

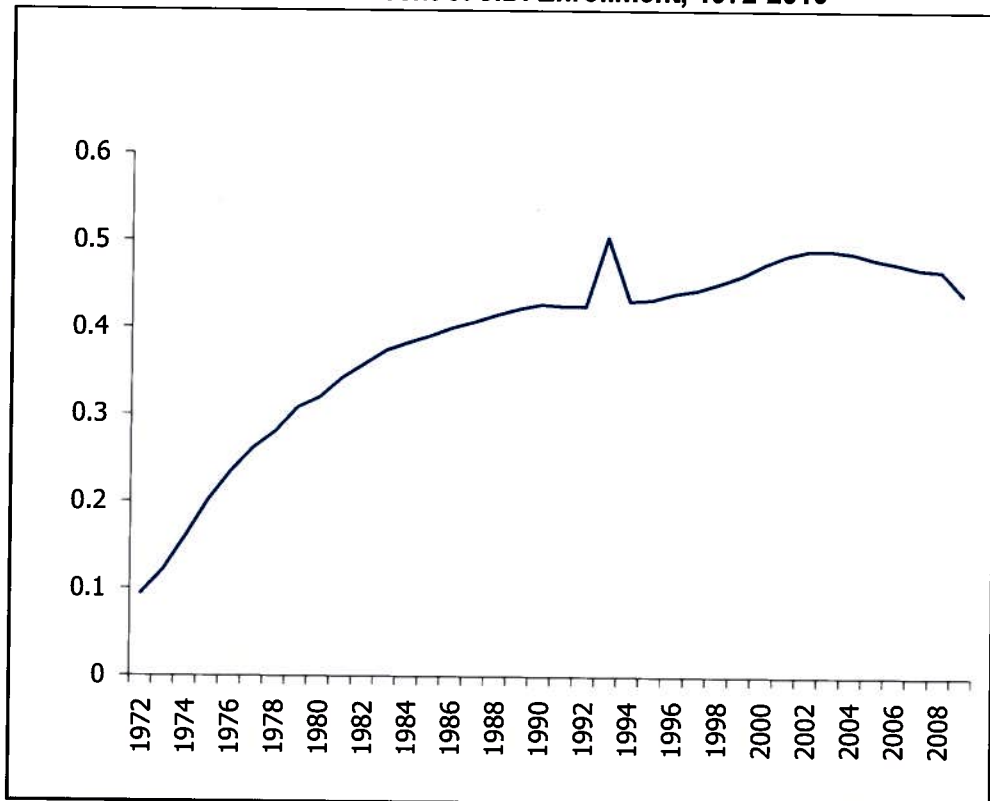
# *Women in Law in the U.S.*

QUICK TAKES

## ***Education***

- In the 2009-2010 class, women made up 47.2% of J.D. students.<sup>1</sup>
- 1993 was the year of the highest percent of women as J.D. students—50.4%.<sup>2</sup>
- In the 2009-2010 class, people of color made up 22.4% of J.D. students.<sup>3</sup>

**Women as a Percent of J.D. Enrollment, 1972-2010<sup>4</sup>**

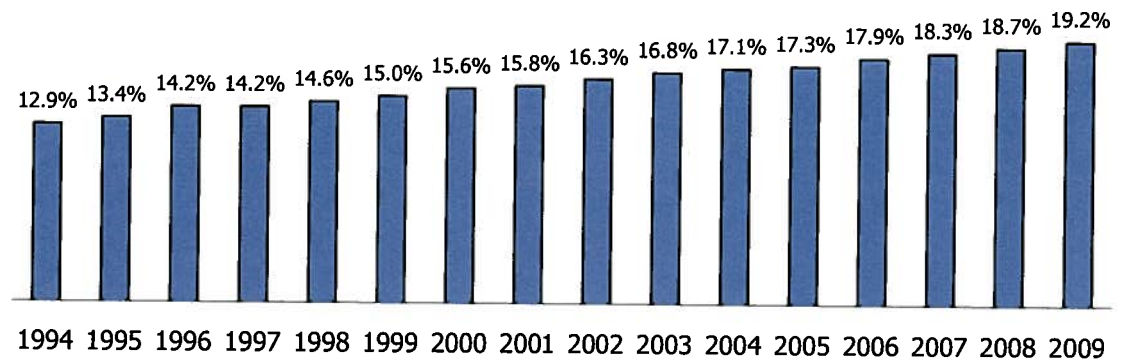


# Women in Law in the U.S.

## *The Gender Gap in Law*

- In 2010, women made up 31.5% of all lawyers.<sup>5</sup>
- Women were 45.4% of associates in 2010.<sup>6</sup>
- Women were 47.4% of summer associates in 2010.<sup>7</sup>
- Given the same rate of change, Catalyst estimates that it will take more than a woman lawyer's (born in 2010) lifetime to achieve equality.<sup>8</sup>

