2022 Diversity Survey

Pittsburgh Legal Diversity and Inclusion Coalition

Survey Responses - 2022

- 45 – Total Surveys Distributed
- 36 – Total Surveys Completed
  - 24 Law Firms;
    - Approximately 1,400 Lawyers (1,500 including Summer Assoc./Interns)
  - 12 Corporate Law Departments;
    - Approximately 220 Lawyers (240 including Summer Assoc./Interns)
- 80% Total Response Rate
- 89% Response Rate from Law Firms

Survey Responses - 2018

- 31 – Total Surveys Distributed
- 30 – Total Surveys Completed
  - 20 Law Firms; 1,400 Lawyers (1,450 including Summer Assoc./Interns)
  - 10 Corporate Law Departments; 220 Lawyers (240 including Summer Assoc./Interns)
- 97% Response Rate

Respondents – 2022 versus 2018

Law Firms

- 24 total responses
- 18 firms completed surveys in both 2018 and 2022
- 6 new firms completed surveys in 2022 but not 2018
- 2 firms completed surveys in 2018 but not in 2022
- 75% of respondents in 2022 also responded in 2018

Corporate Law Departments

- 12 total responses
- 7 legal departments completed surveys in both 2018 and 2022
- 5 new legal departments completed surveys in 2022 but not in 2018
- 3 legal departments completed surveys in 2018 but not in 2022
- 58% of respondents in 2022 also responded in 2018

Executive Summary – Law Firms in Pittsburgh in 2022

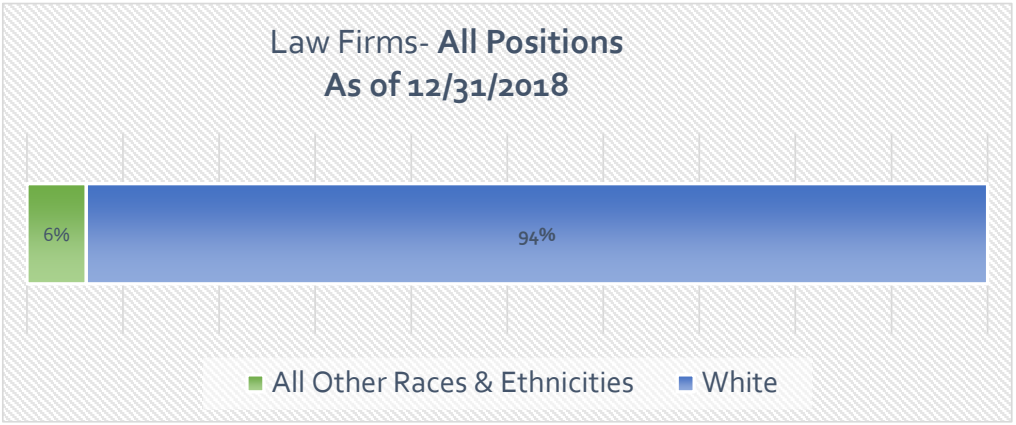
- **Overall Racial and Ethnic Profile**: Improved to 9% in 2022 compared to 6% in 2018 at the same rate as national
- **Overall Gender Profile:** Improved by 1% from 2018 to 2022 but trails the improvement in the nationwide average
- **LGBTQIA+**: Ratio of LGBTQIA+ lawyers in Pittsburgh trails the national average but improved slightly from 2018
  - (79% of respondents answered this question)
- **Lawyers with Disabilities:** Ratio of lawyers with disabilities exceeds the nationwide ratio
  - (83% of respondents answered this question)
- **Leadership Profile:** Large improvement in gender profile with minimal improvement in racial/ethnic leaders since 2018.
- **Lawyers who Left the Pittsburgh Office:** Among attorneys who left law firms in 2022, the percentage of women who left was higher than the percentage of women who were working for law firms. The racial mix of attorneys who left mirrored the overall ethnic profile.
- **Lawyers who Joined the Pittsburgh Office:** 8% increase in non-white new-hires and 2% decline in female hires in 2022 compared to 2018.

