100.00	97.22
Policy M	28.89	60.61	77.78	92.31	73.68	90.91	95.89	94.44	73.68	90.91	95.89	94.44
Policy N	15.56	36.36	62.96	87.69	68.42	70.91	83.56	88.89	68.42	70.91	83.56	88.89
Policy O	53.33	69.70	75.93	87.69	78.95	87.27	89.04	91.67	78.95	87.27	89.04	91.67
Policy P	6.67	42.42	59.26	90.77	71.05	81.82	84.93	88.89	71.05	81.82	84.93	88.89
Policy Q	6.67	21.21	16.67	36.92	69.74	70.91	47.95	55.56	69.74	70.91	47.95	55.56

* All numbers reflect percentages. Each cell reflects the percentage of firms that reported having the policy that is listed (left column).

DIVERSITY INITIATIVES

AVERAGE POLICY UTILIZATION ACROSS 2017-2019



Appendix

APPENDIX A

DETAILED ANALYSES METHODOLOGY

Data Inspection

Upon receipt of the data bases, one for each year, they were inspected for missing data, duplicate information, and extreme values. We discovered that each database contained all three issues. Thus, we engaged in data cleaning to eliminate these issues.

Data Cleaning

Cleaning began by clearing out all entries that did not collect any data, but were recorded by Qualtrics (i.e., missing data). This likely occurred as a result of participants opening the link and looking through the survey, but not providing any information as they viewed it.

Duplicate entries by firms were removed. These were cases where the firms resubmitted data anywhere from 2-5 times after changing information from their first entry. We employed the decision rules to (1) only accept the entry that was submitted first, that also (2) was the most complete. Once duplicates were removed and there was only one entry per firm, the data was ready to be analyzed.

Extreme values were manifested in some cases of overreporting and underreporting data in cells. Firms were required to report the total number of attorneys in the firm. Thus, the totals reported in most of the tables should sum to this total. In some cases, there were more attorneys reported in the cells than the total given for the firm (i.e., overreporting) and in other cases, there were less attorneys reported in the cells than the total given for the firm (i.e., underreporting). We found that in 2017, 20 firms overreported and 34 firms underreported (errors occurred across firm size and ownership), in 2018, 22 firms overreported and 53 underreported (larger firms tend to overreport, smaller firms tend to underreport), and in 2019, 19 firms overreported, and 29 firms underreported (errors occurred across firm size, but most underreporting did occur in small firms). Based upon an impact analyses, we employed an algorithm

to exclude overreporting firms with more than five errors and underreporting firms with more than 20 errors.

Data Analyses

All data analyses were completed using the RStudio (Version 4.0.2 for Mac OS) statistical software package.

The primary unit of analyses for the data reported in this report is the individual Law Firm. Thus, raw count numbers for each of the survey cells were transformed into firm level proportions. In general, proportions were created by dividing the cell count by the total for a given column (i.e., usually job role information such as 'Associate'). For example, the cell count for African-American Associates was divided by the total number of Associates for the firm, thereby yielding the proportion of Associates that were African-American for each firm. Furthermore, these proportions were averaged across firms yielding an average proportion for our aggregations (e.g., year, firm size, etc.)

We decided on the firm size level breakouts based upon a strategy to yield equal sizes across the three years of data. This strategy yielded the following size breakouts: firms with 1-20 attorneys, firms with 20-100 attorneys, firms with 101-400 attorneys, and firms with 400+ attorneys. These breakout sizes did not yield perfectly even distributions primarily due to the fact that the size distributions differed substantially across the three years of the data. To create a more even split would have required using different size breakout for each year.

Beyond the computation and breakouts of average firm level proportions, we also attempted some advanced analyses to identify predictors (i.e., aka Driver Analyses) of some of the key variables (attrition, hires, compensation, etc.). We primarily concentrated on whether having certain organization policies were predictors. Any drivers that were flagged as potential predictors would have undergone additional analyses to examine if they were statistically significant predictors of any particular variables using regression analyses,

Data Reporting

Whereas the primary unit of analyses were average proportions, we converted these proportions into percentages to make them easier to interpret. Thus, the data provided in all tables are average percentages.

With few exceptions, the primary breakouts for the data in this report entails **year** and **firm size**. Furthermore, where available the data is also broken out by **role** in the firm (Equity Partner, Non-equity Partner, Associates, Counsel, Other). The primary foci of data reporting is Race, Identity, LGBT+, and Disability statuses.

APPENDIX B

SURVEY INSTRUCTIONS

PLEASE NOTE: You will not be able to save your entries. Please see the pdf version of the survey on the homepage, gather all of your firm data, and plan accordingly. You may only make one submission. We will only use your original submission and any later submissions will not be processed. This is to ensure the signatories requesting your data all receive the same report and to protect the integrity of the data we have.

PURPOSE: The American Bar Association ("ABA") has designed this Model Diversity Survey to assist law firms and clients in analyzing the role of minorities, women, LGBT, and disabled lawyers in law firms and on client matters. As firms and clients track information over time, the Model Diversity Survey can become a vehicle for benchmarking the diversity of lawyers providing legal services as well as regular discussions between clients and their outside counsel on the topic of diversity. To provide the broadest possible base of information about diverse lawyers at all levels of practice, we have included firms of all sizes in this survey.

