



TWIN CITIES DIVERSITY IN PRACTICE
DEMOGRAPHIC SURVEY REPORT & GUIDE
OF
LAW FIRM MEMBERS IN AGGREGATE
REPORTED AS OF DECEMBER 31, 2019

TABLE OF CONTENTS

<i>About the TCDIP Demographic Surveys</i>	3
Data Collection: Demographic Categories.....	4
What Data Are Not Collected by Your Organization?	5
<i>What to Consider When Looking at Your Data</i>	6
What, So What, Now What?	6
Think Critically and Contextually	7
<i>Your Road Map to the Seven Areas of the Survey</i>	8
<i>The Data</i>	9
Race/Ethnicity and Gender Demographics.....	9
Distribution of Race and Ethnicity by Job Title Across the U.S.	10
Distribution of Gender by Race and Ethnicity and by Job Title Across the U.S.	16
Distribution of LGBTQ+ and Disability Status by Job Title Across the U.S.	26
Distribution of Race and Ethnicity by Job Title in the Twin Cities.....	28
Distribution of Gender and Disability Status by Job Title in the Twin Cities	44
Leadership and Management	46
Governance	47
Office Leads.....	49
Promotions and Hiring	54
Partner Review	54
Compensation	57
Hiring	59
Attrition and Hiring.....	61
Attrition by Race and Ethnicity for the U.S.	62
Attrition by Gender for the U.S.....	64
Attrition by Race and Ethnicity for the Twin Cities	66
Attrition by Gender for the Twin Cities.....	68
Hiring Data by Race and Ethnicity for the U.S.	70
Hiring Data by Gender for the U.S.....	72

Hiring Data by Race and Ethnicity for the Twin Cities	74
Hiring Data by Gender for the Twin Cities.....	76
Work Schedules.....	78
Schedule Data by Race and Ethnicity for the U.S.	79
Schedule Data by Gender for the U.S.....	81
Schedule Data by Race and Ethnicity for the Twin Cities	83
Schedule Data by Gender for the Twin Cities.....	85
Highest Compensated Lawyers.....	87
Diversity and Inclusion Initiatives	93
TAKEAWAYS	95
Future Data Collection.....	95
Reflective Practice.....	95
<i>Appendix</i>	97
Index of Tables and Charts.....	97
2019 Twin Cities Diversity in Practice Demographic Survey for Law Firms (with Definitions).....	102

ABOUT THE TCDIP DEMOGRAPHIC SURVEYS

Twin Cities Diversity in Practice (TCDIP) is a nonprofit association of more than 60 law firms and corporate legal departments who share a vision to create a vibrant and inclusive legal community and a mission to strengthen the efforts of Member Organizations to attract, recruit, advance, and retain attorneys of color.

Twin Cities Diversity in Practice asks our Members to submit demographic data on an annual basis. This requirement is outlined in our Membership Certification, which is signed by all Members each year. In 2019, our Board of Directors approved the use of an adapted version of the American Bar Association's Model Diversity Survey to collect data from law firms and corporate legal departments. TCDIP is utilizing the survey as a comprehensive benchmarking tool to measure the state of diversity and inclusion in our region. The data will also inform TCDIP's work to help our Member Organizations attract, recruit, retain and advance attorneys of color in the Twin Cities.

In the fall of 2019, Twin Cities Diversity in Practice requested data from 2018 and 2019 from all Members in order to track patterns in demographic data over time. The 2018 data is the focus of this report and will serve as a benchmark to measure the progress of diversity and inclusion within our membership. TCDIP partnered with an external evaluator to verify, using logic checks, the data as they were reported. In most cases, data discrepancies were resolved, and those data are included in the report. If data were not consistent, they were removed from reporting.

For 2018, 34 TCDIP Member Law Firms submitted survey data that were validated. Nine (9) TCDIP Member Corporations submitted survey data that were validated and contribute to the aggregate report. For 2019, survey data from 34 TCDIP Member Law Firms and eleven (11) TCDIP Member Corporations were validated and included in the aggregate report. Note, the 34 reporting Member Law Firms for 2019 include the majority of the reporting Firms for 2018, however there a few new firms that reported in 2019 (and a few from 2018 that did not provide clean data for 2019).

The 2019 TCDIP Demographic Survey Report and Guide of Law Firm Members in Aggregate is meant to inspire dialogue and change, and to shed light on areas of inequity. The purpose of this guide is to provide the foundation for internal and external conversations within and across organizations about diversity and inclusion, pathways to power, and whether organizational cultures promote inequity or work to close the equity gap.

We appreciate the work our Members do to complete the demographic surveys. Twin Cities Diversity in Practice has devoted significant resources to provide more robust reporting and communication about

the data we collected. Following the data collection for 2018 and 2019, TCDIP developed the following reports:

- Reports and analysis for 2018 and 2019 with aggregated data from all *corporate* Members who provided data.
- Reports and analysis for 2018 and 2019 with aggregated data from all *law firm* Members who provided data.
- Reports for 2018 and 2019 with *individual data for each organization*, provided directly to each organization.

This report provides comprehensive information for the 34 law firm Members who provided data. The data are a snapshot of the individuals that make up these organizations during the calendar year ending December 31, 2019.


DATA COLLECTION: DEMOGRAPHIC CATEGORIES

The TCDIP Demographic Survey requests data across multiple demographic categories, including:

1. Job title
2. Race and Ethnicity
3. Gender Expression
4. Sexual Preference
5. Disability status

For each set of questions, organizations are asked about the details of their U.S. offices as well as their Twin Cities offices, which are also included in the U.S. totals. For further information and definitions, see the [Appendix](#).

It is important to note that the disaggregated data for various groups may be small. Therefore, perceived or observed patterns should be noted with caution. Additionally, many categories were not well represented or tracked by all organizations, and in some cases, categories were not represented at all.



How can our data be more inclusive?

Data categories that were reported “DNT” or “Do Not Track” are indicated below.

As you review your reported data, consider how inclusive your organization’s data collection methods are and whether there are categories that are not represented in this survey that best

describe your population.

WHAT DATA ARE NOT COLLECTED BY YOUR ORGANIZATION?

It is important to remember that what is measured is bound to change and what is not measured is bound to stay the same. When reviewing the aggregate data, note where entire groups or demographic categories are completely absent (zero individuals reported) or data are not tracked for a number of firms.

Consider the impact of data that are not collected and reported on:

- If the most appropriate and descriptive category is NOT available at your or other organizations, which categories are over-represented or under-represented as a whole?
- For example, if people are not seeing themselves represented in the race and ethnicity categories, how does that affect them individually and as a group?
- How can diversity and inclusion efforts have a measurable effect on those groups that are not counted accurately?

Throughout the report, “n” denotes the total number of individuals in a chart or table (e.g. n = 167). “N” denotes the total number of organizations that contributed data to each chart and is listed in the title (e.g. for N = 30). These include all organizations that reported a numeric value, including 0. It excludes organizations that reported “DNT”, “N/A”, or left the item blank.

WHAT TO CONSIDER WHEN LOOKING AT YOUR DATA

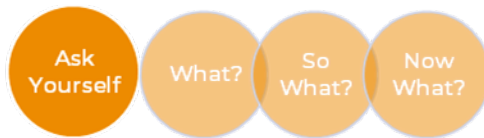
In order to understand the effectiveness of changing policies and efforts around diversity and inclusion, we need a clear and accurate picture of the lawyers who are hired, retained, and promoted.

This report provides the detailed demographics of 34 TCDIP Member Law Firms collectively. It does not indicate how or why certain realities came to be. It is an opportunity for us to investigate what we assume to be true, what we assume we already know, and what we know we don't yet understand. When taking a close look at what the data say about the legal field, consider the following questions:

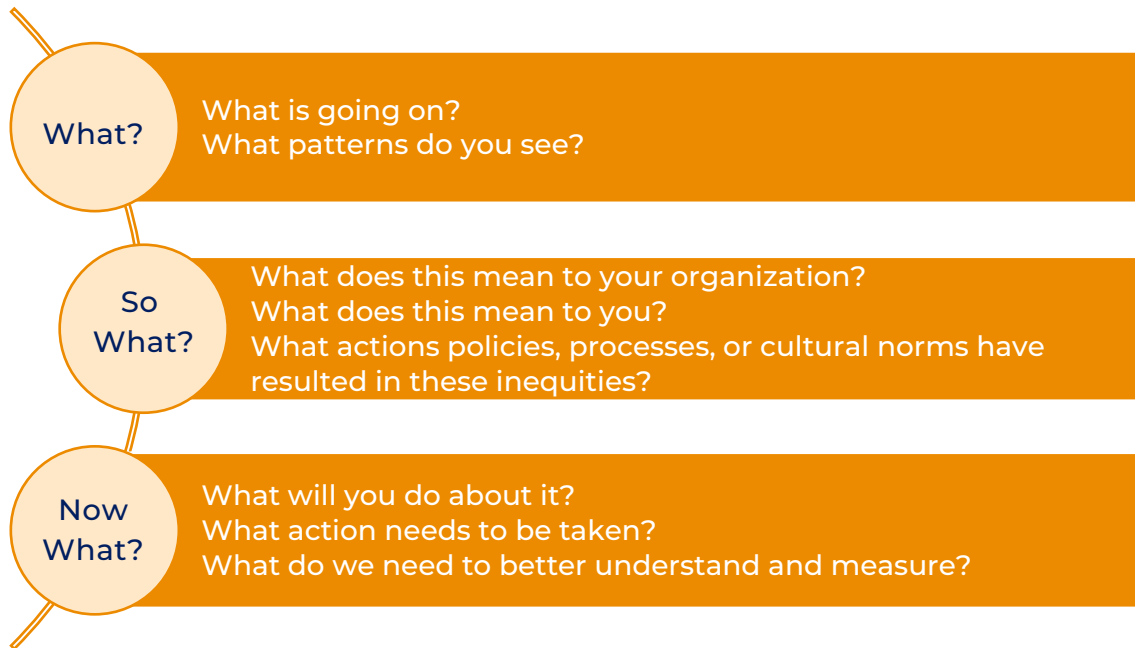


WHAT, SO WHAT, NOW WHAT?

As you are moving through this report, the data and numbers can be overwhelming. The adaptative cycle is an evaluation tool used to interact with information in an efficient way and focus on solution making. To help guide you, throughout this report you will see this diagram as a reminder to engage with the data:



Using this sequence of questions will allow you to focus on the reality presented by the data and how you can use data to inform and motivate change, both individually and as a collective.



You can use these questions to help you engage with the data. Consider the following example:

- What?: There are fewer Men of Color than there are Women of Color teaching in elementary schools in the Twin Cities.
- So What?: It is unclear why that is but this is surprising to me.
- Now What?: As a school district, we need to better understand pipeline pathways.

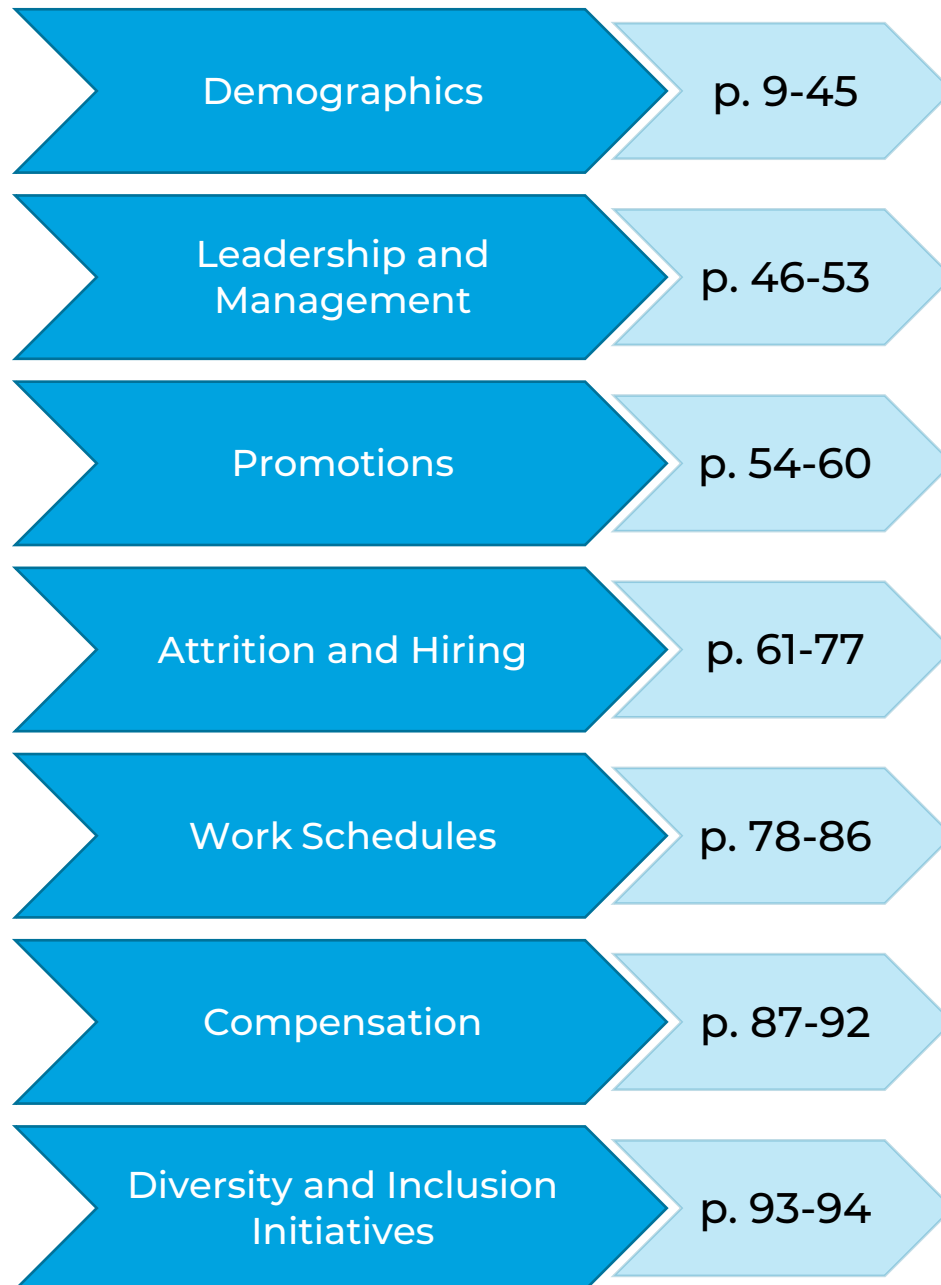
THINK CRITICALLY AND CONTEXTUALLY

As you move through the data that are presented in this report, identify how these data will inspire action and change. The following questions are meant to put the data in context.

- What are the common pathways that lead to promotion or work distribution that could be more equitable?
- What further information needs to be collected to better understand patterns of inequity, and how will these guide future action(s)?
- What cultural norms may be exclusionary? How can law firms be more inclusive? What makes TCDIP inclusive?

YOUR ROAD MAP TO THE SEVEN AREAS OF THE SURVEY

The survey requests data across seven topic areas. The data cumulatively describe a comprehensive and complex reality that shines a light on patterns of inequity, and in some cases, a complete lack of representation from certain demographic groups.



THE DATA

RACE/ETHNICITY AND GENDER DEMOGRAPHICS

This section provides overall demographics of lawyers across respondents. It includes detailed information about the race, ethnicity, gender expression, and job titles of lawyers. The first set of charts explore the extent to which these groups are represented, generally.

Group Exercise

Here's an exercise to help you orient yourself to the data. Before looking at the data, engage yourself and your colleagues by thinking about the legal field and its demographic makeup. Using large poster paper, list each Race and Ethnicity category from the survey and place them around a room (for a virtual meeting, this can be approximated using a poll). Provide sticky notes to each participant. Each sticky note can represent 5 or 10 for convenience. Then ask participants to estimate the number of individuals that represent each Race and Ethnicity category by placing the sticky notes on each piece of poster paper with the Race and Ethnicity categories. This interactive exercise will engage participants (physically) and allow them to make explicit assumptions they have about TCDIP's member diversity. Tally these totals and reflect on the first column (Total) of [Table 1](#). Discrepancies between assumptions and the reality reflected in the data will serve as a discussion point. Do this again, but only for lawyers at the highest position across organizations. Repeat this exercise for the Twin Cities ([Table 2](#)) or the total Men and Women in all 34 organizations and the titles they hold. Compare these expected values to the data on [Charts 27](#) and [28](#).

Consider articulating assumptions you might have about the data *prior* to seeing the data. The exercise above can be applied to any of the topic areas reported below. The following questions can facilitate more engagement with the data:

- What do you notice about the data as they are represented?
- What is surprising?
- What is missing?

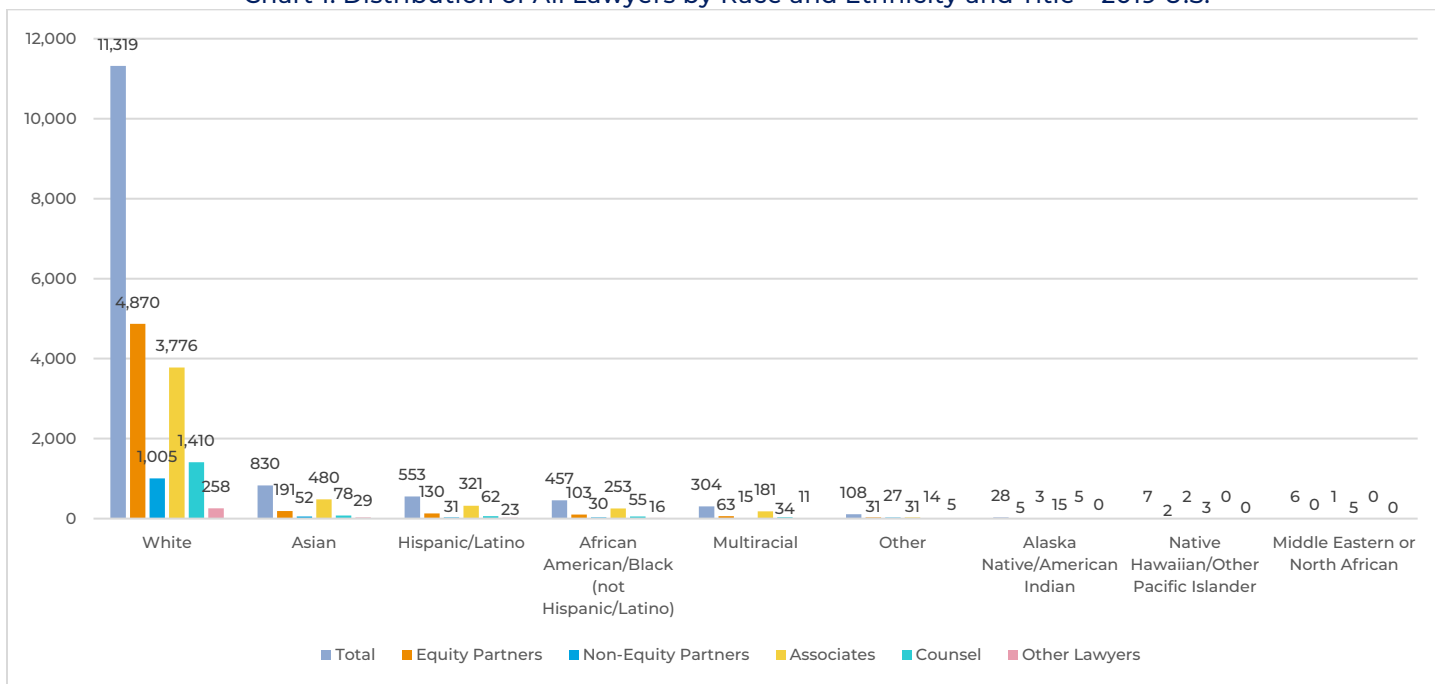
Distribution of Race and Ethnicity by Job Title Across the U.S.

Table 1: Breakdown of U.S. Demographics – 2019
N = 34 (Note: not all firms track all categories or Race/Ethnicity and/or Title)

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
White	11319	4870	1005	3776	1410	258
Asian	830	191	52	480	78	29
Hispanic/Latino	553	130	31	321	62	23
African American/Black (not Hispanic/Latino)	457	103	30	253	55	16
Multiracial	304	63	15	181	34	11
Other	108	31	27	31	14	5
Alaska Native/American Indian	28	5	3	15	5	0
Native Hawaiian/Other Pacific Islander	7	2	2	3	0	0
Middle Eastern or North African	6	0	1	5	0	0

*Note: the total listed for all U.S. lawyers is 13,612 because of reporting errors. In the interest of consistency, the total used throughout the report will be the total sum of the individual categories, which is 13,626.

Chart 1: Distribution of All Lawyers by Race and Ethnicity and Title – 2019 U.S.



All lawyers from the 34 TCDIP Member Law Firms who reported data during the calendar year ending December 31, 2018 are represented in [Chart 1](#). Note that some categories are under-represented, some are minimally represented, and White Lawyers are over-represented as compared to the general population.

Only Race and Ethnicity Groups of Color (all lawyers that do not identify as White) are the focus in [Chart 2](#), ordered from largest to smallest. Keep in mind, the total number of individuals in this chart represents a small portion of all lawyers (see [Table 1](#) for the total numbers). The total number of individuals within each Race and Ethnicity group are shown on the left (blue) of each bar cluster. Not all firms provided non-equity partner data (1 does not track while 10 reported no individuals). Furthermore, several Race and Ethnicity categories were not tracked by all firms:

- 1 Firm does not track Native Hawaiian/Other Pacific Islander
- 11 Firms do not track Middle Eastern or North African (an additional 6 reported N/A for this category)
- 9 Firms do not track Other Race/Ethnicity ((an additional 5 reported N/A for this category)

What do the patterns of positionality within each group show? Are these expected?

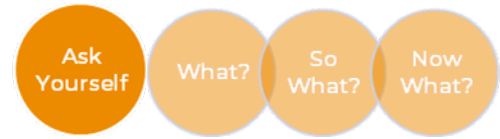
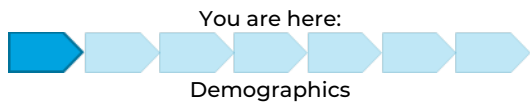
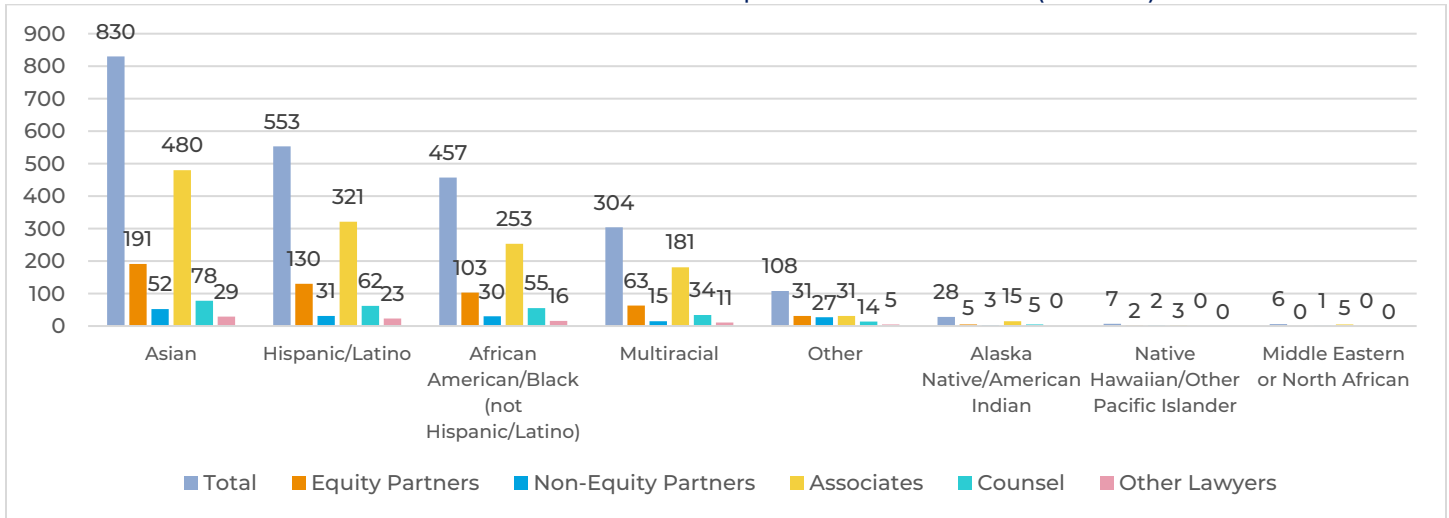
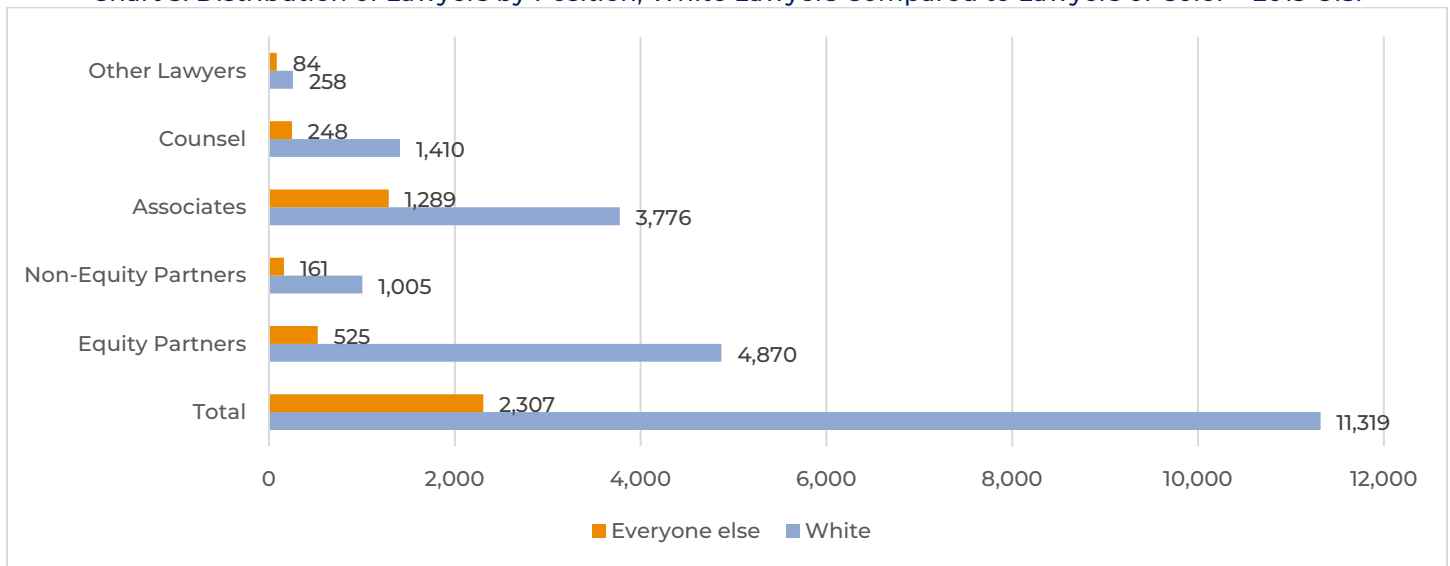


Chart 2: Distribution of Racial and Ethnic Groups of Color Across Title (n = 2293) – 2019 U.S.

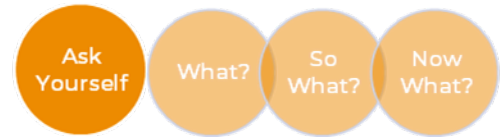
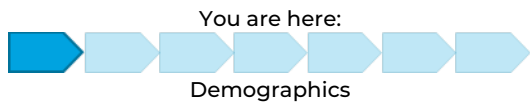


Above in [Chart 2](#), we see the distribution of lawyers and the titles they hold across all 34 law firms. Below in [Chart 3](#), we see the distribution of Lawyers of Color combined and White Lawyers across each job title, with the totals at the bottom of the chart. These are the number of lawyers that represent each particular job title in TCDIP Member Law Firms who reported data. The following three charts compare White Lawyers to All Lawyers of Color, which are aggregated because of small numbers and similarities within the non-white race and ethnicity groups.

Chart 3: Distribution of Lawyers by Position, White Lawyers Compared to Lawyers of Color – 2019 U.S.



At first glance, what do you see when looking at the numbers of Lawyers of Color and White Lawyers across all job titles?



Above, we saw that these two groups are represented differently across job title. Charts 4 and 5 show the distribution of title within each group. What proportion of each group experiences higher positionality? The inequities are more visible because we are comparing the percentage of position holders (using the same denominator) of Lawyers of Color to that of White Lawyers. For example, if 100 White Lawyers are randomly selected from your organization, 43 of them would be equity partners. Similarly, if 100 Lawyers of Color are randomly selected from your organization, 23 would hold top positions. This proportions are almost identical to those for 2018. This highlights the differing rates, about half, of promotion for Lawyers of Color and White Lawyers. Additional information about policies, procedures, mentorship, hiring and pathways to leadership are needed to fully understand these data and the inequities seen below.

Chart 4: White Equity Partners – 2019 U.S.

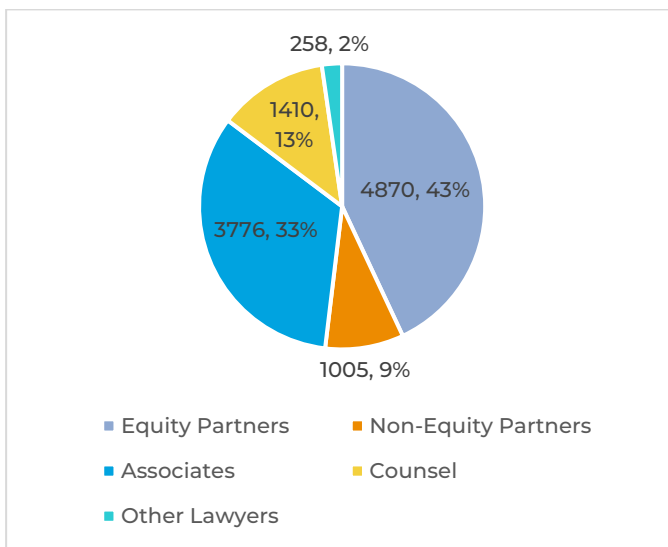
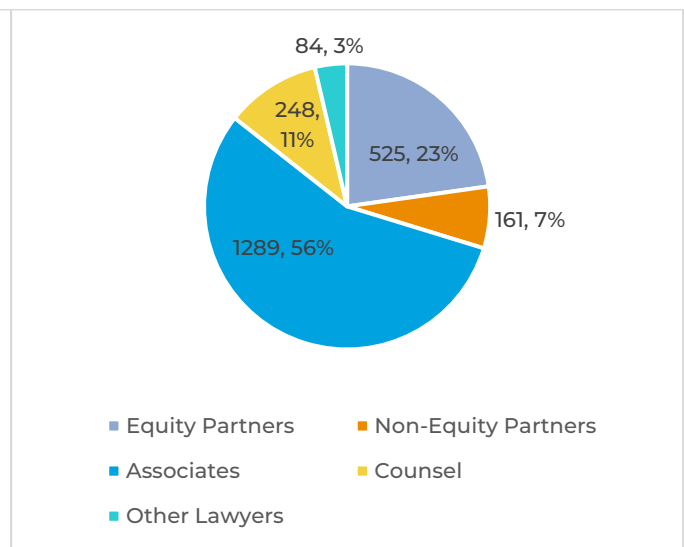
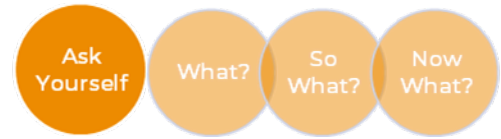
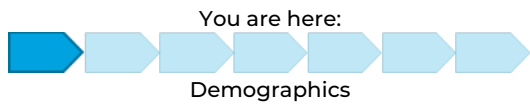


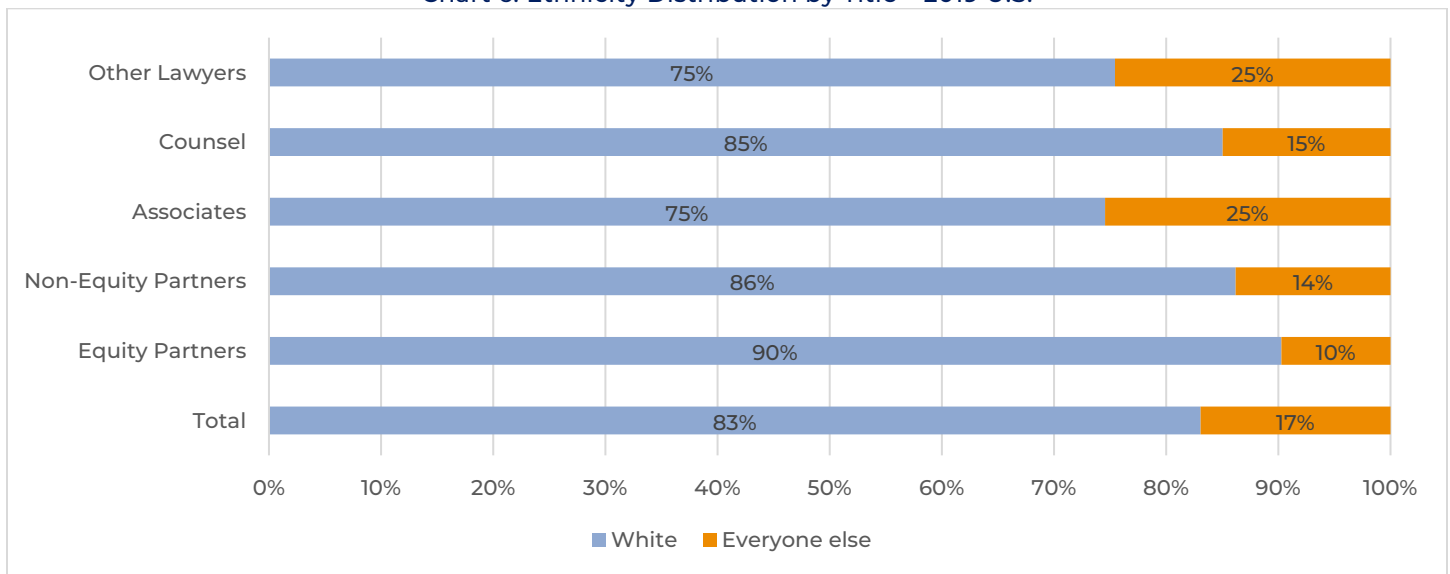
Chart 5: Lawyers of Color Equity Partners – 2019 U.S.





In [Chart 6](#), we see what proportion of each position are Lawyers of Color. We can see the distribution of diversity across each position. In a more equitable organization, we would see equal proportions across all groups. For example, Lawyers of Color represent 17% of the workforce, they should represent 17% of each of the positions shown here. Do these proportions match across all job titles? What can you learn from these data? Are Lawyers of Color better represented in entry level positions because of better hiring practices or lower rates of promotion?

Chart 6: Ethnicity Distribution by Title – 2019 U.S.



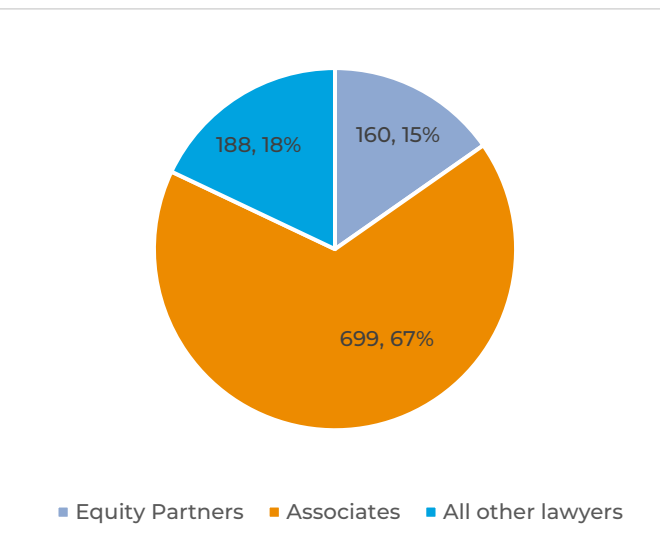
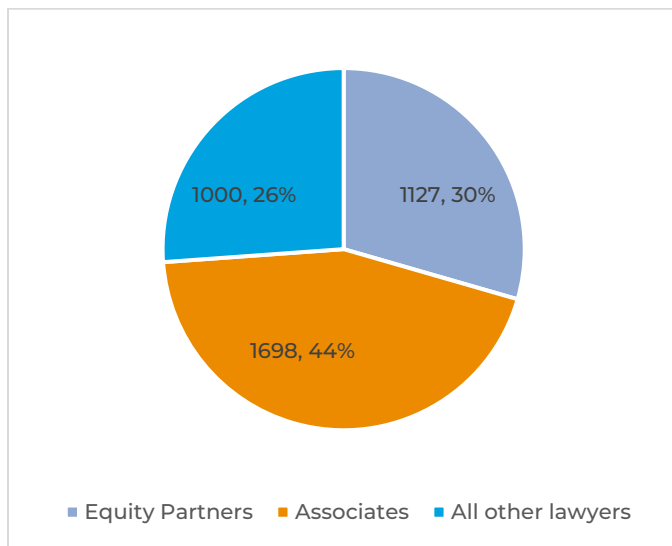
Distribution of Gender by Race and Ethnicity and by Job Title Across the U.S.