### **% Women Partners in Law Firms from 1994-2010<sup>9</sup>**



- There is a drastic difference between women and men at the highest levels in law firms. According to a recent survey of law firms,
  - 10% of the largest law firms in the U.S. have no women on their governing committees,<sup>10</sup>
  - 46% of law firms had no women among their top ten rainmakers.<sup>11</sup>
- In a survey of the 50 best law firms for women,
  - 14% of the firms had women managing partners,<sup>12</sup>
  - 20% of the equity partners were women,<sup>13</sup>
  - 28% of the nonequity partners were women,<sup>14</sup> and
  - 40% of the of-counsels were women.<sup>15</sup>
- A 2007 survey of the 50 best law firms for women found clients asked 23% of the best firms for firms' statistics on diversity when making decisions about choosing a law firm for representation.<sup>16</sup>

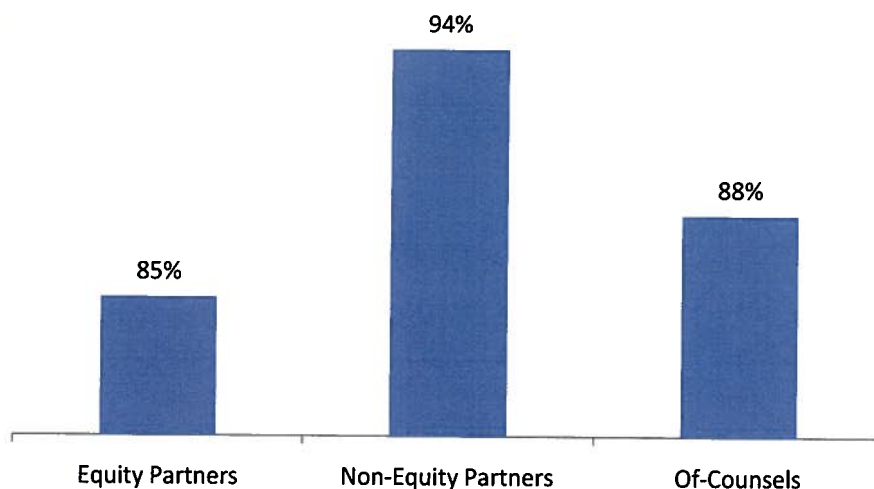
# Women in Law in the U.S.

- A 2008 survey of the 50 best law firms for women examined occupations by the percent of mothers and fathers in each position. <sup>17</sup>

Occupation	Mothers <sup>18</sup>	Fathers <sup>19</sup>
Associates	23%	29%
Of Counsel	56%	57%
Non-Equity Partners	67%	80%
Equity Partners	71%	85%

- While 1 in 8 women lawyers work part-time, only 1 in 50 men lawyers do. <sup>20</sup>
- One study found, in a typical large law firm, about 6% of the lawyers worked part-time, and 75% of the part-time lawyers were women. <sup>21</sup>
- Nearly half as many men lawyers as women lawyers (44% vs. 84%) have a spouse that is employed full-time. <sup>22</sup>
- Women were 18.8% of general counsels at *Fortune* 500 companies in 2010. <sup>23</sup>
- Women lawyers made 77.1% of men lawyers' salaries in 2010. <sup>24</sup>

