

HBA-DC DIVERSITY REPORT

THE STATE OF HISPANIC ATTORNEYS IN THE DC LEGAL MARKET

*This is an inaugural report covering Hispanic/Latino attorney
employment in the DC legal market.
To see this report online, please visit hbadc.org/diversitypartner*

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MESSAGE FROM HBA-DC PRESIDENT



RICHARD V. RODRÍGUEZ
PRESIDENT, HBA-DC

The Hispanic Bar Association of DC (HBA-DC) is a nonprofit, nonpartisan, voluntary legal association representing the interests of Hispanic attorneys, judges, law professors, law students, and legal professionals within the greater Washington, DC area.

For nearly 41 years, the HBA-DC has worked to advance and develop the careers of Hispanics in the legal profession, through professional development programming, experiential fellowships and internships, advocacy opportunities, and by building professional relationships with each other and major employers in the District of Columbia.

Starting in 2004, the HBA-DC supported and publicized the commitment of employers to the recruitment and retention of Hispanic professionals in the Washington, DC area by creating and issuing an annual diversity survey to major legal employers in the DC area. The survey took the important first steps to strengthen our community in terms of opportunity and advancement by: (1) measuring progress toward the goal of ensuring a diverse legal workforce, and (2) reporting on positive results.

For a number of years, the HBA-DC continued to push firms and government agencies to provide quantitative and qualitative information about their efforts to improve the hiring, retention, and promotion of Hispanic attorneys. The HBA-DC would then analyze this data and recognize firms for their demonstrated commitment to diversity and increased opportunities for Hispanics in their firms. In 2011, the final year the HBA-DC undertook this endeavor, it reported with frustration that “. . . while employers continue to pursue a variety of diversity strategies, the survey results revealed no progress for Hispanics. We recognize that these are difficult times for the DC legal profession, but the results were sufficiently discouraging that no employer merited special recognition as the HBA-DC ‘Employer of the Year’ for 2011.”

Since 2011, Hispanic attorneys across the United States have made small gains in representation at major law firms and in government agencies. However, these gains have not been representative of the growth of the national Hispanic population. The gains in the Hispanic legal market in the District of Columbia have not been similarly advantageous, either. Although Hispanic employment numbers have increased among the ranks of partners and associates as well as in government attorneys, the growth has been only incremental, particularly when compared with the growth of other minorities in the same areas.

This report serves not only as a report of the current state of the DC Hispanic legal market but as a reminder that we must continue to focus on diversity and that we must find novel ways to cure the unrepresentative nature of Hispanic attorney hiring in the District of Columbia. Our hope is that this report will help and inspire employers, law schools, and the greater District of Columbia community to partner with us to advance a diverse legal workforce and create more opportunities for Hispanic lawyers.

Finally, I'd like to thank the 2018 HBA-DC Diversity Report Committee who worked with us to put this report together and the Committee's Chair Gidget Gabriela Benitez.

A stylized, handwritten signature in blue ink, appearing to read 'Richard V. Rodríguez'.

RICHARD V. RODRÍGUEZ
PRESIDENT, HBA-DC

FOREWORD: ON THE IMPORTANCE OF DIVERSITY HIRING, REPRESENTATION & RETENTION IN THE LAW



ANTHONY E. VARONA

AMERICAN UNIVERSITY

WASHINGTON COLLEGE OF LAW PROFESSOR

I congratulate and thank the Hispanic Bar Association of the District of Columbia (HBA-DC) for publishing this important, if sobering, report. Diversity and inclusion work is hard. No question. But it is work that must be done if the profession we share will be an ethical and just one that reflects and embraces the communities it serves, and that is best populated and equipped to most effectively meet the needs of its clients.

Diversity in the legal profession and in our legal workplaces is no luxury. It does not just make us good persons. It makes us good *lawyers*. The inclusion of Latino/a attorneys in law firms, government agencies, and corporate legal offices is a business and competitive imperative - just as is the case with women and LGBTQ attorneys, other lawyers of color, attorneys living with disabilities, and colleagues who come from the myriad communities and walks of life from which our clients hail.

A diverse professional staff produces strategic and analytical advantages that come from applying different perspectives and frameworks, and atypical life experiences, to ask the right questions, search for novel solutions, and solve clients' problems in creative ways. All of this in a profession - law - entrusted with tending to the scaffolding of society itself. As ministers of law, we are at our best when our ranks reflect the diversity of the society we endeavor to serve.

The most apt analogy for workplace diversity that I have encountered is that of alloys, which are construction materials that are combinations of various pure metals and other substances that, together, form a new metal that is much stronger than any one of the alloy's constituents. The same can be said for a diverse law firm, government agency, or corporate law office. The application of diverse legal minds, perspectives and voices to a client's problem will invariably result in a better, sharper, stronger outcome for that client.

My students and I benefit - as learners - from the many forms of diversity represented in our classrooms. Our analysis of cases, doctrines, and theories of law is made richer and more complex by the perspectives of students who share with us their distinct and different life experiences and perspectives. We appreciate nuance, cultural and linguistic differences, socioeconomic distinctions, and how what a certain group of people might consider obvious and without controversy may to other people constitute a source of oppression and unfairness to other individuals and groups. For example, a rule of law that at first strikes us as fair and even-handed may, after analysis by a dedicated and diverse group of students, be revealed to be a cause of injustice.

I doubt that many readers would disagree with what I have written above. So, what's the problem? ¿Que esta pasando? Why are law firms and other legal employers continuing to have trouble hiring and retaining Latino/a lawyers in numbers that approximate, or come close to approximating, our large and burgeoning share of the general population?

This problem is a vexing and old one. But it is one that we must continue to address. Law firms, government agencies, and corporate legal offices must acknowledge the disturbingly low prevalence of Latino/a attorneys in their ranks, and must confront the problem with the multipronged approach that it calls for. Legal education must play a role as well.

Law schools and the entities that evaluate and rank us should account for how the LSAT often measures a test-taker's socioeconomic advantage and privilege as much as or even more than his or her aptitude for legal education. Undergraduate grades, as well, are not perfect measures of academic achievement and promise. We must find ways to drive down the cost and increase access to legal education. We must continue to improve and expand the academic support and counseling, and mentoring services, for Latino/a students and other students who are underrepresented minorities - who may be the first in their families to graduate from high school or college, never mind law school, and for whom the first day of law school also was the first time they met a lawyer.

Legal employers, too, have a lot of work to do - as this report demonstrates so vividly. Possible responses and reforms are many, but a few rather obvious and longstanding challenges merit identifying here as sources of potential solutions:

Broadening the Definition of Academic Achievement

For too long (and I say this as a past hiring attorney myself), we have depended almost exclusively on the rank and perceived prestige of an applicant's law school, and the applicant's law school GPA, to serve

FOREWORD: ON THE IMPORTANCE OF DIVERSITY HIRING, REPRESENTATION & RETENTION IN THE LAW

as primary predictors of success in law practice. This, despite the fact that a law student's socioeconomic status and background and qualities of persistence and resilience in many cases have much more to do with these factors than individual academic merit.

Hiring attorneys should better appreciate how a commitment to diversity and inclusion requires a more individualized look at all candidates' credentials with an eye towards assessing what they have achieved in light of what they have overcome. For example, let's take a 3L Latina from a working class Spanish-dominant background with a 3.3 who struggled in her first year, worked hard to identify where and how she struggled in her exams and papers, applied new skills and strategies, and then achieved soaring grades in her second year. She may possess the tenacity, intelligence, and drive that will make her a much stronger attorney than a nonminority 3L with a 3.7 from a much more privileged and advantaged background. Yet, in many cases, the "3.7" will get the offer.

Addressing Elitism in Law Practice

We need to address elitist and exclusionary attitudes and practices in the legal profession, which contribute to hiring decisions that are based more on perceived prestige than those indicators that may better demonstrate the likelihood of success in practice. For example, did the applicant overcome significant life circumstances? How far have they ascended socio-economically to get to this point, and how much is that progress attributable to valuable personal attributes that also are advantageous in law practice – like perseverance, dedication, confidence, conscientiousness, interpersonal abilities, stress and time management, and the ability to survive and thrive in difficult circumstances?

In addition, is the hiring committee adhering to outmoded notions of law school quality, restricting searches only to applicants from the "top 20" law schools, despite the abundance of exquisitely skilled and promising candidates – many from diverse backgrounds – from many other high-quality (but lower ranked) law schools? Are students at more diverse law schools being overlooked in favor of students from higher ranked schools with less socioeconomic and racial/ethnic diversity, despite the many flaws of those rankings and the significant shortcomings of using the law school's name as an indicator of student quality?

I have been a lawyer for 26 years, with experience in government and private practice, nonprofit law, and academia. Some of the most brilliant and successful attorneys I have encountered graduated from law schools whose ranking underpredicted their great success. Many of these outstanding lawyers are under-represented minorities, whose law schools' rankings in national magazines likely disqualified them from getting hired at many law firms and government and corporate law offices, at least right out of school.

Enhancing Mentoring Programs

Making Latino/a attorneys feel welcome in a legal workplace does not end with the offer's acceptance. Retention of minority lawyers has long been a difficult and complicated challenge with many contributing factors.

We need to appreciate the importance of mentoring to young Latino/a attorneys (and other underrepresented attorneys) by more senior lawyers – minorities and non-minorities alike. Legal employers also need to understand that diversity begets diversity, and that minority isolation in law practice – "being the only one" – imposes pressures and burdens that, on top of the already significant stresses of active law practice, can be too much to bear and may cause those attorneys to leave for more humane practice environments.

The Role of Clients

Anyone who has worked in a large law firm knows the sway that clients can have on issues relating to the staffing of their matters and even in attorney hiring. In recent decades corporate and government clients in particular have grown more insistent on the need for the law firms they retain to prioritize diversity in their hiring and promotion practices. Clients should continue to insist on diversity in the staffing of their matters, again not only because it is the nice and right thing to do but because it provides them with strategic, analytical, linguistic, intercultural, and business advantages out of the reach of most homogenous attorney teams.

Addressing Hostile and Racist Workplace Environments and Practices

Finally, as with all workplaces, law firms, corporate counsel shops, and government law offices must remain vigilant against employment practices and workplace environments that are hostile to minority attorneys and their advancement. It is too easy for workplaces with minimal to no diversity to perpetuate an office climate and culture in which racial, ethnic, gender, sexual, socioeconomic or religious difference is disparaged or marginalized. What is lighthearted humor to the majority may feel like a personal attack to someone who is outside of the norm. What is the cultivation of office friendships and cliques to some may constitute exclusion and discrimination (disparate treatment or worse) to those who are different and who are made to feel like outsiders.

In short, the old adage 'we improve what we measure' applies to this report. The news is not good. The rates of Latinxs in the legal profession not only are still unacceptably low as compared to our share of the general population, our representation rates have in some cases worsened in recent years. So now we know. Equipped with this knowledge, we as legal profession leaders – law firm hiring attorneys, government officials, corporate counsel, and educators alike – must recommit to have our profession reflect the rich diversity that makes America itself so strong. ¡Palante!