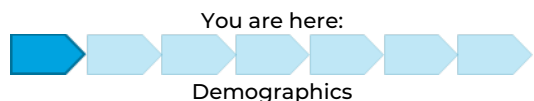
Now we focus on the distribution of Gender Expression for all lawyers in TCDIP Member Law Firms in the United States. Gender Expression is intentionally used in the survey in place of “Gender” or “Sex” as it is the most inclusive and descriptive term for this demographic. Following best practices, we offered four options for this category: Women, Men, Gender Non-Binary (a specific identify) and other (a non-specific description that might include “other”, “prefer not to answer”, “N/A”, or missing information). Numbers for Men and Women only were reported across all surveys.

In Charts 7 and 8, we see the proportions of each position for Women of Color (n = 1,095) and White Women (n = 3,825), separately. Note, Women of Color make up a larger proportion of Women overall than do Men of Color as compared to Men. Compare the proportion of equity partners for Women of Color (15%) to All Lawyers of Color (23%), and White Women (30%). What groups show the largest gaps?

Chart 7: White Women Role Breakdown – 2019 U.S.

Chart 8: Women of Color Role Breakdown – 2019 U.S.





Looking at Women of Color only, see the numbers of disaggregated Race and Ethnicity groups across law firms (34) nationally. Note, these numbers are small (either because these data are not tracked or because there are no individuals reported). Be cautious in extrapolating patterns.

Chart 9: African American/Black Women Role Breakdown (n = 229) – 2019 U.S.

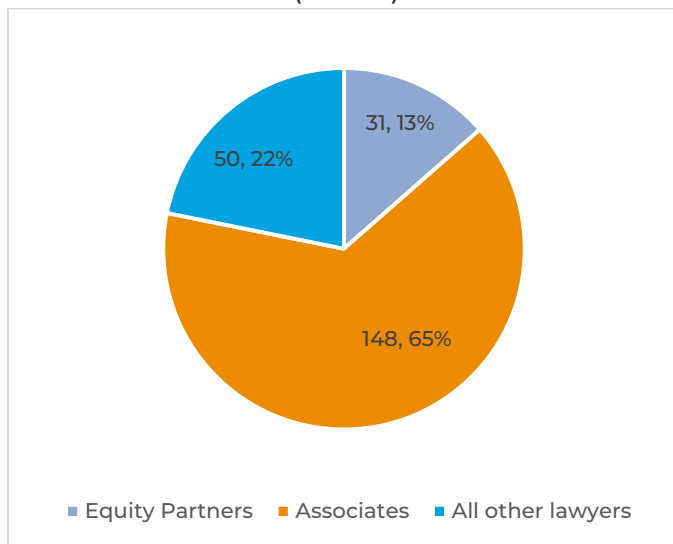


Chart 10: Alaska Native/American Indian Women Role Breakdown (n = 11) – 2019 U.S.

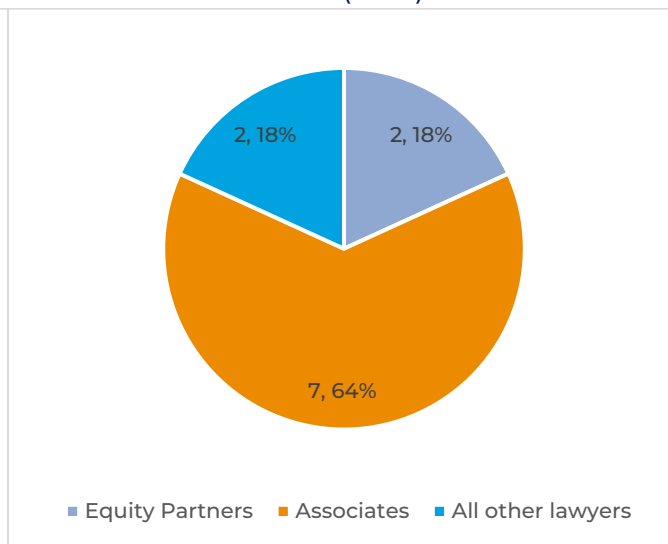


Chart 11: Asian Women Role Breakdown (n = 432) – 2019 U.S.

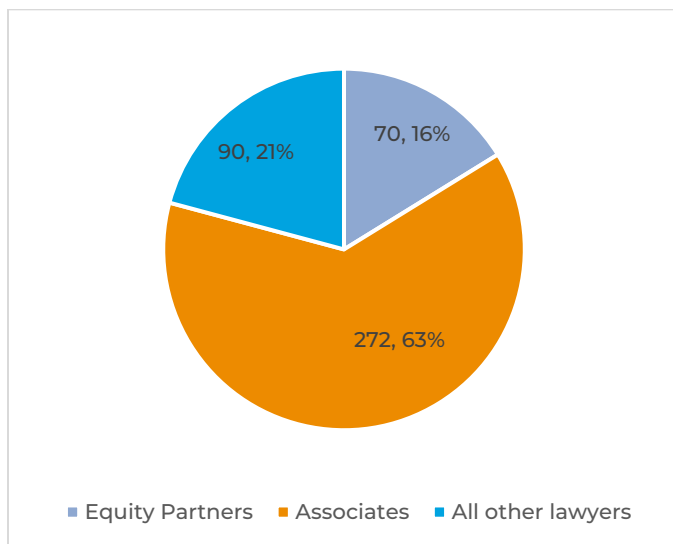


Chart 12: Hispanic/Latino Women Role Breakdown (n = 241) – 2019 U.S.

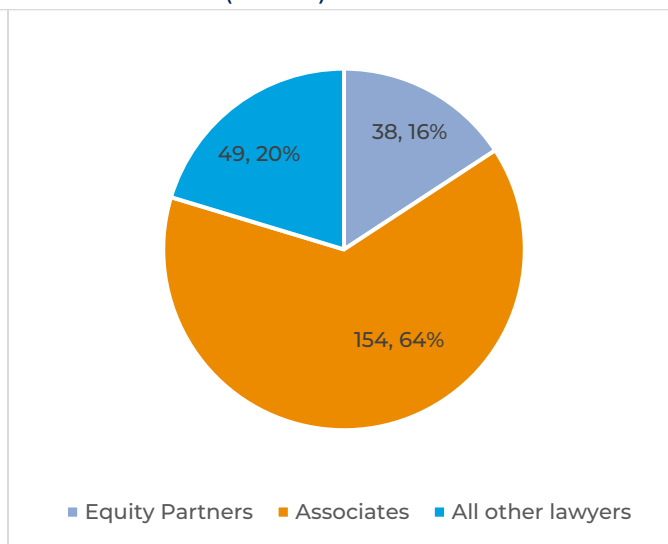


Chart 13: Middle Eastern or North African Women Role Breakdown (n = 3) – 2019 U.S.



Chart 14: Multiracial Women Role Breakdown (n = 140) – 2019 U.S.

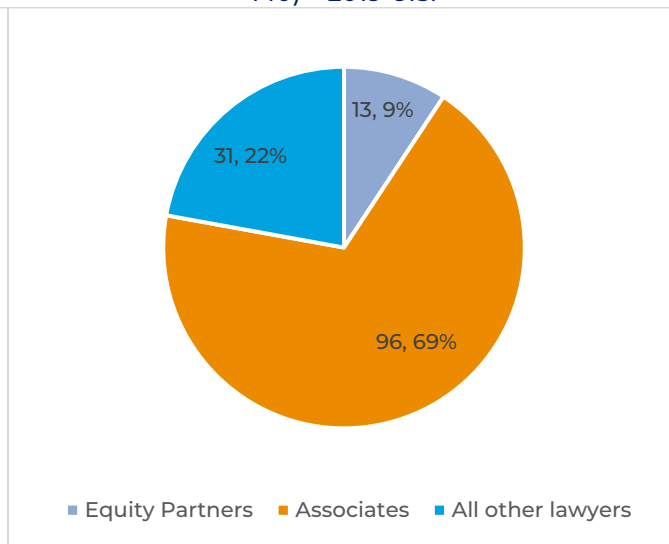


Chart 15: Native Hawaiian/Other Pacific Islander Women Role Breakdown (n = 5) – 2019 U.S.

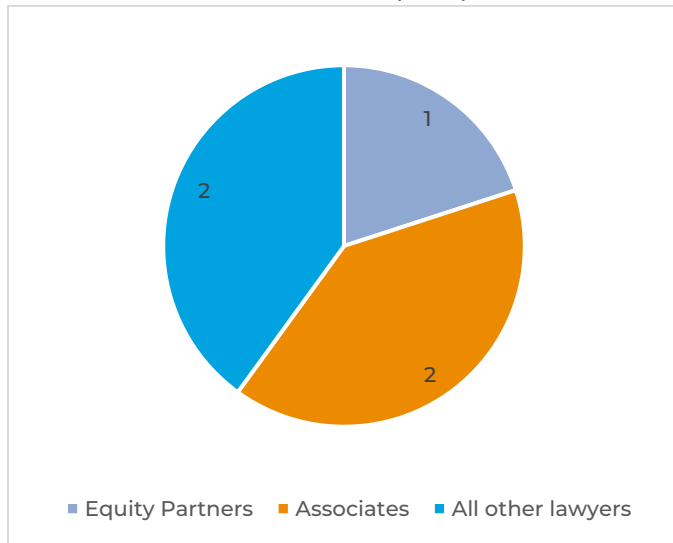
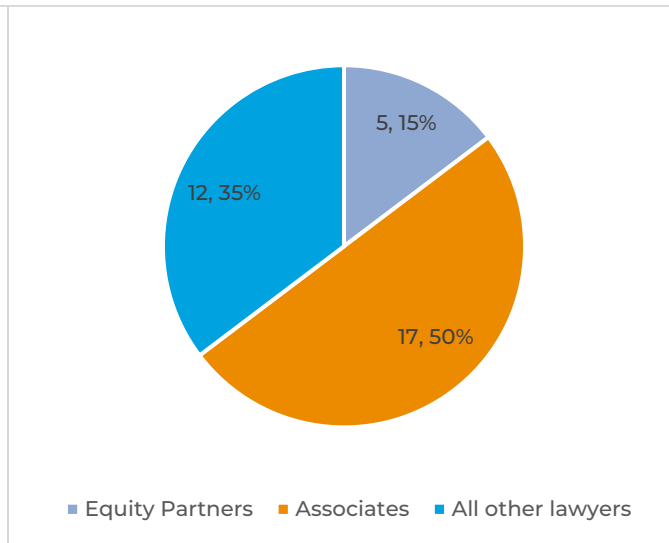


Chart 16: Other Women Role Breakdown (n = 34) – 2019 U.S.



Charts 17 and 18 display the proportion of each position for Men of Color (n = 1,198) and White Men (n = 7,494), separately. Compare the proportion of equity for Men of Color (31%) to All Lawyers of Color (23%) and Women of Color (15%). Half of all White men are Equity Partners as compared to one third of White Women. *Where are the largest gaps and what does this reveal about changing historical patterns?*

Chart 17: White Men Role Breakdown – 2019 U.S.

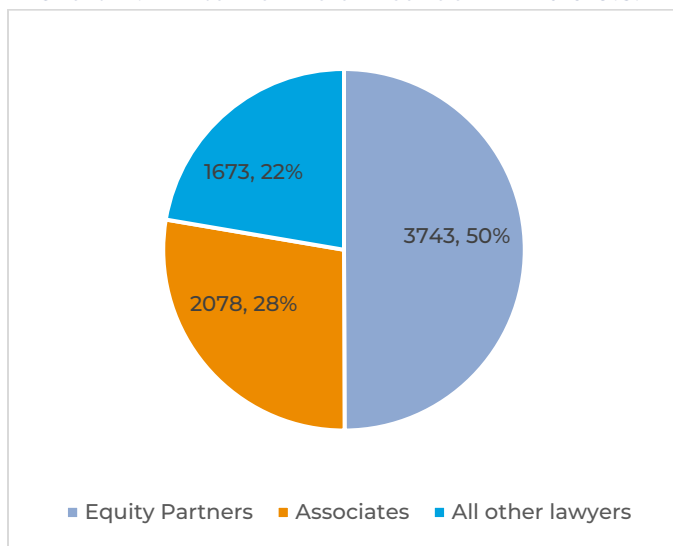
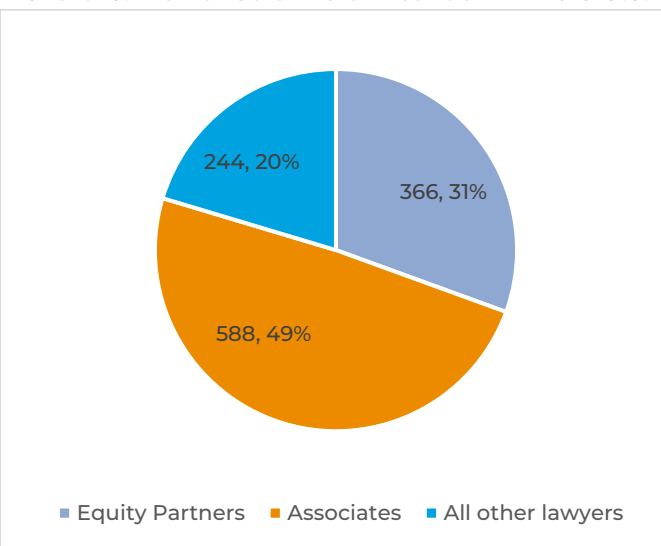


Chart 18: Men of Color Role Breakdown – 2019 U.S.



Looking at Men of Color only, see how disaggregated Race and Ethnicity groups are represented across law firms nationally. Note, these numbers are small, and two groups are not represented at all (either because these data are not tracked or because there are no individuals reported). Notice which groups are more dominant. Be cautious in extrapolating patterns.

Chart 19: African American/Black Men Role Breakdown – 2019 (n = 228) U.S.

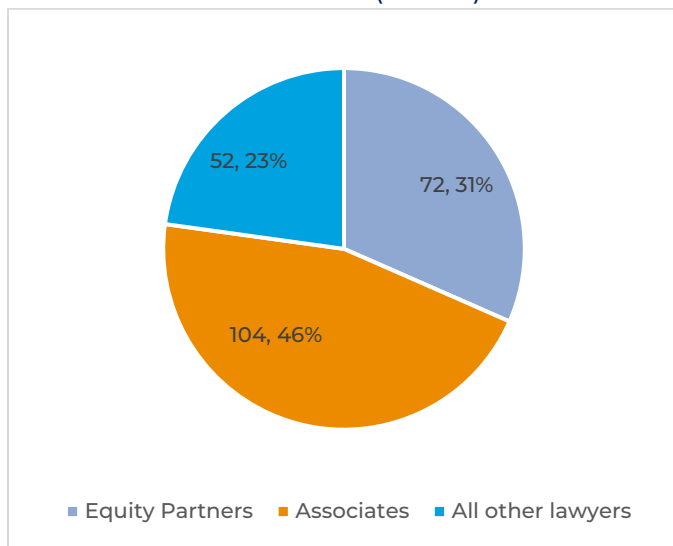


Chart 20: Alaska Native/American Indian Men Role Breakdown (n = 17) – 2019 U.S.

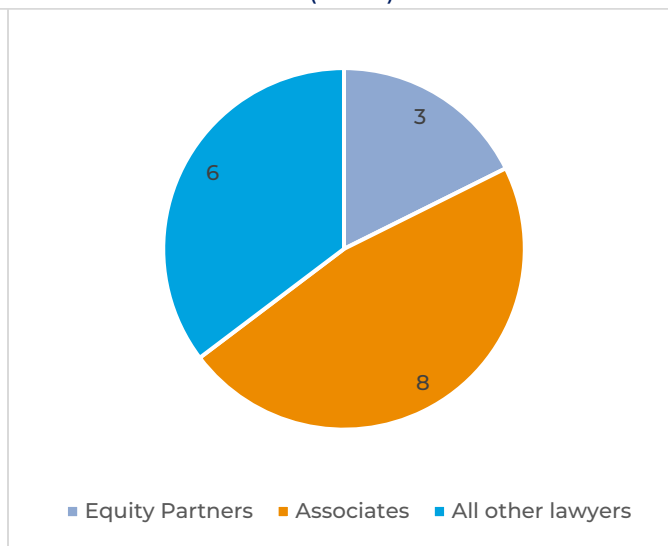


Chart 21: Asian Men Role Breakdown (n = 398) – 2019 U.S.

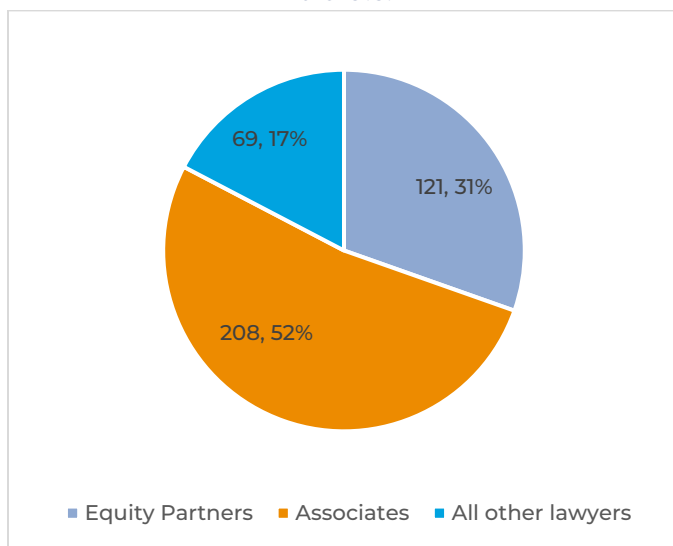


Chart 22: Hispanic/Latino Men Role Breakdown (n = 312) – 2019 U.S.

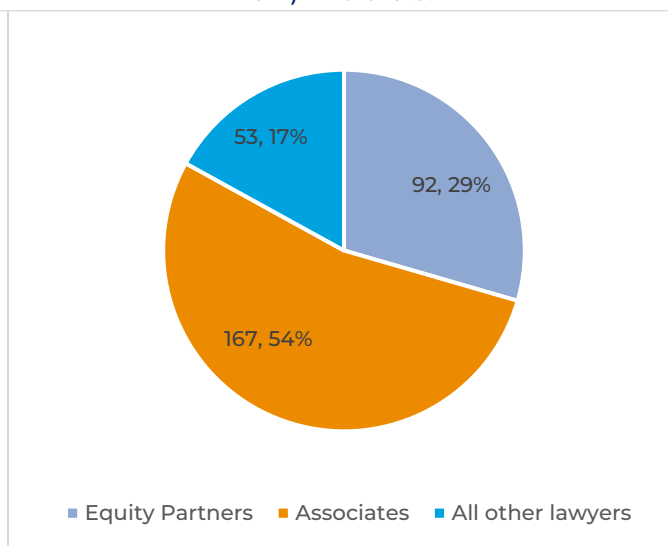


Chart 23: Middle Eastern or North African Men Role Breakdown (n = 3) – 2019 U.S.

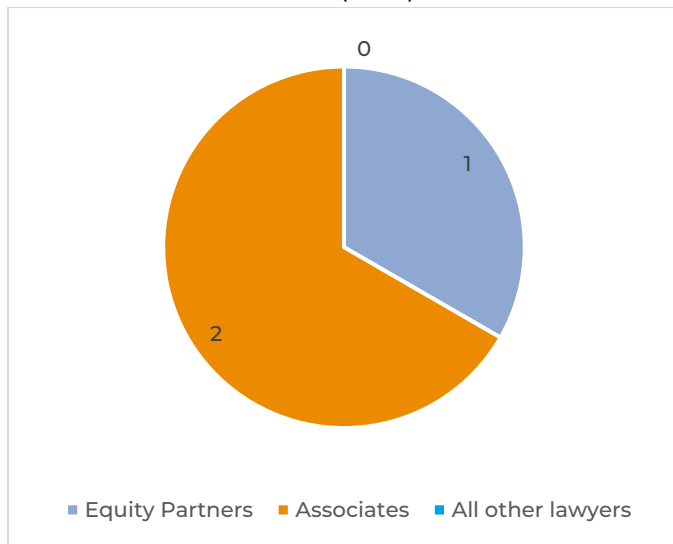


Chart 24: Multiracial Men Role Breakdown (n = 164) – 2019 U.S.

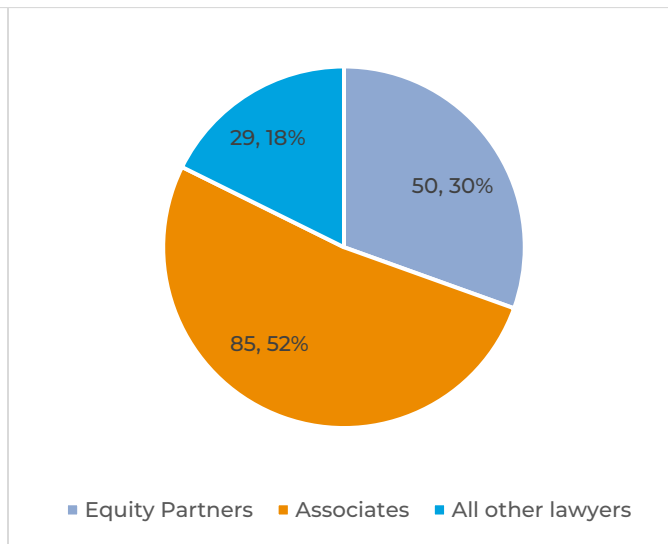


Chart 25: Native Hawaiian/Other Pacific Islander Men Role Breakdown (n = 2) – 2019 U.S.

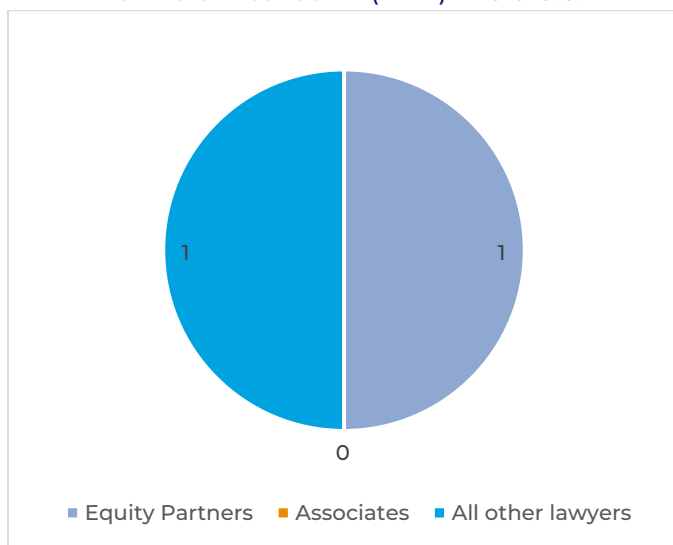
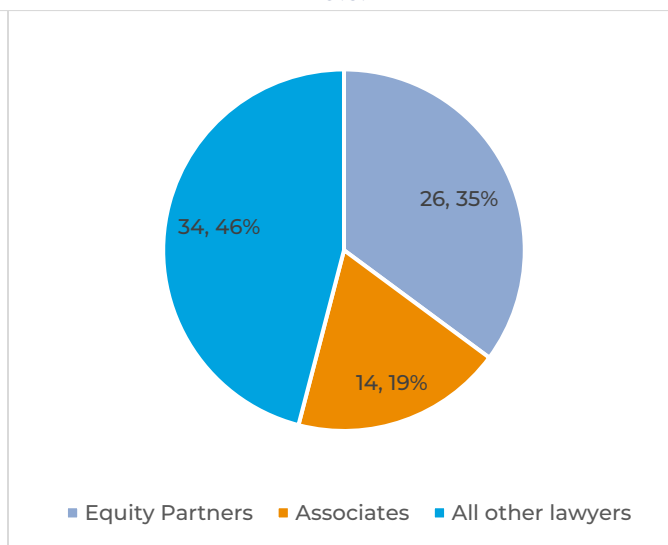
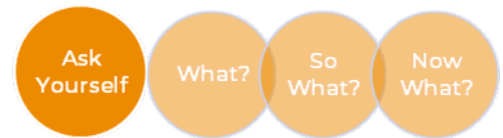
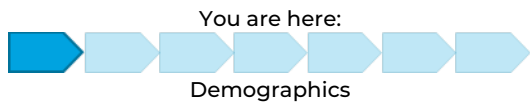


Chart 26: Other Men Role Breakdown (n = 74) – 2019 U.S.

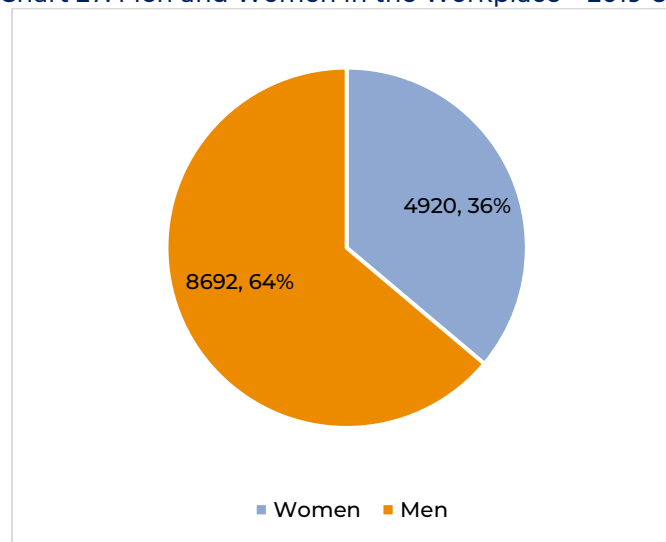




After looking at Women and Men individually, we focus on Women and Men as a whole and compare these two groups of Gender Expression.

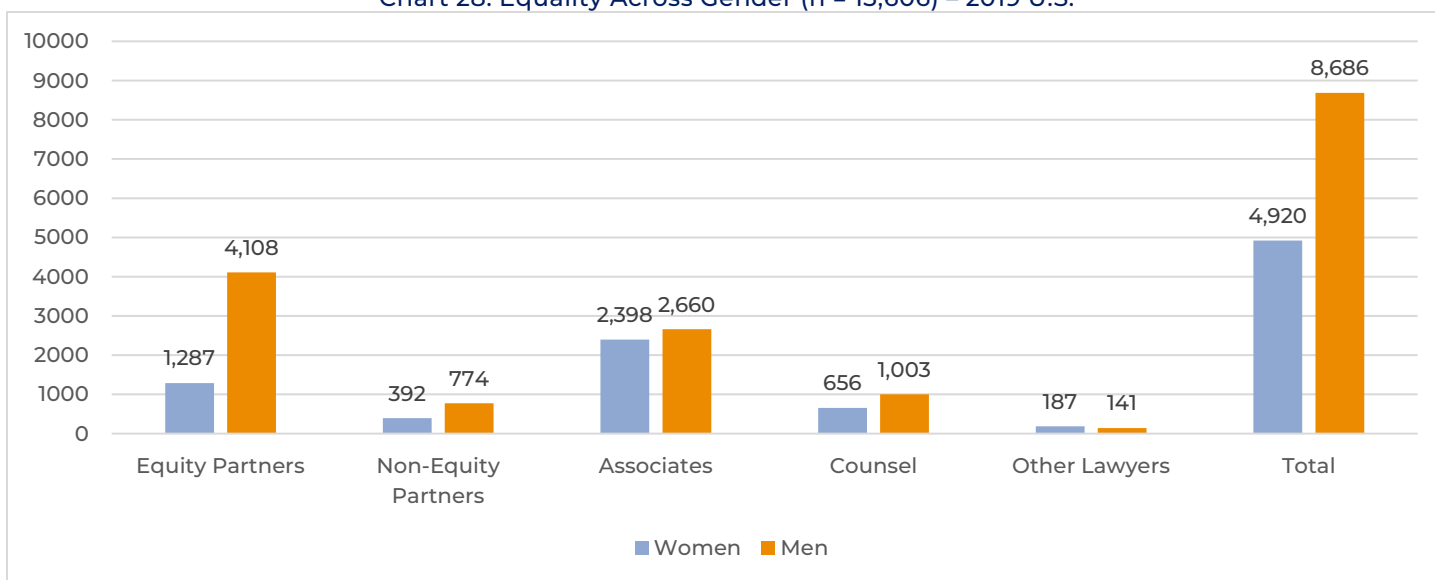
More Men work as lawyers in law firms of TCDIP's membership. Are these percentages surprising? Does the degree of difference impact culture in a way that promotes the advancement of Women or does it perpetuate the power of those who historically yield it? Note that while two other categories for Gender Expression were available to respondents, there were no individuals reported in these categories.

Chart 27: Men and Women in the Workplace – 2019 U.S.



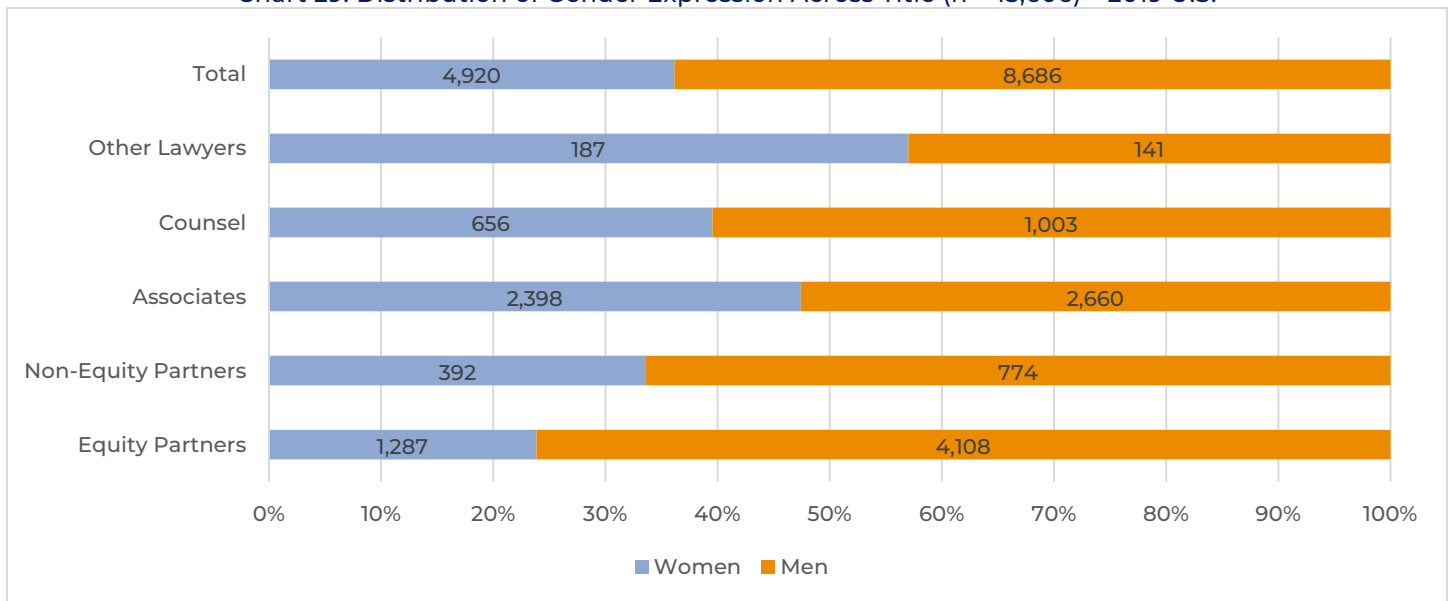
The raw numbers in [Chart 28](#) show the number of Men and Women in each position for all law firms (the total is on the right). We can compare differences for each title group. The number of Associates in both groups is more similar than the number of Equity Partners. *How do Women (aggregated) compare to Men (aggregated) and what norms lead to this pattern?*

Chart 28: Equality Across Gender (n = 13,606) – 2019 U.S.



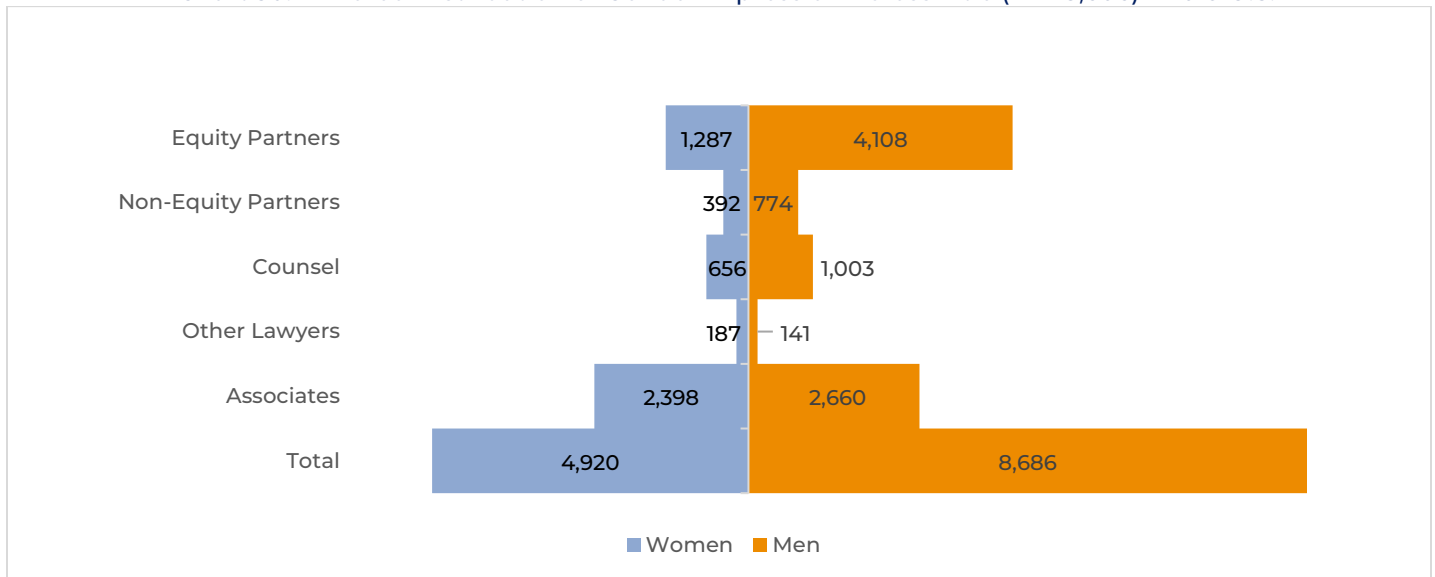
[Chart 29](#) below shows the proportional distributional inequity across each title. Using the total proportion of Women (top bar) as a gauge, where do the other distributions fall? *Where are Women over-represented? Where are they under-represented? What does this say about hiring practices, promotion rates, and retention rates?*

Chart 29: Distribution of Gender Expression Across Title (n = 13,606) – 2019 U.S.



Under equitable circumstances, the two sides of [Chart 30](#) should be mirror images of each other. This highlights the inequities by focusing on the areas of the graph that are lop-sided. Furthermore, compare the bars for the highest and the lowest positions for Women. *Which group is over-represented? Compare the highest and lowest positions for Men. Which group is over-represented? Are these relationships the same or is it askew in one direction or another?*

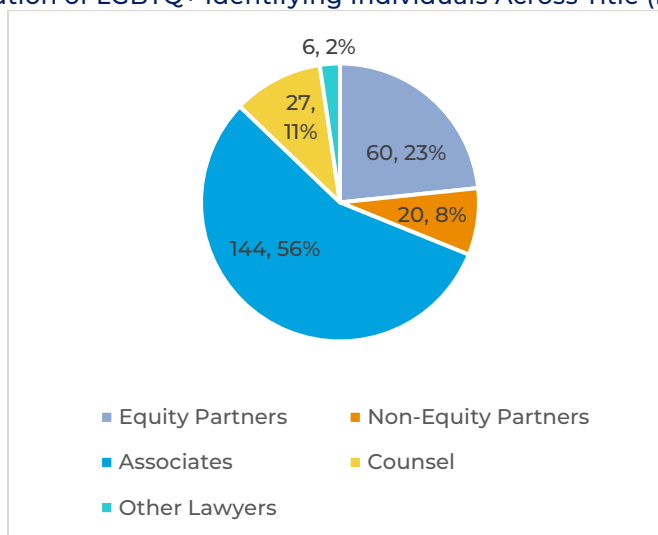
Chart 30: Mirrored Distribution of Gender Expression Across Title (n = 13,606) – 2019 U.S.