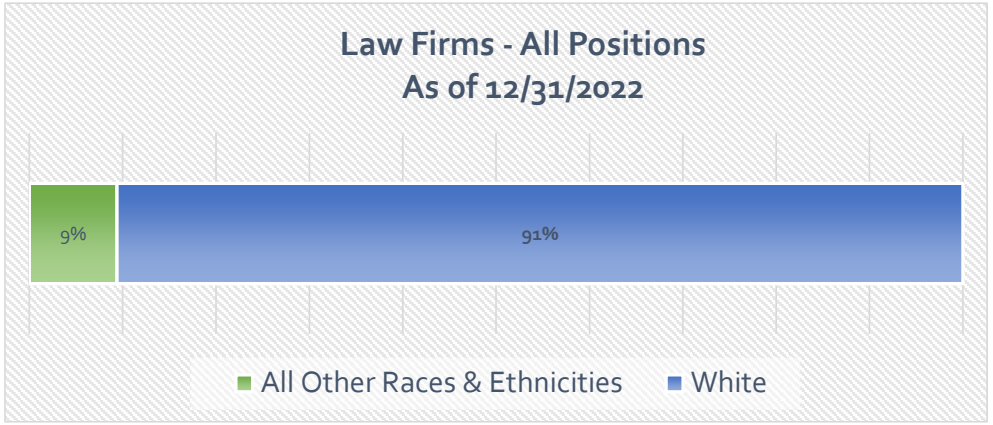
Executive Summary – Corporate In-House Counsel in Pittsburgh 2022

- **Overall Racial and Ethnic Profile**: 4% improvement in the ratio of non-white to white from 2018 to 2022.
- **Overall Gender Profile:** 1% improvement from 2018 to 2022. Ratio of women working as in-house counsel exceeds the ratio of women in law firms by 21%.
- **LGBTQIA+**: Ratio of LGBTQIA+ lawyers in Pittsburgh improved slightly (small sample size)
  - (50% of respondents answered this question)
- **Lawyers with Disabilities:** Ratio of lawyers with disabilities declined from 2018 to 2022 (small sample size)
  - (42% of respondents answered this question)
- **Leadership Profile:** Diversity in leadership positions improved for the highest leadership/governance positions and for leaders of practice groups.
- **Lawyers who Left the Pittsburgh Office:** A higher percentage of lawyers who left the office in 2022 were women and non-white attorneys compared to those that left in 2018. Fewer than 15 attorneys left in either year among those departments which responded.
- **Lawyers who Joined the Pittsburgh Office:** A slightly higher percentage of new-hires were ethnic minorities in 2022 compared to 2018. A slightly lower percentage of new-hires were women in 2022 compared to 2018. Approximately 20 attorneys joined each year.

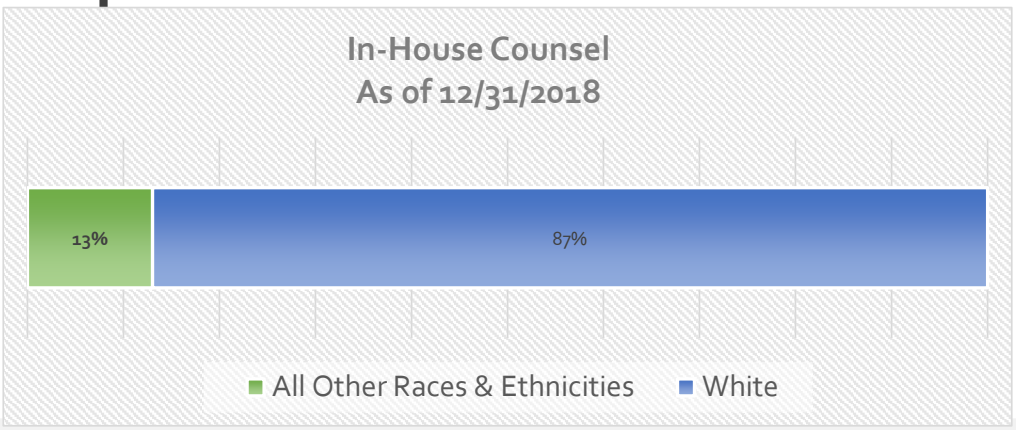
Racial/Ethnic Profile of Pittsburgh Office