ANTHONY E. VARONA
AMERICAN UNIVERSITY

WASHINGTON COLLEGE OF LAW PROFESSOR

2002-2018 FINDINGS & ANALYSIS

HISPANIC GROWTH

Despite the US Hispanic population growing from 12.5% of the population in 2000 to over 17% in 2018, national Hispanic attorney employment numbers over the last decade and a half have only increased from just under 3% of the lawyer population in 2000 to just over 5% in 2018.

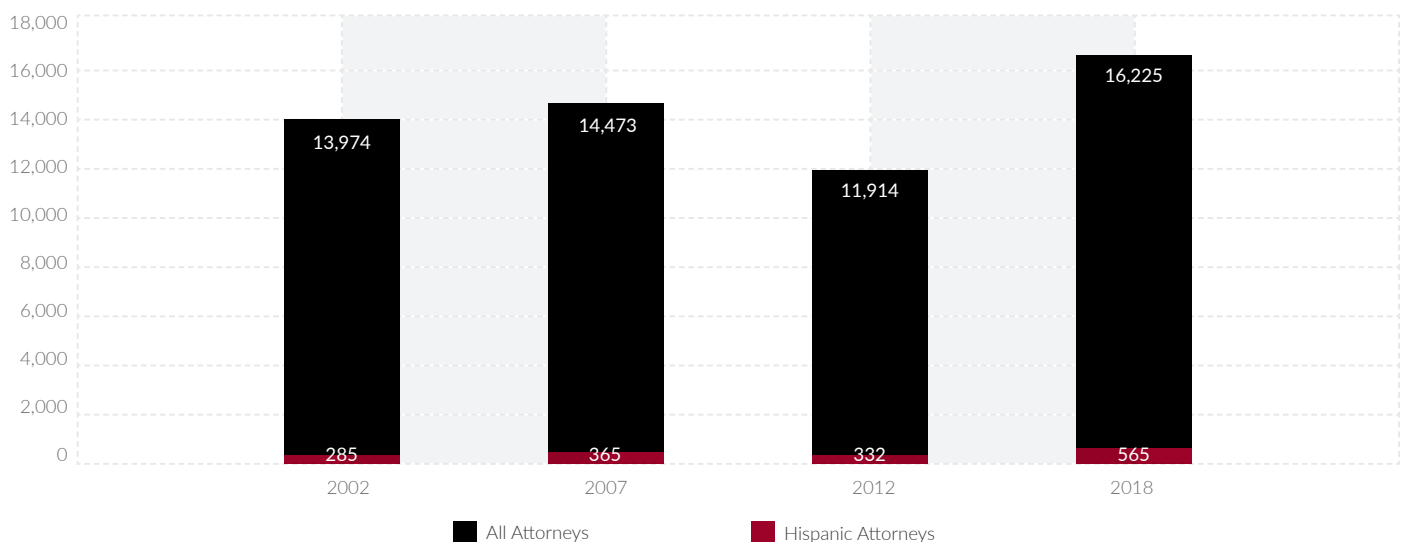
CONSISTENT HISPANIC JD GROWTH

While some have argued that the lack of diversity in law firms and the government stems from a lack of readily available Hispanic law graduates, this is not the case. Indeed, since 2011 to 2016, there has been a 16% growth in Hispanic graduating students with JDs, despite the number of law degrees steadily declining overall. In 2017, the ABA reported that enrollment numbers for Hispanic law students totaled 5,475 out of 41,136 total enrolled students across the US in ABA-approved law schools—or just over 13% of 2017 law students are Hispanic.

NATIONAL HISPANIC ATTORNEY POPULATION GROWS; DC STAGNANT

In 2002, in the District of Columbia, Hispanics made up 2% of the attorneys employed in DC law firms. Despite large Hispanic population growth and an increase of the US Hispanic lawyer population from under 2% in the 2000s to over 5% in 2018, Hispanic lawyer employment in the private sector in the District has largely stayed stagnant. Hispanics made up 2% of lawyers in the District of Columbia in 2002 and 2007. These numbers incrementally improved to 3% for 2012. There was almost no growth from 2012 to 2018. This is despite the fact that from 2012 to 2018, the number of attorneys overall employed in DC law firms grew by over 36% from 11,914 (2012) to 16,225 (2018).

2002 - 2018 ATTORNEYS EMPLOYED IN DC LAW FIRMS WHO REPORTED



2002-2018 FINDINGS & ANALYSIS CONTINUED

PARTNERS & ASSOCIATE NUMBERS NATIONALLY AS COMPARED TO DC

In 2009, nationally there were 1.65% Hispanic partners, 1.71% African American partners, and 2.2% Asian partners. In 2017, those numbers rose to 2.4%, 1.83%, and 3.31%, respectively. However, in the District, Hispanics partners fare worse than their national numbers, only making up 2% of partners in the District as compared to Asian partners at 4.09% and African American partners at 2.77%. This was interesting to note because minority partners tended to be better represented in the District at 9.58% compared to the national minority partner population at 8.42%.

National Partner Population			DC Partner Population (out of 4,689)	
	2009	2017		2017
African American	1.71%	1.83%	African American	2.77%
Asian	2.2%	3.31%	Asian	4.09%
Hispanic	1.65%	2.4%	Hispanic	2%

Similarly, in the associate tracks, Hispanics also fared worse than their national numbers as shown below:

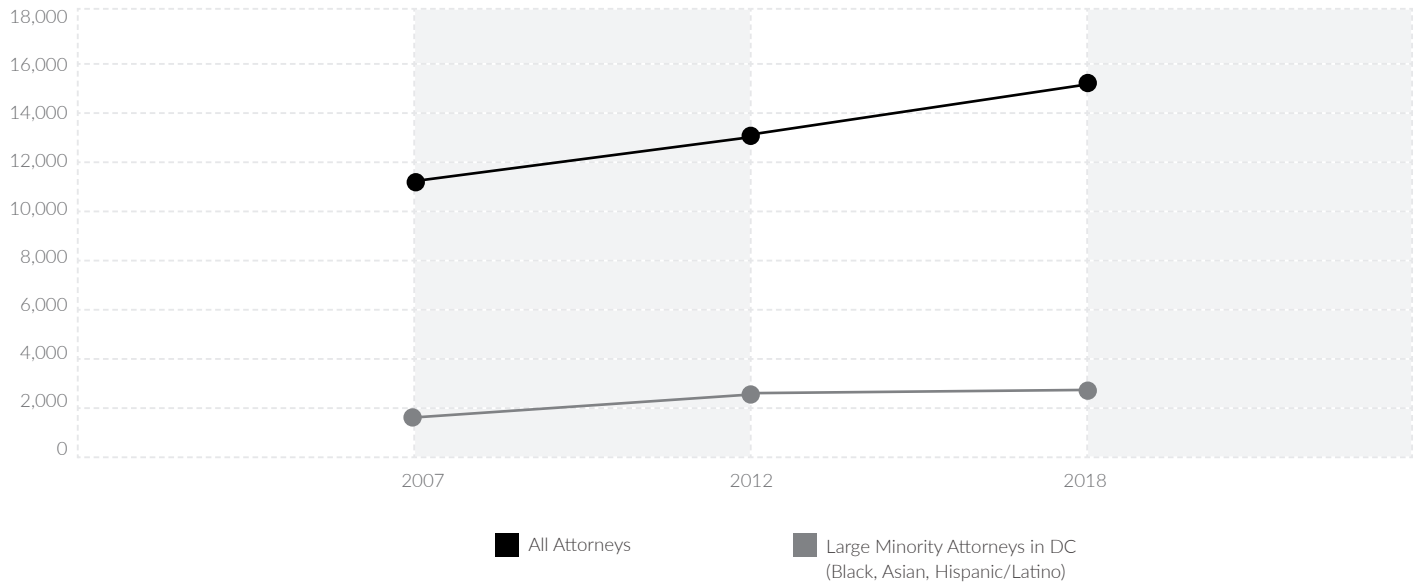
National Associate Population			DC Associate Population (out of 5,011)	
	2009	2017		2017
African American	4.66%	4.28%	African American	5.67%
Asian	9.28%	11.4%	Asian	10.52%
Hispanic	3.89%	4.57%	Hispanic	3.71%

HISPANIC ATTORNEY LAG BEHIND ALL OTHER LARGE MINORITIES IN DC FEDERAL GOV

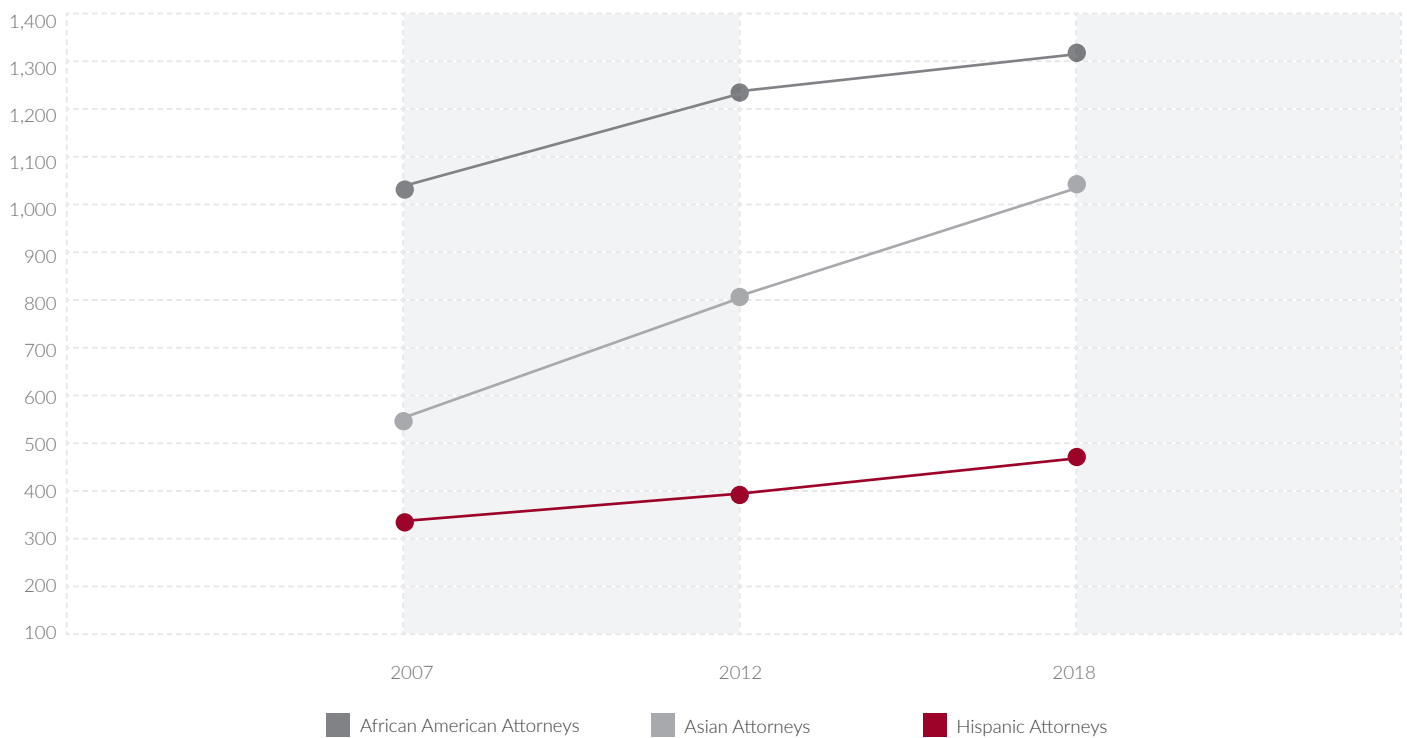
Like the private sector, Hispanic attorney growth in the federal government nationally and in DC has grown incrementally. In 2007, Hispanic lawyers only made up 2.8% of all federal government attorneys in DC. African American (9%) and Asian American (4.7%) attorneys in DC fared better, despite having similar proportions to Hispanics in the attorney population. Over 10 years later, Hispanic lawyers working for the federal government in DC grew to 3.3%. African American lawyers largely stayed the same—only growing slightly to 9.2%. Meanwhile, Asians had advanced from 4.7% to 7.2% of the lawyers working for the federal government in DC.