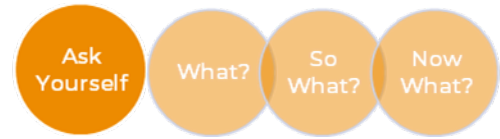
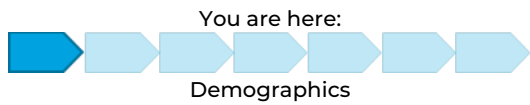


Distribution of LGBTQ+ and Disability Status by Job Title Across the U.S.

LGBTQ+ identifying individuals make up a small portion of the total reported data and are underrepresented in comparison to the general population. Seven firms explicitly do not track this demographic (the same numbers did not track Sexual Preference in 2018); 26 firms contributed at least 1 individual to this total. [Chart 31](#) shows the distribution of positions within this group. *Compare this distribution to that of Lawyers of Color ([Chart 3](#)).*

Chart 31: Distribution of LGBTQ+ Identifying Individuals Across Title (n = 257) – 2019 U.S.

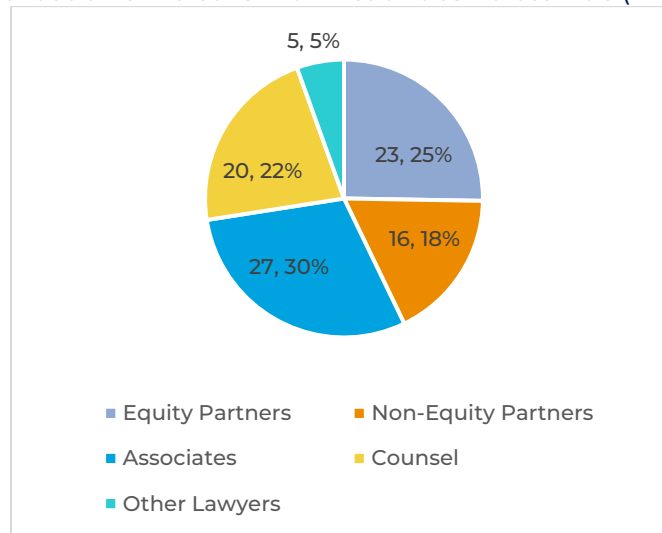




[Chart 32](#) shows the total number of Persons with Disabilities within law firms and the positions they hold. These data were not reported by a large number of respondents (11 of 34 firms, which is unchanged from 2018). Less than half (14 firms) contributed at least 1 individual to this total.

How is disability defined at your organization? What efforts are being made to create an inclusive environment for individuals that identify with a disability?

Chart 32: Distribution of Persons with Disabilities Across Title (n = 91) – 2019 U.S.



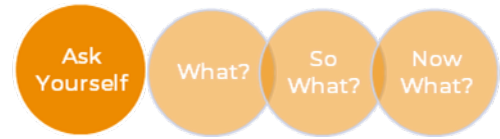
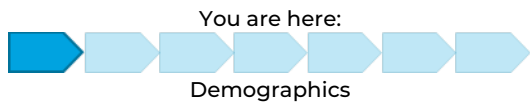
Distribution of Race and Ethnicity by Job Title in the Twin Cities

We are now moving from U.S. data to Twin Cities data for your organization.

Table 2: Breakdown of T.C. Demographics – 2019
N = 34 (Note: not all firms track all categories or Race/Ethnicity and/or Title)

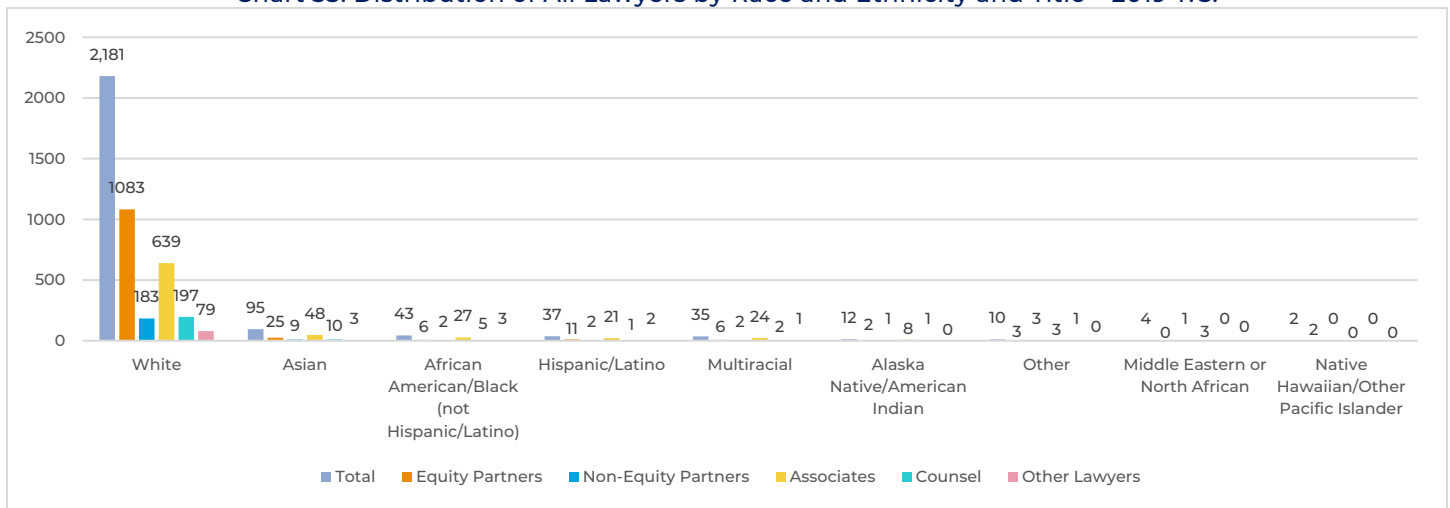
	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
White	2181	1083	183	639	197	79
Asian	95	25	9	48	10	3
African American/Black (not Hispanic/Latino)	43	6	2	27	5	3
Hispanic/Latino	37	11	2	21	1	2
Multiracial	35	6	2	24	2	1
Alaska Native/American Indian	12	2	1	8	1	0
Other	10	3	3	3	1	0
Middle Eastern or North African	4	0	1	3	0	0
Native Hawaiian/Other Pacific Islander	2	2	0	0	0	0

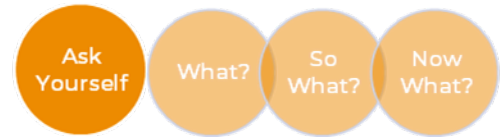
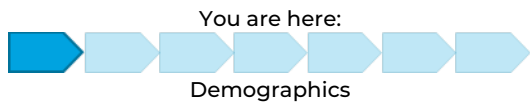
*Note: the sum of the totals listed for all Twin Cities lawyers is 2,410 because of reporting errors. In the interest of consistency, the total used throughout the report will be the total sum of the individual categories of analysis. Race and Ethnicity by title totals to 2,419.



All Race and Ethnicity Groups are represented on the same graph ([Chart 33](#)) to show the widespread and the large gap between White Lawyers (far left) and Lawyers of Color. Though the individual patterns within each Race and Ethnicity group is hard to discern, this provides an overall representation of all lawyers in 34 law firms within the Twin Cities.

Chart 33: Distribution of All Lawyers by Race and Ethnicity and Title – 2019 T.C.



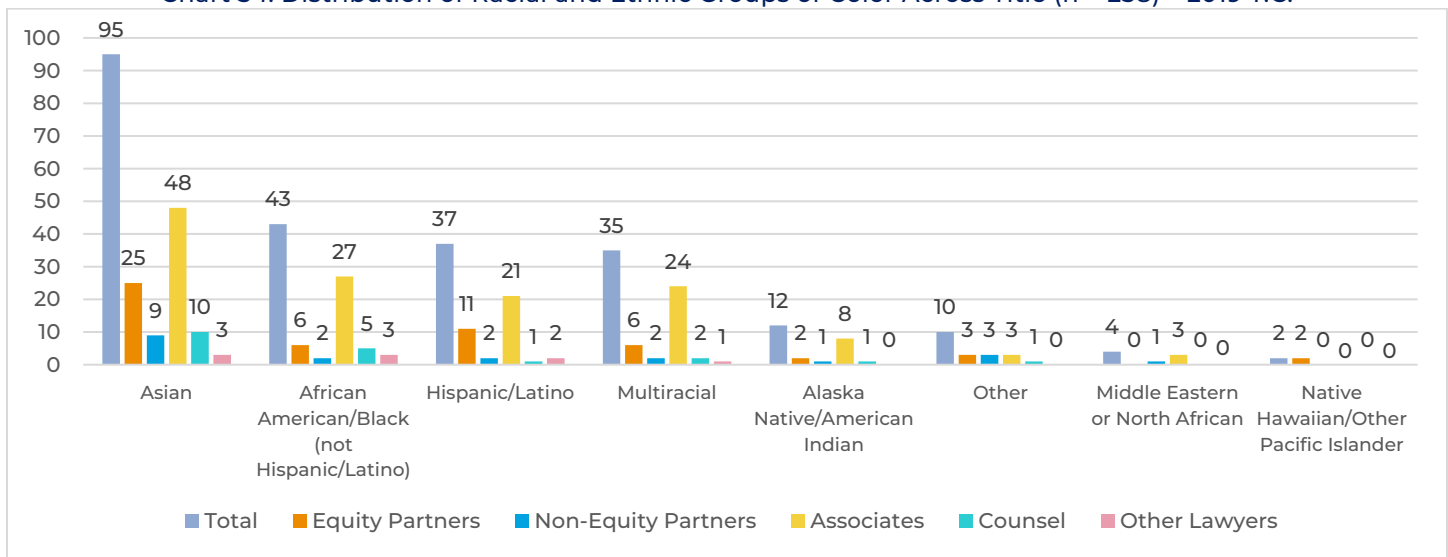


Only Race and Ethnic Groups of Color (all lawyers that do not identify as White) are shown in [Chart 34](#) for comparison, from largest to smallest. Keep in mind, the total number of individuals on this graph, all Lawyers of Color, represent a small number (see [Chart 33](#)) of the total number of lawyers. Additionally, several Race and Ethnicity categories were not tracked by all firms:

- 1 Firm does not track Native Hawaiian/Other Pacific Islander
- 11 Firms do not track Middle Eastern or North African (an additional 6 reported N/A for this category)
- 9 Firms do not track Other Race/Ethnicity ((an additional 5 reported N/A for this category)

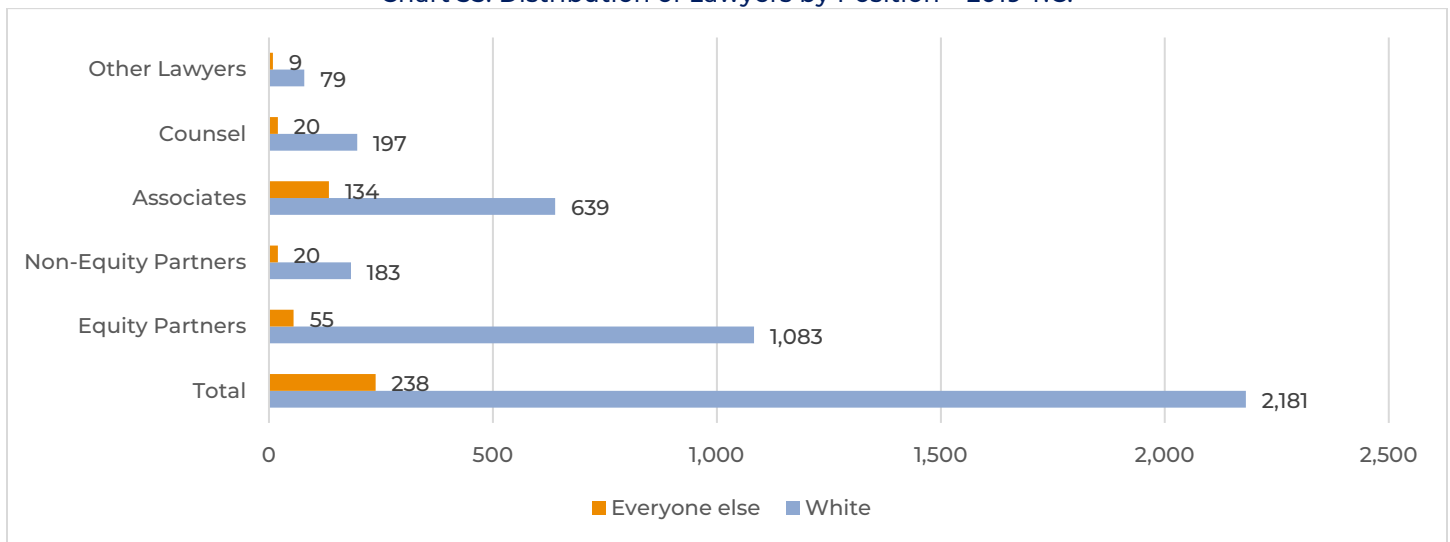
What do the patterns of positionality within each group show? Are these expected?

Chart 34: Distribution of Racial and Ethnic Groups of Color Across Title (n = 238) – 2019 T.C.



Above, we saw the distribution of lawyers and the titles they hold. Now in [Chart 35](#) we see the distribution (raw numbers) of Lawyers of Color combined and White Lawyers across each job title. These are the number of lawyers that represent each particular role from the 34 TCDIP Member Law Firms who provided data. Charts [35](#) through [40](#) compare White Lawyers to All Lawyers of Color (aggregated because of small numbers and similarities within the non-white race and ethnicity groups).

Chart 35: Distribution of Lawyers by Position – 2019 T.C.



What patterns emerge from the data comparing Lawyers of Color and White Lawyers by position ([Chart 35](#))? Above, we saw that these two groups are represented differently across job title. Below, we see what proportion of each group experiences higher positionality; the distribution of title WITHIN each group. The inequities are more visible because we are comparing the percentage of position holders (using the same denominator) of Lawyers of Color and White Lawyers. For example, if 100 White Lawyers are randomly selected from your organization, half (50%) would be equity partners. Similarly, if 100 Lawyers of Color are randomly selected from your organization, one quarter (23%) of them would be equity partners. This helps us to understand the differing rates of promotion. Additional information about promotion and retention is needed to fully understand these data and the inequities seen below.

Chart 36: White Equity Partners – 2019 T.C.

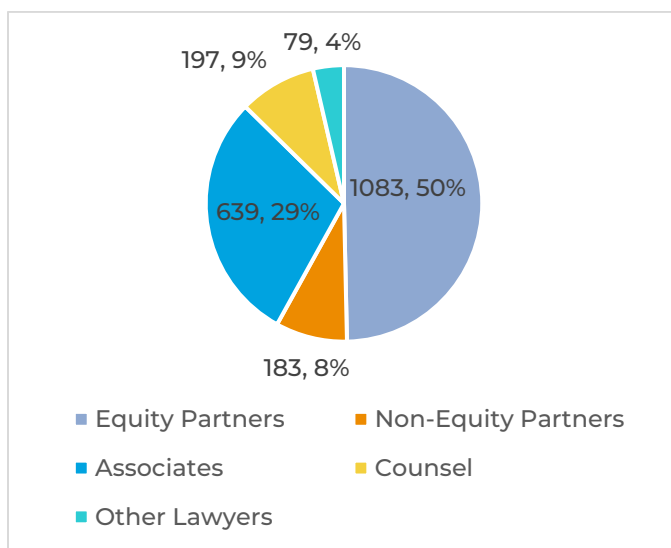
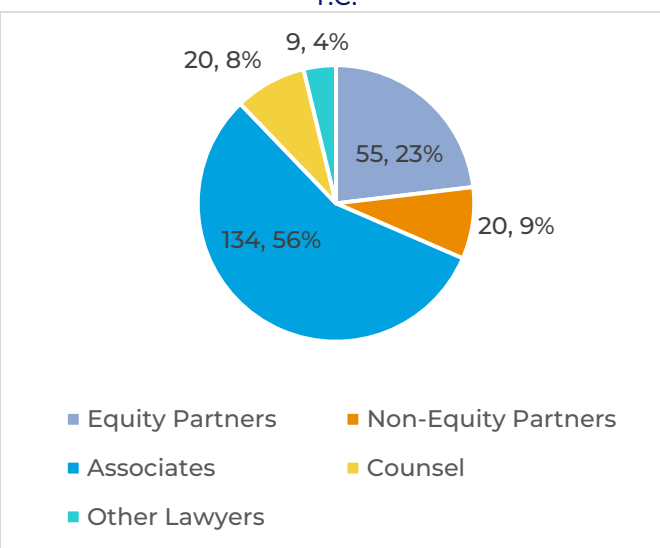
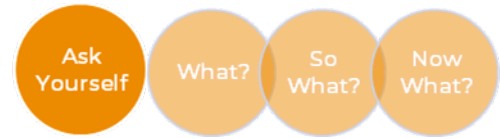
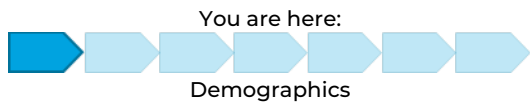


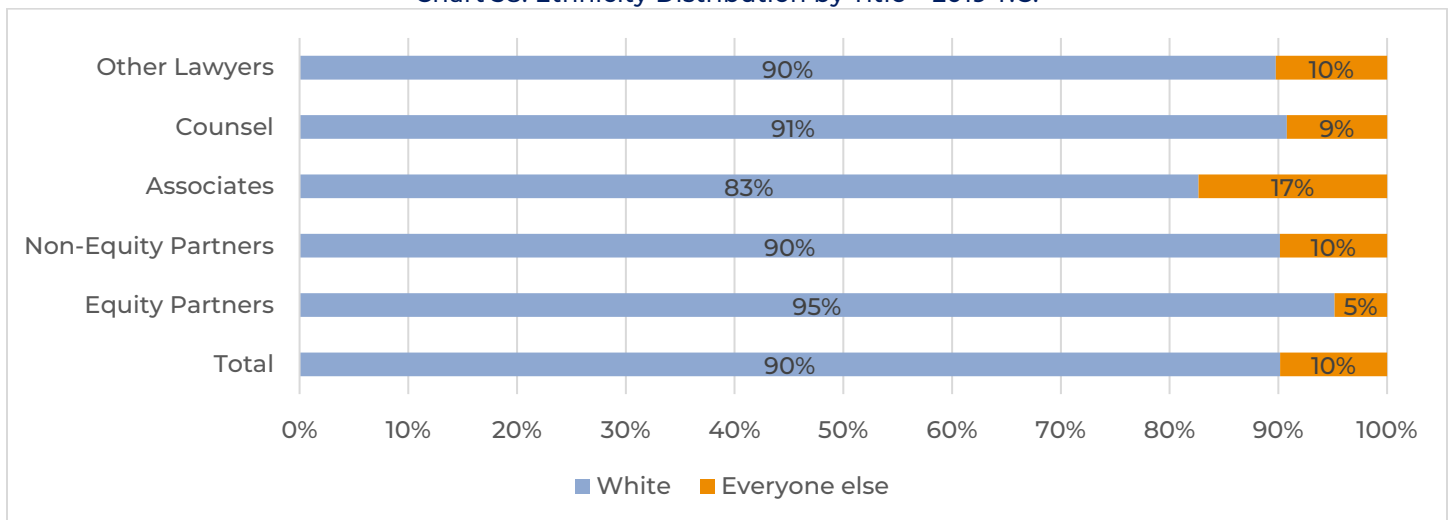
Chart 37: Lawyers of Color Equity Partners – 2019 T.C.





Below, we see what proportion of each position are Lawyers of Color. In [Chart 37](#), we saw the total proportion of Lawyers of Color that held entry-level positions, for example. In [Chart 38](#) we can see the distribution of diversity across each position, or the percentage of entry-level positions that are held by Lawyers of Color. In an equitable organization, we would see equal proportions across all groups. For example, if Lawyers of Color represent 9% of all law firm lawyers, they should represent 9% of each of the positions shown here. Do these proportions match across job titles? What can you learn from these data? Are Lawyers of Color better represented in entry level positions because of better hiring practices or lower rates of promotion?

Chart 38: Ethnicity Distribution by Title – 2019 T.C.



In Charts [39](#) and [40](#) we see the distribution of position for Women of Color (n = 121) and White Women (n = 735), separately. Compare the proportion of top position holders for Women of Color to All Lawyers of Color, 20% compared to 23%, in the Twin Cities. What do you see? Where are the largest gaps? These numbers still fall below the percentage of White Women Equity Partners and farther below that of White Men in the Twin Cities. Because the numbers in the Twin Cities may be small, we may not discern a statistical difference in the percentages between these groups or when comparing this group to the U.S. totals. They should, however, lead to further investigation and provide a baseline for diversity across Women.

Chart 39: White Women Role Breakdown – 2019
T.C.

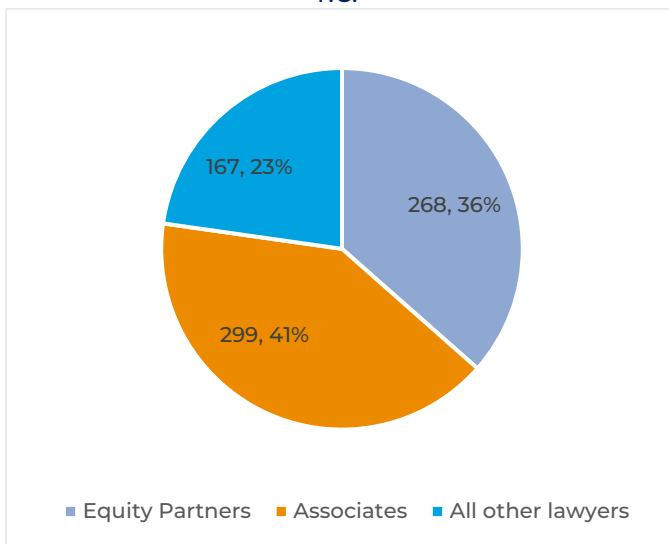
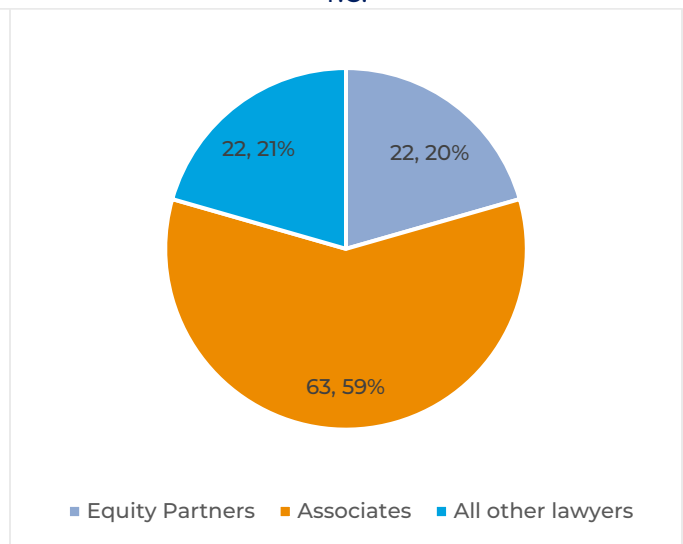


Chart 40: Women of Color Role Breakdown – 2019
T.C.



Looking at Women of Color only, see how individual (disaggregated) Race and Ethnicity groups are represented in your organization locally in Charts 41 through 48. Note, these numbers may be small, and some groups may not be represented at all (either because these data are not tracked or because there are no individuals reported).

Chart 41: African American/Black Women Role Breakdown – 2019 (n = 22) T.C.

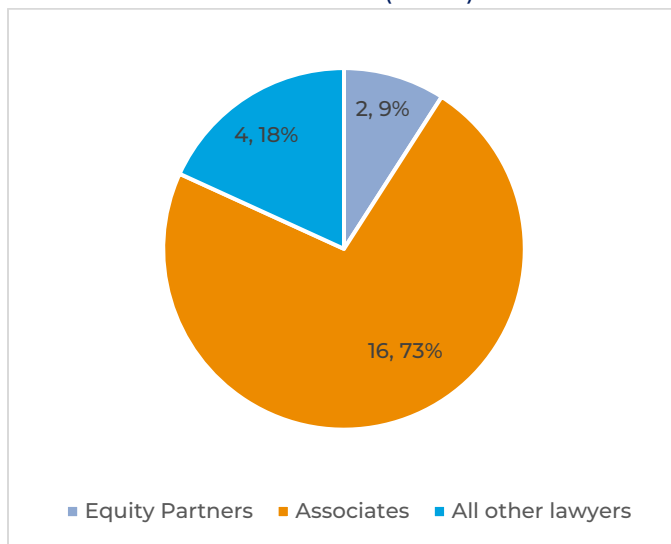


Chart 42: Alaska Native/American Indian Women Role Breakdown (n = 5) – 2019 T.C.

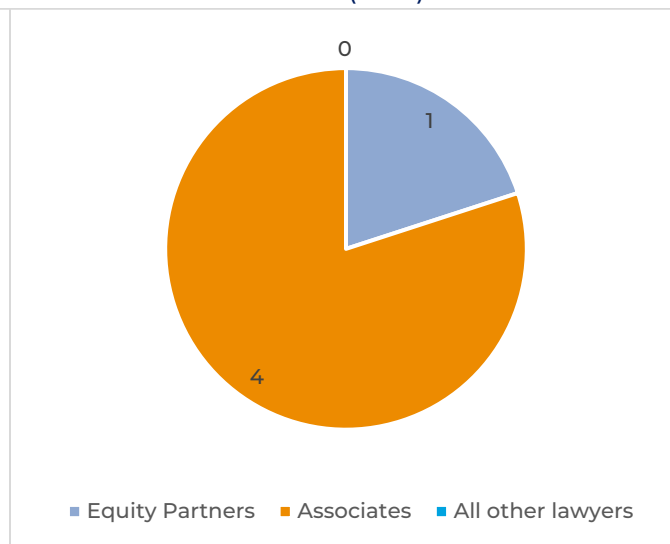


Chart 43: Asian Women Role Breakdown (n = 60) – 2019 T.C.

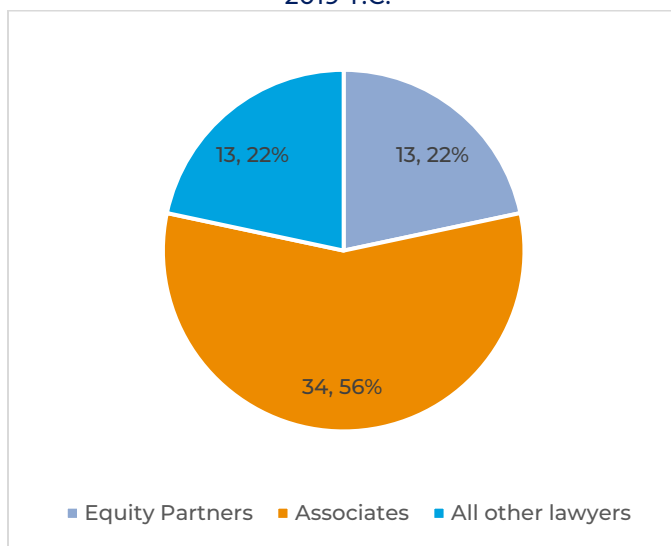


Chart 44: Hispanic/Latino Women Role Breakdown – 2019 (n = 14) T.C.

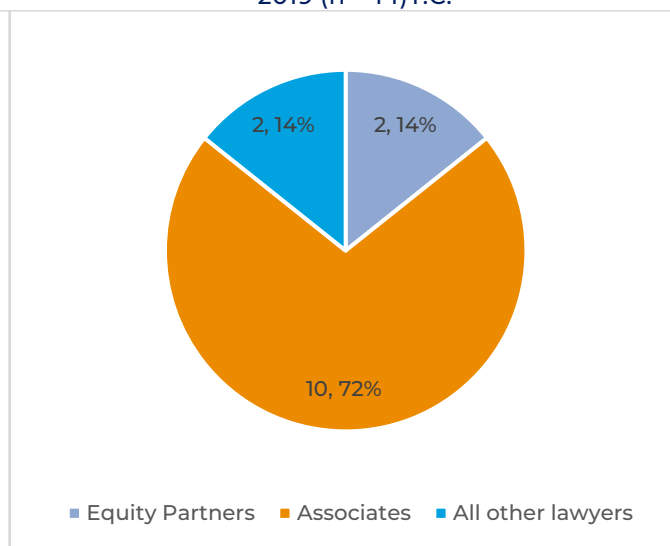


Chart 45: Middle Eastern or North African Women Role Breakdown (n = 2) – 2019 T.C.



Chart 46: Multiracial Women Role Breakdown (n = 13) – 2019 T.C.

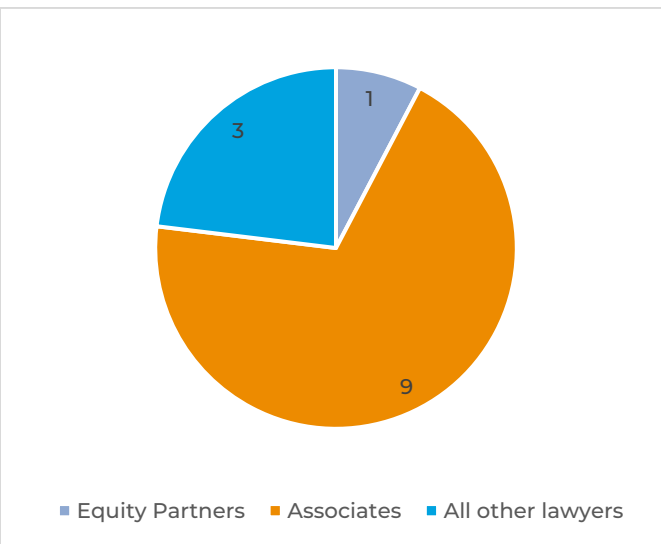


Chart 47: Native Hawaiian/Other Pacific Islander Women Role Breakdown (n = 1) – 2019 T.C.

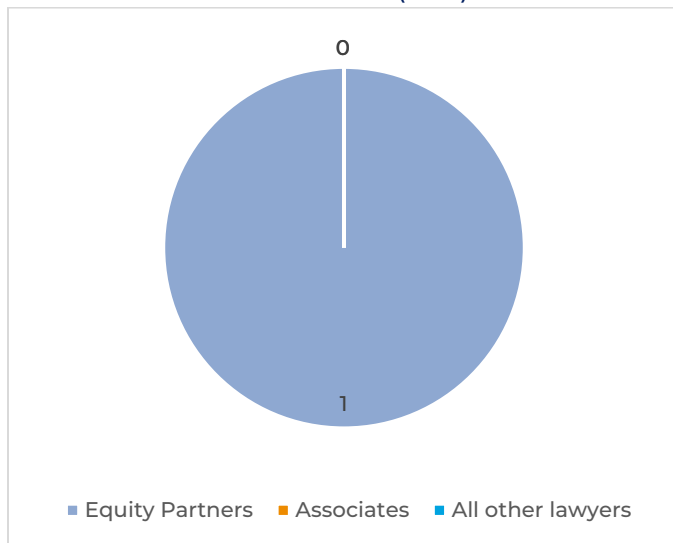
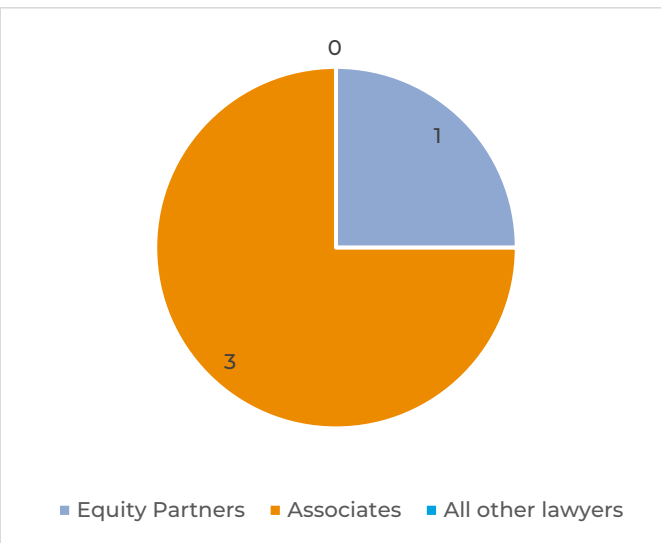


Chart 48: Other Women Role Breakdown (n = 4) – 2019 T.C.



This is the distribution of position for Men of Color (n = 120) and White Men (n = 1,447), separately. Compare the proportion of equity partners for Men of Color (28%) to All Lawyers of Color (23%) and Women of Color (20%) in the Twin Cities. *What do you see? Where are the largest gaps?* Note that the raw numbers for Men of Color can be found in Charts [51](#) through [58](#).

Chart 49: White Men Role Breakdown – 2019 T.C.

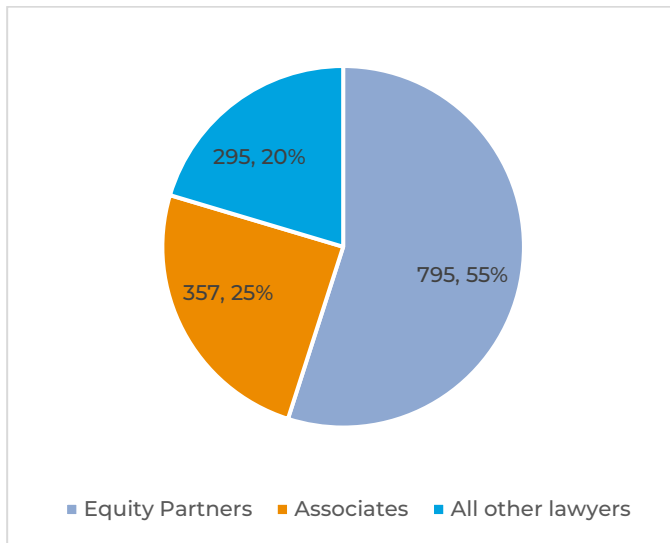
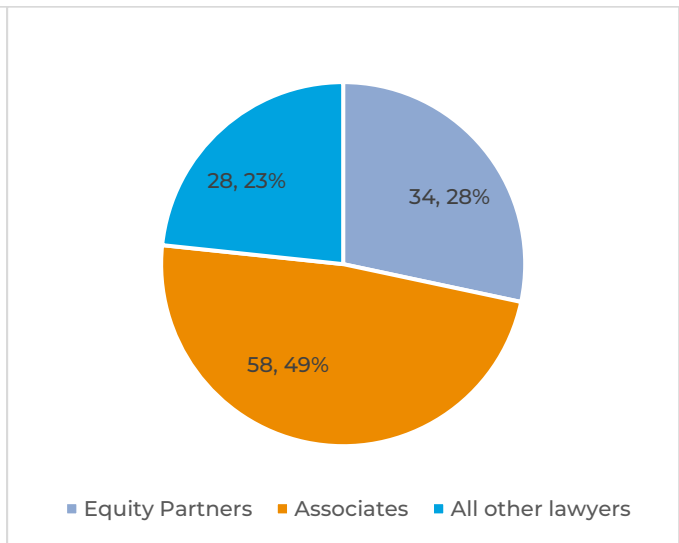


Chart 50: Men of Color Role Breakdown – 2019 T.C.



Looking at Men of Color only, see how individual (disaggregated) Race and Ethnicity groups are represented locally. Note, these numbers may be small.

Chart 51: African American/Black Men Role Breakdown (n = 21) – 2019 T.C.

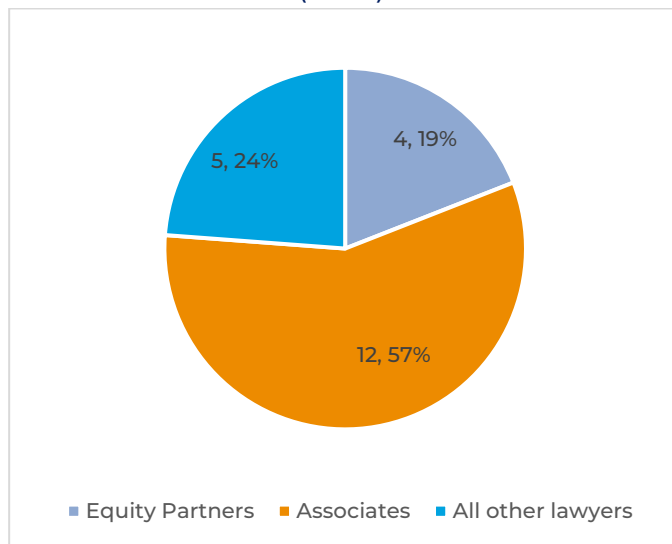


Chart 52: Alaska Native/American Indian Men Role Breakdown (n = 7) – 2019 T.C.