The information you provide will be used for two purposes. First, the ABA will share your law firm's responses with companies who are interested in evaluating law firms for purposes of hiring or retaining them as outside counsel. Second, the ABA will use your law firm's responses to analyze the state of diversity and inclusion in the legal profession.

Participating companies will receive your responses to the survey in a manner that will allow them to identify your law firm's name, your law firm's CEO/Managing Partner names, and your law firm's survey respondent's name and email. While the names of firms participating in the survey will be listed, all response information will be aggregated and released in a statistical or summary form. In addition, ABA will not report results in categories small enough to allow the identity of any participating law firm or individuals to be inferred. Thus, the ABA's research findings will not identify the names of individual attorneys.

Your submission of a complete questionnaire will be taken by the ABA and an identified research firm engaged by the ABA as consent by you to participate in this process. For additional information, please review the ABA's Privacy Policy, which you can find at: <https://www.americanbar.org/utility/privacy.html> FAQs

Instructions:

1. Only numerical data may be entered in charts. When completing charts, please enter "0" where the number is zero. Please enter "N/A" if the question is not applicable to your firm.
2. Unless otherwise stated, all answers should reflect **full-time U.S. lawyers only**. Do not include temporary or contract attorneys in your responses.
3. The information you provide should be correct as of **December 31, 2017 (2018, 2019)**.
4. Where a lawyer fits more than one diversity category, that lawyer may be counted in all applicable categories (e.g., an African-American female, disabled lawyer may be counted as a minority lawyer, a female lawyer and a disabled lawyer).
5. **All questions are mandatory**, and you will be unable to submit without completing the survey. If your survey data is incomplete, we will be unable to share your submission with the requesting corporation.
6. **Each firm may submit only one survey annually**. There will not be an opportunity to fill out an additional survey or to amend your submission. Should you not have certain data asked for in the survey, there is an option of filling in N/A. At the end of the survey, you have the option of filling in a "comments box" where you may provide any information you'd like clients to know generally about your firm. Keep in mind, your client(s) may request more specific team data, and you will likely need to provide the client(s) with a further explanation outside of the Model Diversity Survey. **You will not be able to upload any documents to supplement your responses to the Model Diversity Survey.**

PLEASE USE THE FOLLOWING DEFINITIONS TO ANSWER ALL QUESTIONS:

1. For purposes of this survey, diversity is limited to ABA Goal III categories and is defined as "minorities, women, persons with disabilities, and persons of differing sexual orientations and gender identities." If you would like more information about Goal III categories, please see
<http://www.americanbar.org/groups/diversity/DiversityCommission/goal3.html>.
2. For purposes of this survey, "minorities" are defined as: those whose race is other than White/Caucasian and include the following categories designated by the Equal Employment Opportunity Commission: "African-American/Black (not Hispanic/Latino); Hispanic/Latino; Alaska Native/American Indian; Asian; Native Hawaiian/Other Pacific Islander; and Multiracial (those who identify with two or more of the above races)." **PLEASE NOTE: no attorney can be counted in more than one minority category.**

3. **"Equity partner"/ "Shareholder"/"Principal"** is a lawyer who owns a fraction of their law firm. **"Non-equity partner"** is a lawyer whose law firm identifies that lawyer as such for marketing or other purposes but does not own any portion of said law firm.
4. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior attorney, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract attorney.
5. **"Other lawyer"** means a lawyer who is not a counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract attorney.
6. **"Lead lawyer"** means having the primary role and responsibility for directing the firm's work for the client on a particular matter or matters.
7. **"Reduced Hours Schedule"** means the schedule of a lawyer who works less than full-time hours and remains eligible for partnership, including equity partnership.
8. **"Minority-owned firm"** means a firm that is at least 51 percent owned, operated and controlled by minority group members, as described in the above definition of "minorities."
9. **"LGBT-owned firm"** means a firm that at least 51 percent owned, operated and controlled by individuals who are self-identified as LGBT.
10. **"Women-owned firm"** means a firm that is at least 51 percent owned, operated and controlled by women.
11. **"Disabled-owned firm"** means a firm that at least 51 percent owned, operated and controlled by one or more individuals with disabilities.
12. **"Homegrown Partner"** means an individual whose career began at the firm as an associate and who became a partner in the firm.

ACKNOWLEDGMENTS

At the conclusion of the Diversity and Inclusion 360 Commission's historic work, the Model Diversity Survey found its home with the Commission of Racial and Ethnic Diversity in the Profession. Gretchen C. Bellamy was a driving force within the Commission's Model Diversity Survey Committee.

This report was authored by Dr. Richard D. Harvey¹, Maya Gann-Bociek¹ in partnership with Dr. LaMarcus Bolton² and Dr. Ubong Attah Prince². The authors wish to extend a special thank you to Gretchen C. Bellamy for her contribution in the design and editing of the report.

¹ R&K Harvey, LLC and Saint Louis University

² Ambivista





MEMBER DIVERSITY, EQUITY, AND INCLUSION PLAN

Diversity, equity, and inclusion is a strategic imperative for the American Bar Association and for the legal profession.

