

LawyerMetrix Diversity Snapshot

Overview The LawyerMetrix (“LMx”) Diversity Snapshot examines the state of diversity across 20 law firms (“Company Firms”) that completed the American Bar Association’s Model Diversity Survey (“ABA Survey”) for Company in 2018. The snapshot reports a new and proprietary metric, the “LMx Legal Diversity Score,” to assist in tracking your firm’s Diversity & Inclusion efforts in the United States. Additionally, the snapshot visualizes your firm’s diversity metrics in relation to Company Firms, focusing on attorneys of color (Figure 1) and female attorneys (Figure 2).

LMx Legal Diversity Score The LMx Legal Diversity Score incorporates information about your firm’s relationship partner, firmwide leadership, firmwide headcount, and work performed for Company. The Score ranges between 0 and 100. **Your firm’s Legal Diversity Score is 72.**

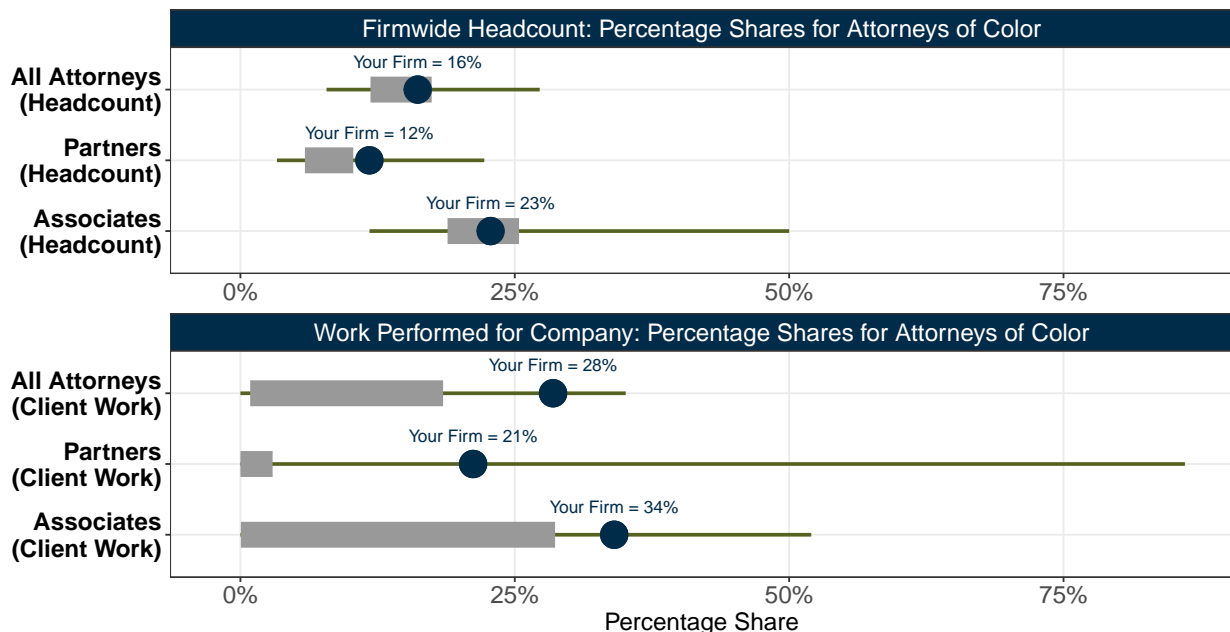
Key Takeaways for Your Firm Compared to Company Firms, your firm received the highest ranking on Diverse: Partners (Headcount), which is at the 96th percentile, and the lowest ranking on Diverse: Associates (Headcount), which is at the 46th percentile.

Interpreting the Graphics Figure 1 and Figure 2 represent your firm’s percentage shares using a **blue dot**. The **green horizontal line** covers the range of values for Company Firms (i.e., from the minimum to the maximum). The **gray horizontal bar** covers the **the Middle 50%** of values. If your firm’s share:

- Is to the left of the gray bar, then it is in the Bottom 25% of Company Firms;
- Overlaps the gray bar, then it is in the Middle 50% of Company Firms; and
- Is to the right of the gray bar, then it is in the Top 25% of Company Firms.

Attorneys of Color Figure 1 compares your firm’s percentage shares to those of Company Firms. The top panel reflects firmwide headcount results, and the bottom panel reflects diverse attorneys’ share of work performed for Company.

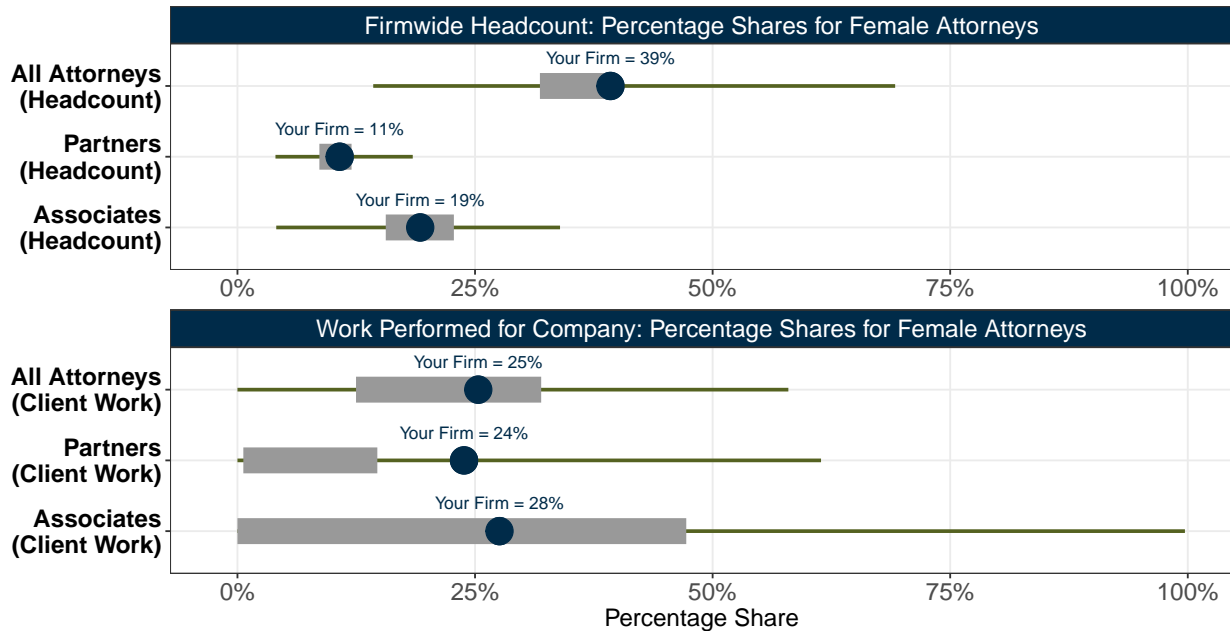
Figure 1. Your Firm’s Percentage Shares for Attorneys of Color



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Female Attorneys Figure 2 compares your firm's percentage shares to those of Company Firms. The top panel reflects headcount results for females, and the bottom panel reflects female attorneys' share of work performed for Company.

Figure 2. Your Firm's Percentage Shares for Female Attorneys



Calculating the LMx Legal Diversity Score The LMx Legal Diversity Score has a maximum possible value of 100.

Note: In this example template, LMx omitted the formula we use to calculate the Legal Diversity Score. Actual LMx Diversity Snapshots summarize the formula and the data sources required to calculate the Score.