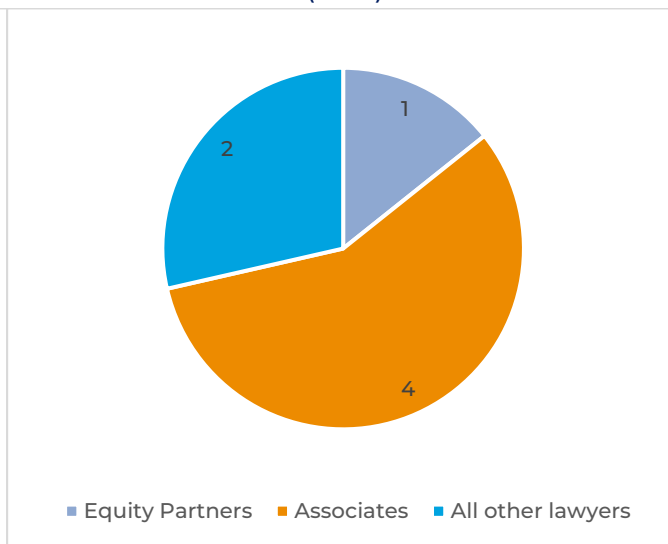


Chart 53: Asian Men Role Breakdown (n = 38) – 2019 T.C.

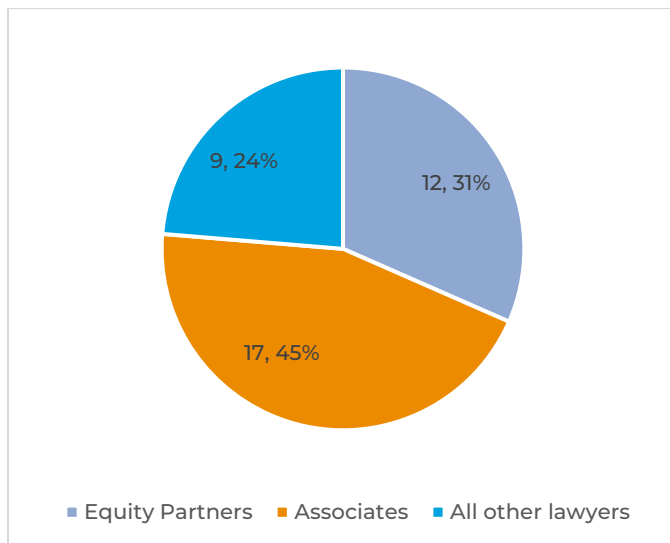


Chart 54: Hispanic/Latino Men Role Breakdown (n = 23) – 2019 T.C.

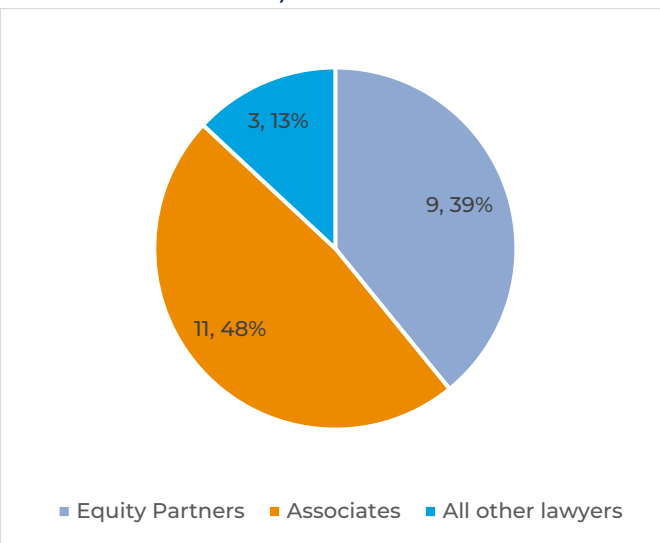


Chart 55: Middle Eastern or North African Men Role Breakdown (n = 2) – 2019 T.C.

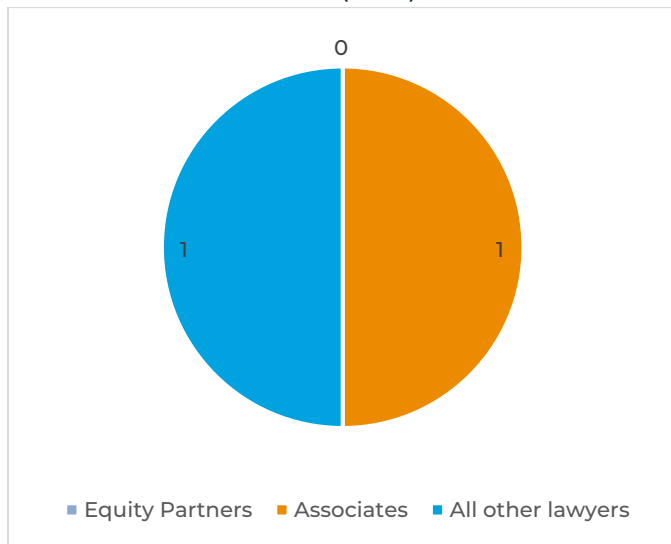


Chart 56: Multiracial Men Role Breakdown (n = 22) – 2019 T.C.

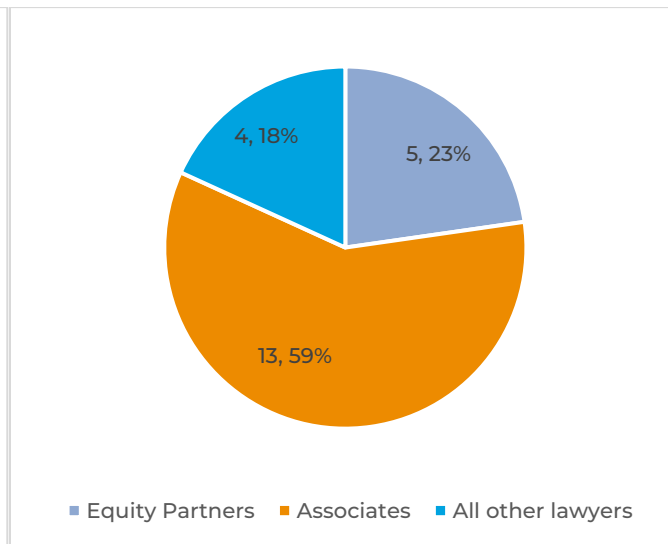


Chart 57: Native Hawaiian/Other Pacific Islander Men Role Breakdown (n = 1) – 2019 T.C.

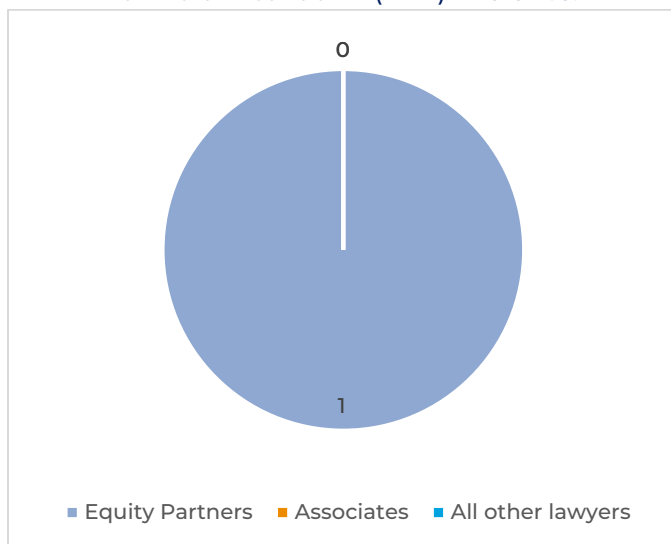
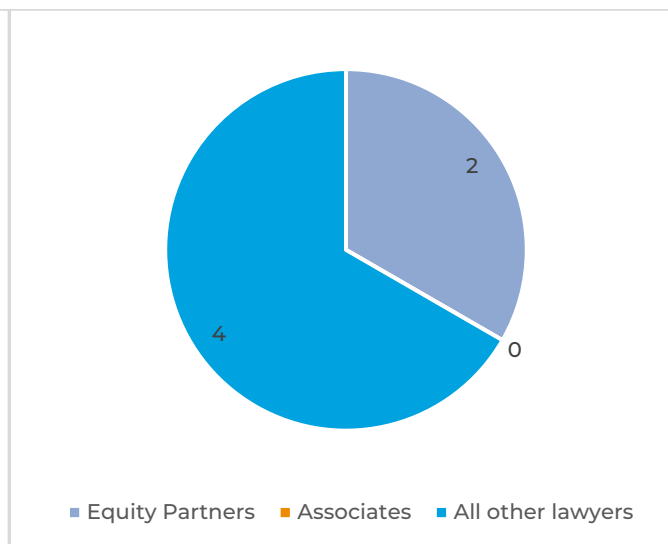
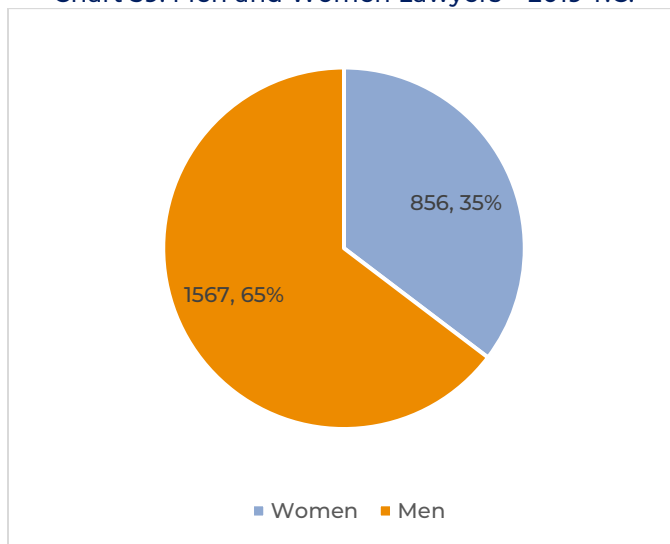


Chart 58: Other Men Breakdown (n = 6) – 2019 T.C.



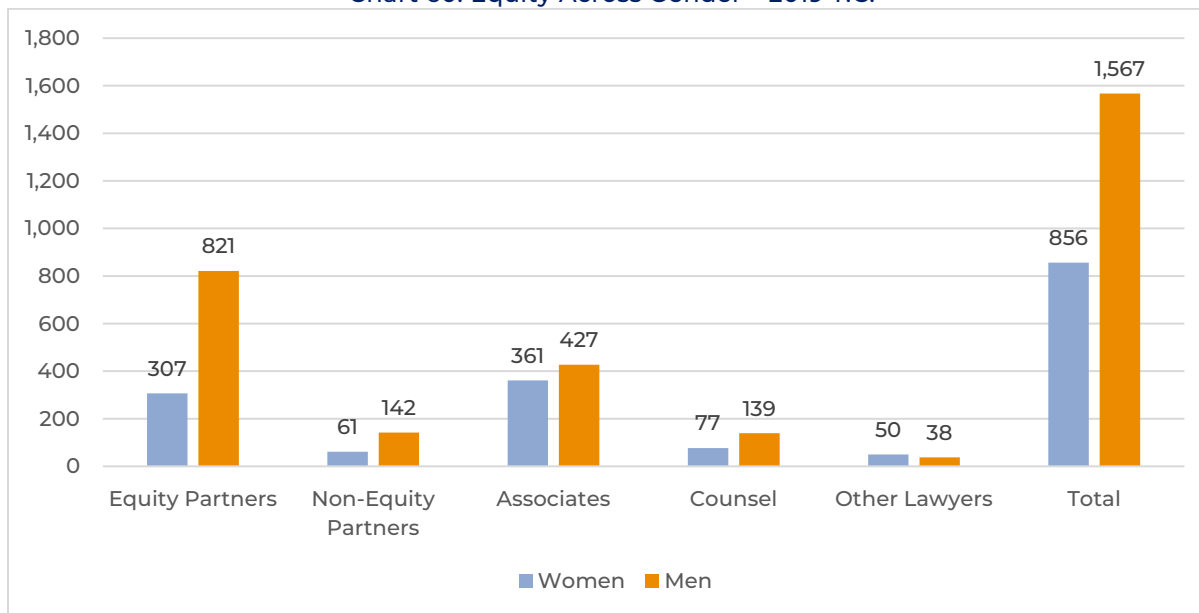
Previously, we examined the details of the Race and Ethnicity for Men and Women individually. Now we explore the distribution of Gender Expression for all lawyers in TCDIP Member Law Firms in the Twin Cities. Are these percentages surprising? Note that while other categories (Gender Non-Binary and Other) for Gender expression were provided in the surveys, there were no individuals reported for these categories.

Chart 59: Men and Women Lawyers – 2019 T.C.



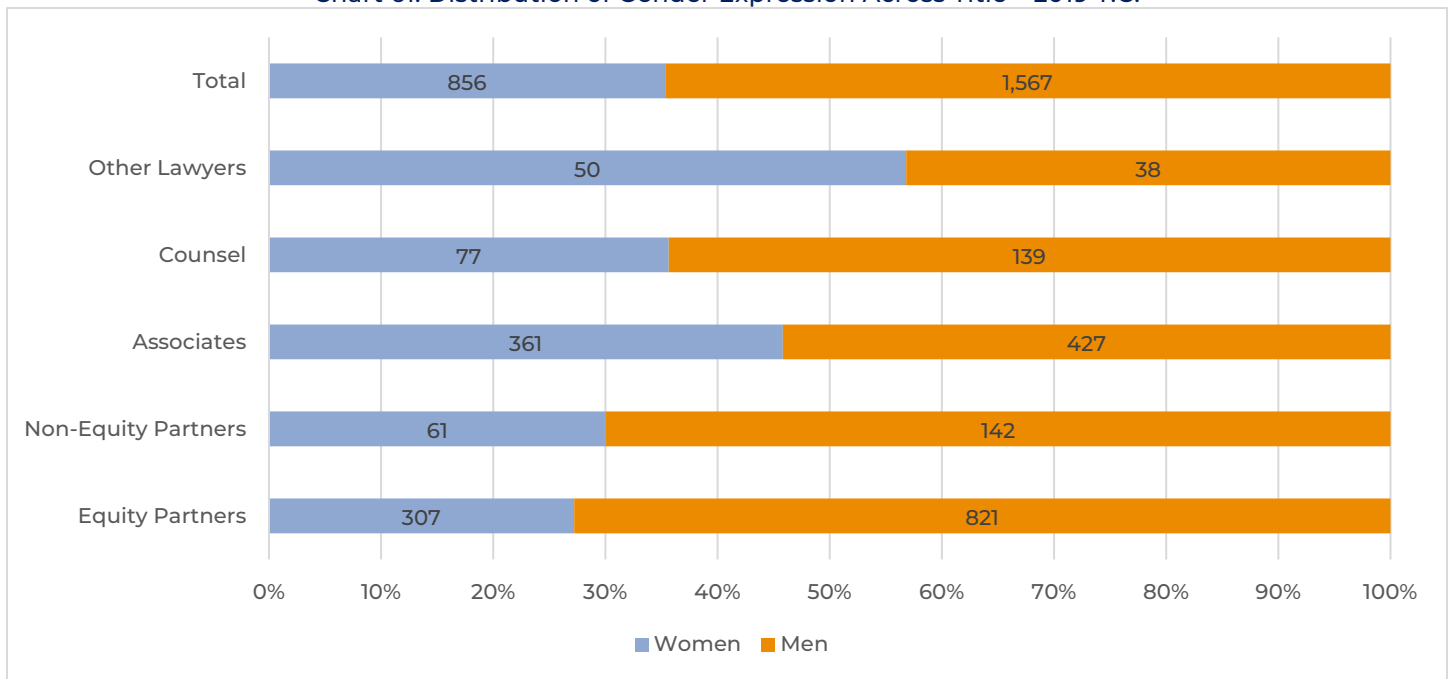
These raw numbers in [Chart 60](#) show the distribution of Men and Women for each position at TCDIP Member Law Firms. We can compare differences in numbers for each title group. How do Women (aggregated) compare to Men (aggregated)?

Chart 60: Equity Across Gender – 2019 T.C.



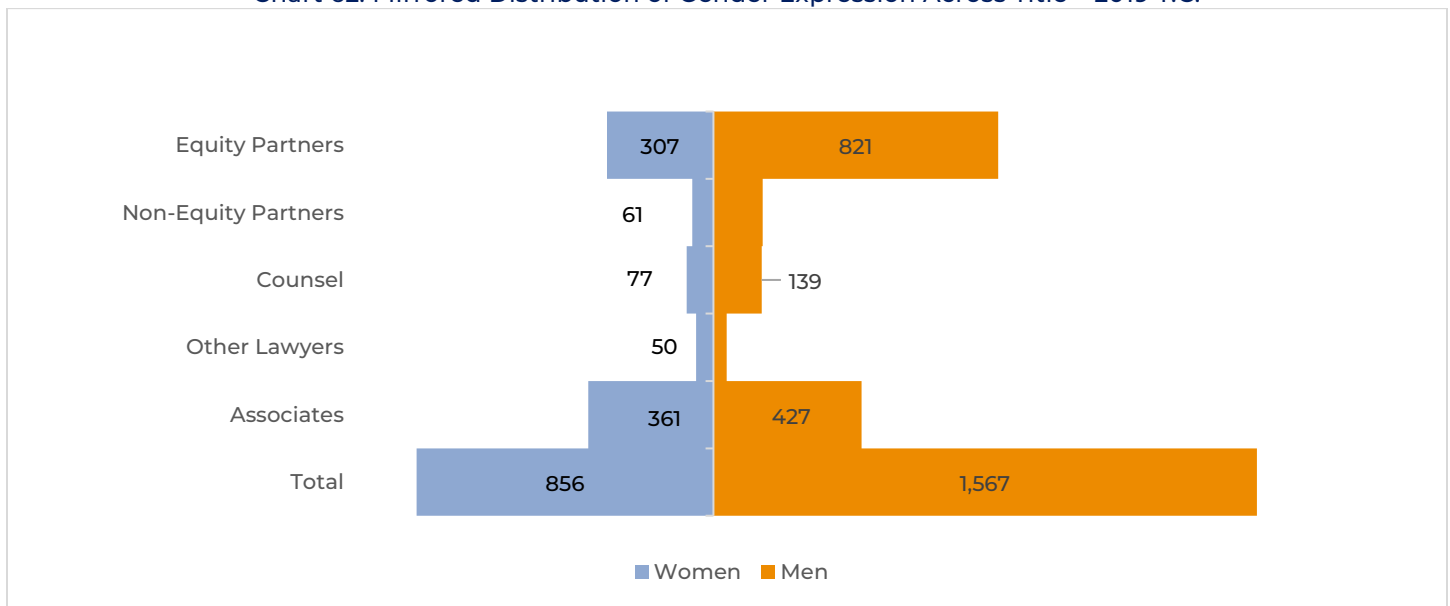
[Chart 61](#) shows the proportional distributional inequity across each title. Using the total proportion of Women (top bar) as a gauge, where do the other distributions fall? Where are Women over-represented? Where are they under-represented? What does this say about hiring practices, promotion rates, and retention rates?

Chart 61: Distribution of Gender Expression Across Title – 2019 T.C.



Under equity, the two sides of [Chart 62](#) should be mirror images of each other. This highlights inequities by focusing on the areas of the graph that are lop-sided. Furthermore, compare the bars for the highest and the lowest positions for Women. Which group is over-represented? Compare the highest and lowest positions for Men. Which group is over-represented? Are these relationships the same for both Men and Women or is it askew in one direction or another?

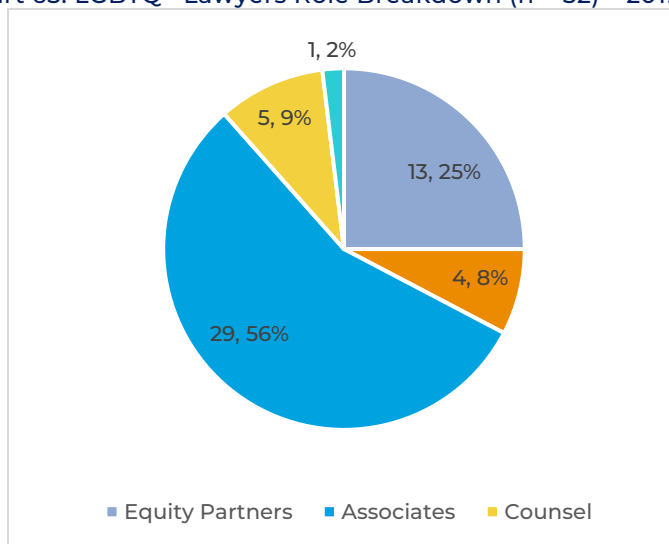
Chart 62: Mirrored Distribution of Gender Expression Across Title – 2019 T.C.



Distribution of Gender and Disability Status by Job Title in the Twin Cities

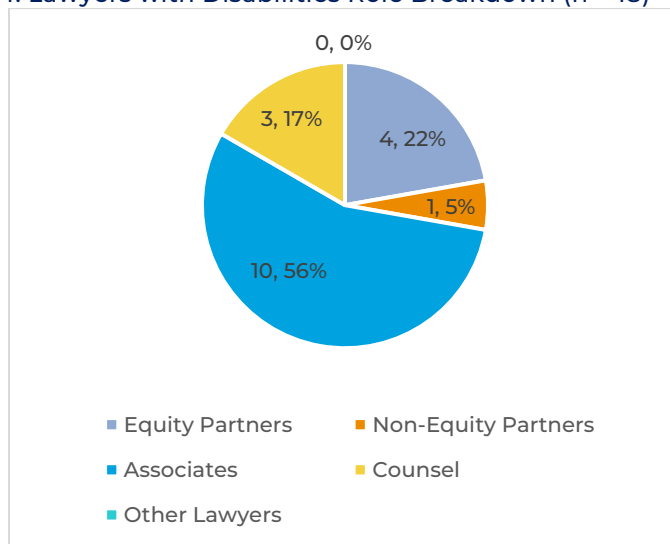
LGBTQ+ identifying individuals make up a small portion of the total reported data and are likely underrepresented. The chart below shows the distribution of positions within this group in the Twin Cities. This demographic is explicitly not tracked by 7 firms. Ten of the 34 firms represented in this report reported at least 1 individual to the total below.

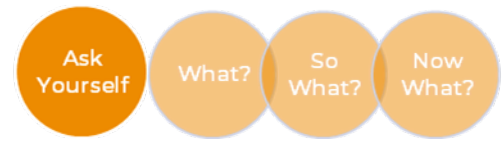
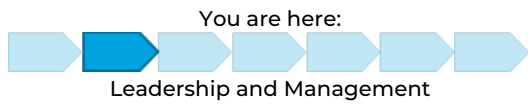
Chart 63: LGBTQ+ Lawyers Role Breakdown (n = 52) – 2019 T.C.



[Chart 64](#) shows the total number of Persons with Disabilities within TCDIP Member Law Firms and the positions they hold. These data were not reported for a large number of respondents. Eleven (about one third) of the TCDIP law firms do not track this information. Only 7 firms in total reported at least one individual in this category. How is disability defined at your organization? What efforts are being made to create an inclusive environment for individuals that identify with a disability?

Chart 64: Lawyers with Disabilities Role Breakdown (n = 18) – 2019 T.C.

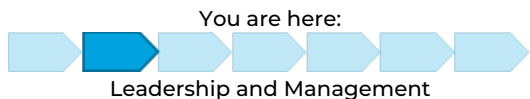




LEADERSHIP AND MANAGEMENT

The overall demographics data represents all lawyers across the 34 TCDIP Law Firm Members that are represented in this report. The following sections of the survey report highlight nuances of power and decision-making authority both nationally and locally. Note, these categories are more general for anonymity (White Male, White Female, Minority (Persons of Color) Male, Minority (Persons of Color) Female, LGBTQ+, and Disabled persons). The first four categories are mutually exclusive, but there may be overlap with the last two categories (therefore sum individual categories may be greater than the total reported).

If your organization did not provide these data, consider how this information could be used and collected in the future. If your organization did report this data, compare the average for your firm and that for the collective firms both nationally and in the Twin Cities. Consider patterns that reinforce inequities that are represented in these static numbers. Consider the experiences of lawyers that are globally absent from the groups represented below.



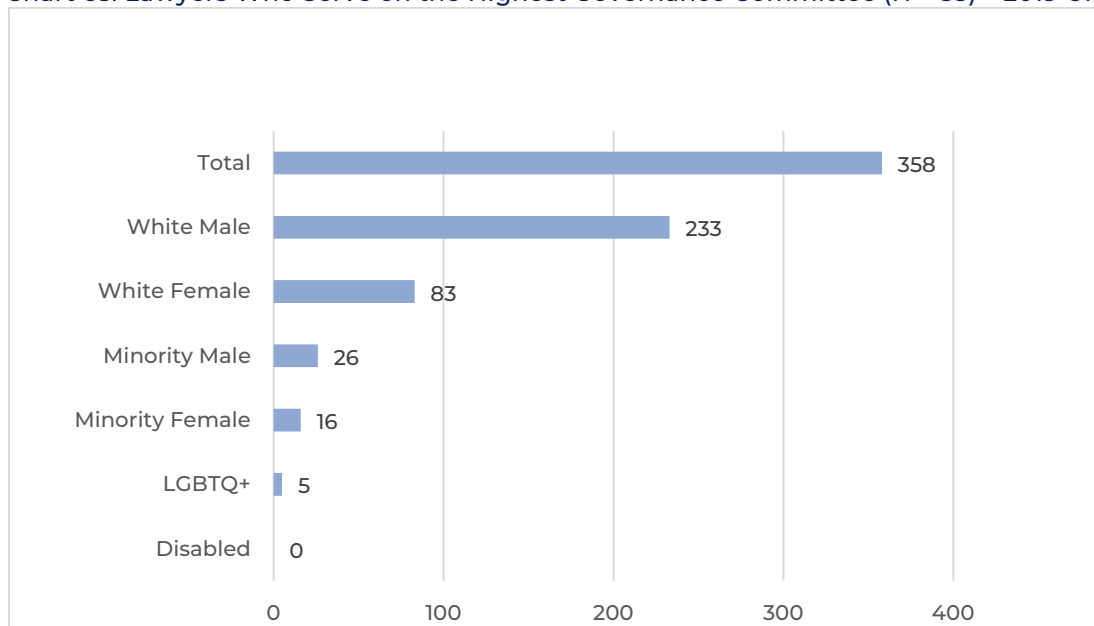
Governance

Now that you have seen who makes up the entirety of the lawyers collectively, consider who has the privilege to be in positions of decision-making, leading organizations, and recruitment. Consider how representative this population is of entire law field and again the general population. Where are the largest inequities?

“N” denotes the total number of law firms that contributed data to each chart and is listed in the title (e.g. for N = 30). Previously in the report, “n” denoted the total number of individuals in the chart or table. These include all organizations that reported a numeric value, including 0, for each survey question. It excludes organizations that reported “DNT”, “N/A”, or left the item blank.

Who makes up the highest governance committee for your organization nationally?

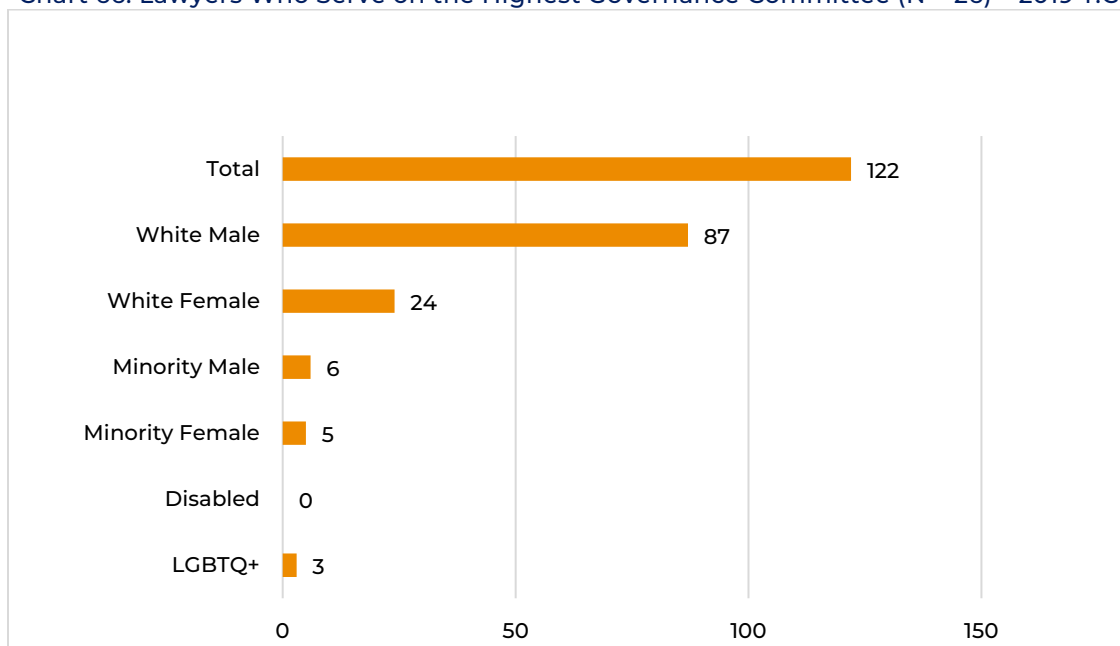
Chart 65: Lawyers Who Serve on the Highest Governance Committee (N = 33) – 2019 U.S.



Forty-two Lawyers of Color (12% of the total) compared to 233 White Lawyers served on the highest governance committees across the 34 aggregate law firms. Compare this to the total percentage of Lawyers of Color, 17% nationally and 10% locally.

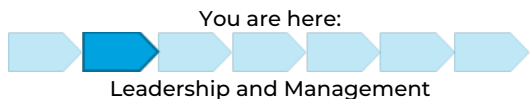
Who makes up the highest governance committee for your organization locally?

Chart 66: Lawyers Who Serve on the Highest Governance Committee (N = 26) – 2019 T.C.



Here we see Lawyers of Color represented at around 9%. Note the numbers are small, and it is unclear if these individuals, as a whole, represent a diversity of Race and Ethnicity categories. Women combined, in the Twin Cities, are represented on governance committees (24%) at a lower rate than the same rate as the general Lawyers population for law firms (35%).

What visibility does participation in governance provide individual lawyers and how, as a whole, can they impact change?

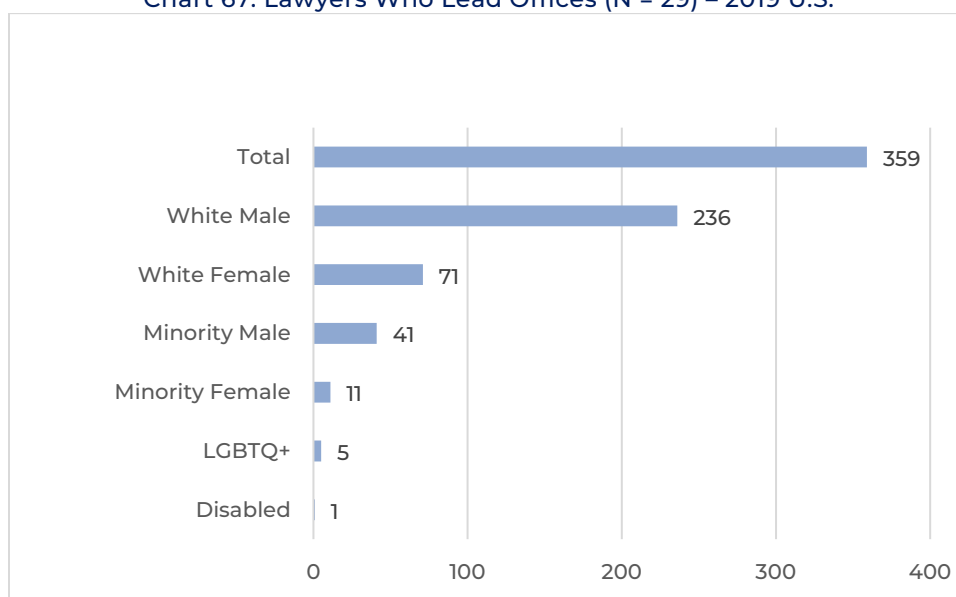


Office Leads

Lawyers who lead offices, departments, or committees hold a different positionality than others. When looking at the distributions below, consider what this means. What does the diversity of this group suggest about law firms? What efforts are being made to establish pipelines to increase inclusion in these positions?

Who leads offices across the U.S.?

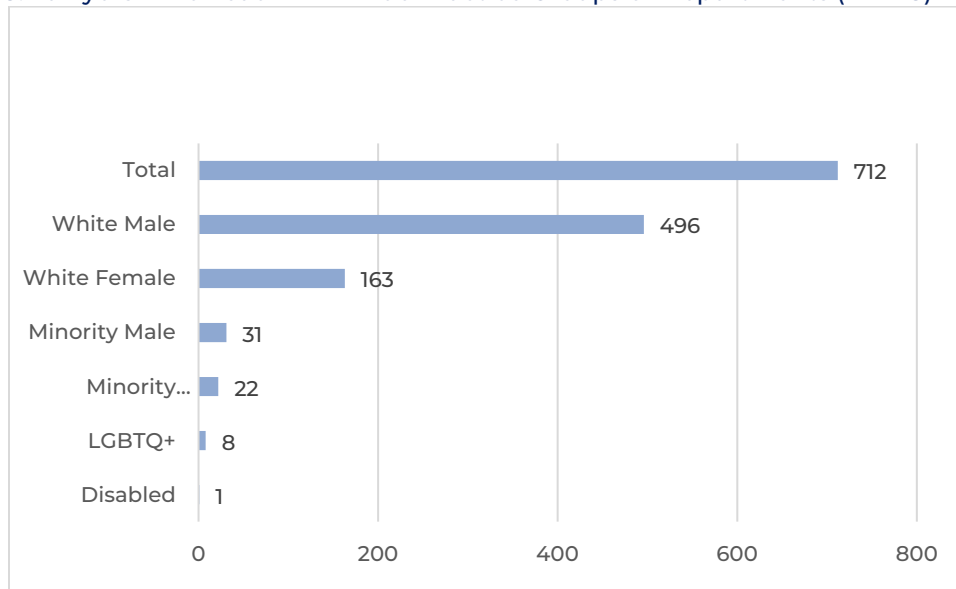
Chart 67: Lawyers Who Lead Offices (N = 29) – 2019 U.S.



Notice that the last few charts have the same proportional representation across these general demographic groups. Consider how often these positions change and if the same individuals hold multiple positions of leadership within the firm.

Who leads firm-wide practice groups or departments across the U.S.?

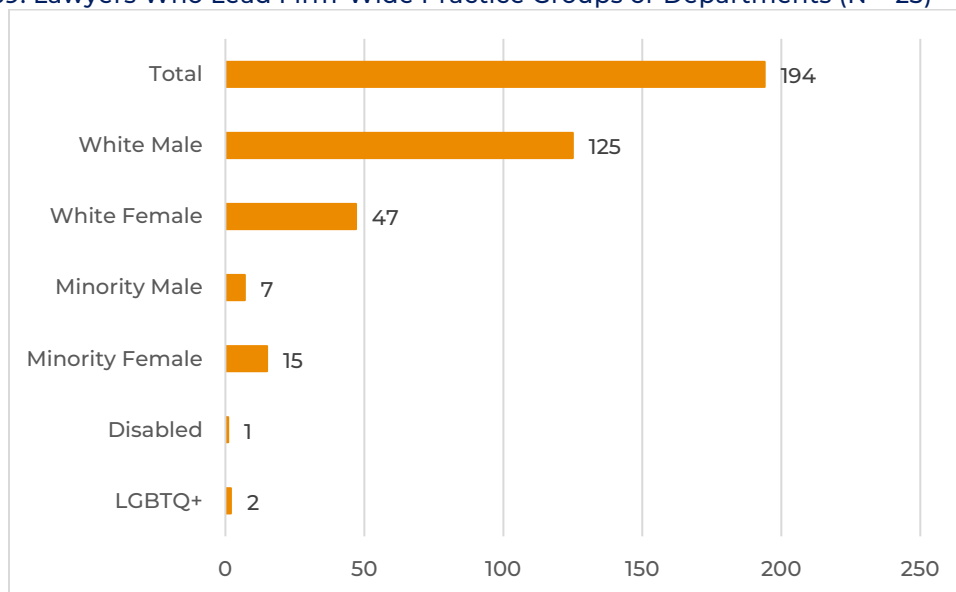
Chart 68: Lawyers Who Lead Firm-Wide Practice Groups or Departments (N = 28) – 2019 U.S.