2002-2018 FINDINGS & ANALYSIS CONTINUED

2007 - 2018 ATTORNEYS ACROSS FEDERAL AGENCIES (DC)



2007 - 2018 LARGE MINORITY ATTORNEYS ACROSS FEDERAL AGENCIES (DC)



2002 - 2018 ANALYSIS

Although growth in the legal field for any minority group is an overall positive improvement of diversity in the legal field, the sheer lack of proportionate representation and growth for Hispanics in the DC legal field as compared to other minority groups growth rates in partnership tracks and the DC-area federal government, in particular, reflects a significant Hispanic attorney hiring problem. And as the ABA data shows, it not because there are not enough candidates – there are increasingly more Hispanic candidates graduating from ABA-approved law schools despite falling numbers in overall enrollment. While law firms and government agencies may be investing in policies aimed at improving diversity, they appear to be lagging in Hispanic attorney growth.

Employers may need to rethink the current outreach and programs they use, consider new innovative methods, and invest more financial resources to solve the problem. This is not just an argument about diversity being “the right thing to do.” It is a wise business decision. As detailed further below, many corporate legal departments, being clients to law firms, are either implementing diversity requirements or incentives, and looking to partner with law firms and other organizations that believe in their vision to build diversity pipeline programs.

The steps firms and the federal government have taken in DC to improve Hispanic employment numbers have not resulted in significant increases in the past decade. Perhaps implementing some of the successful measures taken by other corporations and firms can be a start, such as:

1. implementing the “The Mansfield Rule,” which asks law firms to consider women and minority lawyers for at least 30% of their leadership and governance roles, equity partner promotions, and lateral hiring; and
2. working with partnership organizations like the Hispanic National Bar Association (HNBA) or HBA-DC to create innovative programs like the HBA-DC’s Strategic Diversity Partnership Program, the HNBA’s IPLI program (both discussed further below), or partnering with corporations to create pipeline or training programs that could lead to better trained candidates for law firms.

Finally, it is worth considering that in 2017, Hispanics owned and led 4.37 million businesses generating over \$700 billion in revenue to the US economy. In fact, by the end of 2016, Hispanic businesses represented 24% of all US businesses, compared to 10% just a decade ago. Recognizing that the DC metro area is currently ranked as the number one metropolitan area for growth in entrepreneurship, the DC area is ripe for growth in business that will likely have Hispanic leaders or owners. Firms with Hispanic partners and associates will be the most prepared to secure these clients.

HBA-DC 2018 DIVERSITY CONTRIBUTION: PARTNERING WITH DC FIRMS

In an effort to assist Washington, DC law firms and organizations in their missions to increase diversity, the HBA-DC has created the Strategic Diversity Partnership Program.

The 2018 Strategic Diversity Partnership Program seeks to establish a partnership between the HBA-DC and employers who seek to foster Hispanic diversity in the legal profession. The HBA-DC and partner organizations recognize that even with the current strides made by the profession to diversify the field, more progress is needed.

As part of the program, organizations can partner with the HBA-DC to:

1. support HBA-DC professional development programming for its diverse members by sponsoring the HBA-DC Equal Justice Awards;
2. implement a law clerk position at their organizations targeting law students in their second or third years; and
3. collaborate with HBA-DC in the application process to select a law student member for the newly-created Fellowship.

The law clerk fellowship can serve as an alternative or compliment to traditional summer associate tracks. The selection of the law student member is intended to expose the participating organization to qualified Hispanic law students and to develop Hispanic professionals who may be employed by the participating organization after graduation.

To learn more about the program and organization eligibility, please visit: hbadc.org.



LOOKING FORWARD: A MESSAGE FROM HBA-DC PRESIDENT-ELECT, LEILA JADE LEVI



LEILA JADE LEVI
PRESIDENT-ELECT, HBA-DC

Justice Demands Representation

The District of Columbia Hispanic Legal community is robust, talented, and contributes greatly to the profession and the greater community. Hispanic lawyers bring language skills; a diversity of thought and experiences; and cultural competency in addition to legal acumen. We strengthen the profession with our diverse abilities, and these abilities better serve clients, solve problems, resolve conflicts, and dispense justice. Justice requires a pipeline of Hispanic lawyers so that law firms, government agencies, in-house law departments, nonprofit legal service providers, and other legal employers are serving their clients well. We strengthen the profession when we move through the ranks to bring our diverse backgrounds to the judiciary and to formulate public policy.

Unfortunately, as our report delineates, our diverse talent is not representatively reflected throughout the employers in DC. But we hope that legal employers will recognize that they will not be able to compete effectively unless and until their lawyers reflect the diversity of the DC and national community. In addition, it is equally important that clients continue to demand that their legal services are provided by firms that value diversity enough to ensure their lawyers are diverse, in a percentage that is representative of the Hispanic population. Employers often say they value diversity, but the numbers don't lie. More must be done. If you are in a position of power to hire lawyers, it is up to you to be conscious of the woefully inadequate progress the legal community has made in the hiring, retention, and promotion of Hispanic attorneys. Implementing rules like the *Mansfield Rule* is a great start. Ultimately, it will be up to many of us to speak up to the hiring committee. We must ask our employer to look at where they are recruiting from, ask where they are advertising their positions, and ask whether the person making the hiring decisions truly values diversity enough to hire, retain, and promote diverse lawyers.

It is up to each of us to influence our employer and to demand accountability when they espouse a commitment to diversity. Simply put, the number of Hispanic attorneys must improve for a commitment to diversity to mean something. Only with each of our efforts can we make a difference and move the needle toward equal representation and therefore, toward equal justice.

HBA-DC's Role in Increasing Hispanic Representation in the Legal Profession

HBA-DC will continue to be a leader in this effort to increase Hispanic representation. We will continue to support our members through all stages of their careers. Our professional development programs, mentorship programs, and most recently, post-grad fellowship programs strengthen the talent of our members. We will continue to highlight our talented lawyers and continue our rigorous endorsement process. We will continue to seek partnerships with firms, government agencies, nonprofit organizations, and in house counsels to highlight opportunities and strengthen the diversity pipeline. As President in 2019, I am humbled to continue this illustrious legacy, and I welcome each of your feedback as we pursue representation and justice.

A handwritten signature in black ink that reads "Leila Jade Levi".

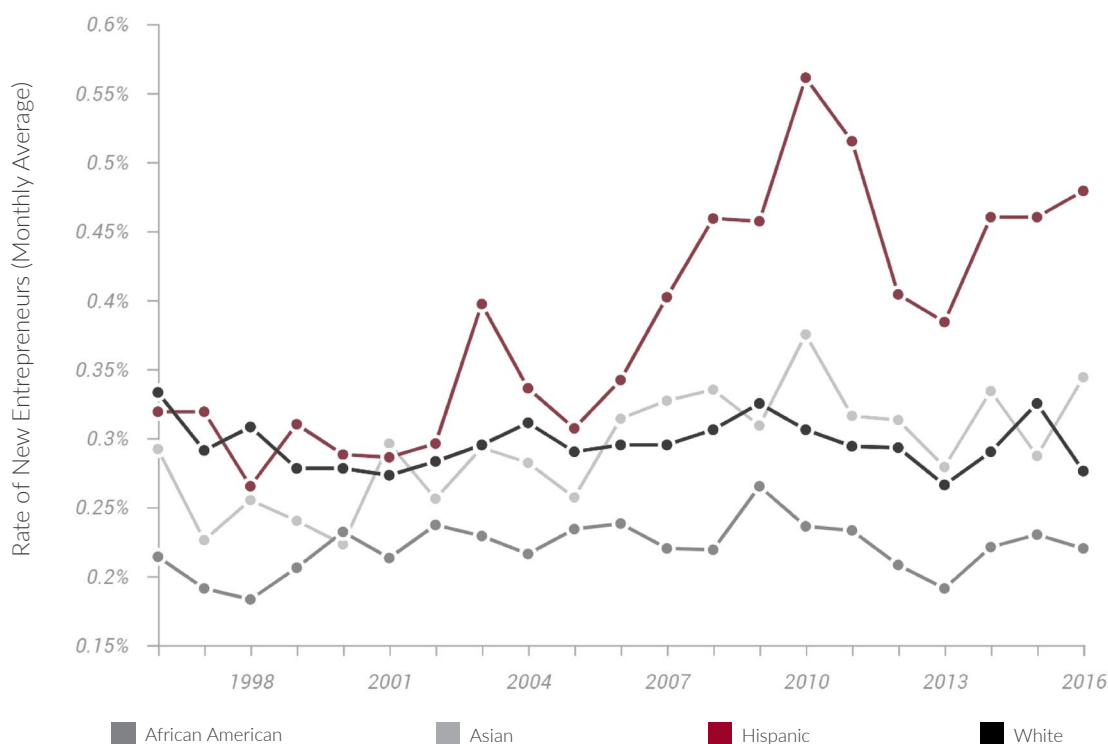
LEILA JADE LEVI
PRESIDENT-ELECT, HBA-DC

THE GROWING “HISPANIC ECONOMY”

AN OVERVIEW OF THE HISPANIC POPULATION IN THE US

There are approximately over 56 million people of Hispanic or Latino ethnicity living in the United States, comprising over 17% of the population.¹ Between 2010 and 2017, the Hispanic population grew by 21% and by 2060 it is expected that one in four people living in the United States will identify as Hispanic or Latino.²

In 2017, Hispanics owned and led 4.37 million businesses generating over \$700 billion in revenue to the U.S. economy.³ Between 2010 and 2017, the number of U.S. Hispanic-owned businesses increased 31.6% compared to 13.8% for all businesses, becoming the fastest growing race or ethnic group since 2002.⁴ This also means that the growth of Hispanic businesses—31.6%—surpassed the growth of Hispanic population during that same time period at 21%.⁵ In fact, by the end of 2016, Hispanic businesses represented 24% of all firms, compared to 10% just a decade ago.⁶



Source: Kauffman.org, Startup Activity: Rate of New Entrepreneurs by Race

THE GROWING “HISPANIC ECONOMY” CONTINUED

NATIONAL CORPORATE PUSHES FOR DIVERSITY

Many major corporations, through their legal departments, have decided to be catalysts for diversity change in the law field. They are doing this in a number of ways, including implementing requirements or incentives for diversity, driving programming to connect in-house counsel with diverse outside counsel, and in-house diversity pipeline programs. The following programs are a few examples.