**Women's Salary as a Percent of Men's Salary, by Type of Lawyer<sup>25</sup>**

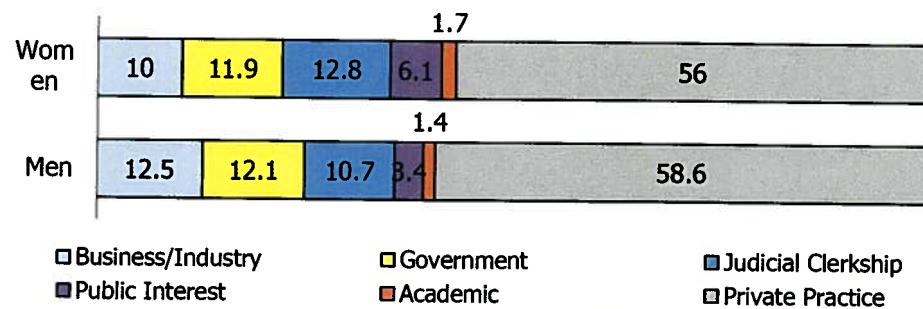




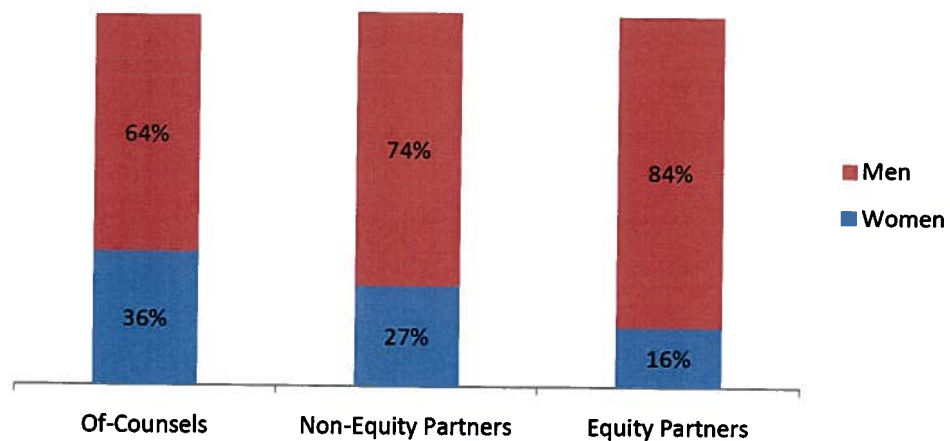
# Women in Law in the U.S.

QUICK TAKES

Where Women and Men Are Practicing Law<sup>26</sup>



Percent of Positions at Law Firms, by Gender<sup>27</sup>



## Women of Color in Law

- One Catalyst study examined the experiences of women of color at law firms, comparing their experiences to people of color's experiences and white women's experiences. The findings included:



# *Women in Law in the U.S.*

QUICK TAKES

- Women of color were more likely than any other group to experience exclusion from other employees, racial and gender stereotyping.<sup>28</sup>
- Women of color were most likely to consider leaving the firm.<sup>29</sup>
- Women of color were most likely to feel it necessary to make adjustments to fit in.<sup>30</sup>
- Women of color cited dissatisfaction with current level of work relative to work experience, and with access to high-profile client assignments.<sup>31</sup>
- Women of color experienced lack of constructive feedback as a barrier to advancement.<sup>32</sup>
- Women of color perceived a lack of commitment from senior leadership towards promotion of diverse candidates.<sup>33</sup>
- Women of color were less likely to aspire to partnership.<sup>34</sup>
- Another recent study found 10.9% of associates are women of color.<sup>35</sup>
- Only 2.0% of partners were women of color.<sup>36</sup>
- In 2010, there were only 12 women of color general counsels in the Fortune 500.<sup>37</sup>

UPDATED August 22, 2011

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<sup>1</sup> American Bar Association, "Enrollment and Degrees Awarded 1963-2009."

<http://www.abanet.org/legaled/statistics/charts/stats%20-%201.pdf>

<sup>2</sup> American Bar Association, "First Year and Total J.D. Enrollment by Gender 1947 – 2010."

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<sup>3</sup> American Bar Association, "First Year J.D. and Total J.D. Minority Enrollment for 1971 – 2010."

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- <sup>8</sup> Catalyst, Unpublished Calculation (2011).
- <sup>9</sup> NALP data, various years.
- <sup>10</sup> National Association of Women Lawyers and The NAWL Foundation, *Report of the Fifth Annual National Survey on Retention and Promotion of Women in Law Firms* (October 2010). [http://www.aauw.org/learn/research/upload/NewVoicesPayEquity\\_NAWL.pdf](http://www.aauw.org/learn/research/upload/NewVoicesPayEquity_NAWL.pdf)
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- <sup>12</sup> Working Mother and Flex-Time Lawyers, "2009 Working Mother and Flex-Time Lawyers Best Law Firms for Women: Trends Identified from National Survey" (2009).
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- <sup>22</sup> Catalyst, *Women in Law: Making the Case* (2001). <http://www.catalyst.org/files/full/Women%20in%20Law%20-%20Making%20the%20Case.pdf>
- <sup>23</sup> Minority Corporate Counsel Association, "MCCA 2010 Survey of Fortune 500 Women General Counsel" (2010). <http://www.mcca.com/index.cfm?fuseaction=page.viewPage&pageID=2107>

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