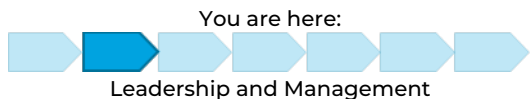
Notice the ratio of White Females to White Males. How does this compare to the total number of Women across firms (Women make up 35% of the total)? White Males make up 70% of those who lead firm-wide groups. There seems to be decent representation of Women in these leadership positions. Do these positions of leadership lead to decision making power? Are department leads highly visible in representing their firms internally (setting cultural standards) and externally (representing the firm's brand)?

Who leads Twin Cities practice groups or departments?

Chart 69: Lawyers Who Lead Firm-Wide Practice Groups or Departments (N = 23) – 2019 T.C.

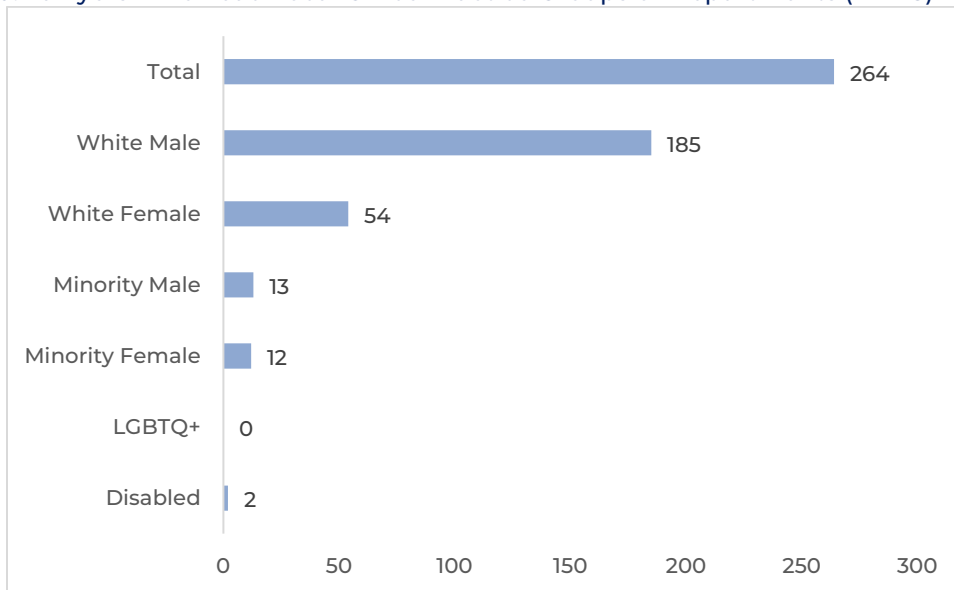


These numbers resemble those who comprise governance committees locally. Are the same individuals taking on roles of leadership throughout the organizations? The numbers of those that lead local groups or departments are small and therefore patterns are challenging to discern. However, consider how this group impacts the work distribution and pathways for promotion in your organization.



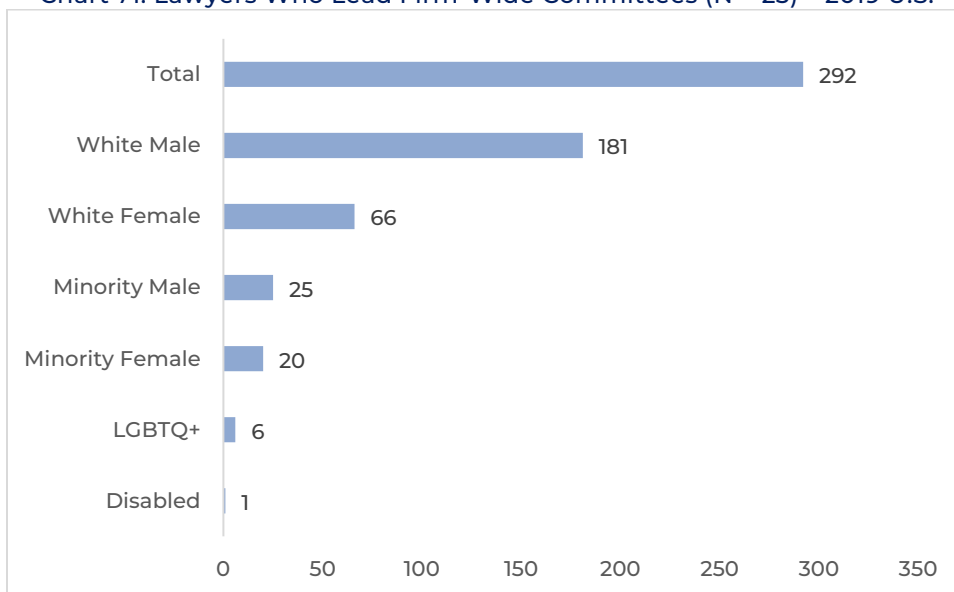
Who leads local practice groups or departments across the U.S.? How does this reflect the total population of lawyers? What role can individuals in these positions play to promote diversity and inclusion?

Chart 70: Lawyers Who Lead Local Office Practice Groups or Departments (N = 15) – 2019 U.S.



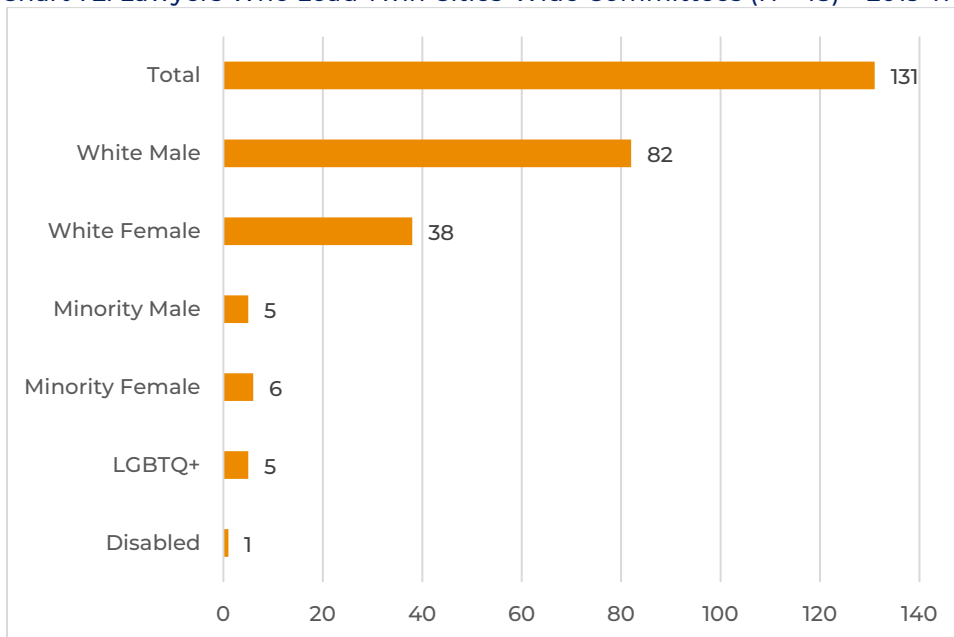
Who leads firm-wide committees across the U.S.?

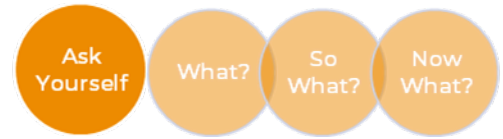
Chart 71: Lawyers Who Lead Firm-Wide Committees (N = 25) – 2019 U.S.



Who leads Twin Cities-wide committees?

Chart 72: Lawyers Who Lead Twin Cities-Wide Committees (N = 18) – 2019 T.C.





PROMOTIONS AND HIRING

This next section of the survey focuses on hiring and promotion decision-making and patterns. Note, these categories are more general for anonymity (White Male, White Female, Minority (Persons of Color) Male, Minority Female, LGBTQ+, and Persons with Disabled). The first four categories are mutually exclusive, but there may be overlap with the last two categories (therefore sum individual categories may be greater than the total reported).

If your organization did not provide these data, consider how this information could be used and collected in the future. Consider the overall trends and how they compare to those in leadership positions. Where does diversity and inclusion begin for law firms? What are the multiple pathways that you see as bridging some of the gaps in equity?

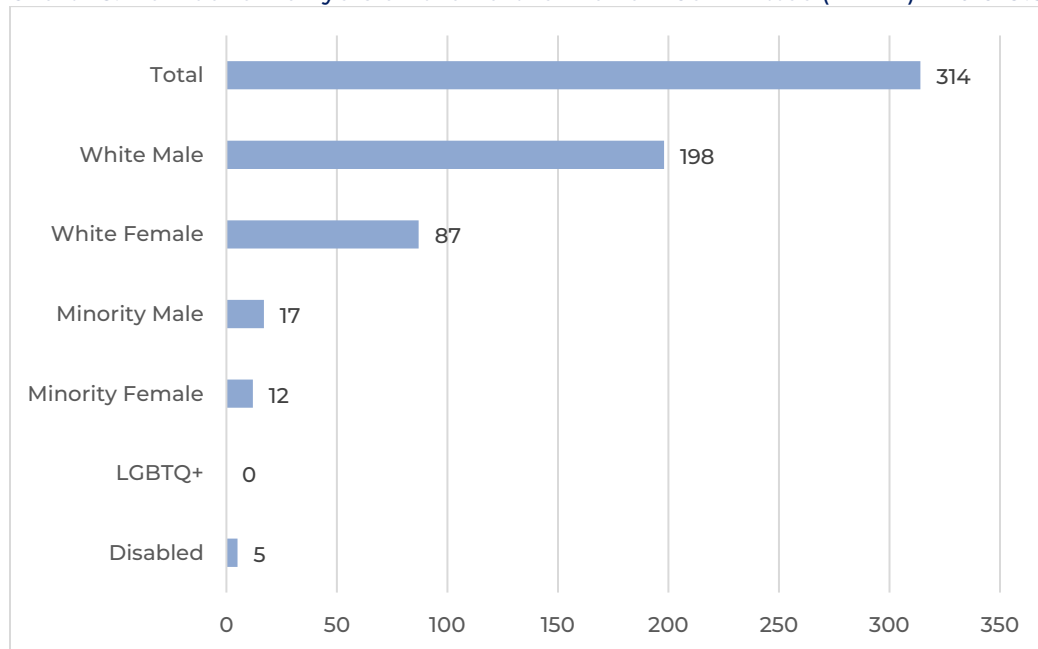
Partner Review



In addition to who is involved in Partner Review, consider the process for forming this group and how it could be more equitable. Consider how lawyers are invited to serve on Partner Review committees and what law firms need to better understand about this internal process to determine how to change the patterns that exist.

Who comprises the Partner Review Committee (or your equivalent) nationally?

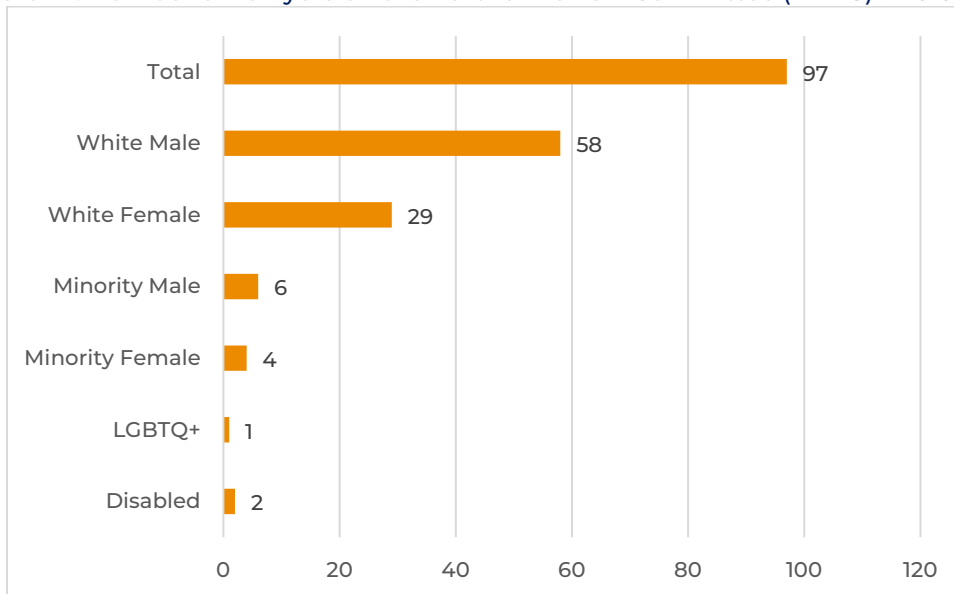
Chart 73: Number of Lawyers on the Partner Review Committee (N = 27) – 2019 U.S.



Women comprise almost one third of this decision-making body (and 35% of the total lawyers). Lawyers of Color, meanwhile, makeup 9% of partner review committees. Consider how this impacts the number of Equity partners and highest compensated Lawyers of Color across organizations.

Who comprises the Partner Review Committee (or your equivalent) for the Twin Cities?

Chart 74: Number of Lawyers on the Partner Review Committee (N = 18) – 2019 T.C.



Of the 97 lawyers that serve on Partner Review Committees in the Twin Cities from TCDIP Law Firm Members, 58 are White. How does this impact promotion rates for all Race and Ethnicity groups? Note, 18 of 34 TCDIP Law Firm Members reported on these numbers.



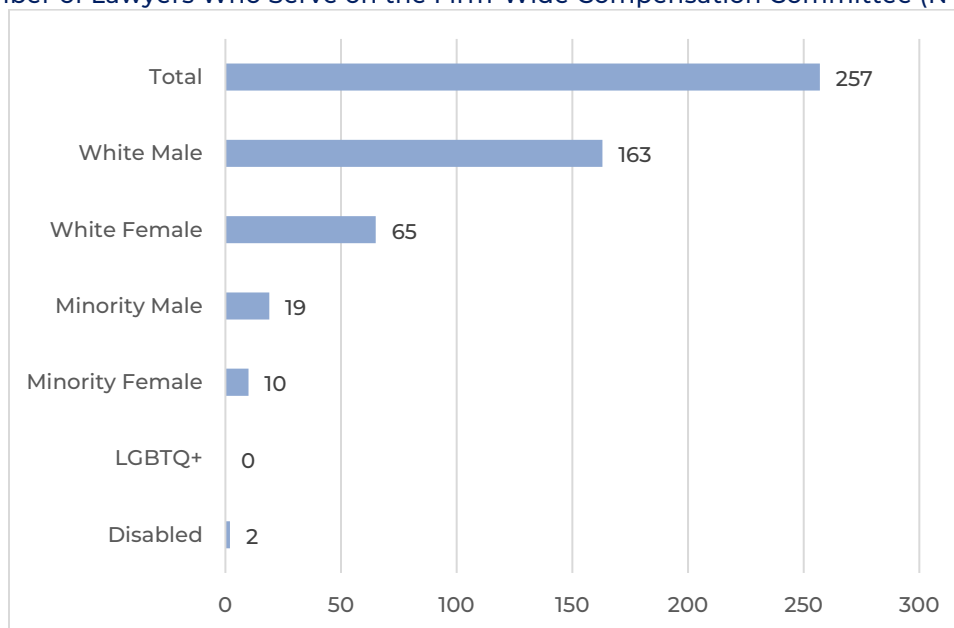
Compensation

When thinking about decisions around compensation in your organization, use these data to understand patterns that perpetuate inequity. Compare the proportion of those involved in these decisions to the overall proportion of various demographic groups and how they may be underrepresented.

Note, these categories are more general for anonymity (White Male, White Female, Minority (Persons of Color) Male, Minority Female, LGBTQ+, and Persons with Disabled). The first four categories are mutually exclusive, but there may be overlap with the last two categories (therefore the sum of the individual categories may be greater than the total reported).

Who serves on the firm or department-wide compensation committee?

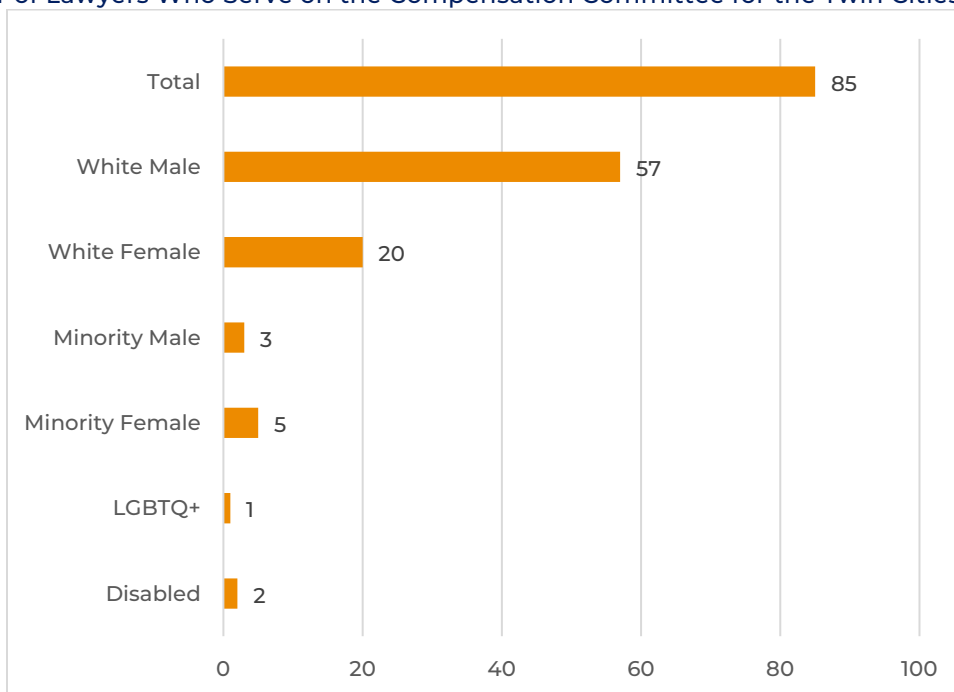
Chart 75: Number of Lawyers Who Serve on the Firm-Wide Compensation Committee (N = 27) – 2019 U.S.

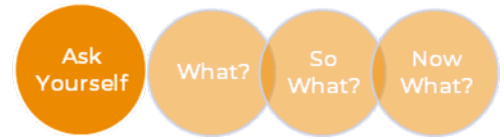




Who serves on the compensation committee for the Twin Cities?

Chart 76: Number of Lawyers Who Serve on the Compensation Committee for the Twin Cities (N = 18) – 2019 T.C.





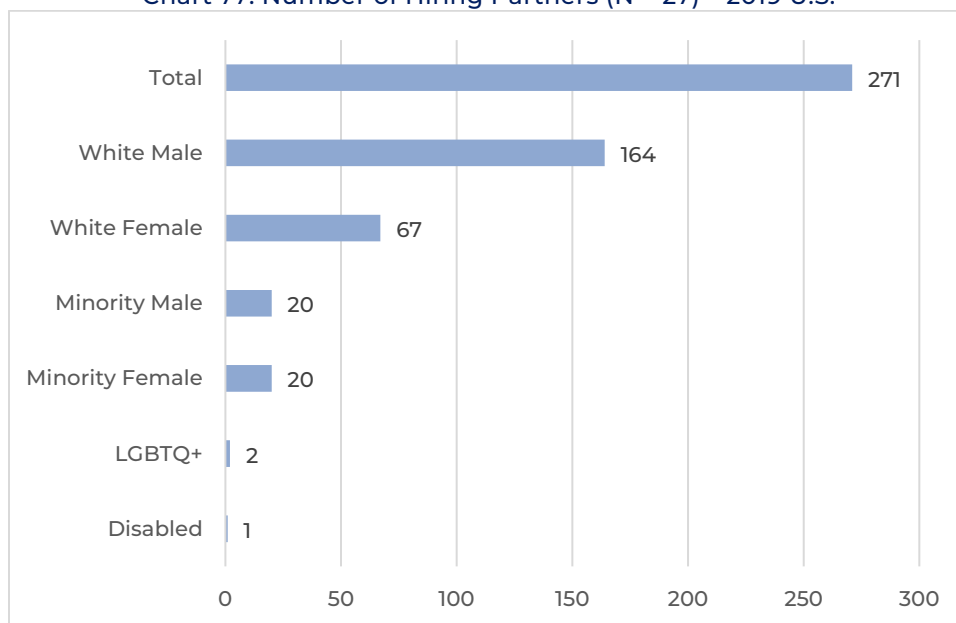
Hiring

Hiring committees and decision makers can change the diversity of an organization. They can promote racial and ethnic diversity and bring new perspectives to an organization. Attracting and recruiting more Lawyers of Color is not only central to the mission of TCDIP, but it is the first step in the pipeline to promote diversity at each level of leadership within your organization.

Note, these categories are more general for anonymity (White Male, White Female, Minority (Persons of Color) Male, Minority Female, LGBTQ+, and Persons with Disabled). The first four categories are mutually exclusive, but there may be overlap with the last two categories (therefore the sum of the individual categories may be greater than the total reported).

Who are the hiring partners (or the equivalent) for the U.S.?

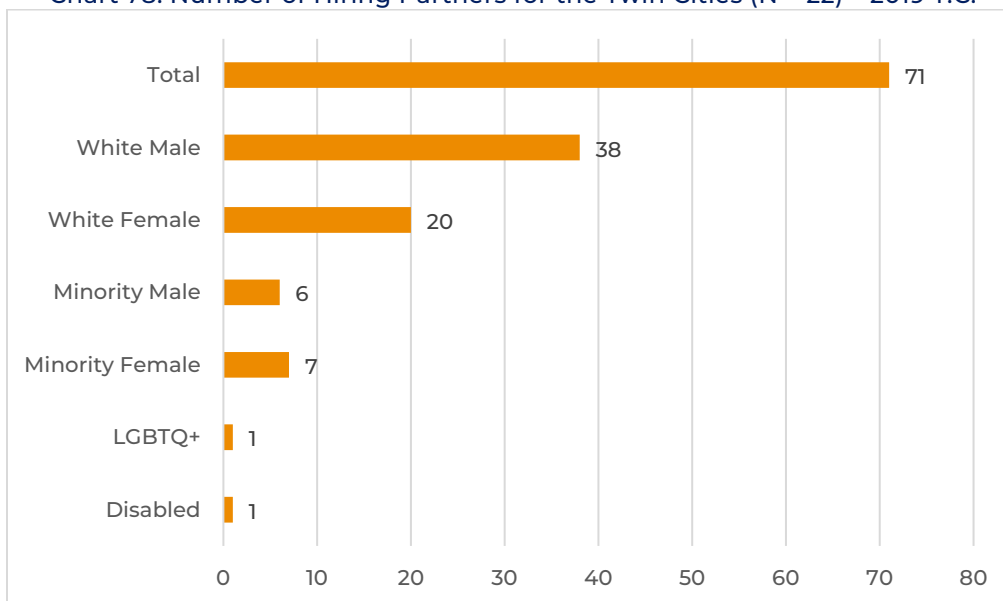
Chart 77: Number of Hiring Partners (N = 27) – 2019 U.S.



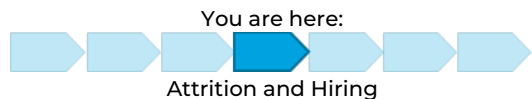


Who are the hiring partners (or the equivalent) for the Twin Cities?

Chart 78: Number of Hiring Partners for the Twin Cities (N = 22) – 2019 T.C.



We see greater proportional representation (18%) from Lawyers of Color who are Hiring Partners as compared to those who serve on the compensation committee. As we saw previously, the diversity of Associates is greater than that of Equity Partners. Is this related to the diversity of decision makers in hiring and compensation? Or are there other factors at play? Additionally, as we review the distributions of highest earners across the organizations, note the sparse representation of Lawyers of Color.



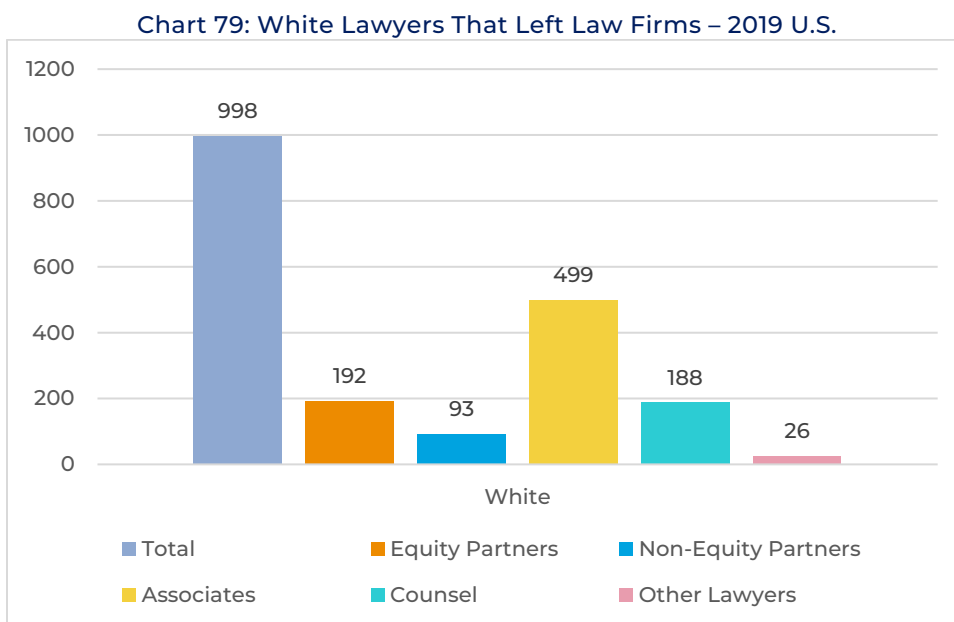
ATTRITION AND HIRING

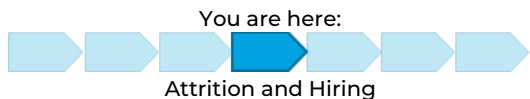
This section focuses on the racial and gender demographics of those who left and joined TCDIP Member Law Firms (nationally and locally). Consider not only who is leaving and joining but at what level of seniority.

If your organization did not provide these data, consider how this information could be used and collected in the future.

Attrition by Race and Ethnicity for the U.S.

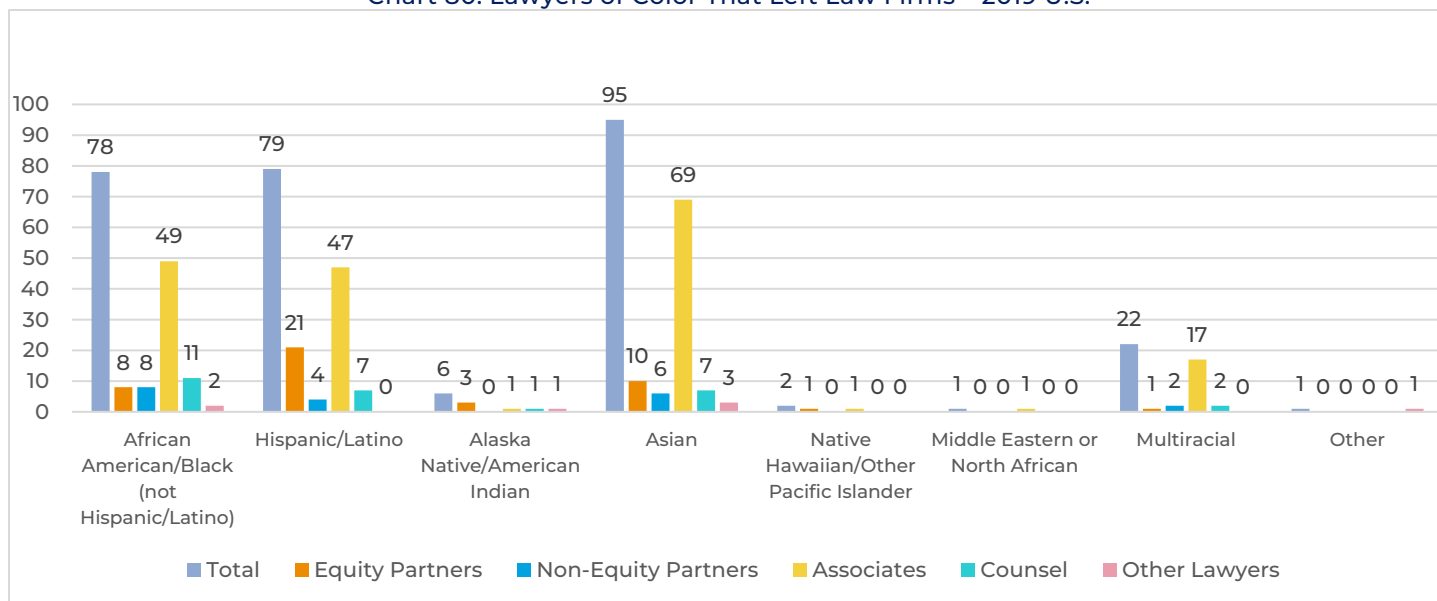
What percentage of lawyers that law firms in 2019 across the U.S. identified as White? What positions did they hold? Are people leaving from a place of seniority? Thirty (30 of 34) TCDIP Law Firm Members provided this data.





What percentage of lawyers that left across the U.S. were Lawyers of Color? What positions did they hold? Are they leaving because of additional opportunity elsewhere or because of limited opportunity for promotion internally? How does this compare to the overall percentage of Lawyers of Color throughout the Twin Cities (17%)?

Chart 80: Lawyers of Color That Left Law Firms – 2019 U.S.



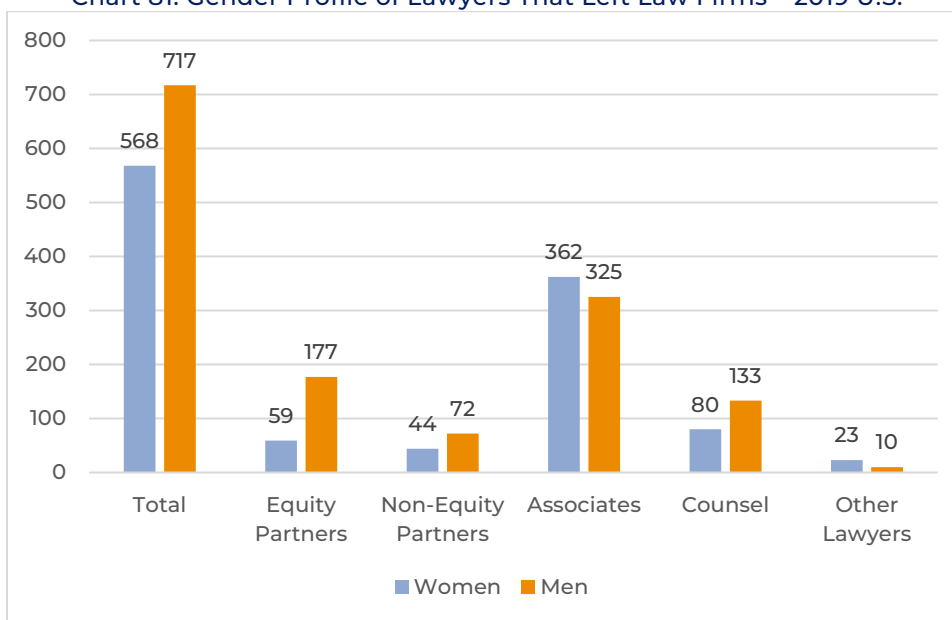
Proportionally, the total number of lawyers leaving did not change significantly. However, the total number of African American/Black Lawyers that left firms in 2019 was up by more than 50% over 2018. The total number of Hispanic lawyers that left in 2019 more than doubled from 2018. Note, the 34 reporting law firms for both years overlapped, but did include a few different firms.

Attrition by Gender for the U.S.

Attrition affects the demographic makeup of law firms. Additionally, it indicates inclusivity for certain groups over others. Consider what else attrition rates indicate for your organization. Thirty (30 of 34) firms provided this data.

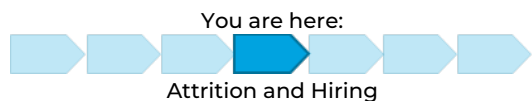
Are Women and Men leaving law firms at the same frequency? What positions did they hold at the time they left?

Chart 81: Gender Profile of Lawyers That Left Law Firms – 2019 U.S.



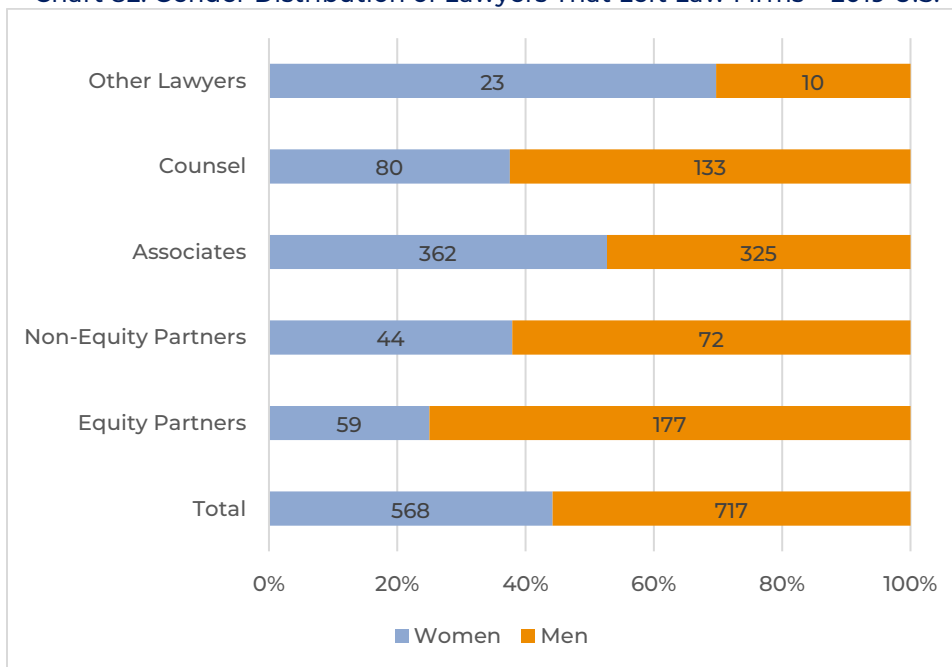
The number of Women that left law firms in 2019 was over a hundred more than the total number of Women who left in 2018. The number of Men that left in 2019 also increased by over hundred as compared to one year prior.

The proportion of Women that leave (45%) is greater than the total proportion of Women throughout law firms. How does this distribution across Job Title reflect on the population of lawyers that remain in the field long term?



Looking at [Chart 82](#), are Women and Men leaving the organization at equal rates by position? For example, are the proportion of Women Equity partners that left similar to the proportion of Women Equity partners that stayed? How do these numbers compare to Women lawyers that were hired?

Chart 82: Gender Distribution of Lawyers That Left Law Firms – 2019 U.S.

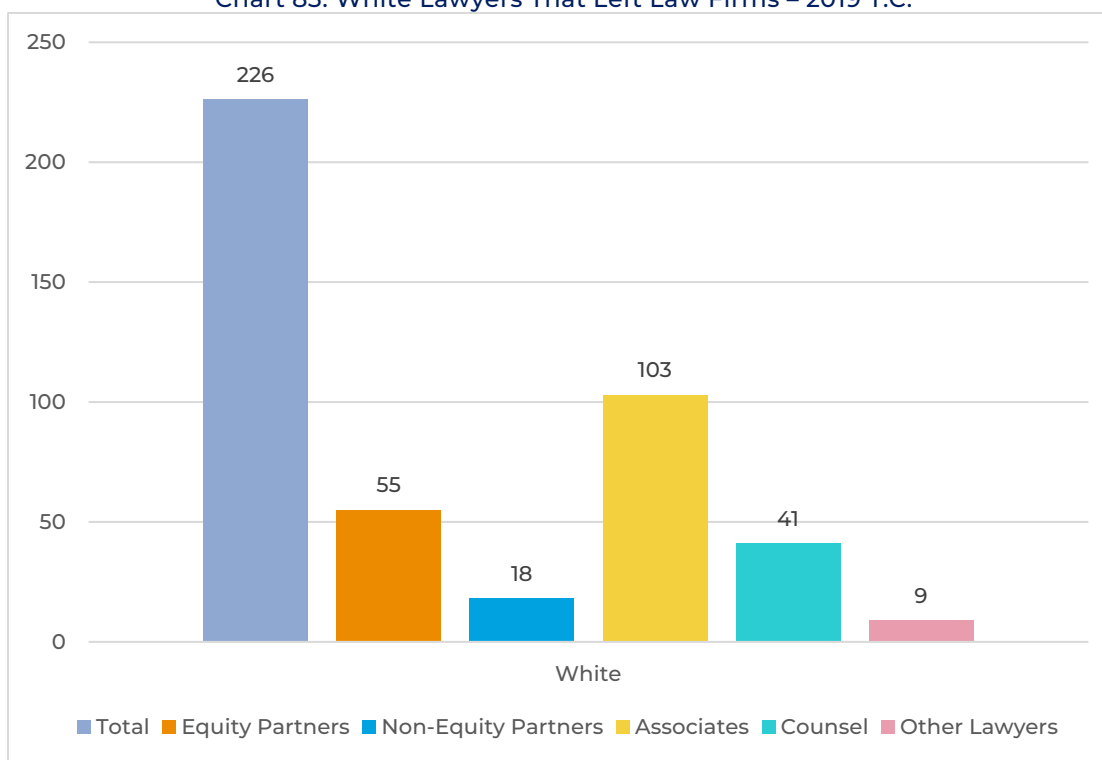


This data was also requested by Sexual Preference and Disability status. Of the 34 law firms who provided data, 12 firms reported at least 1 LGBTQ+ individual who left the firm in 2019 (a total of 35). Seven firms reported at least one Person with Disabilities that left the firm (totaling 11).