1. Requirements and incentives for diversity:

- **Microsoft** offers 2% bonuses on a firm's prior year's fees to outside counsel if they meet diversity goals.⁷
- In 2017, **Facebook** began requiring that women and ethnic minorities account for at least 33% of the law firm teams working on its matters.⁸
- In 2017, **HP, Inc.**'s chief legal officer and general counsel sent a letter to law firms working for HP, announcing that the company would withhold 10% of any amount invoiced by a outside counsel if they “do not meet or exceed our minimal diverse staffing requirements.”⁹
- Over 50+ Legal Departments: including **3M, Workday, PNC, PepsiCo, Gap, Target, VMware, Facebook, Abercrombie & Fitch, Mastercard, American Express, Ford Motor Company, BASF, Salesforce, Google, Hewlett Packard Enterprise, and Charles Schwab**, implemented the Mansfield Rule. The Rule asks law firms to consider women and minority lawyers in their candidate pool for at least 30% of leadership and governance roles, equity partner promotions, and lateral hiring.

2. Programming to connect in-house counsel with diverse outside counsel & Pipeline Programs:

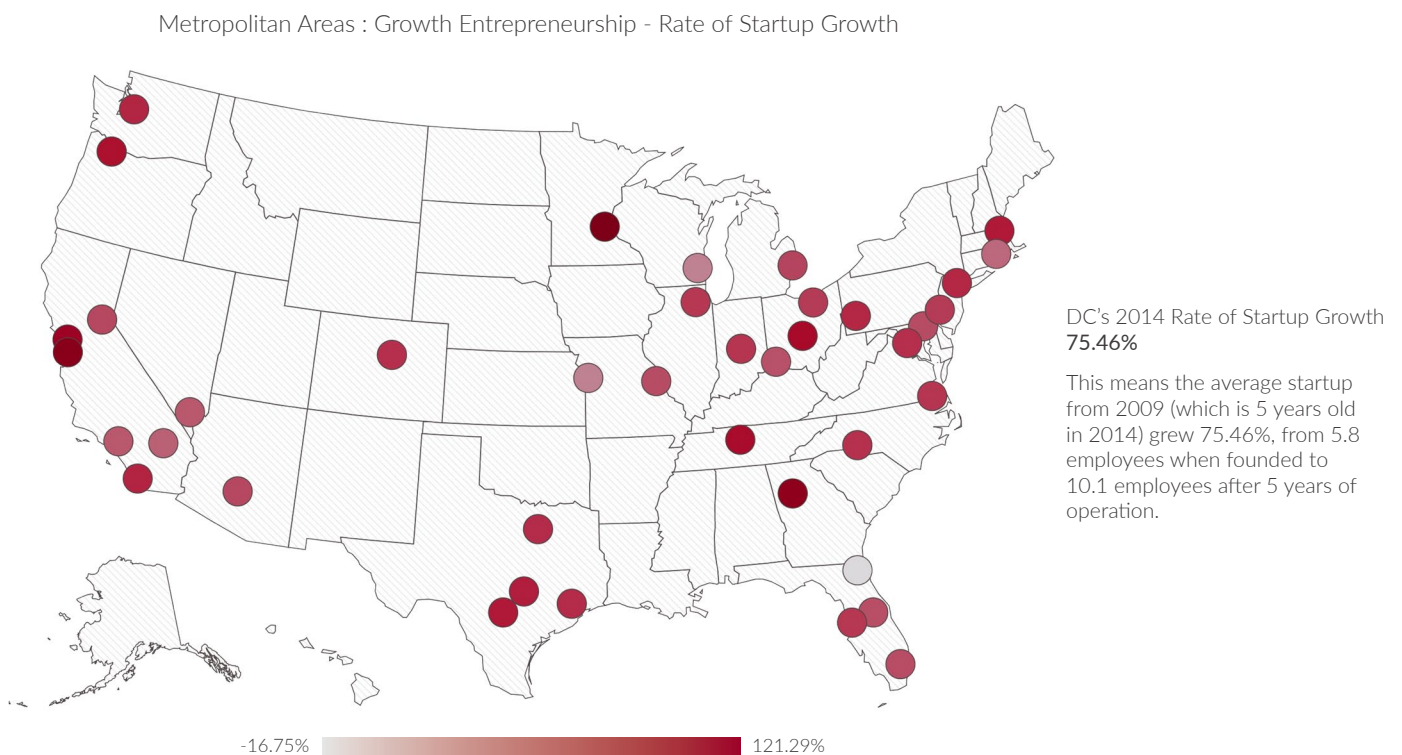
- In 2015, **Walmart** launched Walmart Ready, an outside counsel “onboarding” program. It was designed to educate women and diverse outside counsel about Walmart's business, legal operations, and corporate culture, while affording them an opportunity to connect directly with in-house lawyers. Within a few months after the initial onboarding session in 2015, over 25% of the firms that participated had received a legal assignment.¹⁰
- **Microsoft** partnered with the **Hispanic National Bar Association** to start the Intellectual Property Law Institute (IPLI) a program designed to increase the number of Latino lawyers practicing intellectual property law in the United States (currently at 1.8%) in 2018.¹¹

AN OVERVIEW OF THE HISPANIC POPULATION IN WASHINGTON, DC

The Census bureau estimates that in 2017, Hispanics made up 11% of the population of the District of Columbia, with roughly 70,000 Hispanic residents. This represents growth of 21% from 2010, when the Hispanic population in DC was calculated at 54,749.¹² Indeed, the Hispanic population has been steadily growing in the District for more almost two decades: experiencing a 16% growth from a total population of 47,184 in 2002 to 54,749 in 2010.

Although it is likely that Hispanic residents actually make up a much larger share of the District's population because the group is chronically undercounted in the Census, this estimate is in line with the 21% population growth trend for Hispanic calculated by the Census and other business intelligence firms. This number is expected to continue to grow in Washington, DC.

For 2018, the Washington, DC-Arlington-Alexandria area is currently ranked the number one metropolitan area for growth in entrepreneurship, with 306 private businesses with at least \$2 Million in annual revenue.¹³

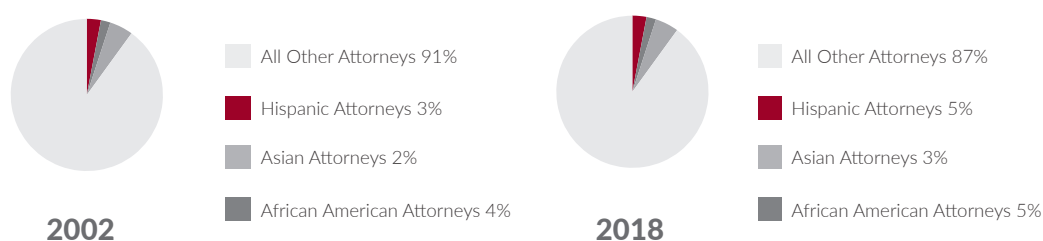


Source: Kauffman.org, Metropolitan Areas: Growth Entrepreneurship

NATIONAL ATTORNEY DEMOGRAPHICS AS COMPARED TO DC DEMOGRAPHICS

PARTNERS & ASSOCIATE NUMBERS NATIONALLY AS COMPARED TO DC

In 2018, the American Bar Association reported that there was a total population of 1,338,678 attorneys in the United States.¹⁴ Hispanics make up 5% of that population with African Americans also at 5%, and Asians coming in at 3%.¹⁵ In 2017, the demographics were similar with Asians coming in at a lower 2%.¹⁶ From the early 2000s, through 2012, African Americans attorneys rose from 4% to 5%, Hispanics attorneys rose from 2.9% to 3%, and the Asian attorney population stayed steady at roughly 2%.¹⁷



Similarly, in the national law firm partner population from 2009 through 2017,¹⁸ African Americans and Asian demographics grew from 1.71% to 1.83% and 2.2% to 3.31%, respectively, and Hispanics grew from 1.65% to 2.4%.¹⁹ However, in the District, Hispanics partners fare worse than their national numbers, only making up 2% of partners in the District as compared to Asian partners at 4.09% and African American partners at 2.77%. This was interesting to note because minority partners²⁰ tended to be better represented in the District at 9.58% compared to the national minority partner population at 8.42%.²¹

National Partner Population			DC Partner Population (out of 4,689)	
	2009	2017		2017
African American	1.71%	1.83%	African American	2.77%
Asian	2.2%	3.31%	Asian	4.09%
Hispanic	1.65%	2.4%	Hispanic	2%
Total	6.05%	8.42%	Total	9.58%

In the associate tracks, the difference in the national population growth from 2009 until 2017 is more pronounced for both Hispanic associates, growing from 3.89% in 2009 to 4.57% in 2017, and African American associates, declining from 4.66% in 2009 to 4.28% in 2017—as compared to Asian American Associates who grew from 9.28% in 2009 to 11.4% in 2017.

National Associate Population			DC Associate Population (out of 5,011)	
	2009	2017		2017
African American	4.66%	4.28%	African American	5.67%
Asian	9.28%	11.4%	Asian	10.52%
Hispanic	3.89%	4.57%	Hispanic	3.71%



DATA ANALYSIS: THE HOW, WHAT, WHERE, & WHY OF OUR DATA

YEARS CHOSEN

HBA-DC used 2002, 2007, 2012, and 2018 as markers for its data because the US Hispanic population grew annually between 2000 and 2007 on average by 5.8%, and between 2007 and 2014 grew annually on average by 2.8%, about three and a half times the rate of the nation's total population (at 1.0%).²² Between 2010 and 2017, the Hispanic population grew by 21%. We did not break out data for partnership and associates for these years. However, this is something the HBA-DC hopes to do in the future because industry reports do consistently show that partner population numbers show an even bleaker picture of diversity.

FIRMS CHOSEN

HBA-DC used data sets from the National Association for Law Placement, Inc. for 2002, 2007, 2012, and 2018, as they were the most expansive diversity data sets available on the legal market. These data sets are still based on self-reporting though and does not include every firm nationally or in the DC market.

GOVERNMENT AGENCY YEARS CHOSEN

HBA-DC was only able to use government employment data from 2007 and later, because prior to 2007, OPM did not collect race demographics for employees. The 2007 and 2012 data sets reflect data collected in September of each year. The 2018 data set is from March, as September data was not published when this report was compiled. The 2002 data was collected but not used because it did not reflect relevant demographics.