“How we view our efforts to improve diversity in the legal profession must evolve to reflect changes in society. Today, diversity must be seen as an ongoing practice, and not an end-state. It requires sustained long-term commitment, leadership, innovation, and continuous financing. Like financial planning, marketing, and client relations, diversity must hold a permanent position within legal organizations’ standard operations. National and international demographics, constituencies of legal organizations, and social conditions influencing inclusion and opportunity are continually changing. Such regular change requires us to evaluate, modify, and improve our work on diversity—perpetually. Diversity is not a destination but a journey.”¹

I. American Bar Association Commitment to Diversity, Equity, and Inclusion

ABA Goal III, one of four Association Goals, adopted by the House of Delegates in 2008, provides:²

GOAL III: ELIMINATE BIAS AND ENHANCE DIVERSITY

Objectives:

- 1. Promote full and equal participation in the Association, our profession, and the justice system by all persons.*
- 2. Eliminate bias in the legal profession and the Justice System.*

Goal III builds on the earlier Goal IX, which was adopted in 1986. In the last few decades, the ABA has undertaken a wide range of diversity, equity, and inclusion efforts in furtherance of Goal IX and Goal III. Accordingly, all ABA entities and members are responsible for advancing ABA Goal III—it permeates everything we do internally and externally as an Association.³

¹ American Bar Association, Presidential Diversity Initiative, [Diversity in the Legal Profession: THE NEXT STEPS](#) 31 Report (2009-2010).

² See [ABA Mission and Goals](#) webpage. Other ABA Goals include Goal I: Serve Our Members; Goal II: Improve Our Profession; and Goal IV: Advance the Rule of Law.

³ *Entity* is defined as a distinct, self-contained group with independent and separate roles within the American Bar Association. *Association* in this document refers to the American Bar Association as a whole.

Each year, the ABA Diversity and Inclusion Center and its constituent Goal III entities publish an annual Goal III report with diversity data on ABA leadership within Sections, Divisions, Forums; Board of Governors; House of Delegates; and Presidential Appointments etc.⁴

Despite these important efforts, lack of diversity continues to be a key challenge in the legal profession.⁵ Some of these challenges include, but are not limited to:

- Over the past decade, the percentage of female lawyers has increased slowly. It stood at 31% in 2010 and is now at 37% in 2020.⁶
- Nearly all people of color⁷ are underrepresented in the legal profession compared with their presence in the U.S. population. For example, 5% of all lawyers are Black/African American—the same percentage as 10 years earlier—but the U.S. population is 13.4% Black/African American.⁸
- While there are no reliable statistics on the total number of LGBTQ+ lawyers, LGBTQ+ lawyers represent less than 3% of lawyers in 910 law firms surveyed.⁹
- While there are no reliable statistics on the total number of lawyers with disabilities in the legal profession, lawyers with disabilities represent 0.55% of lawyers in 697 law firms surveyed.¹⁰

II. Purposes of the Diversity, Equity, and Inclusion Plan

This Diversity, Equity, and Inclusion Plan provides guidelines to lead the ABA to achievement of Goal III as it applies to the Association itself, and thereby to ensure full and equal participation in the Association by all members.¹¹

⁴ See [Goal III Report](#) webpage.

⁵ See [ABA National Lawyer Populations Survey: 10-Year Trend in Lawyer Demographics \(2021\)](#) and [Demographic Trends in the Legal Profession](#) webpage.

⁶ [ABA National Lawyer Populations Survey](#), *supra* note 5.

⁷ “People of Color” indicates all non-white individuals who may identify with one or more of the following racial groups (but not limited to): African American/Black, Asian (Central/East/South/Southeast), Hispanic/Latino/a/x, Middle Eastern/North African, Native American/Indigenous, and/or Native Hawaiian/Pacific Islander.

⁸ [ABA National Lawyer Populations Survey](#), *supra* note 5; [U.S. Census Bureau](#) website.

⁹ [National Association for Law Placement \(NALP\), 2019 Report on Diversity in U.S. Law Firms 8-9](#). Numbers are lower than expected because data may not be collected, and people may not be self-reporting due to stigma attached to LGBTQ+ identification. We acknowledge the issue of historical underreporting and are committed to create an environment where people feel they can self-disclose.

¹⁰ *Id.* At 8. Numbers are lower than expected because data may not be collected, and people may not be self-reporting due to stigma attached to disability identification. We acknowledge the issue of historical underreporting and are committed to create an environment where people feel they can self-disclose.

¹¹ See [ABA Membership Dues & Eligibility](#) webpage. Association members include, but are not limited to, lawyers, law students, paralegals, affiliated professionals, and international lawyers. It is also inclusive of tribal communities.

We strive to mirror population demographics of the United States and to represent the communities the ABA serves. To ensure this Diversity, Equity, and Inclusion Plan is successful, all entities and every sector of the ABA must work individually and collectively to take necessary and reasonable actions to achieve the outlined objectives.¹²

When implemented effectively, the Diversity, Equity, and Inclusion Plan will foster the recruitment and retention of lawyers and law students from historically underrepresented backgrounds in the ABA, and their advancement through its leadership; enhance opportunities for individuals from historically underrepresented backgrounds to participate in ABA activities and programs, including providing accommodations and ensuring accessible venues, materials, and technology; promote a culture of inclusion that attracts members from historically underrepresented backgrounds of the profession to the ABA; educate Association members and leaders about the benefits and importance of diversity; and, by building diversity within the Association, support the ABA's efforts to promote diversity, equity, and inclusion in academia, the judiciary, and the legal profession.