Attrition by Race and Ethnicity for the Twin Cities

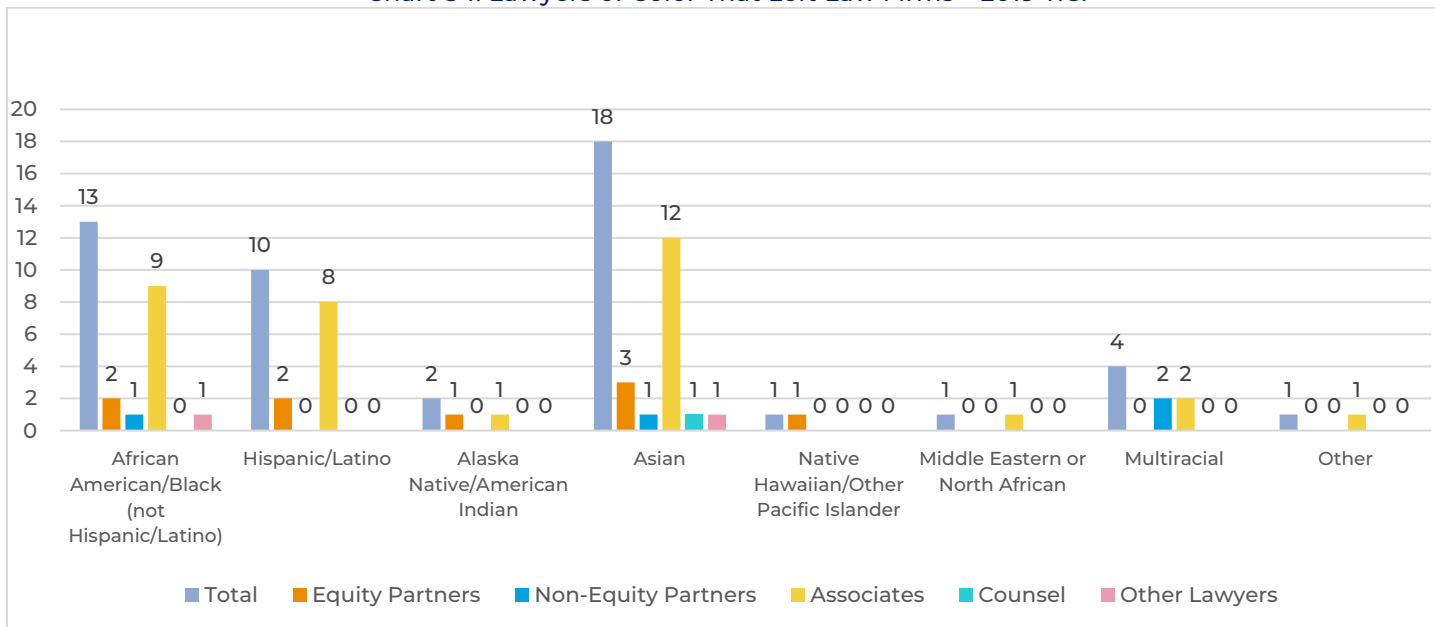
How many lawyers that left law firms during the calendar year ending December 31, 2019 in the Twin Cities identified as White? What positions did they hold? Are people leaving from a place of seniority? Does this look similar to the overall demographics of your organization? Twenty-six of 34 Member Firms provided this data.

Chart 83: White Lawyers That Left Law Firms – 2019 T.C.



Are Lawyers of Color leaving at the same rate? Are they leaving because of additional opportunities elsewhere or due to the lack of opportunity internally?

Chart 84: Lawyers of Color That Left Law Firms – 2019 T.C.

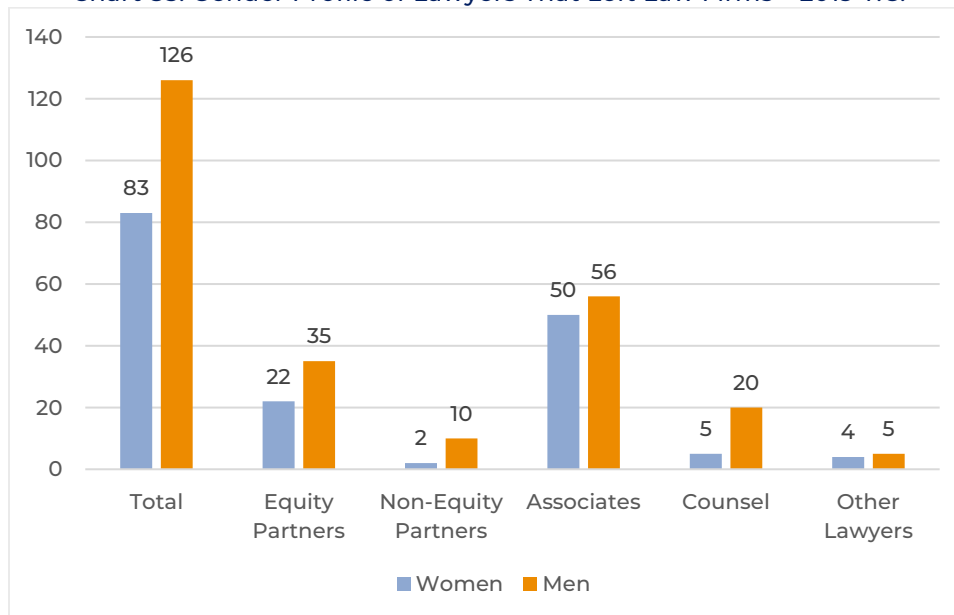


Attrition by Gender for the Twin Cities

Are Women and Men leaving the organization at the same frequency? What positions did they hold?

Twenty-six (of 34) Member Firms provided this data.

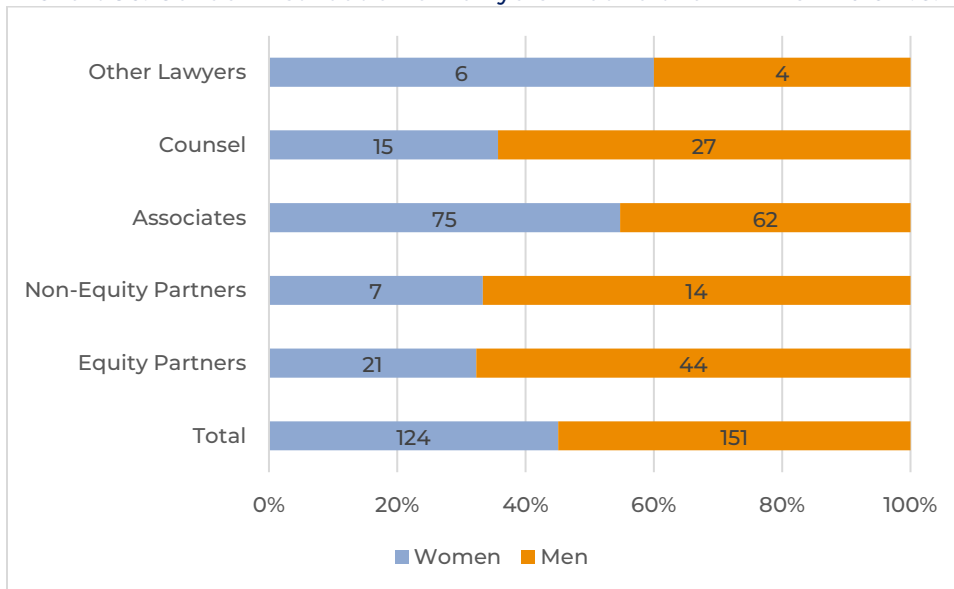
Chart 85: Gender Profile of Lawyers That Left Law Firms – 2019 T.C.



Forty percent of those that left the firms locally were Women, which is slightly higher than the percentage of Women lawyers overall. Because of these small numbers it is challenging to discern a pattern but it would of value for individual organizations and the collective to understand the conditions that lead to lawyers leaving and whether there are systemic issues in the Twin Cities that underpin these patterns.

Are Women and Men leaving the organization at equal rates by position?

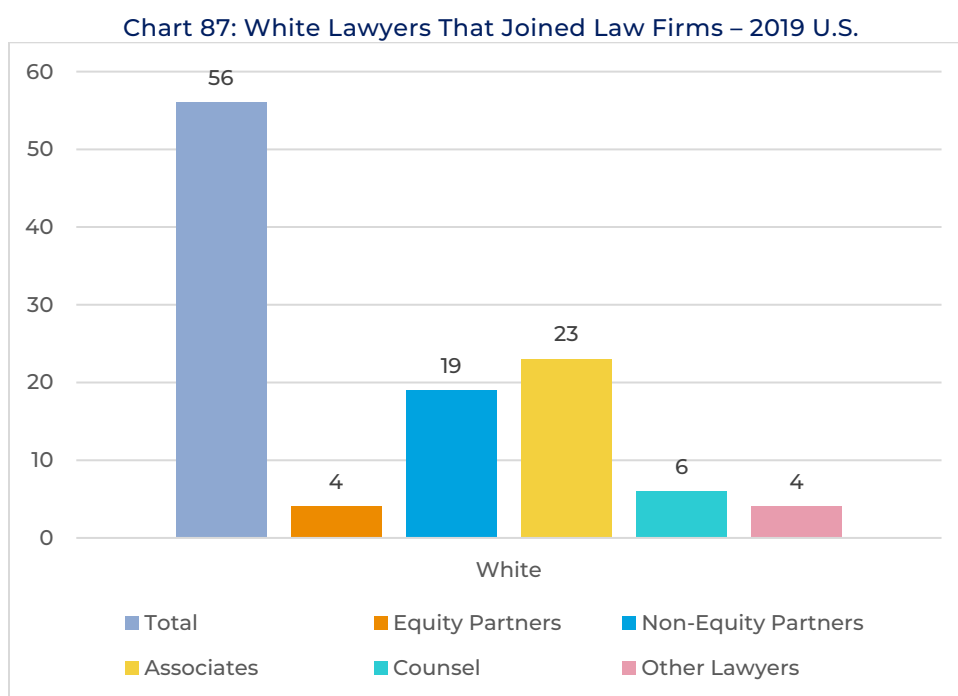
Chart 86: Gender Distribution of Lawyers That Left Law Firms – 2019 T.C.



This data was also requested by Sexual Preference and Disability status. Of the 34 law firms who provided data, four firms reported at least 1 LGBTQ+ individual who left the firm locally in 2019 (a total of 6 individuals). Four firms reported at least one Person with Disabilities that left the firm locally (totaling 5).

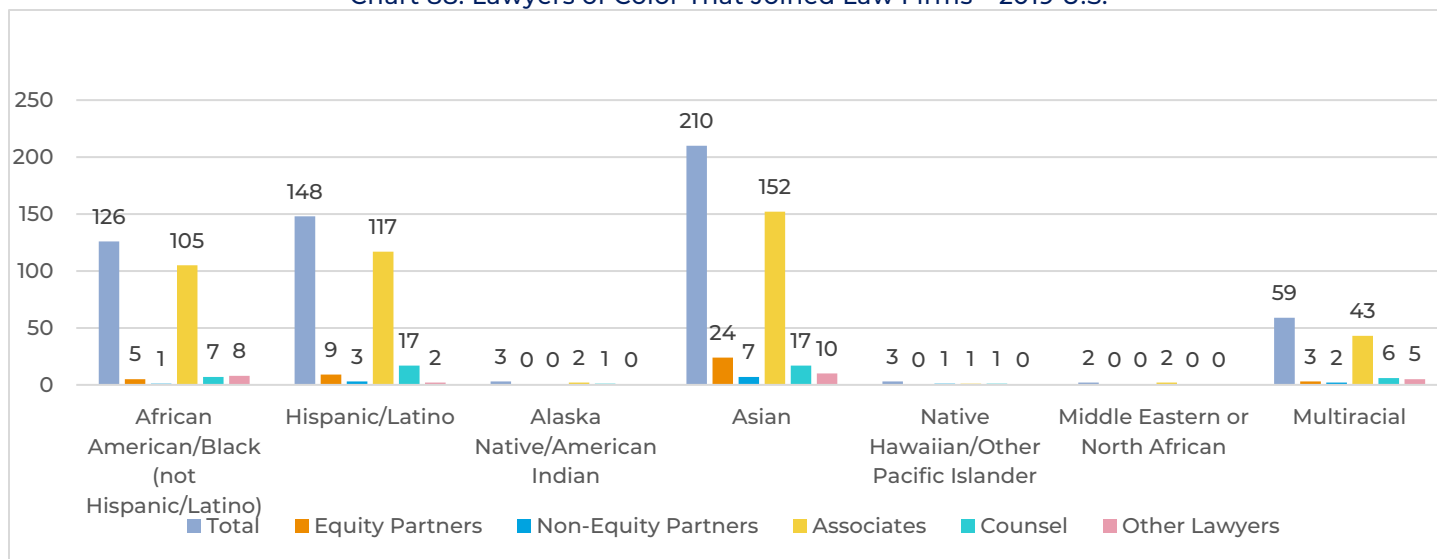
Hiring Data by Race and Ethnicity for the U.S.

Recruiting Lawyers of Color is crucial to increasing diversity within individual organizations and the legal community in the Twin Cities. In addition to recruitment, Lawyers of Color need to see equity and representation in leadership positions as well as positions of power to stay in the Twin Cities. All 34 Law Firm Members provided this data. What percentage of lawyers that joined law firms in the Twin Cities during the calendar year ending December 31, 2019 identified as White? What positions did they hold?



What percentage of lawyers that joined law firms during the calendar year ending December 31, 2018 from the Twin Cities were Lawyers of Color? What positions were they hired for? How does this compare to the attrition of Lawyers of across organizations nationally? Where is their growth in diversity?

Chart 88: Lawyers of Color That Joined Law Firms – 2019 U.S.

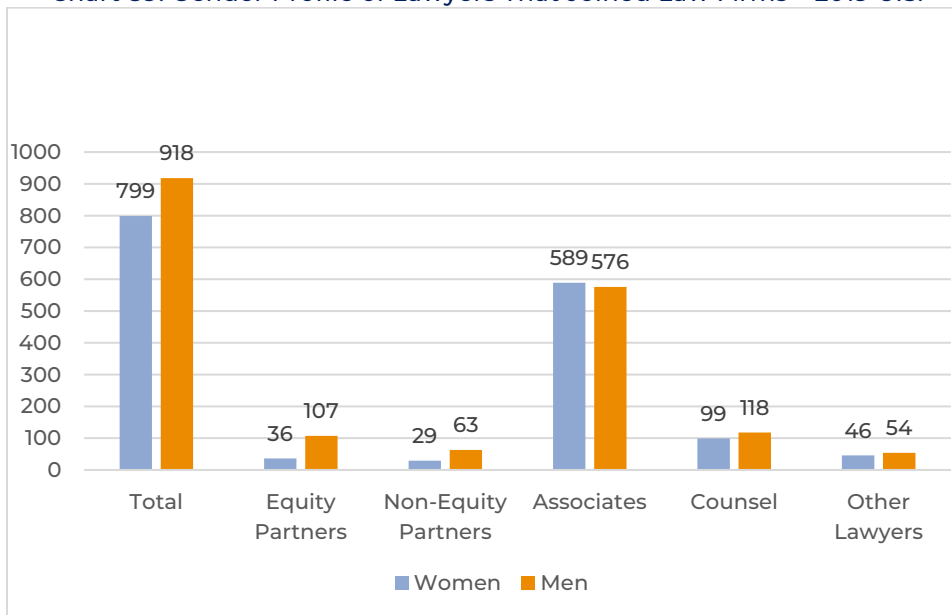


Notice that these numbers are higher than those for 2018, however, they do not equal the number of lawyers that left from 2018 to 2019.

Hiring Data by Gender for the U.S.

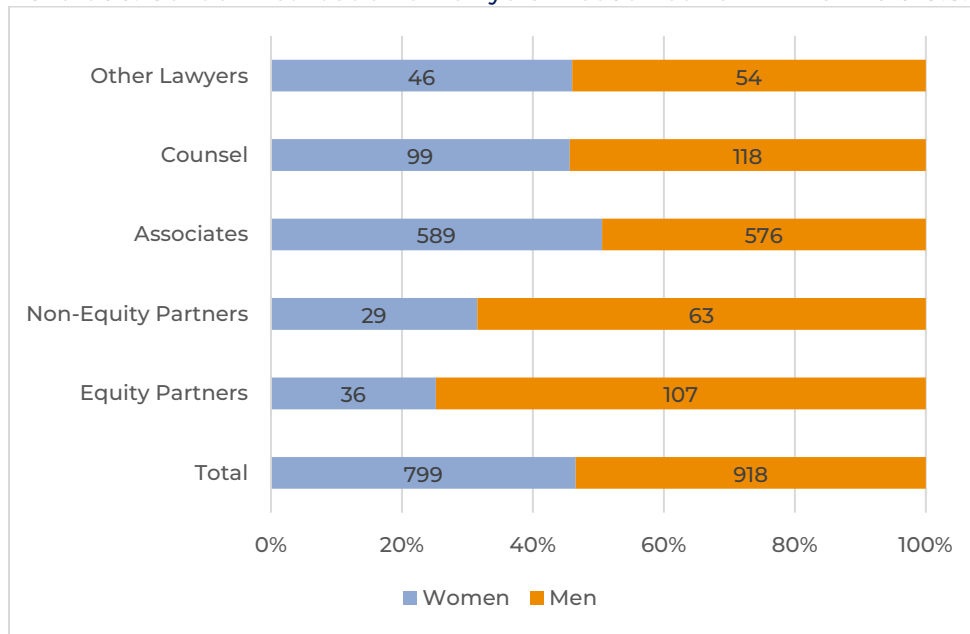
Are Women and Men joining law firms at the same frequency? What positions did they hold? Thirty-two (32 of 34) TCDIP Law Firm Members provided this data.

Chart 89: Gender Profile of Lawyers That Joined Law Firms – 2019 U.S.



Are Women and Men joining the organization at equal rates by position?

Chart 90: Gender Distribution of Lawyers That Joined Law Firms – 2019 U.S.

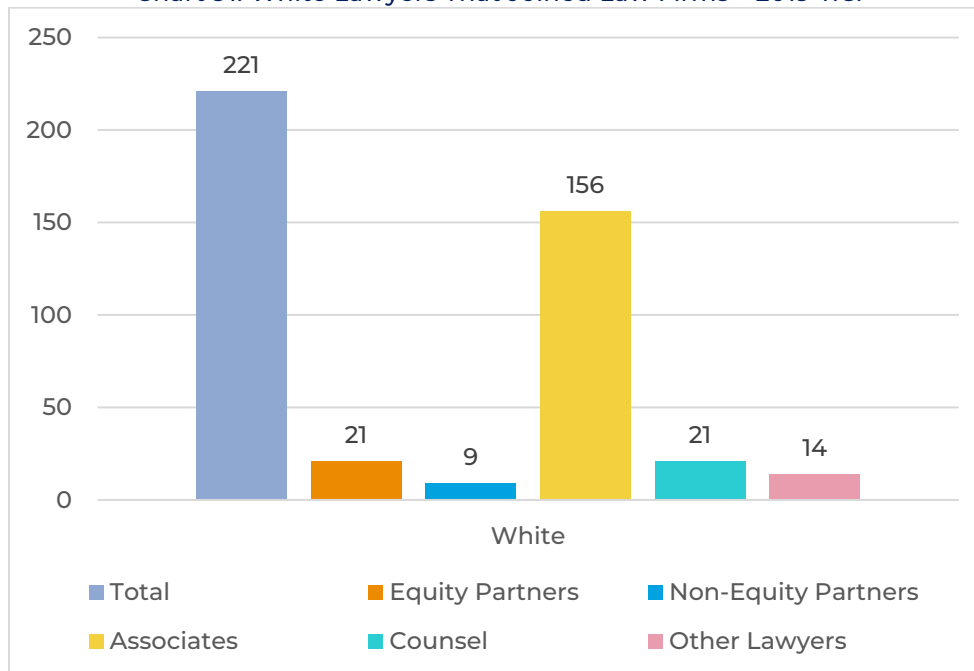


This data was also requested by Sexual Preference and Disability status. Of the 34 law firms who provided data, 12 firms reported at least 1 LGBTQ+ individual who joined the firm in 2019 (a total of 56 individuals). Six firms reported at least one Person with Disabilities that joined the firm (totaling 14).

Hiring Data by Race and Ethnicity for the Twin Cities

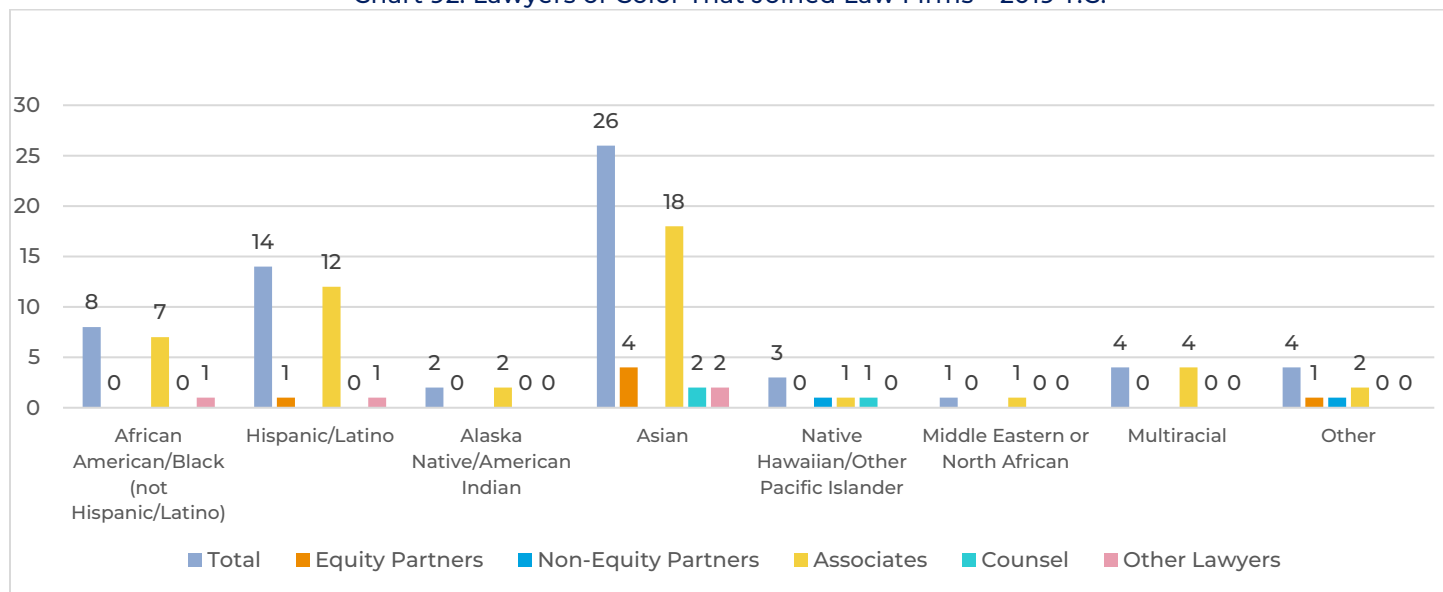
How many lawyers that joined law firms in the Twin Cities identified as White? What positions did they hold? All 34 TCDIP Law Firm Members who reported data provided this data.

Chart 91: White Lawyers That Joined Law Firms – 2019 T.C.



Are Lawyers of Color being hired at the same rate? What positions did they hold?

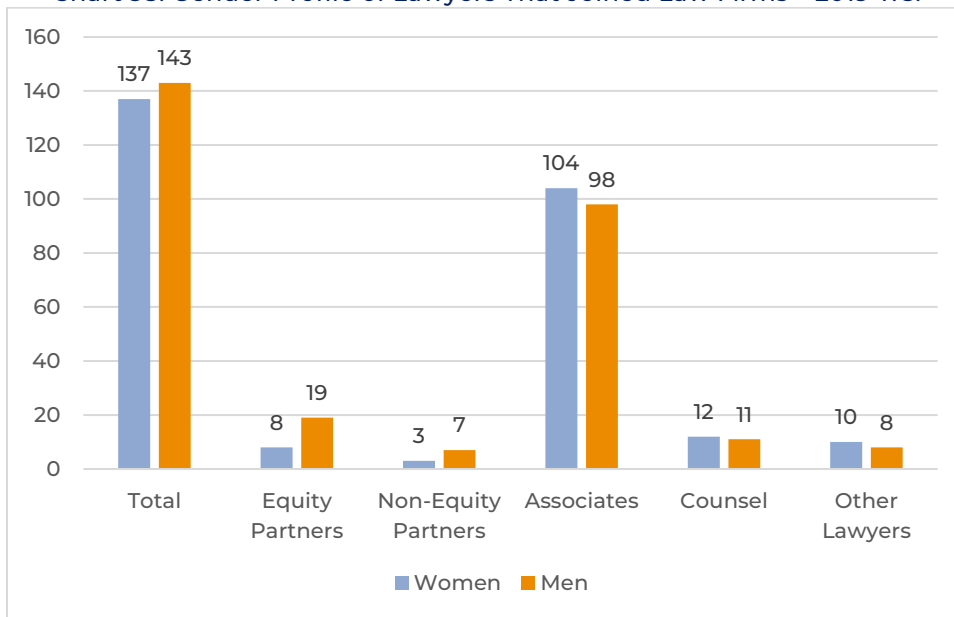
Chart 92: Lawyers of Color That Joined Law Firms – 2019 T.C.



Hiring Data by Gender for the Twin Cities

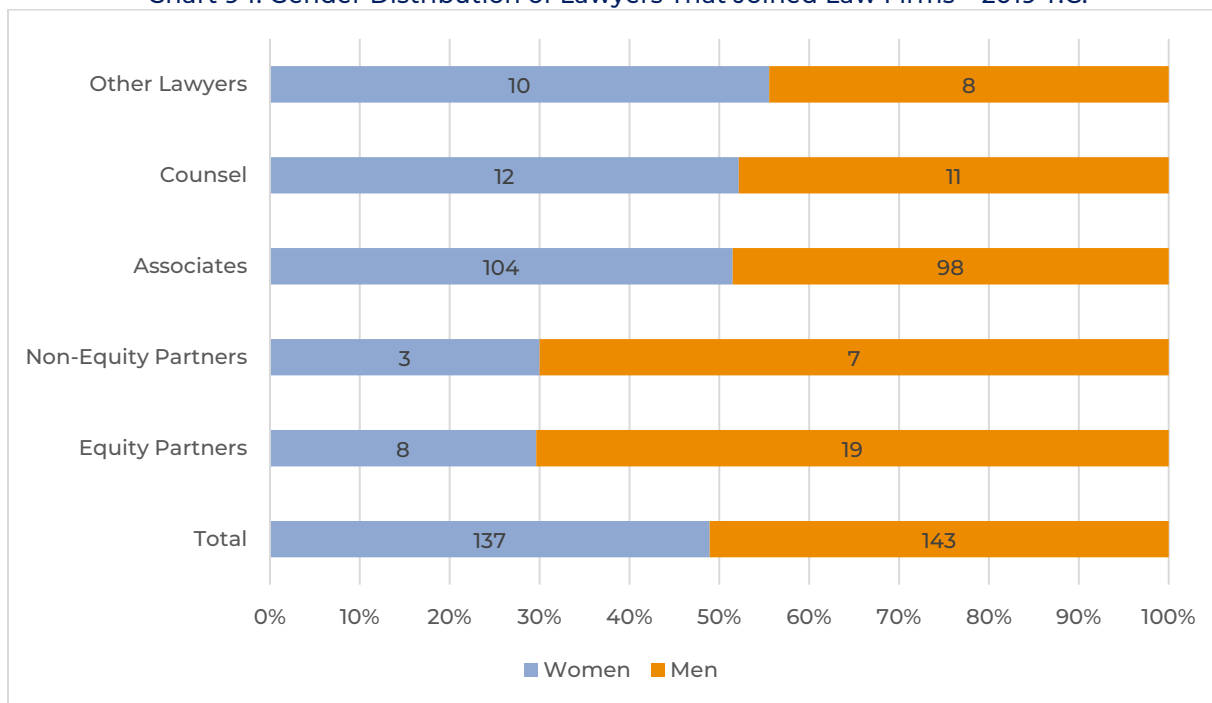
Are Women and Men joining law firms at the same frequency? What positions did they hold? Thirty-two (32 of 34) TCDIP Law Firm Members provided this data.

Chart 93: Gender Profile of Lawyers That Joined Law Firms – 2019 T.C.

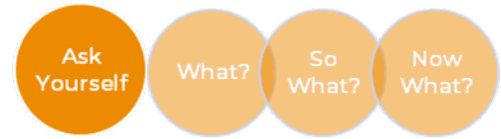
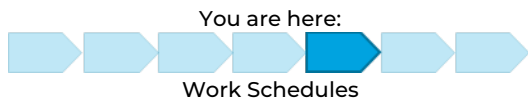


Are Women and Men joining the organization at equal rates by position?

Chart 94: Gender Distribution of Lawyers That Joined Law Firms – 2019 T.C.



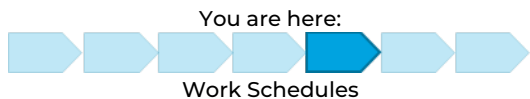
This data was also requested by Sexual Preference and Disability status. Of the 34 TCDIP Law Firm Members who provided data, 6 firms reported at least 1 LGBTQ+ individual who joined the firm, locally, in 2018 (a total of 9 individuals). No firms reported at least any Person(s) with Disabilities that joined the firm in the Twin Cities.



WORK SCHEDULES

This section focuses on the racial and gender demographics of lawyers who worked a reduced schedule, in the Twin Cities and nationally. Consider how these data relate to governance or other decision-making positions.

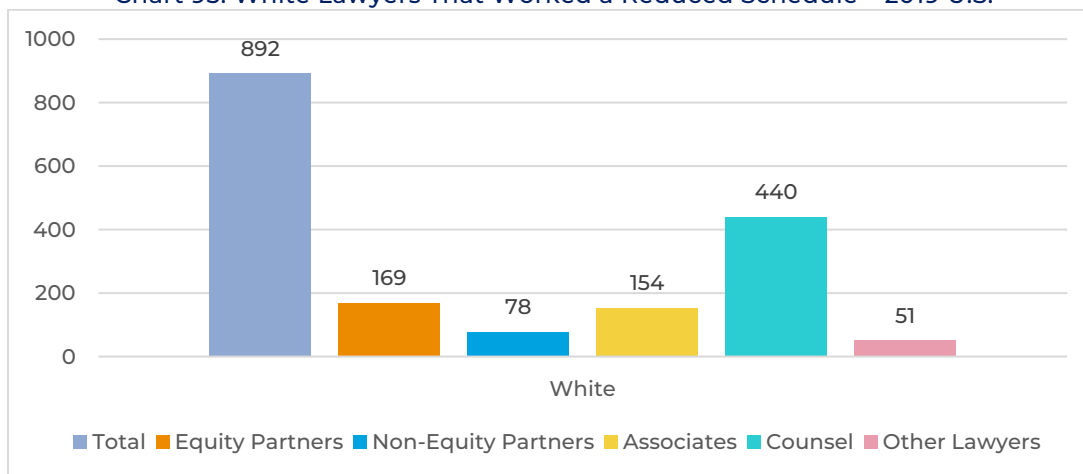
If your organization did not provide these data, and offers reduced schedules for lawyers, consider how this information could be used and collected in the future. As a whole, what patterns emerge about who can work a reduced schedule? Is it sufficient to have policies that allow for equal access to nontraditional work schedules, or is there a cultural component that precludes certain groups from opting for reduced schedules for concerns around negative connotations around work ethic?



Schedule Data by Race and Ethnicity for the U.S.

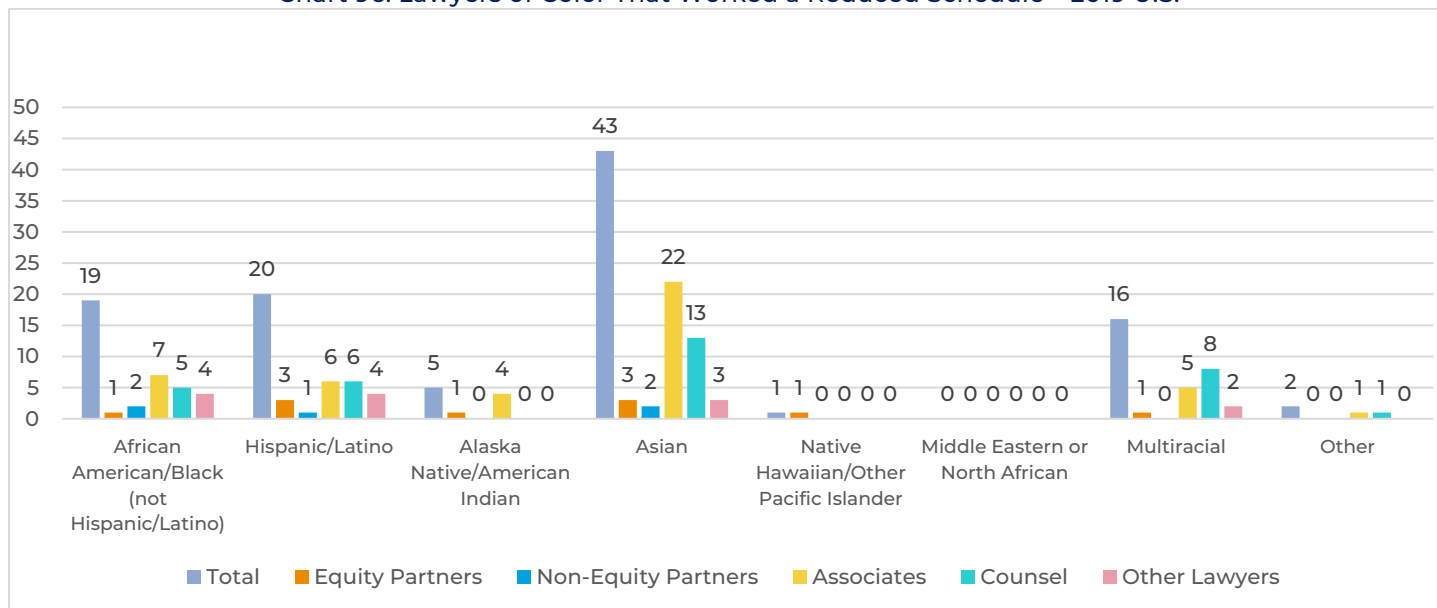
What percentage of lawyers that worked a reduced schedule at law firms across the U.S. identified as White? What positions did they hold? What does the pattern below reveal about who has leverage to choose a reduced work schedule? Twenty-eight (28 of 34) TCDIP Law Firm Members provided this data.

Chart 95: White Lawyers That Worked a Reduced Schedule – 2019 U.S.



What percentage of lawyers that worked a reduced schedule in law firms across the U.S. were Lawyers of Color? What positions did they hold? How does this compare to the overall percentage of Lawyers of Color in the organization?