GOVERNMENT AGENCIES CHOSEN

Government data was pulled for hiring nationally and in the District of Columbia. HBA-DC also pulled individual data for large cabinet-level, large independent agency, and medium independent agency employment to compare different-size agency population samples, which almost always mirrored the aggregate date:

- **U.S. Department of Veteran Affairs:** Largest Cabinet-level agency in 2007 (254,033 employees)
- **U.S. Department of Justice:** Largest Cabinet-level attorney-hiring agency in 2007 (9,337 attorneys) and third largest Cabinet-level agency (106,411 employees)
- **U.S. Department of Treasury:** Second Largest Cabinet-level attorney-hiring agency in 2007 (2,147 attorneys)
- **U.S. Securities & Exchange Commission:** Largest independent attorney-hiring agency in DC in 2007 (862 attorneys) and second largest independent attorney-hiring agency in 2007 (1,377 attorneys)
- **Commodities and Futures Trading Commission:** Largest medium-independent attorney-hiring agency in 2007 (143 nationally) (106 in DC)
- **U.S. Merit Systems Protection Board:** Second largest medium independent attorney-hiring agency in 2007 (125)



DATA ANALYSIS: THE HOW, WHAT, WHERE, & WHY OF OUR DATA CONTINUED

COMPARATIVE AFRICAN AMERICAN/ASIAN DEMOGRAPHICS

Black/African American and Asian demographic data was pulled for national and DC data in the private sector and government sector because, (1) African Americans are the next largest minority group compared to Hispanics and make up between 4-5% of the attorney population from 2007-2017 (ABA); (2) Asians are a smaller subset of the attorney population, only making up 2% of all attorneys from 2007-2017 (ABA), but often are better represented than all other minority groups in the legal field. Individual demographic data (agency specific and federal government-wide) were pulled from the data population databases at the Office of Personnel Management. No individual private sector firm demographics were pulled for African Americans or Asians. Instead, HBA-DC used summarized data pulled from databases at NALP, the Census, or business intelligence firms. Lastly, our report, like NALP, uses African American to mean both African American and Blacks and focused on the three largest minorities demographics.

LATINO/HISPANIC

The HBA-DC has historically used the term “Hispanic” to broadly refer to the people, nations, and cultures that have historical links to the Spanish Language. Generally, Hispanic typically refers to those descended from Spanish-speaking countries while Latino refers to people who are from or descended from people from Latin America. The NALP data groups Hispanics and Latinos together as does the OPM data. So, to closely track the data and more inclusivity, the HBA-DC, throughout this report, uses the term Hispanic and Latino interchangeable.

DATA SOURCES & OTHER REFERENCES

The HBA-DC used data pulled from the following sources:

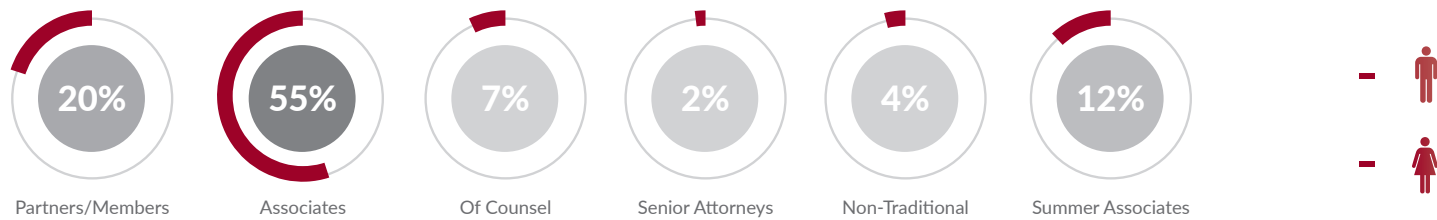
- 1 OPM Employment Diversity Demographics (2007, 2012, 2018) available at www.Fedscope.opm.gov
- 2 NALP Directory of Legal Employers, 2002-2003 Report, 2008 Report, 2012 Report, 2018 Report
- 3 NALP, 2017 Report on Diversity in U.S. Law Firms (2017)
- 4 NALP, 2016 Report on Diversity in U.S. Law Firms (2016)
- 5 ABA, National Lawyer Population Survey (2008-2018) (demographics) available at https://www.americanbar.org/content/dam/aba/administrative/market_research/National_Lawyer_Population_Demographics_2008-2018.pdf
- 6 ABA, National Lawyer Population Survey (2018) (population by state) available at https://www.americanbar.org/content/dam/aba/administrative/market_research/National_Lawyer_Population_by_State_2018.pdf
- 7 ABA, 2013 Lawyer Demographics Report (2013) available at https://www.americanbar.org/content/dam/aba/migrated/marketresearch/PublicDocuments/lawyer_demographics_2013.authcheckdam.pdf
- 8 The Kauffman Index, Metropolitan Area Rankings (2018)
- 9 U.S. Equal Employment Opportunity Commission, Diversity In Law Firms Report (2003)



2002 DC LEGAL MARKET

According to the 2002 directory for the National Association for Law Placement (NALP), 139 law firms with offices in Washington, DC reported their employment and diversity numbers. While ethnic demographics were utilized for the 2002 NALP Report, the data was not further broken down by gender within ethnicity. The title categories for Hispanic attorneys within the 139 law firms were reported as follows:

Categories:	Male	Female	Category Total
Partners/Members	-	-	58
Associates	-	-	158
Of Counsel	-	-	21
Senior Attorneys	-	-	5
Non-Traditional Track/Staff Attorneys	-	-	10
Summer Associates	-	-	33
Totals:	-	-	285



Of the 13,974 attorneys reported to NALP in the Washington, DC law firms, just 258 (2%) of those attorneys were Hispanic or Latino.

ATTORNEYS IN DC

13,974
TOTAL

258
HISPANIC ATTORNEYS

98%
2%

LAW FIRMS WHO REPORTED IN 2002

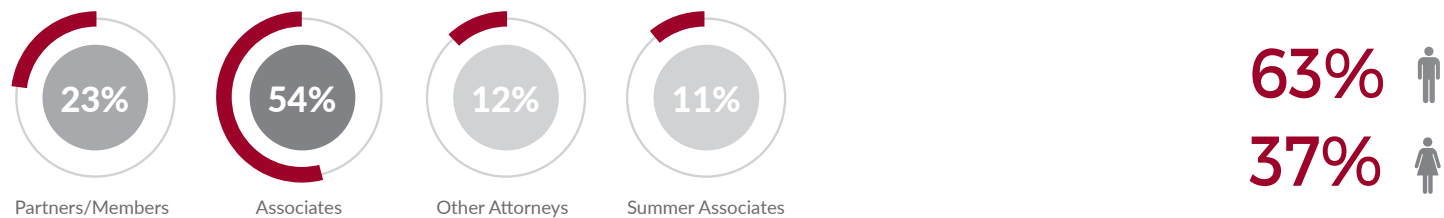
Adams and Reese	Fulbright & Jaworski, LLP	Paul Hastings LLP
Akin Gump	Gibson, Dunn & Crutcher LLP	Paul Weiss Rifkind Wharton & Garrison LLP
Alston & Bird	Goodwin Procter LLP	Perkins Coie LLP
Andrews and Kurth	Gray Cary Ware & Freidenrich	Piper Marbury Rudnick & Wolfe LLP
Arent Fox	Groom Law Group, Chartered	Porter Wright Morris & Arthur LLP
Arnold and Porter	Hale and Dorr LLP	Powell, Goldstein, Frazer & Murphy
Arter & Hadden LLP	Haynes and Boone LLP	Preston Gates Ellis & Rouverlas Meeds LLP
Baach Robinson & Lewis PLLC	Heller Ehrman White & McAuliffe LLP	Proskauer Rose LLP
Baker and Daniels	Hogan & Hartson LLP	Reed Smith LLP
Baker & Hostetler LLP	Holland & Knight LLP	Robins, Kaplan, Miller & Ciresi LLP
Baker & McKenzie	Howrey Simon Arnold & White, LLP	Ross, Dixon & Bell LLP
Baker Botts L.L.P.	Hughes Hubbard & Reed LLP	Seyfarth Shaw LLP
Baker, Donelson, Bearman & Caldwell	Hunton & Williams LLP	Shaw Pittman LLP
Banner & Witcoff, Ltd. (DC)	Ice Miller	Shea & Gardner
Barnes & Thornburg	IVINS, PHILLIPS & BARKER	Shearman & Sterling LLP
Beveridge & Diamond, P.C.	Jackson Lewis Schnitzler & Krupman	Shook, Hardy and Bacon LLP
Bracewell LLP	Jenkins & Gilchrist	Sidley Austin LLP
Bredhoff & Kaiser, PLLC	Jenner & Block LLP	Silverstein & Mullens (A division of Buchanan Ingersoll)
Brobeck, Phleger & Harrison LLP	Jones Day	Skadden, Arps, Slate, Meagher & Flom LLP
Bryan Cave LLP	Jorden Burt LLP	Sonnenschein Nath & Rosenthal
Butler, Snow, O'Mara, Stevens & Cannada, PLLC	Kaye Scholar LLP	Spiegel & McDiarmid
Cadwalader, Wickersham & Taft LLP	Keller and Heckman LLP	Spriggs & Hollingsworth
Caplin & Drysdale	Kelley Drye & Warren LLP	Squire, Sanders & Dempsey LLP
Chadbourne & Parke LLP	Kilpatrick Stockton LLP	Steptoe & Johnson LLP (M)
Cleary Gottlieb Steen & Hamilton LLP	King & Spalding	Sterne, Kessler, Goldstein & Fox P.L.L.C.
Clifford Chance US LLP	Kirkland & Ellis LLP	Sughrue Mion PLLC
Cole, Raywid & Braverman, LLP	Kirkpatrick & Lockhart LLP	Sullivan & Cromwell
Collier Shannon Scott PLLC	Latham & Watkins LLP	Sutherland Asbill & Brennan LLP
Covington & Burling LLP	LeBoeuf, Lamb, Greene & MacRae LLP	Swidler Berlin Shereff Friedman LLP
Crowell & Moring LLP	Leventhal, Senter & Lerman PLLC	Thelen Reid & Priest LLP
Debevoise & Plimpton LLP	Levine Sullivan	Thompson Hine LLP
Dechert LLP (M)	Littler Mendelson	Troutman Sanders
Dewey Ballantine, LLP	Long Aldridge & Norman LLP	Van Ness Feldman P.C.
Dickinson Wright PLLC	Mayer Brown LLP	Venable LLP
Dickstein Shapiro Morin & Oshinsky LLP	McDermott Will & Emery	Verner Liipfert Bernhard McPherson and Hand
Dorsey & Whitney LLP	McGuire Woods LLP	Vinson & Elkins LLP
Dow, Lohnes & Alberston PLLC	McKee Nelson LLP	Weil, Gotshal & Manges LLP
Drinker Biddle & Reath LLP	Mckenna & Cuneo LLP	White & Case
Duane, Morris LLP	Milbank, Tweed, Hadley & McCloy LLP	Wiley Rein LLP
Dykema Gossett PLLC	Miller & Chevalier, Chartered	Wilkinson Barer Knauer LLP
Epstein Becker & Green, P.C.	Mintz Levin Cohn Ferris Glovsky and Popeo, P.C.	Williams Mullen
Ernst & Young LLP	Morgan, Lewis & Bockius LLP	Willkie Farr & Gallagher
Finnegan, Henderson, Farabow, Garrett & Dunner	Morrison & Foerster LLP	Wilmer, Cutler & Pickering
Fish & Richardson P.C.	Nixon Peabody LLP	Winston & Strawn LLP
Fitzpatrick, Cella, Harper & Scinto	O'Melveny & Myers LLP	Womble Carlyle Sandridge & Rice PLLC
Foley & Lardner LLP	Orrick, Herrington & Sutcliffe LLP	
Fried, Frank, Harris, Shriver & Jacobson LLP	Patton Boggs LLP	



2007 DC LEGAL MARKET

According to the 2007 directory for the National Association for Law Placement (NALP), 140 law firms with offices in Washington, DC reported their employment and diversity numbers. In 2007, both ethnic and gender demographics were utilized for the NALP Report. The title categories for Hispanic attorneys within the 140 law firms were reported as follows:

Categories:	Male	Female	Category Total
Partners/Members	66	18	84
Associates	114	83	197
Other Attorneys	19	24	43
Summer Associates	30	11	41
Totals:	229	136	365



Of the 14,473 attorneys reported to NALP in the Washington, DC law firms, 365 (2%) of those attorneys were Hispanic or Latino. Here, we see an increase in overall number of attorneys in DC law firms who reported to NALP, from 13,974 in 2002 to 14,473 in 2007. This is an increase of 499 attorneys. However, the increase of Hispanic/Latino attorneys hired in Washington, DC law firm offices increased by just 80 attorneys – keeping the overall number of Hispanic/Latino attorneys in DC at just 2% of the DC attorney population.