For the purposes of this Diversity, Equity, and Inclusion Plan, the term “diversity” and “historically underrepresented communities, backgrounds, or categories” generally encompasses but is not limited to people of color, women, LGBTQ+ individuals, and persons with disabilities.

- **Diversity** often pertains to demographic numbers and ensuring historically marginalized populations are adequately represented.
- **Equity** is an approach that ensures everyone access to the same opportunities. Equity recognizes that advantages and barriers exist, and that, as a result, we all do not start from the same place. Equity begins by acknowledging that unequal starting place and continues to correct and address the imbalance.
- **Inclusion** encompasses individuals with different identities feeling and/or being valued, leveraged, and welcomed within a given setting.

People whose intersecting identities—whose race, class, gender, age, and other individual characteristics “intersect” with one another and overlap—are among the populations from diverse backgrounds this Diversity, Equity, and Inclusion Plan covers. For example, the lived experiences—and experiences of discrimination—of a black woman will be different from those of a white woman, or a black man. The fusion of these intersecting identities means that intersectionality is a nuanced and complex challenge to diversity, equity, and inclusion.

In summary, this Diversity, Equity, and Inclusion Plan is designed to achieve not just diversity—the presence of lawyers and law students from all backgrounds—but also inclusion—their full and equal participation in the Association—as well as equity—creating

¹² Recognizing that the lifespan of this Plan is approximately three years, the expectation is that the relevant ABA entities within the scope of the Plan are in the best position to set their own interim timelines for attaining measurable progress toward Plan goals and objectives within three years' time.

a level playing field. Diversity, Equity, and Inclusion are critical components of any recruitment, retention, and advancement efforts.

III. Objectives of the Diversity, Equity, and Inclusion Plan

The Diversity, Equity, and Inclusion Plan sets forth numerous objectives and broad goals. In addition, certain implementation recommendations are set forth as specific actions the ABA is urged to undertake in the immediate future.

- A. Require wide dissemination of the Diversity, Equity, and Inclusion Plan within the ABA, and public availability of the Diversity, Equity, and Inclusion Plan, including:
 - 1. Membership-wide dissemination of the Diversity, Equity, and Inclusion Plan after adoption, with a cover letter or email from the ABA President and House of Delegates Chair.
 - 2. Continuous availability of the Diversity, Equity, and Inclusion Plan through pertinent webpages and prominent placement on the ABA website.
 - 3. Distribution of the Diversity, Equity, and Inclusion Plan, or emailing a link to the Diversity, Equity, and Inclusion Plan, to all new ABA members.
 - 4. Reference to the Diversity, Equity, and Inclusion Plan in member solicitation materials.
 - 5. Assurance that the Diversity, Equity, and Inclusion Plan is accessible to members with visual or other disabilities, and compatible with assistive technologies they use.
 - 6. Dissemination of the Diversity, Equity, and Inclusion Plan to all state and local bar associations, including national affinity bar associations.
- B. Promote and track diversity within the ABA's leadership, membership, and law schools, including:
 - 1. Association Officers (President, President-Elect, etc.).
 - 2. Board of Governors, including the Executive Committee and all other Committees within the Board of Governors.
 - 3. Standing Committees, Administrative Committees, Special Committees, Task Forces, Commissions, and other presidentially appointed positions.
 - 4. House of Delegates.
 - a. Committees of the House of Delegates.
 - b. Special emphasis on diversity among the Nominating Committee membership (see "C" below).
 - 5. Sections, Divisions, Forums, and their components (Officers, Councils, Committee leadership, etc.).
 - 6. Overall ABA membership and membership in each ABA Section, Division, and Forum and other key entities.

C. Promote and track diversity, equity, and inclusion in the ABA's and its entities' leadership nominations and leadership development processes:¹³

1. Require diversity, equity, and inclusion as an emphasis in all leadership nominations processes, including diversity among the nominations of decision-makers.
2. Require diversity, equity, and inclusion as an emphasis in the Presidential appointments process, including diversity among the appointments committee members.
3. Require entities to emphasize diversity, equity, and inclusion in leadership training and development programs.
4. Require implicit bias training in all leadership and development programs.
5. Build diversity, equity, and inclusion-related sessions into Section Officers Conference (SOC) leadership training efforts.
6. Require the ABA to designate a volunteer Member Diversity Officer responsible for analyzing the Association's diversity data and diversity, equity, and inclusion efforts to monitor progress and identify best practices across the Association.
7. Require ABA entities to designate a volunteer leader responsible for monitoring and analyzing the entity's member diversity data.

D. Require all ABA entities to adopt a diversity, equity, inclusion plan that is consistent with the objectives of this Diversity, Equity, and Inclusion Plan:

1. Require periodic review and updating of entity diversity, equity, and inclusion plans every two or three years.
2. Recommend designation of an officer or other entity leader within the ABA entity with responsibility for ensuring implementation of diversity, equity, and inclusion plans.
3. Require the dissemination of all entity diversity, equity, and inclusion plans, including this ABA Diversity, Equity, and Inclusion Plan.¹⁴
4. Require, on an annual basis, compiling of uniform statistics and information on diversity participation by each entity, including the disaggregation of demographic diversity data.

