

## The American Lawyer - Diversity Scorecard Survey

Please note the following when completing the survey:

- 1) All numbers you provide should be as of September 30 for the previous year.
- 2) The figures for the minority lawyers that will be published in the Diversity Scorecard will include attorneys in U.S. offices only.
- 3) Please do not include contract attorneys.
- 4) The number of attorneys reported in question 5 below (total attorneys) should equal the sum of the attorney numbers reported in question 6 (non-U.S. offices), 7 (U.S. offices), and 8 (other minorities).
- 5) If you indicate in question 8 that some lawyers are of "other ethnicities," we ask that you provide a specific minority description. If you do not provide further information for these attorneys, they will not be included in your total count of minority lawyers.

### Contact Information

1. **Please confirm the name of your firm.**

\_\_\_\_\_

2. **Your name**

\_\_\_\_\_

3. **Your title**

\_\_\_\_\_

4. **Email address**

\_\_\_\_\_

### Total Attorneys

5. **Include all ethnicities, all citizenships, and all offices.**

Total partners \_\_\_\_\_

Total associates/other attorney \_\_\_\_\_

### Attorneys in Non-US Offices

6. **Include all attorneys who are employed in non-U.S. offices.**

Total partners \_\_\_\_\_

Total associates/other attorney \_\_\_\_\_

Attorneys in US Offices

**7. Include all attorneys who are employed in U.S. offices.**

Non-minority partners \_\_\_\_\_  
Non-minority associates/other attorneys \_\_\_\_\_  
African American partners \_\_\_\_\_  
African American associates/other attorneys \_\_\_\_\_  
Asian American partners \_\_\_\_\_  
Asian American associates/other attorneys \_\_\_\_\_  
Hispanic American partners \_\_\_\_\_  
Hispanic American associates/other attorneys \_\_\_\_\_  
Native American partners \_\_\_\_\_  
Native American associates/other attorneys \_\_\_\_\_  
Multiracial partners \_\_\_\_\_  
Multiracial associates/other attorneys \_\_\_\_\_

Other Minority Attorneys

**8. Other attorneys.**

Include all attorneys who are employed in U.S. offices only. You must provide further information on these attorneys in order for us to include them. If you do not, we cannot include them when calculating your firm's minority percentage. (Note: Not all other ethnicities will be counted. For example, Arab Americans are not considered a minority.)

	<b># Attys</b>	<b>Additional Info (ethnicity)</b>
Other ethnicity partners	_____	_____
Other ethnicity associates	_____	_____
Non-minority partners	_____	_____

Gender

**9. Non-Minority Attorneys.**

Include all attorneys who are employed in U.S. offices only.

Male equity partners \_\_\_\_\_  
Male non-equity partners \_\_\_\_\_  
Male associates/other attorneys \_\_\_\_\_  
Female equity partners \_\_\_\_\_  
Female non-equity partners \_\_\_\_\_  
Female associates/other attorneys \_\_\_\_\_

**10. Minority Attorneys.**

Include all attorneys who are employed in U.S. offices only.

- Male equity partners \_\_\_\_\_
- Male non-equity partners \_\_\_\_\_
- Male associates/other attorneys \_\_\_\_\_
- Female equity partners \_\_\_\_\_
- Female non-equity partners \_\_\_\_\_
- Female associates/other attorneys \_\_\_\_\_

**11. Additional Demographics.**

Include all attorneys who are employed in U.S. offices only.

- Openly gay \_\_\_\_\_
- Disabled \_\_\_\_\_

**12. How many associates were promoted to partner between October 1st, [2 years ago] and September 30th, [previous year]? \_\_\_\_\_**

**13. Of those new partners, how many are:**

- African American \_\_\_\_\_
- Asian American \_\_\_\_\_
- Hispanic American \_\_\_\_\_
- Native American \_\_\_\_\_
- Multiracial \_\_\_\_\_
- Other minority \_\_\_\_\_

**14. How many lateral partners did your firm hire between October 1st, [2 years ago] and September 30th, [previous year]? \_\_\_\_\_**

**15. Of those new lateral partners, how many are:**

- African American \_\_\_\_\_
- Asian American \_\_\_\_\_
- Hispanic American \_\_\_\_\_
- Native American \_\_\_\_\_
- Multiracial \_\_\_\_\_
- Other minority \_\_\_\_\_

## Additional Questions

**16. Does your firm have a Chief Diversity Officer or other full-time position dedicated to Diversity**

Yes

No

**17. What was the biggest challenge to building diversity that your firm faced in the past year?**

**18. What was the most effective diversity project that your firm implemented in the past year?**

**19. What has been your firm's most effective strategy for recruiting and retaining women lawyers?**