ATTORNEYS IN DC

14,473
TOTAL

365
HISPANIC ATTORNEYS

98%
2%

LAW FIRMS WHO REPORTED IN 2007

Adams and Reese	Garvey Schubert Barer	Paul Hastings LLP
Akerman Senterfitt	Gibson, Dunn & Crutcher LLP	Paul Weiss Rifkind Wharton & Garrison LLP
Akin Gump	Gilbert Randolph LLP	Perkins Coie LLP
Alston & Bird	Goodwin Procter LLP	Pillsbury Winthrop Shaw Pittman LLP
Andrews Kurth LLP	Gray Plant Mooty	Porter Wright Morris & Arthur LLP
Arent Fox	Greenberg Traurig	Powell, Goldstein, Frazer & Murphy
Arnold and Porter	Groom Law Group, Chartered	Proskauer Rose LLP
Baker & Daniels LLP	Haynes and Boone LLP	Reed Smith LLP
Baker Hostetler	Heller Ehrman LLP	Robins, Kaplan, Miller & Ciresi LLP
Baker & McKenzie LLP	Hogan & Hartson LLP	Ropes & Gray LLP
Baker Botts L.L.P.	Holland & Knight LLP	Ross, Dixon & Bell LLP
Ballard Spahr Andrews & Ingersoll, LLP	Howrey LLP	Saul Ewing LLP
Banner & Witcoff, Ltd. (DC)	Hughes Hubbard & Reed LLP	Seyfarth Shaw LLP
Barnes & Thornburg LLP	Hunton & Williams LLP	Shearman & Sterling LLP
Beveridge & Diamond, P.C.	Ivins, Phillips & Barker	Sheppard, Mullin, Richter & Hampton LLP
Bingham McCutchen LLP	Jenner & Block LLP	Shook, Hardy and Bacon LLP
Blackwell Sanders Peper Martin LLP	Jones Day	Sidley Austin LLP
Blank Rome LLP	Jorden Burt LLP	Simpson Thacher & Bartlett LLP
Boies, Schiller & Flexner LLP	Katten Muchin Rosenman LLP	Skadden, Arps, Slate, Meagher & Flom LLP
Bracewell & Giuliani LLP	Kaye Scholar LLP	Sonnenschein Nath & Rosenthal
Bryan Cave LLP	Keller and Heckman LLP	Spiegel & McDiarmid
Buchanan Ingersoll & Rooney PC	Kelley Drye & Warren LLP	Spriggs & Hollingsworth
Cadwalader, Wickersham & Taft LLP	Kilpatrick Stockton LLP	Squire, Sanders & Dempsey LLP
Caplin & Drysdale, Chartered	King & Spalding	Steptoe & Johnson LLP
Chadbourne & Parke LLP	Kirkland & Ellis LLP	Sterne, Kessler, Goldstein & Fox P.L.L.C.
Cleary Gottlieb Steen & Hamilton LLP	Kirkpatrick & Lockhart Preston Gates Ellis LLP	Stinson Mo Heck LLP
Clifford Chance US LLP	Latham & Watkins LLP	Sughrue Mion PLLC
Cooley Godward Kronish LLP	LeBoeuf, Lamb, Greene & MacRae LLP	Sullivan & Cromwell LLP
Covington & Burling LLP	Leventhal, Senter & Lerman PLLC	Sutherland Asbill & Brennan LLP
Crowell & Moring LLP	Levine Sullivan Koch & Schulz LLP	Thelen Reid Brown Raysman and Steiner LLP
Day Pitney LLP	Littler Mendelson	Thompson Hine LLP
Debevoise & Plimpton LLP	Mayer, Brown, Rowe & Maw LLP	Troutman Sanders LLP
Dechert LLP	McDermott Will & Emery	Van Ness Feldman P.C.
Dewey Ballantine, LLP	McGuireWoods LLP	Vedder, Price, Kaufman & Kammholz P.C.
Dickinson Wright PLLC	McKee Nelson LLP	Venable LLP
Dickstein Shapiro LLP	Mckenna Long & Aldridge LLP	Vinson & Elkins LLP
DLA Piper US LLP	Merchant & Gould	Vorys, Sater, Seymour and Pease LLP
Dow Lohnes PLLC	Milbank, Tweed, Hadley & McCloy LLP	Weil, Gotshal & Manges LLP
Drinker Biddle & Reath LLP	Miller & Chevalier, Chartered	White & Case LLP
Dykema Gossett PLLC	Mintz Levin Cohn Ferris Glovsky and Popeo, P.C.	Wiley Rein LLP
Epstein Becker & Green, P.C.	Morgan, Lewis & Bockius LLP	Williams & Connolly LLP
Finnegan, Henderson, Farabow, Garrett & Dunner	Morrison & Foerster LLP	Willkie Farr & Gallagher LLP
Fish & Richardson P.C.	Nelson Mullins Riley & Scarborough LLP	Wilmer, Cutler, Pickering, Hale and Dorr LLP
Fitzpatrick, Cella, Harper & Scinto	Nixon Peabody LLP	Wilson Sonsini Goodrich & Rosati
Foley & Lardner LLP	O'Melveny & Myers LLP	Winston & Strawn LLP
Fried, Frank, Harris, Shriver & Jacobson LLP	Orrick, Herrington & Sutcliffe LLP	Womble Carlyle Sandridge & Rice PLLC
Fulbright & Jaworski, LLP	Patton Boggs LLP	

THE FINANCIAL CRISIS OF 2008 AND ITS EFFECTS ON THE US LEGAL JOB MARKET

It should be noted that in 2008 the United States' economy faced one of the most serious financial downturns since the Great Depression of the 1930s. The 2008 financial crisis occurred despite the federal government's efforts to prevent it. During this time, housing prices fell 31.8%, a greater price plunge than during the Great Depression. In spite of the US government enacting the Troubled Asset Relief Program (colloquially known as the "bank bailout") and an economic stimulus plan in 2009, borrowers across the country experienced foreclosure and unemployment.

A 2010 Fordham law review article states, "the impact of the economic meltdown on the legal profession has been 'quite devastating: unprecedented layoffs, salary decreases, hiring freezes resulting in an extraordinary number of unemployed law school graduates, even deaths.'" According to NALP, "the fraction of new J.D.s finding a full-time job requiring a state bar license decreased from roughly 74 percent down to less than 60 percent."

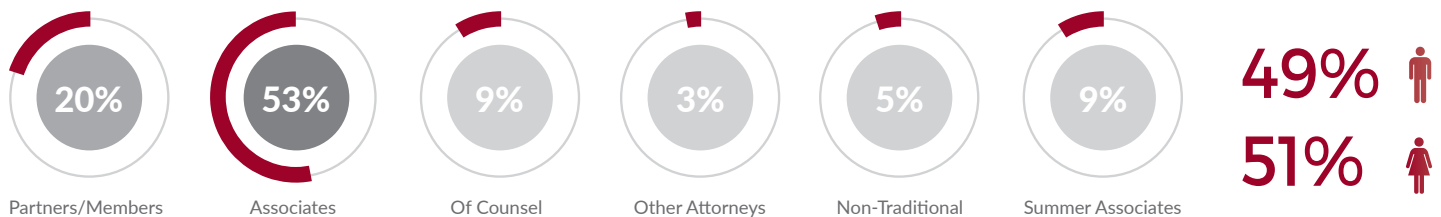
When the financial industry melted down in 2008, corporate law firms suffered the most. "They in turn cut back on hiring, and that destabilized the rest of the market, as graduates who would have landed a [large] firm job opted for lower-paying positions in government, small firms, and public interest that in past years would have gone to the alums of less prestigious institutions."²³ There was a noticeable dip in employment of lawyers for the class of 2011, versus the class of 2007.²⁴

The financial crisis is worth noting because it affected minorities the harshest. Nationally, the African American associate population fared the worse seeing their portion of the legal market drop from 2009 (4.66%) to 2017 (4.28%).²⁵ Hispanics fared a bit better growing during the same period from 3.89% in 2009 to 4.57% in 2017.²⁶

2012 DC LEGAL MARKET

According to the 2012 directory for the National Association for Law Placement (NALP), 86 law firms with offices in Washington, DC reported their employment and diversity numbers. In 2012, both ethnic and gender demographics were utilized for the NALP Report. The title categories for Hispanic/Latino attorneys within the 86 law firms were reported as follows:

Categories:	Male	Female	Category Total
Partners/Members	49	18	67
Associates	73	104	177
Counsel	19	11	30
Other Attorneys	4	6	10
Non-Traditional Track/Staff	6	11	17
Summer Associates	11	20	31
Totals:	162	170	332



Of the 11,914 attorneys reported to NALP in the Washington, DC law firms, 332 (3%) of those attorneys were Hispanic or Latino. Here, we see a decrease in overall number of attorneys in DC law firms who reported to NALP, from 14,473 in 2007 to 11,914 in 2012. This is a decrease of 2,559 attorneys. There was only a slight decrease in Hispanic/Latino attorneys hired in Washington, DC law firm offices: from 365 Hispanic/Latino attorneys in 2007 to 332 Hispanic/Latino attorneys in 2012. This increased the overall number of Hispanic/Latino attorneys in DC to 3% of the DC attorney population.