E. Promote diversity in ABA membership:

1. Marketing and membership solicitation materials should be diverse and inclusive, including materials focused on historically underrepresented communities.

¹³ Consider consulting the ABA Diversity and Inclusion Center and its constituent Goal III entities, Minority Corporate Counsel Association, or other organizations' resources to enact best practices in promotion and tracking of diversity, equity, and inclusion policies and processes. One example is the [Mansfield Rule](#), which promotes diversity in law firm hiring practices.

¹⁴ See [ABA Entities: Diversity Webpages and Information](#) webpage—with a list of available ABA entity diversity plans etc. —[Model Diversity and Inclusion Plan for ABA Entities](#).

2. The ABA should compile and disseminate uniform statistics and other information on lawyers and law students—both ABA members and non-members—from historically underrepresented communities and target the non-ABA members for membership solicitations.
 3. ABA entities are urged to engage in active marketing, recruitment and outreach efforts to national affinity bar associations and other professional organizations, tribal entities, legal communities, and law schools, including Historically Black Colleges and Universities (HBCUs), and student organizations serving and representing historically underrepresented communities, to promote diversity.
 4. ABA entities are urged to have liaison relationships with the diversity-focused entities of the ABA (e.g., the Goal III entities), and appoint persons who will be active liaisons.
 5. The ABA should explore providing discounted joint dues campaigns with national affinity bar associations and explore additional membership campaigns (including, but not limited to, tribal communities) designed to enhance diversity, provide equity, and promote inclusion.
- F. Promote diversity, equity, and inclusion in CLE and other programming, both live and virtual:
1. Implement strategic actions to improve diversity among speakers, moderators, and attendees.
 2. Ensure program content appeals to historically underrepresented communities, consistent with the sponsoring entities' subject matter specialties, if any.
 3. Encourage ABA entities to partner or co-sponsor programs with national affinity bar associations and other organizations that can contribute to diversity, equity, and inclusion.
 4. Require that all program venues and materials be accessible to participants with disabilities and compatible with assistive technologies they use, for example, providing closed caption options.
 5. Encourage ABA entities to use program locations, venues, and virtual platforms, as well as social media, to enhance opportunities for participation by lawyers and law students from historically underrepresented communities (e.g., locations that may minimize any cost barriers; venues that may increase participation, like HBCU law schools, tribal entities, national affinity bar associations; and social networking sites that may increase marketing efforts).
 6. Comply with the most current ABA Diversity and Inclusion CLE Policy, which presently is the 2017 ABA Diversity and Inclusion CLE Policy. (2017 D&I CLE Policy). The 2017 D&I CLE Policy “expects all CLE programs sponsored or co-sponsored by the ABA to meet the aspirations of Goal III by having the faculty include members of diverse groups as defined by Goal III (race, ethnicity, gender, sexual orientation, gender identity, and disability). This policy applies to individual CLE programs whose faculty consists of three or more panel participants, including the moderator. Individual

programs with faculty of three or four panel participants, including the moderator, will require at least 1 diverse member; individual programs with faculty of five to eight panel participants, including the moderator, will require at least 2 diverse members; and individual programs with faculty of nine or more panel participants, including the moderator, will require at least 3 diverse members.”¹⁵

7. Encourage ABA entities, in furtherance of ABA Policy (e.g., Resolution 107, 2016 Midyear Meeting), to develop and create diversity, equity, and inclusion continuing legal education programs to ensure attorneys can meet their MCLE requirements.¹⁶
8. Encourage the ABA to provide resources to assist ABA entities with identifying panel members from historically underrepresented backgrounds for CLEs, webinars, and other programs, including supporting and enhancing the ABA Diverse Speakers/Authors Directory and the ABA Diversity and Inclusion Center and its constituent Goal III entities.¹⁷
9. Annually track and share/publish data on diversity of speakers/panelists across multiple demographic categories.

G. Promote diversity, equity, and inclusion in all ABA publications, both hard copy and electronic:

1. Implement strategic actions to increase diversity, equity, and inclusion in ABA members responsible for authorship, editorial policy, and content of publications.
2. Ensure content of publications appeals to communities from diverse backgrounds, consistent with the sponsoring entities’ subject matter specialties, if any.
3. Ensure content of publications are accessible to persons with disabilities and compatible with assistive technologies they use.
4. Appoint and ensure that lawyers from historically underrepresented backgrounds are involved in publications and its content.
5. Include lawyers from historically underrepresented backgrounds in every ABA publication.
6. Annually track and share/publish data on diversity of authors across multiple demographic categories.

H. Promote diversity, equity, and inclusion in all ABA events, including “marquee” events (e.g., annual awards dinners, luncheons, receptions), including:

1. Diversity of speakers.
2. Diversity of award recipients.

¹⁵ See [2017 ABA Diversity and Inclusion CLE Policy](#). This policy represents the minimum requirement for diversity on CLE panels, and more diversity is encouraged.

¹⁶ See [16M107](#).

¹⁷ See [ABA Diverse Speakers/Authors Directory](#)—providing a staff searchable directory of speakers and authors from diverse backgrounds.