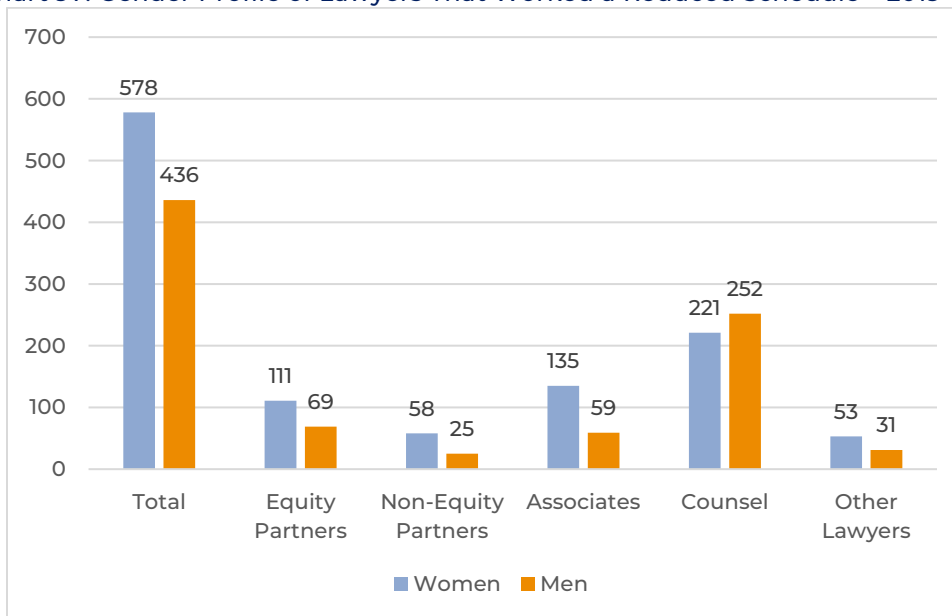
Chart 96: Lawyers of Color That Worked a Reduced Schedule – 2019 U.S.



Schedule Data by Gender for the U.S.

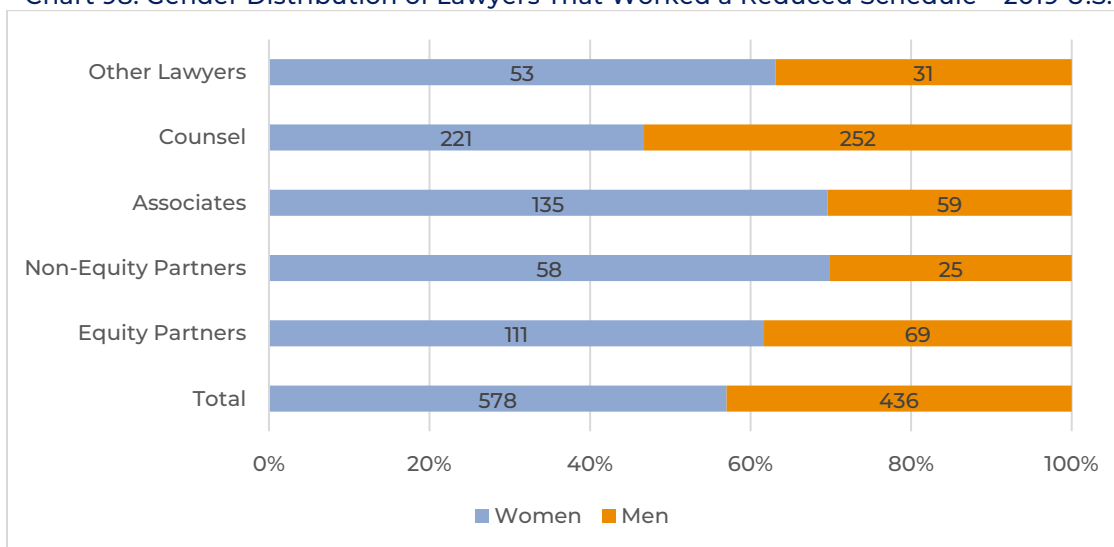
Who is working a reduced schedule (overall and by position)? What assumptions do you make about those who work a reduced schedule and about who works a reduced schedule? Twenty-seven (27 of 34) TCDIP Law Firm Members reported this data.

Chart 97: Gender Profile of Lawyers That Worked a Reduced Schedule – 2019 U.S.



What is the gender distribution for those working a reduced schedule (overall and by position)?

Chart 98: Gender Distribution of Lawyers That Worked a Reduced Schedule – 2019 U.S.

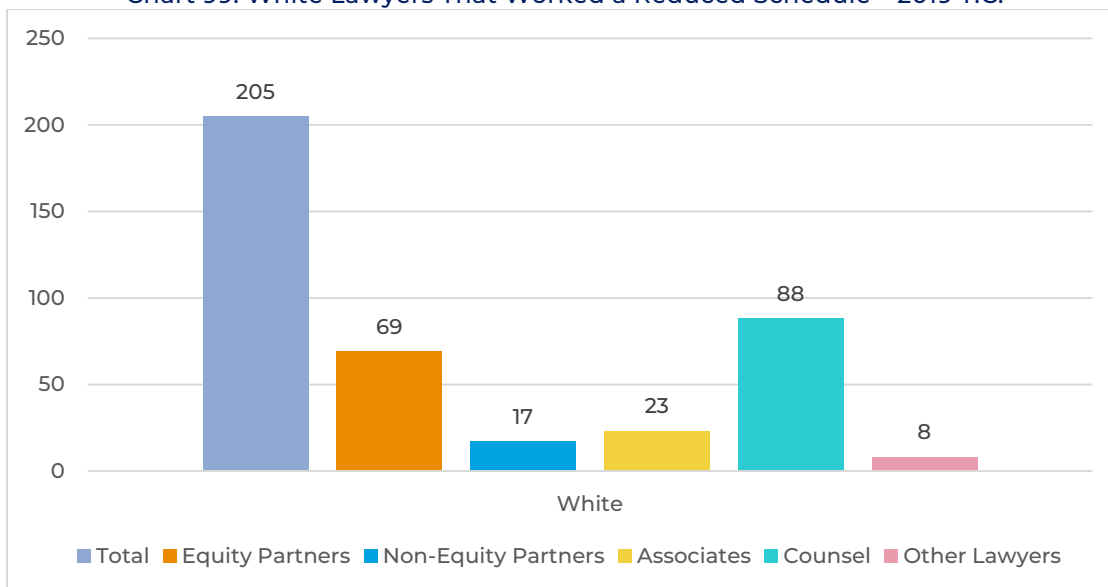


This data was also requested by Sexual Preference and Disability status. Only 8 firms reported at least 1 LGBTQ+ individual who worked a reduced schedule in 2019 (a total of 13 individuals). Eight firms reported at least one Person with Disabilities worked a reduced schedule in 2019 (16 total individuals).

Schedule Data by Race and Ethnicity for the Twin Cities

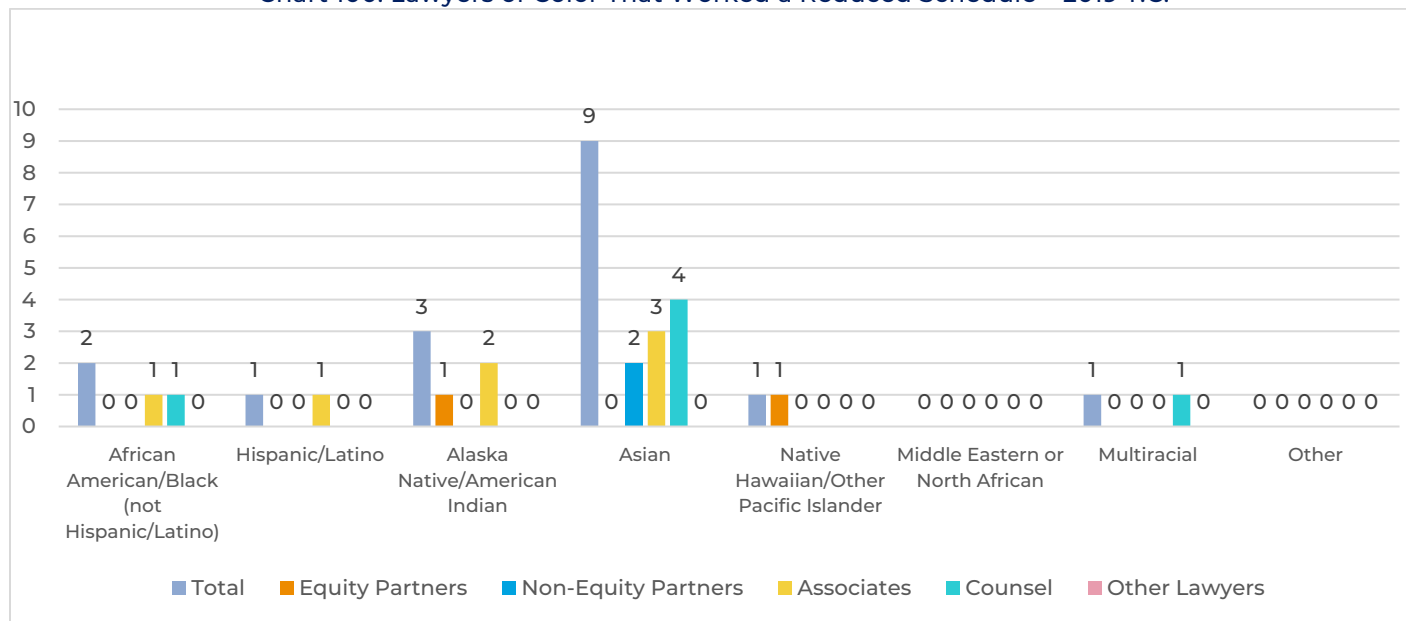
What percentage of lawyers that worked a reduced schedule in your organization in the Twin Cities identified as White? What positions did they hold? Twenty-seven TCDIP Law Firm Members provided this data.

Chart 99: White Lawyers That Worked a Reduced Schedule – 2019 T.C.



What percentage of lawyers that worked a reduced schedule in law firms in the Twin Cities were Lawyers of Color? What positions did they hold? How does this compare to the overall percentage of Lawyers of Color in law firms?

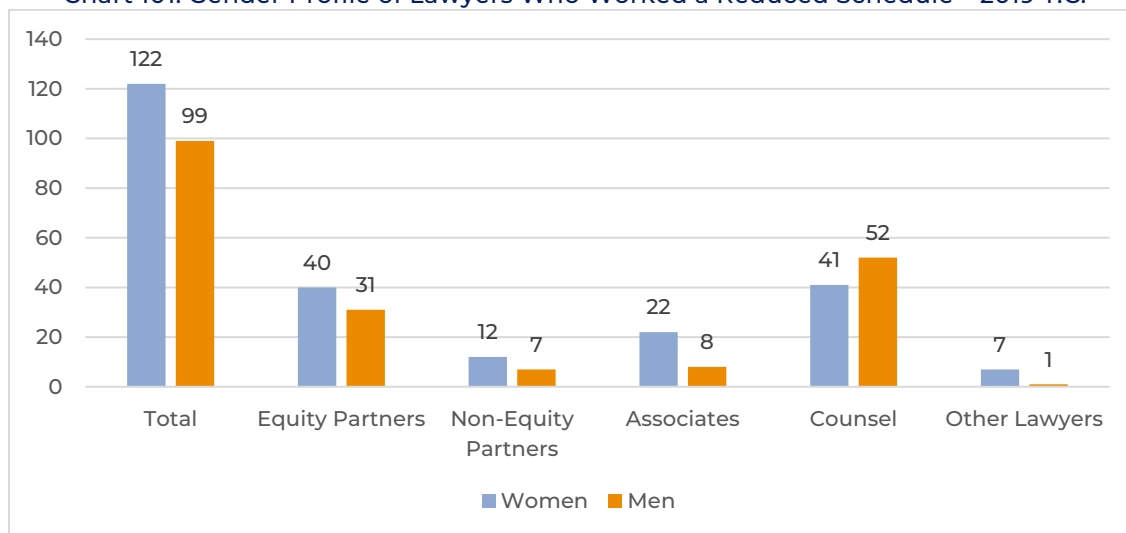
Chart 100: Lawyers of Color That Worked a Reduced Schedule – 2019 T.C.



Schedule Data by Gender for the Twin Cities

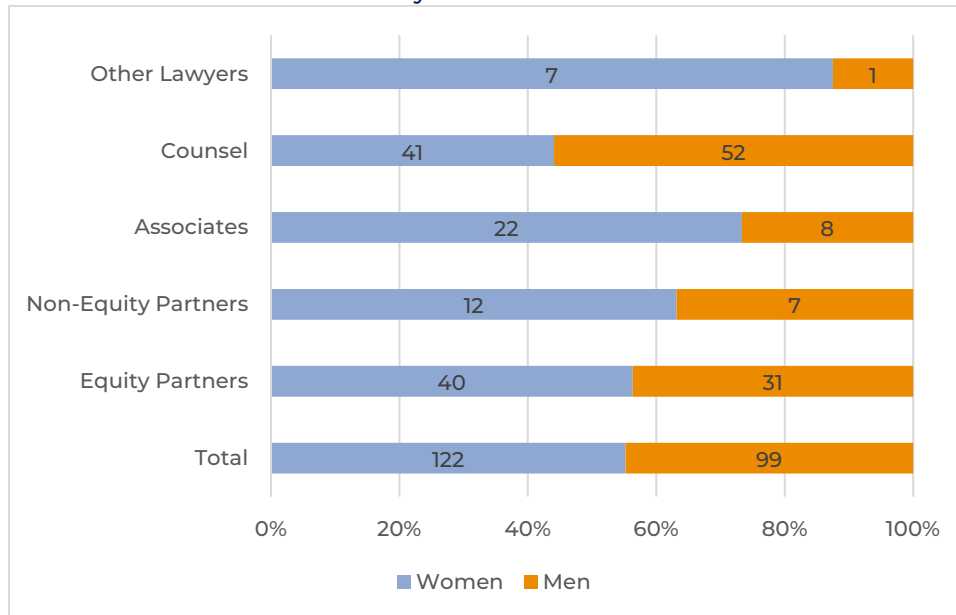
Who is working a reduced schedule (overall and by position)? Consider what assumptions are made about those who work a reduced schedule. Be cautious in extrapolating patterns from small numbers. Twenty-seven TCDIP Law Firm Members provided this data.

Chart 101: Gender Profile of Lawyers Who Worked a Reduced Schedule – 2019 T.C.



What is the gender distribution for those working a reduced schedule (overall and by position)?

Chart 102: Gender Distribution of Lawyers Who Worked a Reduced Schedule – 2019 T.C.



This data was also requested by Sexual Preference and Disability status. Only one firm reported 1 LGBTQ+ individual who worked a reduced schedule in 2019 in the Twin Cities. Two firms reported one Person with Disabilities each who worked a reduced schedule in 2019 locally.

HIGHEST COMPENSATED LAWYERS

This section focuses on the demographics of the highest earners in TCDIP Member Law Firms (locally and nationally). Consider how attrition and promotion data, as well as performance review practices and mentorship, impact this inequity.

If your organization did not provide these data, consider how this information could be used and collected in the future. Of 34 reporting firms, two explicitly do not track or share any of this data. A handful of others did not report data for various Race and Ethnicity categories.

The majority of the highest earners are White. What is the Gender distribution of this group and how does it compare to the overall gender profile for lawyers across the U.S.?

Chart 103: Highest Earners: White Lawyers – 2019 U.S.

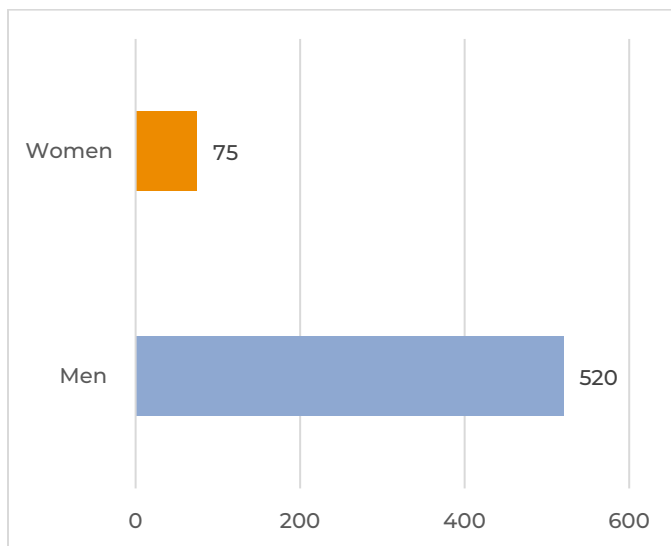
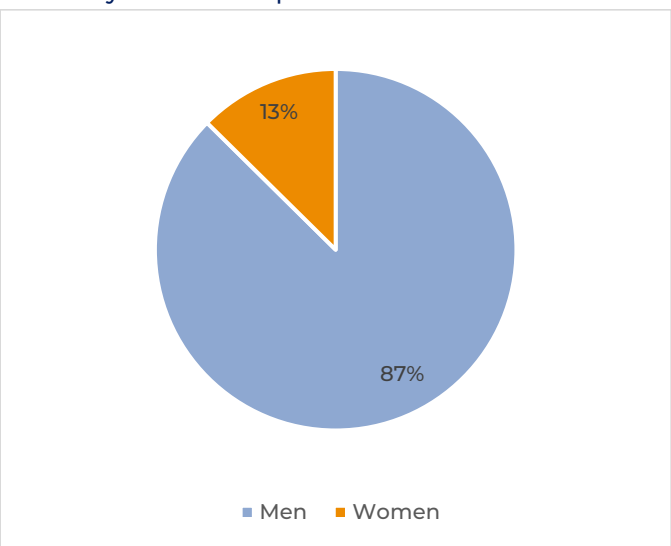
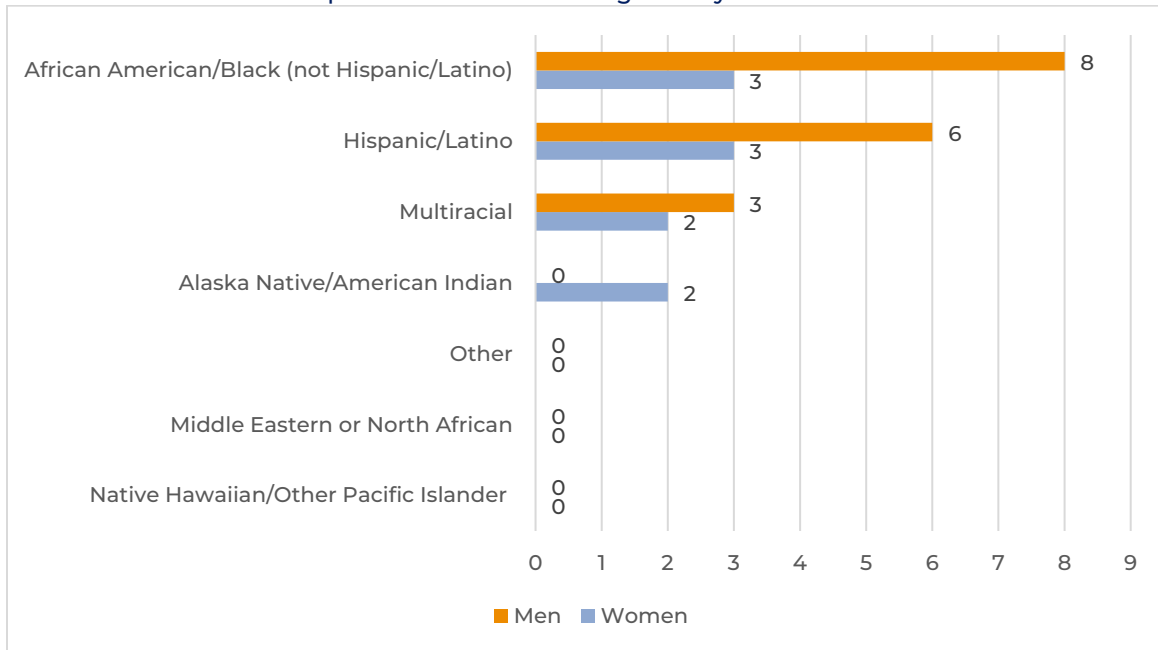


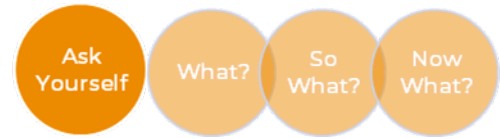
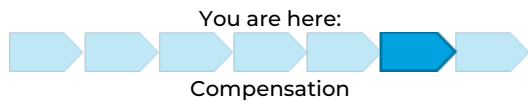
Chart 104: Gender Distribution Among White Lawyers in the Top 10% of Earners – 2019 U.S.



Among Lawyers of Color (Men and Women are shown in [Chart 105](#) separately), who earns the most (in the U.S.)?

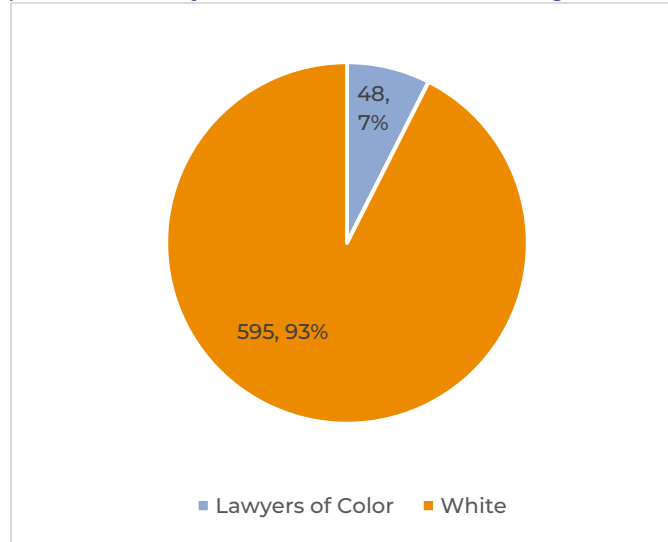
Chart 105: Top 10% of Earners Amongst Lawyers of Color – 2019 U.S.





What proportion of the highest earners nationally are Lawyers of Color? How does this compare to law firms' overall diversity? How is this influenced by those in leadership positions? Do these data surprise you?

Chart 106: Proportion of Lawyers of Color Who Are the Highest Earners – 2019 U.S.



Additionally, data was also requested by Sexual Preference and Disability status by Gender. Ten LGBTQ+ individuals were reported as being amongst the top 10% of highest earners. Five Person with Disabilities were reported in this group.

The majority of the highest earners in the Twin Cities are White. What is the Gender distribution of this group and how does it compare to the overall gender profile for lawyers in the Twin Cities? What factors contribute to this pattern of inequity?

Chart 107: Highest Earners: White Lawyers – 2019 T.C.

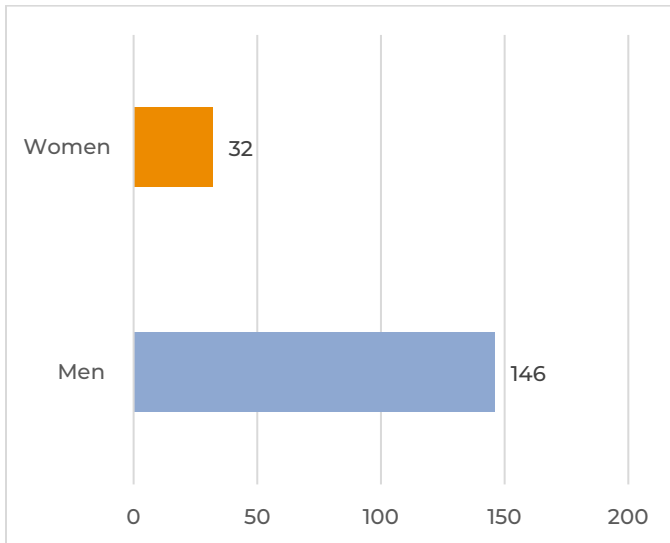
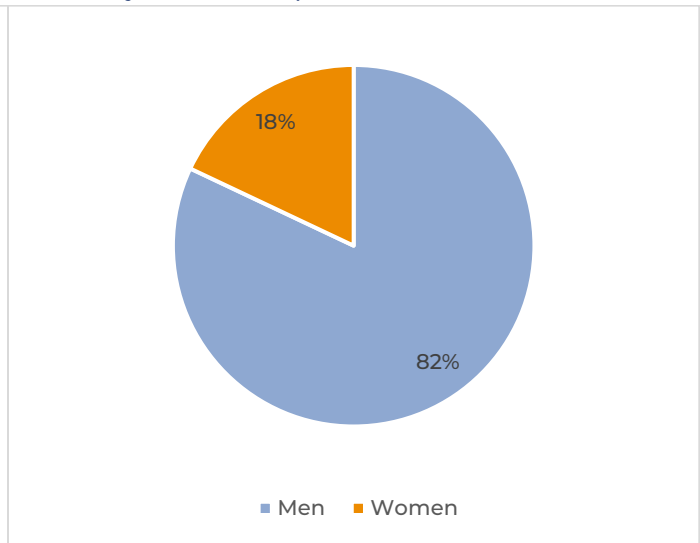
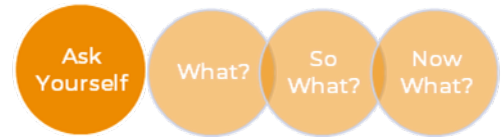
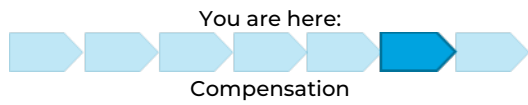


Chart 108: Gender Distribution Amongst White Lawyers in the Top 10% of Earners – 2019 T.C.





Amongst Lawyers of Color (Men and Women are shown here separately), who earns the most (in the Twin Cities)? Who is not represented at all here? What does that reflect about your organization's policies and efforts to promote diversity and inclusion?

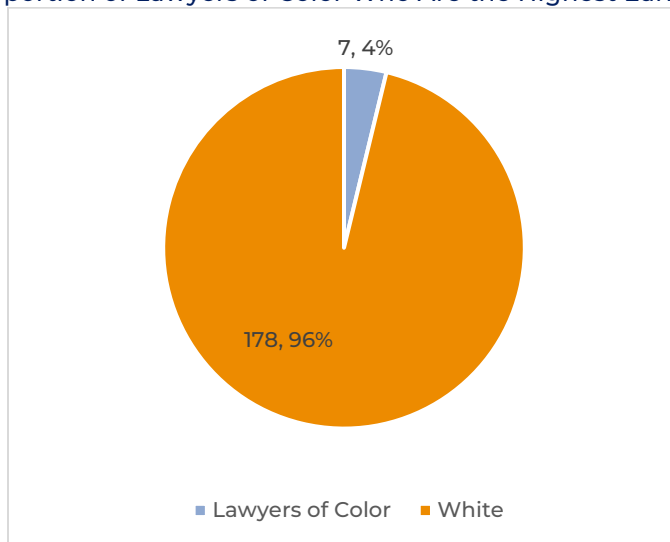
Chart 109: Top 10% of Earners Amongst Lawyers of Color – 2019 T.C.

This chart was removed from the aggregate report because the data for the Top 10% Earners Amongst Lawyers of Color in the Twin Cities (2019) are too small to report.

For the Twin Cities, this data was also requested by Sexual Preference and Disability status by Gender. Three LGBTQ+ individuals were reported as being amongst the top 10% of highest earners in the Twin Cities. No Persons with Disabilities were reported.

What proportion of the highest earners locally are Lawyers of Color? How does this compare to law firms' overall diversity?

Chart 110: Proportion of Lawyers of Color Who Are the Highest Earners – 2019 T.C.



DIVERSITY AND INCLUSION INITIATIVES

The final component of the survey asked about whether certain policies are in place at the 34 TCDIP Law Firm Members who provide data during the calendar year ending December 31, 2019. Consider what policies are used by your organization and how these policies affect your organization.

Table 3: Diversity and Inclusion Initiatives

Policy description	Number of TCDIP Law Firm Members who have this policy	Number of TCDIP Law Firm Members who do NOT have this policy
Our organization has a written diversity strategy that has been communicated to all organization lawyers.	26	8
Our organization gives credit for work that is directly related to diversity efforts (but is not pro bono work).	11	23
Our organization ties a component of compensation to diversity efforts.	16	18
Our organization has a diversity committee that includes senior lawyers and lawyers in management and that reports to the organization's highest governing body.	29	5
Our organization has a full or part-time diversity professional who performs diversity-related tasks.	18	16
Our organization has affinity or employee resource groups for its diverse/minority (as defined in instructions) lawyers, which meet at least quarterly.	24	10
Our organization has a succession plan that specifically emphasizes greater inclusion of diverse/minority (as defined in instructions) lawyers.	15	19
Our organization mandates and monitors that minority and women lawyers have equal access to quality work assignments, committee appointments, marketing efforts and organization events.	19	15
Our organization requires inclusion of at least one diverse/minority (as defined in instructions) candidate in all hiring decisions.	13	21

Policy description	Number of TCDIP Law Firm Members who have this policy	Number of TCDIP Law Firm Members who do NOT have this policy
Our organization policy specifically prohibits discrimination based on disability, sexual orientation, gender identity, and gender expression.	33	1
Our organization provides opportunity for lawyers to voluntarily disclose their disability and sexual orientation, gender identity, and gender expression through Organization data collection procedures.	23	11
Our organization specifically provides for paid maternity leave.	33	1
Our organization policy specifically provides for paid paternity leave.	30	4
Our organization has a formal, written part-time policy that permits lawyers in management to be part-time.	22	12
Our organization has a flex-time policy.	26	8
Our organization provides for or mandates diversity training for all lawyers and staff.	26	8
Our organization has a supplier diversity program.	8	26

TAKEAWAYS

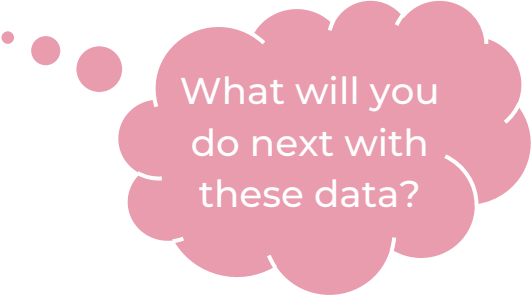
Future Data Collection

As you use and reflect on data in this report, efforts to understand and combat inequities should be measured and tracked for effectiveness. Reporting of these statistics will be invaluable as we track change over the years and add additional measures and outcomes for understanding pathways to equity.

Based on the data that we collected and analyzed, there are opportunities for growth in the areas of diversity and inclusion. Measuring and monitoring the success of these activities is crucial. To improve outcomes, we encourage TCDIP Members to think about the following:

- What data were not collected?
- What can you start collecting and tracking? Why?
- What are barriers to data collection?

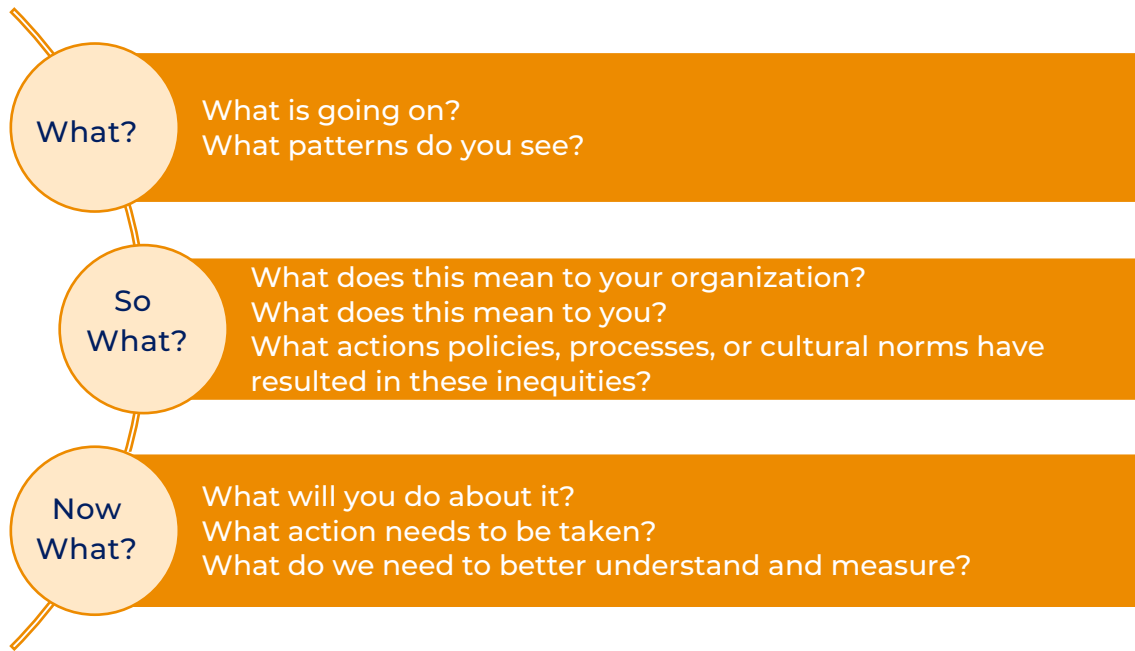
As we continue to track diversity and inclusion efforts as part of our mission, Twin Cities Diversity in Practice is committed to an annual request for demographics data from our Members. We welcome feedback about survey data and reporting to improve this process and facilitate use and action. We also encourage your organization to create plans to use the data provided. We acknowledge and appreciate the significant time and effort required to collect these data.



What will you do next with these data?

Reflective Practice

The data reported represent each individual lawyer of the 34 TCDIP Law Firm Members who reported data during the calendar year ending December 31, 2019. The data provide a comprehensive overview and highlights several demographic areas throughout and across law firms. This should provide a baseline understanding of diversity and inclusion. It also reveals patterns of inequity that require deeper investigation. As you continue to explore the reality of the figures in this report, consider the adaptive cycle: What? So What? Now What?



Be an agent of informed action by engaging with the data, which represents the lived experience of lawyers and the larger TCDIP community. In addition to the overall demographics of the lawyer population at law firms who reported data (nationally and locally), data regarding more specific positions and positions of leadership were also presented. Data that highlight who has certain privileges is meant to invoke “So What?” inquiry. How do current pathways and policies continue to perpetuate these divides? What are the cultural norms at your organization that do or do not feel inclusive? How are organizations affected by limiting the diversity of voices in the room?