ATTORNEYS IN DC

11,914
TOTAL

332
HISPANIC ATTORNEYS

97%
3%



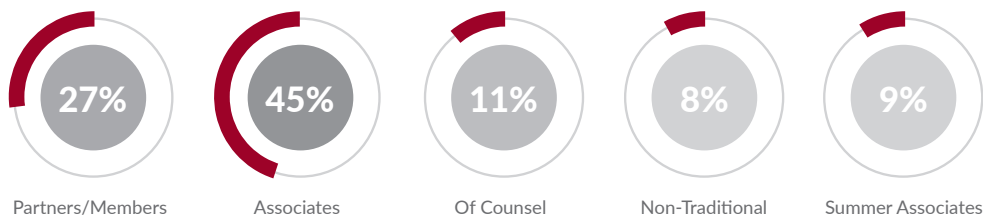
LAW FIRMS WHO REPORTED IN 2012



Akin Gump	Epstein Becker & Green, P.C.	Norton Rose Fulbright
Alston & Bird	Eversheds Sutherland LLP	Orrick, Herrington & Sutcliffe LLP
Arent Fox	Finnegan, Henderson, Farabow, Garrett & Dunner	Patton Boggs LLP
Arnold and Porter	Fish & Richardson P.C.	Paul Hastings LLP
Axinn, Veltrop & Harkrider, LLP	Fitzpatrick, Cella, Harper & Scinto	Paul Weiss Rifkind Wharton & Garrison LLP
Baker Hostetler	Foley & Lardner LLP	Perkins Coie LLP
Baker Botts L.L.P.	Fried, Frank, Harris, Shriver & Jacobson LLP	Pillsbury Winthrop Shaw Pittman LLP
Ballard Spahr Andrews & Ingersoll, LLP	Gibson, Dunn & Crutcher LLP	Proskauer Rose LLP
Barnes & Thornburg LLP	Goodwin Procter LLP	Reed Smith LLP
Beveridge & Diamond, P.C.	Haynes and Boone LLP	Shearman & Sterling LLP
Bingham McCutchen LLP	Hogan Lovells US LLP	Sheppard, Mullin, Richter & Hampton LLP
Blank Rome LLP	Hollingsworth LLP	Simpson Thacher & Bartlett LLP
Bracewell & Giuliani LLP	Jenner & Block LLP	Skadden, Arps, Slate, Meagher & Flom LLP
Bryan Cave LLP	Jones Day	Spiegel & McDiarmid
BuckleySandler LLP	K&L Gates LLP	Step toe & Johnson LLP
Cadwalader, Wickersham & Taft LLP	Katten Muchin Rosenman LLP	Sterne, Kessler, Goldstein & Fox P.L.L.C.
Caplin & Drysdale, Chartered	Kaye Scholar LLP	Troutman Sanders LLP
Chapman and Cutler LLP	Keller and Heckman LLP	Van Ness Feldman P.C.
Cleary Gottlieb Steen & Hamilton LLP	Kelley Drye & Warren LLP	Vedder Price P.C.
Cooley LLP	King & Spalding	Venable LLP
Covington & Burling LLP	Kirkland & Ellis LLP	Vinson & Elkins LLP
Crowell & Moring LLP	Levine Sullivan Koch & Schulz LLP	Weil, Gotshal & Manges LLP
Debevoise & Plimpton LLP	Lewis Beach PLLC	White & Case LLP
Dentons US LLP	Mayer, Brown, Rowe & Maw LLP	Wiley Rein LLP
Dentons US LLP (formerly Mckenna Aldridge)	McDermott Will & Emery	Williams & Connolly LLP
Dickstein Shapiro LLP	Milbank	Willkie Farr & Gallagher LLP
DLA Piper US LLP	Miller & Chevalier, Chartered	WilmerHale
Dow Lohnes PLLC	Morgan, Lewis & Bockius LLP	Winston & Strawn LLP
Drinker Biddle & Reath LLP	Nixon Peabody LLP	

2018 DC LEGAL MARKET

According to the 2018 directory for the National Association for Law Placement (NALP), 109 law firms with offices in Washington, DC reported their employment and diversity numbers. In 2018, both ethnic and gender demographics were utilized for the NALP Report. The title categories for Hispanic attorneys within the 109 law firms were reported as follows:

Categories:	Male	Female	Category Total
Partners/Members	104	46	150
Associates	114	140	254
Counsel	43	19	62
Non-Traditional Track/Staff	21	26	47
Summer Associates	26	26	52
Totals:	308	257	565



55% 
45% 

Of the 16,225 attorneys reported to NALP in the Washington, DC law firms, 565 (3%) of those attorneys were Hispanic or Latino. Here, we see a noticeable increase in overall number of attorneys in DC law firms who reported to NALP, from 11,914 in 2012 to 16,225 in 2018. This is an increase of 4,311 attorneys. There was only an increase in Hispanic/Latino attorneys hired in Washington, DC law firm offices: from 332 Hispanic/Latino attorneys in 2012 to 565 Hispanic/Latino attorneys in 2018. The overall number of Hispanic/Latino attorneys in DC has remained at just 3% of the DC attorney population.

ATTORNEYS IN DC

16,225
TOTAL

565
HISPANIC ATTORNEYS

97%      
3%      

LAW FIRMS WHO REPORTED IN 2018

Akin Gump Strauss Hauer & Feld LLP	Foley Hoag LLP (M)	Paul Weiss Rifkind Wharton & Garrison LLP
Alston & Bird LLP	Fox Rothschild LLP (DC)	Perkins Coie LLP
Arnall Golden Gregory LLP (M)	Fried, Frank, Harris, Shriver & Jacobson LLP	Pillsbury Winthrop Shaw Pittman LLP
Arent Fox LLP	Garvey Schubert Barer (M)	Polsinelli
Arnold & Porter Kaye Scholer LLP (DC)	Gibson, Dunn & Crutcher LLP	Porter Wright Morris & Arthur LLP
Axinn, Veltrop & Harkrider, LLP	Goodwin	Proskauer Rose LLP
Baker & Hostetler LLP	Goulston & Storrs, PC (M)	Quarles & Brady
Baker Botts L.L.P.	Gray Plant Mooty	Reed Smith LLP
Ballard Spahr LLP	Groom Law Group, Chartered	Ropes & Gray LLP (DC)
Banner & Witcoff, Ltd. (DC)	Hogan Lovells US LLP (DC)	Rothwell, Figg, Ernst & Manbeck, P.C.
Bass, Berry & Sims PLC	Holland & Hart LLP	Schiff Hardin LLP
Beveridge & Diamond, P.C. (M)	Holland & Knight LLP	Seyfarth Shaw LLP
Blank Rome LLP	Hollingsworth LLP	Shearman & Sterling LLP
Bracewell LLP	Hughes Hubbard & Reed LLP (M)	Sheppard Mullin Richter & Hampton LLP
Bryan Cave LLP	Husch Blackwell	Shipman & Goodwin LLP
Buchanan Ingersoll & Rooney PC	IVINS, PHILLIPS & BARKER	SHOOK, HARDY & BACON L.L.P.
Cadwalader, Wickersham & Taft LLP	Jenner & Block LLP	Sidley Austin LLP
Caplin & Drysdale (M)	Jones Day	Simpson Thacher & Bartlett
Chapman and Cutler LLP	K&L Gates LLP	Skadden, Arps, Slate, Meagher & Flom LLP
Cleary Gottlieb Steen & Hamilton LLP	Keller and Heckman LLP	Steptoe & Johnson LLP (M)
Clifford Chance US LLP	Kelley Drye & Warren LLP	Sterne, Kessler, Goldstein & Fox P.L.L.C.
Cooley LLP	Kilpatrick Townsend & Stockton LLP (M)	Stinson Leonard Street LLP
Covington & Burling LLP	King & Spalding	Thompson Coburn LLP
Cozen O' Connor (M)	Latham & Watkins LLP	Thompson Hine LLP
Crowell & Moring LLP	Mayer Brown LLP	Vedder Price PC
Davis Wright Tremaine LLP (DC)	McDermott Will & Emery (M)	Venable LLP
Debevoise & Plimpton LLP	Michael Best & Friedrich LLP	Vinson & Elkins LLP
Dechert LLP (M)	Milbank	Weil, Gotshal & Manges LLP
Dentons US LLP (DC)	Morgan, Lewis & Bockius LLP	White & Case
Drinker Biddle & Reath LLP	Morris, Manning & Martin, LLP	Wiley Rein LLP (M)
Dykema Gossett PLLC	Morrison & Foerster LLP	Williams & Connolly LLP
Epstein Becker & Green, P.C.	Munger, Tolles & Olson LLP (M)	Willkie Farr & Gallagher LLP
Eversheds Sutherland (US) LLP	Nelson Mullins Riley & Scarborough LLP	WilmerHale
Faegre Baker Daniels LLP	Norton Rose Fulbright	Wilson Sonsini Goodrich & Rosati
Finnegan, Henderson, Farabow, Garrett & Dunner	O'Melveny & Myers LLP	Winston & Strawn LLP
Fish & Richardson P.C.	Orrick, Herrington & Sutcliffe LLP	
Foley & Lardner LLP	Paul Hastings LLP	



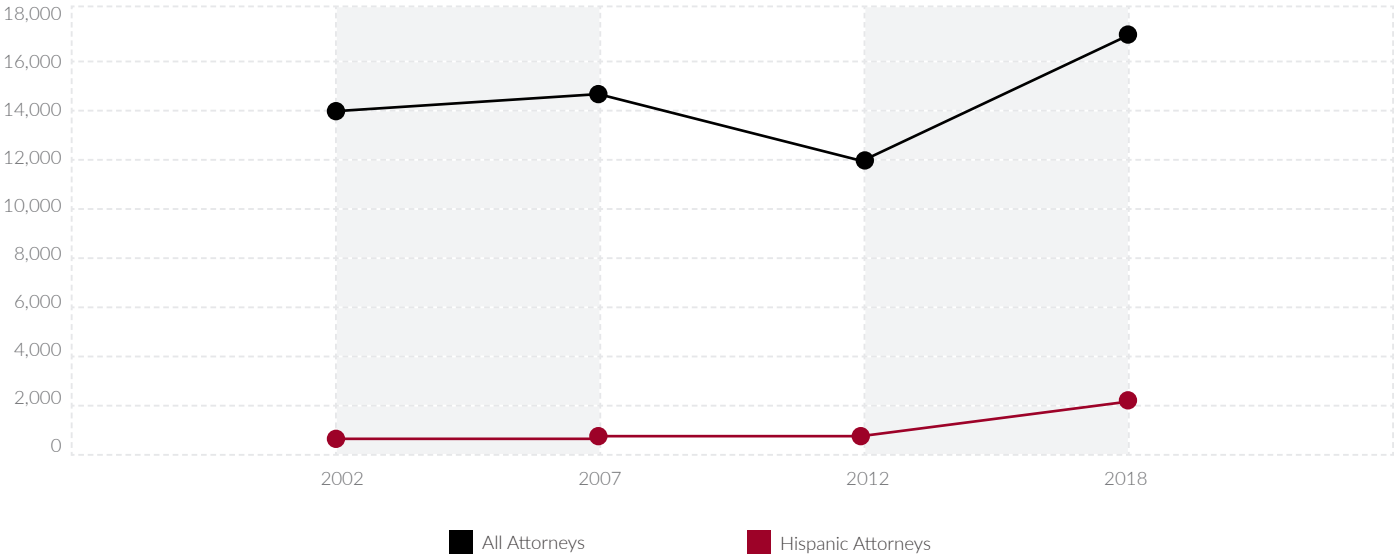
HISPANICS IN THE FEDERAL GOVERNMENT IN DC

Similar to the private sector, Hispanic attorney growth in the federal government nationally and in DC has grown incrementally. In 2007, Hispanic lawyers only made up 2.8% of all federal government attorneys in DC.²⁷ African American (9%) and Asian American (4.7%) attorneys in DC fared better, despite having similar proportions to Hispanics in the attorney population.