3. Diversity of planning and award nominations committees.
 4. Diversity of attendees, by planning and organizing events to provide greater opportunities for participation (e.g., different price points, virtual platforms, scholarships etc.).
- I. Enhance the current tracking and reporting of progress in diversity, equity, and inclusion efforts, including:
1. Continue the annual Goal III reporting process but urge more robust participation and tracking by ABA entities; encourage greater promotion of the reporting process by ABA leadership and accountability for entities that require significant improvement in their diversity, equity, and inclusion efforts.
 2. Ensure widespread dissemination of the annual Goal III Report, in accessible formats for persons with disabilities, among ABA leadership and throughout ABA entities, including posting it on the ABA website.
- J. Urge ABA entities to develop or enhance mentoring programs that target newer lawyers and law students and are designed to advance diversity, equity, and inclusion within the Association.
- K. Encourage ABA entities to develop, partner with, or co-sponsor pipeline programs targeted to college and K-12 students designed to advance diversity, equity, and inclusion in the legal profession.
- L. Encourage ABA entities to partner with law firms, corporations, and courts on internships, fellowships, clerkships, and mentorship programs that advance diversity, equity, and inclusion.
- M. Promote the ABA's diversity, equity, and inclusion accomplishments, and encourage collaboration and communication within the ABA to include the following:
1. Develop and prominently post on the ABA website information about successful programs and initiatives and activities of the Association and its Sections, Divisions, Forums, and other entities.
 2. Invest in a regular presence in publications to showcase ABA accomplishments.
 3. In accordance with ABA policy, urge ABA members with an expertise in diversity, equity, and inclusion to regularly write and speak on behalf of the ABA.
 4. Disseminate widely on an annual basis the ABA accomplishments, including to local, state, and national affinity bar associations.
 5. Encourage ABA entities to communicate or share information about their diversity, equity, and inclusion initiatives and programming with the Diversity and Inclusion Center and its constituent Goal III entities.

IV. Diversity, Equity, and Inclusion Plan Execution and Implementation

Note: This Diversity, Equity, and Inclusion Plan provides ABA entities with much discretion in its execution and implementation. All recommendations have equal weight of importance and are in no specific order.

#1:

That the ABA will designate a volunteer leader to serve as a Member Diversity Officer. The Member Diversity Officer and the Executive Director (or a designated senior staff member) will have the responsibility for monitoring and analyzing the Association's diversity data, and to facilitate collaboration across all Association entities, including the ABA Diversity and Inclusion Center and its constituent Goal III entities, to achieve the objectives outlined within this Diversity, Equity, and Inclusion Plan.

#2:

That the ABA review the composition of the House of Delegates, the Nominating Committee, and other committees of the House, including the number of positions represented by women, people of color, LGBTQ+ individuals, and persons with disabilities, and the manner of selecting the individuals for those positions, and make recommendations to ensure that the purpose of this Diversity, Equity, and Inclusion Plan is being served in the nominations process.

#3:

That the ABA should continue to sponsor events, awards, or other forms of recognition to honor on an annual basis ABA entities that have shown outstanding leadership in diversity-related membership initiatives and other diversity, equity, and inclusion efforts.

#4:

That the ABA present at least one Showcase CLE program focused on diversity, equity, and inclusion at each Annual Meeting. That the ABA continue to host an annual summit at each Midyear Meeting that provides an educational track of diversity, equity, and inclusion CLE programs and events.

#5:

That the ABA should continue to support and coordinate a centralized webpage to house diversity, equity, and inclusion resources and information from across the Association.

#6:

That implicit bias and racial equity training for all levels of ABA leadership be required.¹⁸

¹⁸ Diversity, equity, and inclusion training is and can be made widely available.

#7:

That training for all levels of ABA leadership on Model Rule 8.4 (g) regarding misconduct for a lawyer to harass or discriminate on the basis of race, religion, national origin, ethnicity, disability, age, sexual orientation, gender identity, marital status or socioeconomic status be required.¹⁹

#8:

That the ABA Diversity and Inclusion Center and its constituent Goal III entities conduct a review of this Diversity, Equity, and Inclusion Plan, in consultation with the Member Diversity Officer, every three years and propose any recommendations for changes to the ABA Board of Governors for its review, consideration, and adoption.

#9:

That the ABA will continue to provide adequate general operations and other financial support within its annual budget to support and implement this Diversity, Equity, and Inclusion Plan.

¹⁹ See [Model Rule 8.4](#).

APPENDIX: Additional Selected Historical Background

In April 2010, the ABA released a major report with recommendations—*Diversity in the Legal Profession: THE NEXT STEPS Report*.²⁰ The report recommended that the ABA “establish an Association-wide diversity plan and encourage each pertinent entity (e.g., Section/Division/Forum) to have its own functional diversity plan that assigns responsibility for diversity directly to entity leadership.”²¹ This Diversity, Equity, and Inclusion Plan strives to fulfill the recommendation for an overarching diversity plan and addresses several other proposals in the report that are directed to bar associations.

In August 2016, the Diversity and Inclusion 360 Commission issued its report and recommendations.²² The Commission was a one-year presidential initiative charged with conducting a comprehensive review of where the legal profession stands in terms of diversity, equity, and inclusion and developing a comprehensive, sustainable plan to carry the ABA into the future. The Commission developed practical solutions and collaborated with leaders in the field in arriving at its final report and recommendations. Recommendations from this report are reflected in this latest Diversity, Equity, and Inclusion Plan.