The use of demographic data is to determine whether or not TCDIP’s mission for its Member Organizations has been served and whether the initiatives and engagement from its Members result in changes. After reflecting on these data, revisit it and create priority areas for change and focus in your organization. Consider additional information that would be helpful to understand pathways to inequities and efforts to build equity. What are (structural, cultural) challenges that need to be addressed in these pathways? What conditions need to be met for your organization and the collective to embark on these pathways? Articulate a plan to move forward and create a process of internal and external accountability

APPENDIX

INDEX OF TABLES AND CHARTS

<i>Table 1: Breakdown of U.S. Demographics – 2019</i>	10
<i>Chart 1: Distribution of All Lawyers by Race and Ethnicity and Title – 2019 U.S.</i>	11
<i>Chart 2: Distribution of Racial and Ethnic Groups of Color Across Title (n = 2293) – 2019 U.S.</i>	12
<i>Chart 3: Distribution of Lawyers by Position, White Lawyers Compared to Lawyers of Color – 2019 U.S.</i>	13
<i>Chart 4: White Equity Partners – 2019 U.S.</i>	14
<i>Chart 5: Lawyers of Color Equity Partners – 2019 U.S.</i>	14
<i>Chart 6: Ethnicity Distribution by Title – 2019 U.S.</i>	15
<i>Chart 7: White Women Role Breakdown – 2019 U.S.</i>	16
<i>Chart 8: Women of Color Role Breakdown – 2019 U.S.</i>	16
<i>Chart 9: African American/Black Women Role Breakdown (n = 229) – 2019 U.S.</i>	17
<i>Chart 10: Alaska Native/American Indian Women Role Breakdown (n = 11) – 2019 U.S.</i>	17
<i>Chart 11: Asian Women Role Breakdown (n = 432) – 2019 U.S.</i>	17
<i>Chart 12: Hispanic/Latino Women Role Breakdown (n = 241) – 2019 U.S.</i>	17
<i>Chart 13: Middle Eastern or North African Women Role Breakdown (n = 3) – 2019 U.S.</i>	18
<i>Chart 14: Multiracial Women Role Breakdown (n = 140) – 2019 U.S.</i>	18
<i>Chart 15: Native Hawaiian/Other Pacific Islander Women Role Breakdown (n = 5) – 2019 U.S.</i>	18
<i>Chart 16: Other Women Role Breakdown (n = 34) – 2019 U.S.</i>	18
<i>Chart 17: White Men Role Breakdown – 2019 U.S.</i>	19
<i>Chart 18: Men of Color Role Breakdown – 2019 U.S.</i>	19
<i>Chart 19: African American/Black Men Role Breakdown – 2019 (n = 228) U.S.</i>	20
<i>Chart 20: Alaska Native/American Indian Men Role Breakdown (n = 17) – 2019 U.S.</i>	20
<i>Chart 21: Asian Men Role Breakdown (n = 398) – 2019 U.S.</i>	20
<i>Chart 22: Hispanic/Latino Men Role Breakdown (n = 312) – 2019 U.S.</i>	20
<i>Chart 23: Middle Eastern or North African Men Role Breakdown (n = 3) – 2019 U.S.</i>	21
<i>Chart 24: Multiracial Men Role Breakdown (n = 164) – 2019 U.S.</i>	21

<i>Chart 25: Native Hawaiian/Other Pacific Islander Men Role Breakdown (n = 2) – 2019 U.S.</i>	<i>21</i>
<i>Chart 26: Other Men Role Breakdown (n = 74) – 2019 U.S.</i>	<i>21</i>
<i>Chart 27: Men and Women in the Workplace – 2019 U.S.</i>	<i>22</i>
<i>Chart 28: Equality Across Gender (n = 13,606) – 2019 U.S.</i>	<i>23</i>
<i>Chart 29: Distribution of Gender Expression Across Title (n = 13,606) – 2019 U.S.</i>	<i>24</i>
<i>Chart 30: Mirrored Distribution of Gender Expression Across Title (n = 13,606) – 2019 U.S.</i>	<i>25</i>
<i>Chart 31: Distribution of LGBTQ+ Identifying Individuals Across Title (n = 257) – 2019 U.S.</i>	<i>26</i>
<i>Chart 32: Distribution of Persons with Disabilities Across Title (n = 91) – 2019 U.S.</i>	<i>27</i>
<i>Table 2: Breakdown of T.C. Demographics – 2019</i>	<i>28</i>
<i>Chart 33: Distribution of All Lawyers by Race and Ethnicity and Title – 2019 T.C.</i>	<i>29</i>
<i>Chart 34: Distribution of Racial and Ethnic Groups of Color Across Title (n = 238) – 2019 T.C.</i>	<i>30</i>
<i>Chart 35: Distribution of Lawyers by Position – 2019 T.C.</i>	<i>31</i>
<i>Chart 36: White Equity Partners – 2019 T.C.</i>	<i>32</i>
<i>Chart 37: Lawyers of Color Equity Partners – 2019 T.C.</i>	<i>32</i>
<i>Chart 38: Ethnicity Distribution by Title – 2019 T.C.</i>	<i>33</i>
<i>Chart 39: White Women Role Breakdown – 2019 T.C.</i>	<i>34</i>
<i>Chart 40: Women of Color Role Breakdown – 2019 T.C.</i>	<i>34</i>
<i>Chart 41: African American/Black Women Role Breakdown – 2019 (n = 22) T.C.</i>	<i>35</i>
<i>Chart 42: Alaska Native/American Indian Women Role Breakdown (n = 5) – 2019 T.C.</i>	<i>35</i>
<i>Chart 43: Asian Women Role Breakdown (n = 60) – 2019 T.C.</i>	<i>35</i>
<i>Chart 44: Hispanic/Latino Women Role Breakdown – 2019 (n = 14) T.C.</i>	<i>35</i>
<i>Chart 45: Middle Eastern or North African Women Role Breakdown (n = 2) – 2019 T.C.</i>	<i>36</i>
<i>Chart 46: Multiracial Women Role Breakdown (n = 13) – 2019 T.C.</i>	<i>36</i>
<i>Chart 47: Native Hawaiian/Other Pacific Islander Women Role Breakdown (n = 1) – 2019 T.C.</i>	<i>36</i>
<i>Chart 48: Other Women Role Breakdown (n = 4) – 2019 T.C.</i>	<i>36</i>
<i>Chart 49: White Men Role Breakdown – 2019 T.C.</i>	<i>37</i>
<i>Chart 50: Men of Color Role Breakdown – 2019 T.C.</i>	<i>37</i>

<i>Chart 51: African American/Black Men Role Breakdown (n = 21) – 2019 T.C.</i>	<i>38</i>
<i>Chart 52: Alaska Native/American Indian Men Role Breakdown (n = 7) – 2019 T.C.</i>	<i>38</i>
<i>Chart 53: Asian Men Role Breakdown (n = 38) – 2019 T.C.</i>	<i>38</i>
<i>Chart 54: Hispanic/Latino Men Role Breakdown (n = 23) – 2019 T.C.</i>	<i>38</i>
<i>Chart 55: Middle Eastern or North African Men Role Breakdown (n = 2) – 2019 T.C.</i>	<i>39</i>
<i>Chart 56: Multiracial Men Role Breakdown (n = 22) – 2019 T.C.</i>	<i>39</i>
<i>Chart 57: Native Hawaiian/Other Pacific Islander Men Role Breakdown (n = 1) – 2019 T.C.</i>	<i>39</i>
<i>Chart 58: Other Men Breakdown (n = 6) – 2019 T.C.</i>	<i>39</i>
<i>Chart 59: Men and Women Lawyers – 2019 T.C.</i>	<i>40</i>
<i>Chart 60: Equity Across Gender – 2019 T.C.</i>	<i>41</i>
<i>Chart 61: Distribution of Gender Expression Across Title – 2019 T.C.</i>	<i>42</i>
<i>Chart 62: Mirrored Distribution of Gender Expression Across Title – 2019 T.C.</i>	<i>43</i>
<i>Chart 63: LGBTQ+ Lawyers Role Breakdown (n = 52) – 2019 T.C.</i>	<i>44</i>
<i>Chart 64: Lawyers with Disabilities Role Breakdown (n = 18) – 2019 T.C.</i>	<i>45</i>
<i>Chart 65: Lawyers Who Serve on the Highest Governance Committee (N = 33) – 2019 U.S.</i>	<i>47</i>
<i>Chart 66: Lawyers Who Serve on the Highest Governance Committee (N = 26) – 2019 T.C.</i>	<i>48</i>
<i>Chart 67: Lawyers Who Lead Offices (N = 29) – 2019 U.S.</i>	<i>49</i>
<i>Chart 68: Lawyers Who Lead Firm-Wide Practice Groups or Departments (N = 28) – 2019 U.S.</i>	<i>50</i>
<i>Chart 69: Lawyers Who Lead Firm-Wide Practice Groups or Departments (N = 23) – 2019 T.C.</i>	<i>51</i>
<i>Chart 70: Lawyers Who Lead Local Office Practice Groups or Departments (N = 15) – 2019 U.S.</i>	<i>52</i>
<i>Chart 71: Lawyers Who Lead Firm-Wide Committees (N = 25) – 2019 U.S.</i>	<i>53</i>
<i>Chart 72: Lawyers Who Lead Twin Cities-Wide Committees (N = 18) – 2019 T.C.</i>	<i>53</i>
<i>Chart 73: Number of Lawyers on the Partner Review Committee (N = 27) – 2019 U.S.</i>	<i>55</i>
<i>Chart 74: Number of Lawyers on the Partner Review Committee (N = 18) – 2019 T.C.</i>	<i>56</i>
<i>Chart 75: Number of Lawyers Who Serve on the Firm-Wide Compensation Committee (N = 27) – 2019 U.S.</i>	<i>57</i>
<i>Chart 76: Number of Lawyers Who Serve on the Compensation Committee for the Twin Cities (N = 18) – 2019 T.C.</i>	<i>58</i>
<i>Chart 77: Number of Hiring Partners (N = 27) – 2019 U.S.</i>	<i>59</i>

<i>Chart 78: Number of Hiring Partners for the Twin Cities (N = 22) – 2019 T.C.</i>	60
<i>Chart 79: White Lawyers That Left Law Firms – 2019 U.S.</i>	62
<i>Chart 80: Lawyers of Color That Left Law Firms – 2019 U.S.</i>	63
<i>Chart 81: Gender Profile of Lawyers That Left Law Firms – 2019 U.S.</i>	64
<i>Chart 82: Gender Distribution of Lawyers That Left Law Firms – 2019 U.S.</i>	65
<i>Chart 83: White Lawyers That Left Law Firms – 2019 T.C.</i>	66
<i>Chart 84: Lawyers of Color That Left Law Firms – 2019 T.C.</i>	67
<i>Chart 85: Gender Profile of Lawyers That Left Law Firms – 2019 T.C.</i>	68
<i>Chart 86: Gender Distribution of Lawyers That Left Law Firms – 2019 T.C.</i>	69
<i>Chart 87: White Lawyers That Joined Law Firms – 2019 U.S.</i>	70
<i>Chart 88: Lawyers of Color That Joined Law Firms – 2019 U.S.</i>	71
<i>Chart 89: Gender Profile of Lawyers That Joined Law Firms – 2019 U.S.</i>	72
<i>Chart 90: Gender Distribution of Lawyers That Joined Law Firms – 2019 U.S.</i>	73
<i>Chart 91: White Lawyers That Joined Law Firms – 2019 T.C.</i>	74
<i>Chart 92: Lawyers of Color That Joined Law Firms – 2019 T.C.</i>	75
<i>Chart 93: Gender Profile of Lawyers That Joined Law Firms – 2019 T.C.</i>	76
<i>Chart 94: Gender Distribution of Lawyers That Joined Law Firms – 2019 T.C.</i>	77
<i>Chart 95: White Lawyers That Worked a Reduced Schedule – 2019 U.S.</i>	79
<i>Chart 96: Lawyers of Color That Worked a Reduced Schedule – 2019 U.S.</i>	80
<i>Chart 97: Gender Profile of Lawyers That Worked a Reduced Schedule – 2019 U.S.</i>	81
<i>Chart 98: Gender Distribution of Lawyers That Worked a Reduced Schedule – 2019 U.S.</i>	82
<i>Chart 99: White Lawyers That Worked a Reduced Schedule – 2019 T.C.</i>	83
<i>Chart 100: Lawyers of Color That Worked a Reduced Schedule – 2019 T.C.</i>	84
<i>Chart 101: Gender Profile of Lawyers Who Worked a Reduced Schedule – 2019 T.C.</i>	85
<i>Chart 102: Gender Distribution of Lawyers Who Worked a Reduced Schedule – 2019 T.C.</i>	86
<i>Chart 103: Highest Earners: White Lawyers – 2019 U.S.</i>	87
<i>Chart 104: Gender Distribution Among White Lawyers in the Top 10% of Earners – 2019 U.S.</i>	87

Chart 105: Top 10% of Earners Amongst Lawyers of Color – 2019 U.S. 88

Chart 106: Proportion of Lawyers of Color Who Are the Highest Earners – 2019 U.S. 89

Chart 107: Highest Earners: White Lawyers – 2019 T.C. 90

Chart 108: Gender Distribution Amongst White Lawyers in the Top 10% of Earners – 2019 T.C. 90

Chart 109: Top 10% of Earners Amongst Lawyers of Color – 2019 T.C. 91

Chart 110: Proportion of Lawyers of Color Who Are the Highest Earners – 2019 T.C. 92

Table 3: Diversity and Inclusion Initiatives 93

2019 TWIN CITIES DIVERSITY IN PRACTICE DEMOGRAPHIC SURVEY FOR LAW FIRMS (WITH DEFINITIONS)



2019 Twin Cities Diversity in Practice Demographic Survey of Law Firm Members

Purpose and Instructions

PURPOSE: In accordance with our Membership Certification process, Twin Cities Diversity in Practice annually collects demographic data from our Members. Starting this year, TCDIP will use an adapted version of the American Bar Association's Model Diversity Survey to collect data from our Members.

TCDIP will aggregate the survey information and present it to our membership to provide a snapshot of demographic data. The survey serves as a benchmarking tool to measure the state of diversity and inclusion in our region. Your submission of a completed survey will be used by TCDIP and a data analyst engaged by TCDIP as consent by you to participate in this process. TCDIP will keep each organization's information confidential and will not distribute without your consent, other than in aggregate format, as previously described.

Please provide data as accurately as possibly as of December 31, 2019. Where indicated, include information about lawyers throughout your organization (U.S. Offices), including the Twin Cities office. For data pertaining to the Twin Cities office only, please include data specific to that office alone.

Please complete this survey for 2019 data by February 21, 2020.

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 organization. Enter "DNT" if your organization does not track information in a category.
2. Unless otherwise stated, all answers should reflect **full-time U.S. lawyers only**. Do not include temporary or contract lawyers in your responses.
3. The information you provide should be correct as of **December 31, 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. Column **Total** is defined as the total number of lawyers that are described by the row heading. This number should equal the sum of the remaining columns for that row (unless otherwise specified by the question).
6. **All questions are mandatory**, and you will be unable to submit without completing the survey.
7. When entering in numeric data about ethnicity and gender expression, please use the **"other"** category **ONLY** if that response (or prefer not to say) was provided by a lawyer.
8. When entering in numeric demographic data, each lawyer may only be represented once per table (cells in the same table are **mutually exclusive**).
9. **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" or "DNT." At the end of the survey, you have the option of filling in a "comments box" where you may provide any information you would like TCDIP to know generally about your organization.

Please Use the Following Definitions to Answer All Questions:

1. For purposes of this survey, diversity is limited to the American Bar Association's 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 <https://www.americanbar.org/content/dam/aba/administrative/diversity-inclusion-center/goal-3-2019-final.pdf>
2. For purposes of this survey, "**minorities**" are defined as: those whose race or ethnicity 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)." Twin Cities Diversity in Practice is adding an additional category of "Middle Eastern/North African" to the survey, which is different from the ABA Model Survey. **PLEASE NOTE: no lawyer can be counted in more than one minority category.**
3. "**Equity partner**"/"**Shareholder**"/"**Principal**" is a lawyer who owns a fraction of their 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 lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.
5. An "**Associate**" is a lawyer and an employee of a law firm who does not currently hold an ownership interest as a partner and is on a career track to be considered for partnership in the future.
6. "**Other lawyer**" means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.
7. "**Lead lawyer**" means having the primary role and responsibility for directing the firm's work for the client on a particular matter or matters.
8. "**Reduced Hours Schedule**" means the schedule of a lawyer who works less than full-time hours and remains eligible for partnership, including equity partnership.
9. "**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."
10. "**LGBT-owned firm**" means a firm that at least 51 percent owned, operated and controlled by individuals who are self-identified as LGBT.
11. "**Women-owned firm**" means a firm that is at least 51 percent owned, operated and controlled by women.
12. "**Disabled-owned firm**" means a firm that at least 51 percent owned, operated and controlled by one or more individuals with disabilities.
13. "**Homegrown Partner**" means an individual whose career began at the firm as an associate and who became a partner in the firm.

Basic Information

For definitions of specific categories, see page 3 or the Definitions page of your PDF.

1) Firm Name: *

2) Head of Firm (e.g. Managing Partner or Chairperson): *

Name:

Title:

3) Date of Survey Completion: *

4) Survey Respondent Contact Information (person completing the survey): *

Name:

Title:

Email:

Phone number:

5) Total number of lawyers firm-wide (including international), as of December 31, 2019: *

6) Total number of U.S. lawyers, as of December 31, 2019: *

7) Total number of lawyers in the Twin Cities metro area, as of December 31, 2019: *

8) Is your firm women-owned, minority-owned, disabled-owned, or LGBT-owned? *

Yes

No

9) What is (are) the categor(ies) of ownership? (if answered "Yes" to question 8 above)

10) Is the firm certified? (if answered "Yes" to question 8 above)

Yes

No

11) Please name the certifying entit(ies) and date(s) of certification(s) (if answered "Yes" to question 8 above):

Organization Demographics (All U.S. Offices)

Please provide your law department's demographic profile for all **U.S. offices** as of December 31, 2019. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

12) U.S. Offices: Race and Ethnicity *

Please provide your firm's demographic profile for all **U.S. offices** as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

13) U.S. Offices: Race and Ethnicity for Women *

Please provide your firm’s demographic profile for all **U.S. offices** as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino) Women						
Hispanic/Latino Women						
Alaska Native/American Indian Women						
Asian Women						
Native Hawaiian/Other Pacific Islander Women						
Middle Eastern or North African Women						
Multiracial Women						
White Women						
Other Women						

14) U.S. Offices: Race and Ethnicity for Men *

Please provide your firm’s demographic profile for all **U.S. offices** as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino) Men						
Hispanic/Latino Men						
Alaska Native/American Indian Men						
Asian Men						
Native Hawaiian/Other Pacific Islander Men						
Middle Eastern or North African Men						
Multiracial Men						
White Men						
Other Men						

15) U.S. Offices: Race and Ethnicity for Gender Non-Binary *

Please provide your firm’s demographic profile for all **U.S. offices** as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino) Gender Non-Binary						
Hispanic/Latino Gender Non-Binary						
Alaska Native/American Indian Gender Non-Binary						
Asian Gender Non-Binary						
Native Hawaiian/Other Pacific Islander Gender Non-Binary						
Middle Eastern or North African Gender Non-Binary						
Multiracial Gender Non-Binary						
White Gender Non-Binary						
Other Gender Non-Binary						

16) U.S. Offices: Race and Ethnicity for Other Gender Identity *

Please provide your firm’s demographic profile for all **U.S. offices** as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino) Other Gender Identity						
Hispanic/Latino Other Gender Identity						
Alaska Native/American Indian Other Gender Identity						
Asian Other Gender Identity						
Native Hawaiian/Other Pacific Islander Other Gender Identity						
Middle Eastern or North African Other Gender Identity						
Multiracial Other Gender Identity						
White Other Gender Identity						
Other Race and Ethnicity Other Gender Identity						

17) U.S. Offices: Gender Expression *

Please provide your firm’s demographic profile for all **U.S. offices** as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

18) U.S. Offices: Sexual Orientation *

Please provide your firm’s demographic profile for all **U.S. offices** as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

19) U.S. Offices: Disabilities *

Please provide your firm’s demographic profile for all **U.S. offices** as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

Organization Demographics (Twin Cities Metro Area)

Please provide your firm's demographic profile for all offices based in the **Twin Cities** metro area as of December 31, 2019. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

20) Twin Cities Metro Area: Race and Ethnicity *

Please provide your firm's demographic profile for all offices based in the **Twin Cities** metro area as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

21) Twin Cities Metro Area: Race and Ethnicity for Women *

Please provide your firm’s demographic profile for all offices based in the **Twin Cities** metro area as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino) Women						
Hispanic/Latino Women						
Alaska Native/American Indian Women						
Asian Women						
Native Hawaiian/Other Pacific Islander Women						
Middle Eastern or North African Women						
Multiracial Women						
White Women						
Other Women						

22) Twin Cities Metro Area: Race and Ethnicity for Men *

Please provide your firm’s demographic profile for all offices based in the **Twin Cities** metro area as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino) Men						
Hispanic/Latino Men						
Alaska Native/American Indian Men						
Asian Men						
Native Hawaiian/Other Pacific Islander Men						
Middle Eastern or North African Men						
Multiracial Men						
White Men						
Other Men						

23) Twin Cities Metro Area: Race and Ethnicity for Gender Non-Binary *

Please provide your firm’s demographic profile for all offices based in the **Twin Cities** metro area as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino) Gender Non-Binary						
Hispanic/Latino Gender Non-Binary						
Alaska Native/American Indian Gender Non-Binary						
Asian Gender Non-Binary						
Native Hawaiian/Other Pacific Islander Gender Non-Binary						
Middle Eastern or North African Gender Non-Binary						
Multiracial Gender Non-Binary						
White Gender Non-Binary						
Other Gender Non-Binary						

24) Twin Cities Metro Area: Race and Ethnicity for Other Gender Identity *

Please provide your firm’s demographic profile for all offices based in the **Twin Cities** metro area as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino) Other Gender Identity						
Hispanic/Latino Other Gender Identity						
Alaska Native/American Indian Other Gender Identity						
Asian Other Gender Identity						
Native Hawaiian/Other Pacific Islander Other Gender Identity						
Middle Eastern or North African Other Gender Identity						
Multiracial Other Gender Identity						
White Other Gender Identity						
Other Race and Ethnicity Other Gender Identity						

25) Twin Cities Metro Area: Gender Expression *

Please provide your firm’s demographic profile for all offices based in the **Twin Cities** metro area as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

26) Twin Cities Metro Area: Sexual Orientation *

Please provide your firm’s demographic profile for all offices based in the **Twin Cities** metro area as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

27) Twin Cities Metro Area: Disabilities *

Please provide your firm’s demographic profile for all offices based in the **Twin Cities** metro area as of December 31, 2019. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

“Equity partner” is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

U.S. Offices: Organization Leadership/Management Demographic Profile

28) Please provide your firm’s demographic profile for lawyers in leadership positions in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category). *

PLEASE NOTE: lawyers may be represented by more than one column in each row BUT can only be included in one row (for example, an individual may identify as "Minority Female" and "Disabled").
*"Total" here represents the total number of lawyers described by each row heading and need **NOT equal** the sum of the remaining rows.

For definitions of specific categories, see the Definitions page.

	Total*	Minority Female	Minority Male	Minority Gender Non-Binary	White Female	White Male	White Gender Non-Binary	LGBTQ+	Disabled
Number of lawyers who serve on the highest governance committee of the firm									
Number of lawyers who lead offices									
Number of lawyers who lead firm-wide practice groups or departments									
Number of lawyers who lead local office practice groups or departments									
Number of lawyers who lead firm-wide committees									
Number of lawyers on the Partner Review Committee or the equivalent									
Number of Lawyers who serve on the firm-wide compensation committee									
Number of hiring partners or the equivalent									

Twin Cities: Organization Leadership/Management Demographic Profile

29) Please provide your firm’s demographic profile for lawyers in leadership positions in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category). *

PLEASE NOTE: lawyers may be represented by more than one column in each row BUT can only be included in one row (for example, an individual may identify as "Minority Female" and "Disabled").
*"Total" here represents the total number of lawyers described by each row heading and need **NOT equal** the sum of the remaining rows.

For definitions of specific categories, see the Definitions page.

	Total*	Minority Female	Minority Male	Minority Gender Non-Binary	White Female	White Male	White Gender Non-Binary	LGBTQ+	Disabled
Number of lawyers who serve on the highest governance committee for the Twin Cities									
Number of lawyers who lead Twin Cities practice groups or departments									
Number of lawyers who lead Twin Cities-wide committees									
Number of lawyers on the Partner Review Committee or the equivalent for the Twin Cities									
Number of lawyers who serve on the compensation committee for the Twin Cities									
Number of hiring partners or the equivalent for the Twin Cities									

Number of Promotions to Lawyers in Management (All U.S. Offices)

Please provide your firm's demographic profile of "Homegrown Partners" (as defined in instructions) in 2019 for all **U.S. offices**. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

30) U.S. Offices: Race and Ethnicity *

Please provide your firm's demographic profile of "Homegrown Partners" (as defined in instructions) in 2019 for all **U.S. offices**. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Homegrown Partner" means an individual who was hired in a non-management role and then promoted within your organization to a role in management. **"Equity partner"** is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not currently hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

31) U.S. Offices: Gender Expression *

Please provide your firm’s demographic profile of “Homegrown Partners” (as defined in instructions) in 2019 for all **U.S. offices**. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or “DNT” (if your firm does not track information for a category).

“Homegrown Partner” means an individual who was hired in a non-management role and then promoted within your organization to a role in management. **“Equity partner”** is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not currently hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

32) U.S. Offices: Sexual Orientation *

Please provide your firm’s demographic profile of “Homegrown Partners” (as defined in instructions) in 2019 for all **U.S. offices**. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or “DNT” (if your firm does not track information for a category).

“Homegrown Partner” means an individual who was hired in a non-management role and then promoted within your organization to a role in management. **“Equity partner”** is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not currently hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

33) U.S. Offices: Disabilities *

Please provide your firm’s demographic profile of “Homegrown Partners” (as defined in instructions) in 2019 for all **U.S. offices**. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or “DNT” (if your firm does not track information for a category).

“Homegrown Partner” means an individual who was hired in a non-management role and then promoted within your organization to a role in management. **“Equity partner”** is a lawyer who owns a fraction of their 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. An **“Associate”** is a lawyer and an employee of a law firm who does not currently hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **“Counsel”** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **“Other Lawyer”** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

Number of Promotions to Lawyers in Management (Twin Cities Metro Area)

Please provide your law department's demographic profile of "Homegrown Partners" (as defined in instructions) in 2019 for all offices based in the **Twin Cities** metro area. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

34) Twin Cities Metro Area: Race and Ethnicity *

Please provide your firm's demographic profile of "Homegrown Partners" (as defined in instructions) in 2019 for all offices based in the **Twin Cities** metro area. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Homegrown Partner" means an individual who was hired in a non-management role and then promoted within your organization to a role in management. **"Equity partner"** is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not currently hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

35) Twin Cities Metro Area: Gender Expression *

Please provide your firm’s demographic profile of “Homegrown Partners” (as defined in instructions) in 2019 for all offices based in the **Twin Cities** metro area. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or “DNT” (if your firm does not track information for a category).

“**Homegrown Partner**” means an individual who was hired in a non-management role and then promoted within your organization to a role in management. “**Equity partner**” is a lawyer who owns a fraction of their 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. An “**Associate**” is a lawyer and an employee of a law firm who does not currently hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. “**Counsel**” means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. “**Other Lawyer**” means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

36) Twin Cities Metro Area: Sexual Orientation *

Please provide your firm’s demographic profile of “Homegrown Partners” (as defined in instructions) in 2019 for all offices based in the **Twin Cities** metro area. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or “DNT” (if your firm does not track information for a category).

“**Homegrown Partner**” means an individual who was hired in a non-management role and then promoted within your organization to a role in management. “**Equity partner**” is a lawyer who owns a fraction of their 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. An “**Associate**” is a lawyer and an employee of a law firm who does not currently hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. “**Counsel**” means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. “**Other Lawyer**” means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

37) Twin Cities Metro Area: Disabilities *

Please provide your firm’s demographic profile of “Homegrown Partners” (as defined in instructions) in 2019 for all offices based in the **Twin Cities** metro area. For the following tables, please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or “DNT” (if your firm does not track information for a category).

“**Homegrown Partner**” means an individual who was hired in a non-management role and then promoted within your organization to a role in management. “**Equity partner**” is a lawyer who owns a fraction of their 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. An “**Associate**” is a lawyer and an employee of a law firm who does not currently hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. “**Counsel**” means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. “**Other Lawyer**” means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

Lawyers Who Left the Organization (include voluntary and involuntary) for All U.S. Offices

For the following tables, please provide the number of lawyers who left your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

38) U.S. Offices: Race and Ethnicity *

Please provide the number of lawyers who left your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

39) U.S. Offices: Gender Expression *

Please provide the number of lawyers who left your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

40) U.S. Offices: Sexual Orientation *

Please provide the number of lawyers who left your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

41) U.S. Offices: Disabilities *

Please provide the number of lawyers who left your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

Lawyers Who Left the Organization (include voluntary and involuntary) for the Twin Cities Metro Area

For the following tables, please provide the number of lawyers who left your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

42) Twin Cities Metro Area: Race and Ethnicity *

Please provide the number of lawyers who left your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

43) Twin Cities Metro Area: Gender Expression *

Please provide the number of lawyers who left your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

44) Twin Cities Metro Area: Sexual Orientation *

Please provide the number of lawyers who left your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

45) Twin Cities Metro Area: Disabilities *

Please provide the number of lawyers who left your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

2019 Hires (All U.S. Offices)

For the following tables, please provide the number of lawyers who joined your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

46) U.S. Offices: Race and Ethnicity *

Please provide the number of lawyers who joined your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

47) U.S. Offices: Gender Expression *

Please provide the number of lawyers who joined your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

48) U.S. Offices: Sexual Orientation *

Please provide the number of lawyers who joined your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

49) U.S. Offices: Disabilities *

Please provide the number of lawyers who joined your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

2019 Hires (Twin Cities Metro Area)

For the following tables, please provide the number of lawyers who joined your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

50) Twin Cities Metro Area: Race and Ethnicity *

Please provide the number of lawyers who joined your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

51) Twin Cities Metro Area: Gender Expression *

Please provide the number of lawyers who joined your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

52) Twin Cities Metro Area: Sexual Orientation *

Please provide the number of lawyers who joined your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

53) Twin Cities Metro Area: Disabilities *

Please provide the number of lawyers who joined your firm in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

"Equity partner" is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

Lawyers Working Reduced Hours Schedule (All U.S. Offices)

For the following tables, please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all **U.S. offices**. A "Reduced Hours Schedule" is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

54) U.S. Offices: Race and Ethnicity *

Please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

A "**Reduced Hours Schedule**" is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. "**Equity partner**" is a lawyer who owns a fraction of their 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. An "**Associate**" is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. "**Counsel**" means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. "**Other Lawyer**" means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

55) U.S. Offices: Gender Expression *

Please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

A **"Reduced Hours Schedule"** is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. **"Equity partner"** is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

56) U.S. Offices: Sexual Orientation *

Please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

A **"Reduced Hours Schedule"** is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. **"Equity partner"** is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

57) U.S. Offices: Disabilities *

Please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

A **"Reduced Hours Schedule"** is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. **"Equity partner"** is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

Lawyers Working Reduced Hours Schedule (Twin Cities Metro Area)

For the following tables, please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all offices based in the **Twin Cities** metro area. A "Reduced Hours Schedule" is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, "minorities" are defined as: those whose race or ethnicity 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)."

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

58) Twin Cities Metro Area: Race and Ethnicity *

Please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all **Twin Cities** metro area offices. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

A "**Reduced Hours Schedule**" is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. "**Equity partner**" is a lawyer who owns a fraction of their 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. An "**Associate**" is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. "**Counsel**" means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. "**Other Lawyer**" means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
African-American/Black (not Hispanic/Latino)						
Hispanic/Latino						
Alaska Native/American Indian						
Asian						
Native Hawaiian/Other Pacific Islander						
Middle Eastern or North African						
Multiracial						
White						
Other						

59) Twin Cities Metro Area: Gender Expression *

Please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all **Twin Cities** metro area offices. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

A **"Reduced Hours Schedule"** is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. **"Equity partner"** is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Women						
Men						
Gender Non-Binary						
Other						

60) Twin Cities Metro Area: Sexual Orientation *

Please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all **Twin Cities** metro area offices. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

A **"Reduced Hours Schedule"** is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. **"Equity partner"** is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
LGBTQ+						

61) Twin Cities Metro Area: Disabilities *

Please provide the number of lawyers who worked a reduced hours schedule in your firm in 2019 for all **Twin Cities** metro area offices. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

A **"Reduced Hours Schedule"** is defined as the schedule of a lawyer who works less than full-time hours and remains eligible for promotion. **"Equity partner"** is a lawyer who owns a fraction of their 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. An **"Associate"** is a lawyer and an employee of a law firm who does not hold an ownership interest as a partner and is on a career track to be considered for partnership in the future. **"Counsel"** means a lawyer known as of counsel, senior counsel, or special counsel, or senior lawyer, and is neither an associate, nor a partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer. **"Other Lawyer"** means a lawyer who is not counsel, associate, or partner. That lawyer is a permanent salaried employee of the firm and not a temporary or contract lawyer.

	Total	Equity Partners	Non-Equity Partners	Associates	Counsel	Other Lawyers
Persons with Disabilities						

Highest Compensated Lawyers (All U.S. Offices)

For the following tables, please provide your firm’s demographic profile for the top 10% highest compensated lawyers in the organization in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, “minorities” are defined as: those whose race or ethnicity 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).”

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

62) U.S. Offices: Race and Ethnicity *

Please provide your firm’s demographic profile for the top 10% highest compensated lawyers in the organization in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

	Women	Men	Gender Non-Binary	Other
African-American/Black (not Hispanic/Latino)				
Hispanic/Latino				
Alaska Native/American Indian				
Asian				
Native Hawaiian/Other Pacific Islander				
Middle Eastern or North African				
Multiracial				
White				
Other				

63) U.S. Offices: Sexual Orientation *

Please provide your firm’s demographic profile for the top 10% highest compensated lawyers in the organization in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

	Women	Men	Gender Non-Binary	Other
LGBTQ+				

64) U.S. Offices: Disabilities *

Please provide your firm’s demographic profile for the top 10% highest compensated lawyers in the organization in 2019 for all **U.S. offices**. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

	Women	Men	Gender Non-Binary	Other
Persons with Disabilities				

Highest Compensated Lawyers (Twin Cities Metro Area)

For the following tables, please provide your firm’s demographic profile for the top 10% highest compensated lawyers in the organization in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

For purposes of this survey, “minorities” are defined as: those whose race or ethnicity 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).”

"Other" categories should only be used if this was the information provided by the lawyer.

PLEASE NOTE: no lawyer can be counted in more than one cell.

For definitions of specific categories, see the Definitions page.

65) Twin Cities Metro Area: Race and Ethnicity *

Please provide your firm’s demographic profile for the top 10% highest compensated lawyers in the organization in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

	Women	Men	Gender Non-Binary	Other
African-American/Black (not Hispanic/Latino)				
Hispanic/Latino				
Alaska Native/American Indian				
Asian				
Native Hawaiian/Other Pacific Islander				
Middle Eastern or North African				
Multiracial				
White				
Other				

66) Twin Cities Metro Area: Sexual Orientation *

Please provide your firm’s demographic profile for the top 10% highest compensated lawyers in the organization in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

	Women	Men	Gender Non-Binary	Other
LGBTQ+				

67) Twin Cities Metro Area: Disabilities *

Please provide your firm's demographic profile for the top 10% highest compensated lawyers in the organization in 2019 for all offices based in the **Twin Cities** metro area. Please provide a response for **each** box with a number, "N/A" (if you do not have a lawyer applicable in a category), or "DNT" (if your firm does not track information for a category).

	Women	Men	Gender Non-Binary	Other
Persons with Disabilities				

Organization Wide Initiatives and Actions

For the following questions, please identify whether your firm has undertaken the following initiatives or actions on a company-wide level by clicking the check box if your response is "yes" and providing additional details. If the statement is not true for your organization, please select "no."

68) Our Firm has a written diversity strategy that has been communicated to all organization lawyers. *

- Yes
- No

69) Please share any additional details about this initiative or action. (if answered "Yes" to question 68 above)

70) Our Firm gives credit for work that is directly related to diversity efforts (but is not pro bono work). *

- Yes
- No

71) Please share any additional details about this initiative or action. (if answered "Yes" to question 70 above)

72) Our Firm ties a component of compensation to diversity efforts. *

- Yes
- No

73) Please share any additional details about this initiative or action. (if answered "Yes" to question 72 above)

74) Our Firm has a diversity committee that includes senior lawyers and lawyers in management and that reports to the organization's highest governing body. *

- Yes
- No

75) Please share any additional details about this initiative or action. (if answered "Yes" to question 74 above)

76) Our Firm has a full or part-time diversity professional who performs diversity-related tasks. *

- Yes
- No

77) Please share any additional details about this initiative or action. (if answered "Yes" to question 76 above)

78) Our Firm has affinity or employee resource groups for its diverse/minority (as defined in instructions) lawyers, which meet at least quarterly. *

- Yes
- No

79) Please share any additional details about this initiative or action. (if answered "Yes" to question 78 above)

80) Our Firm has a succession plan that specifically emphasizes greater inclusion of diverse/minority (as defined in instructions) lawyers. *

- Yes
- No

81) Please share any additional details about this initiative or action. (if answered "Yes" to question 80 above)

82) Our Firm mandates and monitors that minority and women lawyers have equal access to quality work assignments, committee appointments, marketing efforts and organization events.

*

Yes

No

83) Please share any additional details about this initiative or action. (if answered "Yes" to question 82 above)

84) Our Firm requires inclusion of at least one diverse/minority (as defined in instructions) candidate in all hiring decisions. *

Yes

No

85) Please share any additional details about this initiative or action. (if answered "Yes" to question 84 above)

86) Our Firm policy specifically prohibits discrimination based on disability, sexual orientation, gender identity, and gender expression. *

Yes

No

87) Please share any additional details about this initiative or action. (if answered "Yes" to question 86 above)

88) Our Firm provides opportunity for lawyers to voluntarily disclose their disability and sexual orientation, gender identity, and gender expression through Organization data collection procedures. *

- Yes
- No

89) Please share any additional details about this initiative or action. (if answered "Yes" to question 88 above)

90) Our Firm policy specifically provides for paid maternity leave. *

- Yes
- No

91) Please share any additional details about this initiative or action. (if answered "Yes" to question 90 above)

92) Our Firm policy specifically provides for paid paternity leave. *

- Yes
- No

93) Please share any additional details about this initiative or action. (if answered "Yes" to question 92 above)

94) Our Firm has a formal, written part-time policy that permits lawyers in management to be part-time. *

- Yes
- No

95) Please share any additional details about this initiative or action. (if answered "Yes" to question 94 above)

96) Our Firm has a flex-time policy. *

- Yes
- No

97) Please share any additional details about this initiative or action. (if answered "Yes" to question 96 above)

98) Our Firm provides for or mandates diversity training for all lawyers and staff. *

- Yes
- No

99) Please share any additional details about this initiative or action. (if answered "Yes" to question 98 above)

100) Our Firm has a supplier diversity program. *

- Yes
- No

101) Please share any additional details about this initiative or action. (if answered "Yes" to question 100 above)

102) Please share any additional details about your diversity and inclusion initiatives and actions. *

Thank You!

All data must be submitted online. Please submit your survey response [here](#). Your response is important to us and will help guide Twin Cities Diversity in Practice's work.