In 2012, Hispanic lawyers working for the federal government in DC inched up to 2.9%, African American lawyers inched up to 9.1%, and Asian attorneys substantially grew to 5.9%.

By March 2018, Hispanic lawyers working for the federal government in DC grew to 3.3%. African American lawyers largely stayed the same—only growing slightly to 9.2%. However, Asians had advanced to a 7.2% of the lawyers working for the federal government in DC.

2002 - 2018 ATTORNEYS IN DC

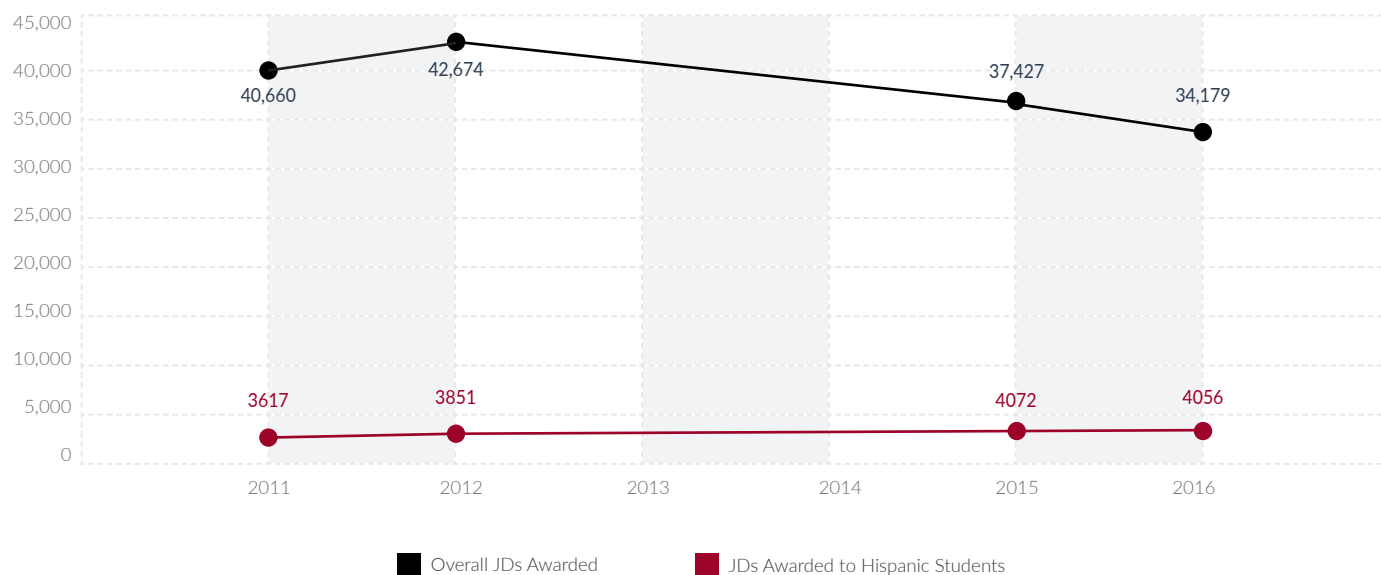


HISPANIC LAW SCHOOL ADMISSIONS: HOLDING STEADY

Some argue that the lack of diversity in law firms and the government stems from a lack of readily available Hispanic law graduates. This is not the case. Indeed, since 2011 to 2016, there has been a 16% growth in graduating students with JDs.²⁸

According to the American Bar Association's "2016 Annual Questionnaire: Degrees Awarded for ABA-Approved Law Schools," while the number of law degrees awarded in the United States has steadily decreased, Hispanic law graduate rates have remained steady. This implies a consistent execution and accomplishment in the Hispanic community to pursue a legal education and career in law.

DEGREES AWARDED FOR ABA-APPROVED SCHOOLS



Furthermore, according to the American Bar Association's "JD Total 1L Enrollment Data, Aggregate Fall 2017" data, enrollment numbers for Hispanic law students in 2017 totaled 5,475 out of 41,136 total enrolled students across the United States in ABA-approved law schools.²⁹ Law firms, government agencies and other organizations that employ attorneys have a growing opportunity to employ Hispanic and Latino law graduates as attorneys and leaders.

ENDNOTES

1. See Joint Economic Committee, U.S. Congress, The Economic State of the Latino Community in America, at 1 (2016).
2. *Id.* at 1; see Geoscape, Hispanic Business & Entrepreneurs Drive Growth in the New Economy at 5 (2017).
3. Geoscape, *supra* note 2 at 5.
4. *Id.*
5. *Id.*
6. *Id.* at 9.
7. Brad Smith, Announcing the next generation of Microsoft's Law Firm Diversity Program: Working towards a more diverse and inclusive legal profession (2015), available at <https://blogs.microsoft.com/on-the-issues/2015/08/04/announcing-the-next-generation-of-microsofts-law-firm-diversity-program-working-towards-a-more-diverse-and-inclusive-legal-profession/>
8. Ellen Rose, Facebook Pushes Outside Law Firms to Become More Diverse, N.Y. Times (2017), available at <https://www.nytimes.com/2017/04/02/business/dealbook/facebook-pushes-outside-law-firms-to-become-more-diverse.html>
9. Debra Cassens Weiss, HP general counsel tells law firms to meet diversity mandate or forfeit up to 10% of fees, ABA Journal, available at http://www.abajournal.com/news/article/hp_general_counsel_tells_law_firms_to_meet_diversity_mandate_or_forfeit_up
10. Vanessa M. Snyder, "Walmart Program" National Association of Minority and Women Owned Firms, available at <https://namwolf.org/walmart-program/>
11. HNBA/Microsoft IBLI Booklet (2018), available at <https://hnba.com/wp-content/uploads/2018/06/2018-HNBA-Microsoft-IPLI-Booklet.pdf> (The program, started in 2013, has had 129 IPLI students and 75% of their alumni graduated from law school and are now working in legal positions related to IP law.)
12. See U.S. Census Population estimate for the District of Columbia, visited September 30, 2018 available at <https://www.census.gov/quickfacts/fact/table/dc/RHI725217>; D.C. Office of Latino Affairs, Latinos in the District of Columbia at 1 (2013) available at https://ola.dc.gov/sites/default/files/dc/sites/ola/publication/attachments/fy11_12_agencyperformance_officeoflatinoaffairs_responses_indices2011.pdf
13. See The Kauffman Index, Metropolitan Area Rankings (2018) (firms reaching three of 20% annual revenue growth).
14. See American Bar Association ("ABA"), National Lawyer Population Survey (2018), available at https://www.americanbar.org/content/dam/aba/administrative/market_research/National_Lawyer_Population_Demographics_2008-2018.pdf
15. See *Id.* (with 20 states reporting for 2018).
16. See *Id.*; see National Association for Law Placement (NALP), 2017 Report on Diversity (2017) (22 states reporting).
17. See ABA, ABA National Lawyer Population Survey (2018) (with 16 states reporting for 2012 and 15 in 2008); see also ABA, 2013 Lawyer Demographics Report (2013) (using Census data). See also U.S. Equal Employment Opportunity Commission, Diversity In Law Firms (2003) <https://www.eeoc.gov/eeoc/statistics/reports/diversitylaw/>.
18. See NALP, 2017 Report on Diversity in U.S. Law Firms (this data only summarized the partnership tracks between 2009-2017 by percentages. HBA-DC focused on Hispanic individual statistics from NALP data sets and used summary data for other races from NALP, the ABA, or other sources)
19. See *Id.* (with 22 states reporting).
20. 20 This includes all minority demographics (except women). NALP's reports and this report only focuses on Black, Asian, and Hispanic since the other minority demographics are typically less than 1%.
21. *Id.*
22. Rebee Steoker, U.S. Latino Population Growth and Dispersion Has Slowed Since Onset of the Great Recession (2016) available at <http://www.pewhispanic.org/2016/09/08/latino-population-growth-and-dispersion-has-slowed-since-the-onset-of-the-great-recession/>; Antonio Flores, How the U.S. Hispanic Population Is Changing, available at <http://www.pewresearch.org/fact-tank/2017/09/18/how-the-u-s-hispanic-population-is-changing/>; accord 2000 and 2010 Census Data, T1. Population Estimates [10]; Data Set: 2007 Population Estimates. U.S. Census Bureau.
23. Jordan Weissman, How the Job Market for Law School Grads Crumbled (2013) available at <https://www.theatlantic.com/business/archive/2013/02/how-the-job-market-for-law-school-grads-crumbled-and-how-it-could-come-back-to-life/272852/>
24. See NALP 2016 Report on Diversity in U.S. Law Firms.
25. *Id.*
26. *Id.*
27. Office of Personnel Management, Federal Human Resources Data, available at fedscope.opm.gov/ (using 0905 General Attorney Code Searches).
28. ABA, 2016 Annual Questionnaire: Degrees Awarded for ABA-Approved Law Schools (2016) available at http://www.americanbar.org/content/dam/aba/administrative/legal_education_and_admissions_to_the_bar/statistics/2011_2016_degrees_awarded.xlsx
29. ABA, "JD Total 1L Enrollment Data, Aggregate Fall 2017" (2017) available at https://www.americanbar.org/content/dam/aba/administrative/legal_education_and_admissions_to_the_bar/statistics/2017_fall_1l_enrollment_gender_race_aggregate.xlsx



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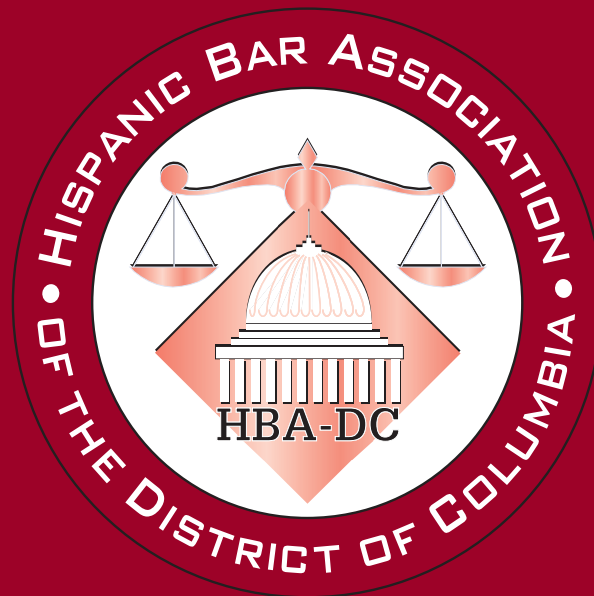
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