In 2018, the ABA created the Center for Diversity and Inclusion in the Profession to support ABA Goal III. The entities within the Center include the Diversity and Inclusion Center; Diversity and Inclusion Advisory Council; Commission on Racial and Ethnic Diversity in the Profession; Coalition on Racial and Ethnic Justice; Council for Diversity in the Educational Pipeline; Commission on Women in the Profession; Commission on Disability Rights; Commission on Sexual Orientation and Gender Identity; and Commission on Hispanic Legal Rights and Responsibilities.²³

The newest Goal III entity is the Diversity and Inclusion Advisory Council, also created in 2018.²⁴ It is comprised of representatives from the ABA Sections, Divisions, Forums, other ABA entities, Goal III entities, and several national affinity bar associations. Its purpose is to foster greater engagement, dialogue, and collaboration on diversity, equity, and inclusion activities and topics.

In addition, many of the ABA’s Sections, Divisions, Forums, Standing Committees, Special Committees, Commissions, Task Forces, and other ABA entities actively pursue diversity, equity, and inclusion goals, implement diversity plans or objectives, make diversity, equity, and inclusion a priority and otherwise serve the objectives of Goal III.

A critical component of promoting diversity, equity, and inclusion within the Association is greater collaboration among Goal III entities and the ABA’s Sections, Division, Forums, Committees, and Commissions.

²⁰ [Diversity in the Legal Profession](#), *supra* note 1.

²¹ *Id.* at 32.

²² American Bar Association, [Diversity & Inclusion 360 Commission Executive Summary](#) (Aug. 2016).

²³ See [Diversity and Inclusion Center and constituent Goal III Entities](#) webpages.

²⁴ See [Diversity & Inclusion Advisory Council](#) webpage.

ANALYSIS

What Research Shows About the Importance of Supreme Court Diversity



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President Biden promised to nominate a Black woman to the Supreme Court. Here are some reasons why it makes a difference.



Alicia Bannon



Douglas Keith

February 1, 2022

Justice Stephen Breyer announced his retirement on January 27. Soon after, President Biden reiterated his commitment to nominate the first Black woman to ever serve on the Supreme Court. This would be a milestone for the judiciary — and for the nation. Ample evidence demonstrates why building a diverse bench is a crucial value in choosing judges.

First, a diverse judiciary helps instill trust in the justice system among underrepresented communities. As federal district court Judge Edward Chen **observed**, “It is the business of the courts, after all, to dispense justice fairly and administer the laws equally. . . . How can the public have confidence and trust in such an institution if it is segregated — if the communities it is supposed to protect are excluded from its ranks?” One **study** found, for example, that greater representation of Black judges on the bench led to heightened perceptions among Black Americans that the courts were legitimate.

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What Research Shows About the Importance of Supreme Court Diversity | Brennan Center for Justice

A bench that reflects a broad range of life experiences and personal and professional backgrounds also promotes a richer jurisprudence. This is borne out in judges' own reflections. Judge Harry T. Edwards of the DC Circuit Court of Appeals has **observed** that diversity on the bench "provides for constant input from judges who have seen different kinds of problems in their pre-judicial careers, and have sometimes seen the same problems from different angles." Federal district court Judge Carlton W. Reeves has **noted**, "Where people come from, what they have lived through, what they do with the time they have, and who they spent that time with — it all matters."

Justice Sandra Day O'Connor has recounted how she learned from Justice Thurgood Marshall, the first Black justice and a legendary civil rights lawyer. "Occasionally, at Conference meetings, I still catch myself looking expectantly for his raised brow and his twinkling eye, hoping to hear, just once more, another story that would, by and by, perhaps change the way I see the world."

Research similarly has shown that "judges from different backgrounds often do rule differently from one another" on certain issues, as political scientist Maya Sen **described** last year in testimony to the Senate Judiciary Committee. One **recent study**, for example, found that white federal district court judges placed more conditions on pre-trial release than Black judges.

Another **recent study** found that former corporate lawyers and prosecutors, who make up 70 percent of active federal judges, were more likely to rule against alleged victims in employment discrimination suits. Outside of formal court rulings, research has **documented** that female judges are more likely to identify incidents of gender bias in the courtroom and intervene. Together, this research suggests that, not surprisingly, life experience shapes how judges see the law.

Diversity of life experience and perspectives also enriches deliberations *among* judges. For example, **studies** of three-judge appellate panels found that when a **female judge** or a **person of color** sits on a panel, their male or white colleagues were more likely to side with plaintiffs in civil rights cases.

To be sure, none of this research suggests that a judge's background is determinative in how they decide cases. And diversity is not a guarantee that courts will reach fair outcomes. But the answers to difficult legal questions, especially those that reach the Supreme Court, demand good judgment — and that is necessarily informed by life experience. Chief Justice John Roberts famously said that his job as a jurist is just "to call balls and strikes," dispassionately applying the law to the facts before him. In contrast, during her confirmation process, Justice Sonia Sotomayor's detractors attacked her for having once said that "personal experiences affect the facts that judges choose to see." The research sides with Sotomayor.

Finally, representation in our seats of power also establishes role models and combats stereotypes. **Studies of politics** and elections have found that representation fosters increased political engagement among young people.

A woman didn't reach the Supreme Court bench until 1981. The first woman of color only took her seat in 2009. There have only been two Black justices in the Court's history. The sooner this record improves, the better.

Ensuring demographic and experiential diversity on the bench is not just an appropriate component of judicial selection, it is necessary. As the research makes clear, a bench that fails to reflect the public it serves is ill-equipped to serve that public.

<https://www.brennancenter.org/our-work/analysis-opinion/what-research-shows-about-importance-supreme-court-diversity>

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Faculty

Elton Ndoma-Ogar is director of Diversity & Inclusion for the Americas and Asia at AlixPartners, LLP in Allen, Texas. He is part of the firm's D&I Center of Excellence and plays a key role in helping to attract, develop and retain diverse employees. Mr. Ndoma-Ogar has more than 25 years of professional services experience, most of it spent in managing organizational transformations as a D&I leader. He works with business leaders to operationalize and leverage D&I as a tool that supports growth, promotes firmwide collaboration, and achieves competitive advantage in the marketplace. Mr. Ndoma-Ogar is often consulted on challenging topics affecting the recruitment, retention and advancement of diverse professionals by organizations of all sizes and at different points of maturation. He is often a featured speaker and panelist at leadership, diversity and inclusion conferences. Mr. Ndoma-Ogar received his M.B.A. in finance from Duke University's Fuqua School of Business.

Leslie Richards-Yellen is director of Global Diversity & Inclusion at Debevoise & Plimpton LLP in New York and has practiced law for more than 30 years as both a partner and an in-house lawyer. She co-chairs the Cornell Law School Diversity, Equity, and Inclusion Alumni Leadership Counsel, serves on the board of the Cornell Black Lawyers Alumni Network, serves on the advisory board for the Institute for Inclusion in the Legal Profession, is a member of the Scenic Hudson Board, and is an Independent Board Member for City Different Investments. Ms. Richards-Yellen formerly served as president of the National Association of Women Lawyers, on the board of the Delta Dental of Illinois Foundation, as a commissioner on the Illinois Supreme Court Commission on Professionalism (for which she chaired its Diversity Committee), as chair of the Chicago Committee on Minorities in Large Firms, as a member of the National Association of Securities Dealers's (currently the Financial Industry Regulation Authority) Fixed Income Committee, and as a member of the Investment Company Institute's Fixed Income Committee. She was awarded the Chicago Bar Association's "Vanguard Award," which honors individuals who have made the legal profession more accessible and reflective of the community at large, and the Ms. JD "Sharing Her Passion Award," for inspiring younger women lawyers. She also received the "Woman of Excellence Award" from the *Chicago Defender* newspaper. Ms. Richards-Yellen received her B.F.A. from Drake University and her J.D. from Cornell University School of Law.

Hon. Maureen A. Tighe is a U.S. Bankruptcy Judge for the Central District of California in Woodland Hills. She served as Chief Bankruptcy Judge from 2019-21. Judge Tighe sits on the court's Executive and Outreach Committees and its Strategic Planning Council. Prior to her appointment to the bench in 2003, she was the U.S. Trustee for the Central District of California for five years. During that time, she also served at various times as U.S. Trustee in the Northern, Eastern and Southern Districts of California, Hawaii, Guam, the Commonwealth of the Northern Mariana Islands and the District of Nevada. From 1988-98, Judge Tighe was an Assistant U.S. Attorney in Los Angeles, specializing in the prosecution of financial crime, including bankruptcy and consumer frauds. Prior to that, she was in private practice in New York and clerked for U.S. District Court Judge Harold Ackerman in Newark, N.J. Judge Tighe has authored numerous reports and articles concerning access to justice, bankruptcy crimes, bankruptcy petition-preparers, parallel proceedings, trustee duties and identity theft. She received her B.A. with highest honors from Douglass College in 1979.

and her J.D. from Rutgers Law School-Newark in 1984 with high honors, where she was editor-in-chief of the *Rutgers Law Review*.

Dr. Nickey Woods is the inaugural assistant dean of Diversity, Equity, and Inclusion (DEI) at USC Gould School of Law in Los Angeles. Her framework for maximizing the impact of DEI initiatives focuses on three interconnected areas: knowledge and skill development; community, culture and climate; and assessment, planning and evaluation. Dr. Woods currently serves as the National Association of Law Placement's (NALP) Diversity Section co-chair of legislative monitoring. In 2021, she was selected to serve as one of three judges for Reed Smith's Annual DEI Champion Award, participated in the Pac-12 Access to Justice speaker series, and presented at the Association of Academic Support Educators (AASE) Biennial Diversity Conference hosted by City University of New York. Dr. Woods facilitates training sessions related to diversity, equity, inclusion and belonging for both the public and private sectors. She also consults with professional organizations and corporations, and develops educational material with an eye toward maximizing learner motivation and engagement. In 2021, she consulted with Nickelodeon to develop a series of educational guides focused on taking action against discrimination and hate. Dr. Woods received her Bachelor's degree in psychology at UCLA, where she was an honor roll, all-conference member of the women's basketball team; her Master's in education with an emphasis in cross-cultural teaching at National University; and Ph.D. in educational leadership with a concentration in educational psychology at USC Rossier School of Education.