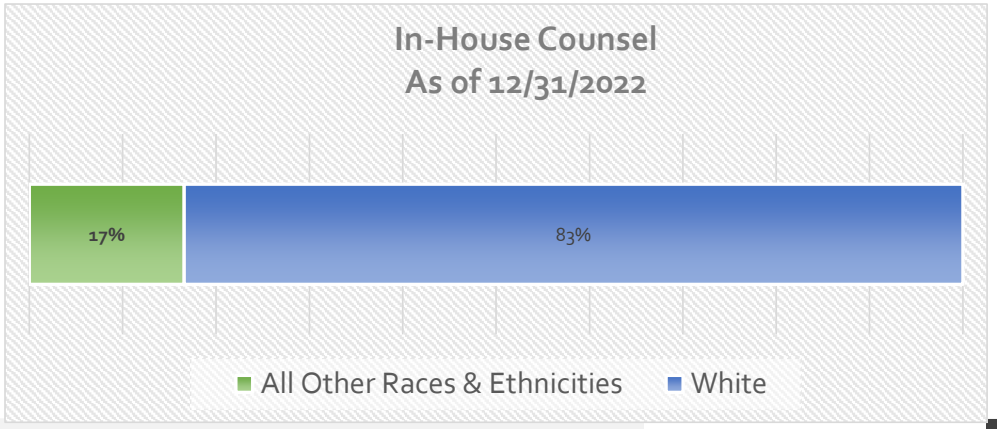
Law Firms





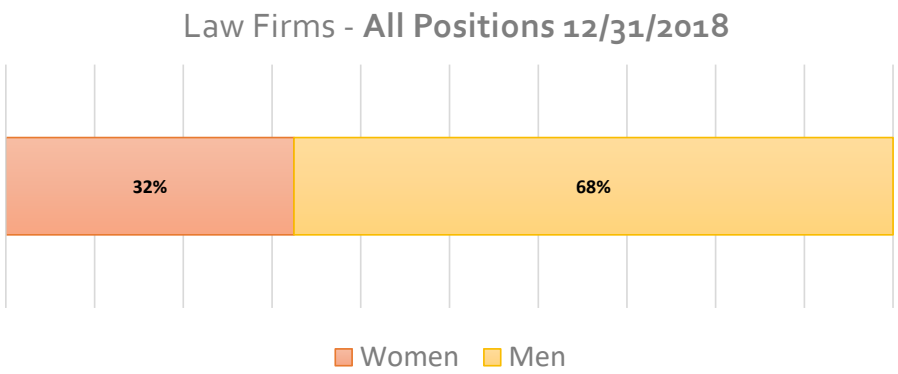
Corporate Law

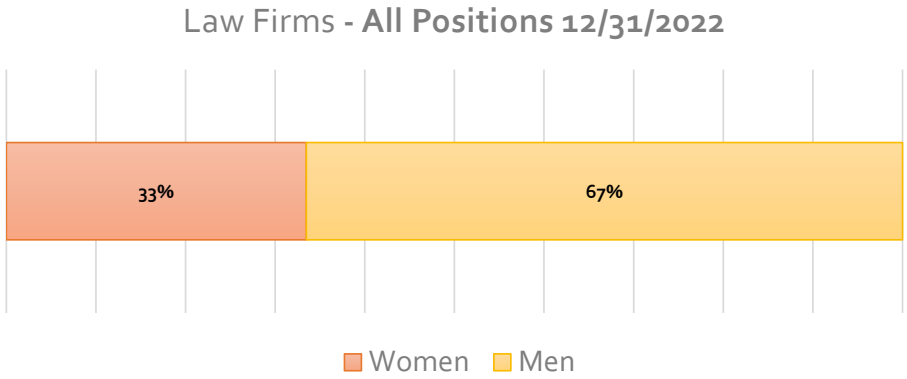




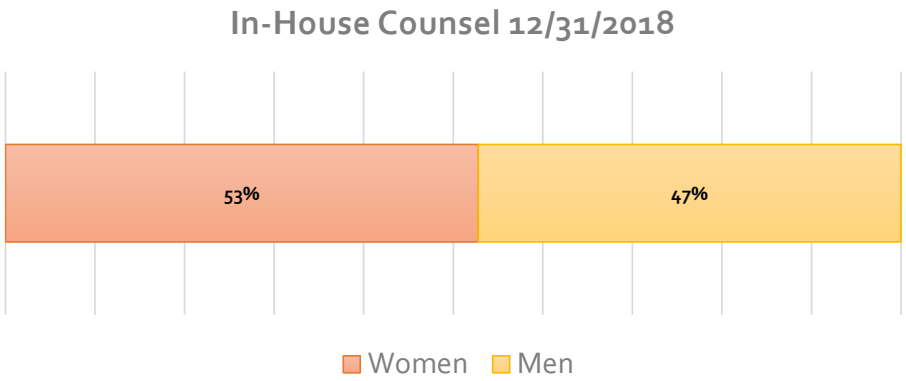
Gender Profile of Pittsburgh Office

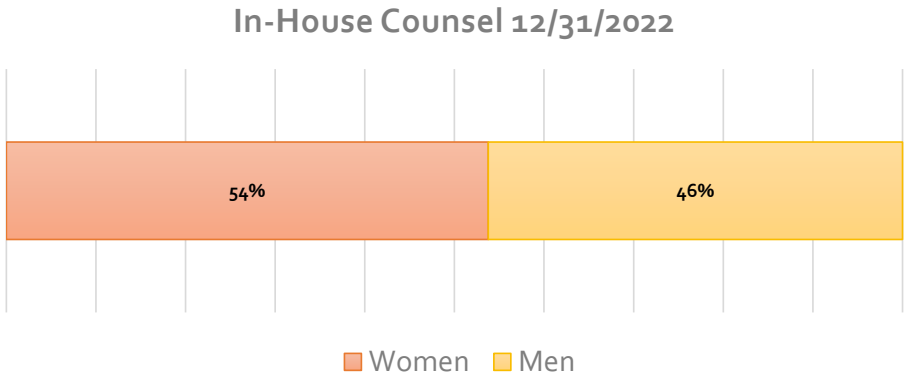
Law Firms





Corporate Law



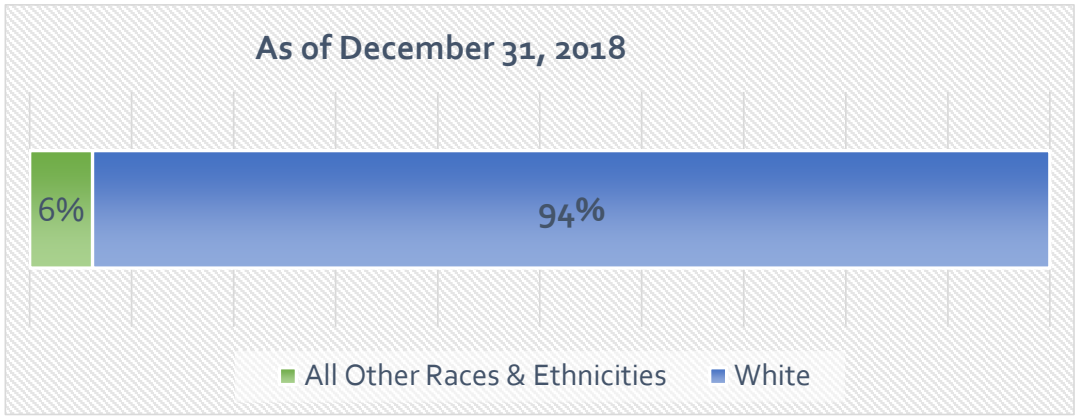


Executive Summary – Impact of COVID-19

- Nearly all respondents now permit remote work compared to 82%-83% in 2018.
- Most law firms require employees to report to work more times per week than their corporate counterparts
- Both law firms and corporate legal departments require between 1-4 days in office with law firms trending toward 3-4 days and corporate toward 1-2 days
- For law firms and corporations which recorded data, less than 15% of employees who left reported "burnout" as the reason
- For law firms and corporations which recorded data, less than 25% of employees who left reported wanting to work remotely more often as the reason.
- 81% of Law Firms and 67% of Corporate Law Departments developed new hybrid work practices to ensure remote workers are afforded the same professional opportunities as those who worked in office.
  - Unknown whether the groups which did not develop new practices had practices in place before the pandemic or did not implement any practices to ensure equality of opportunities.

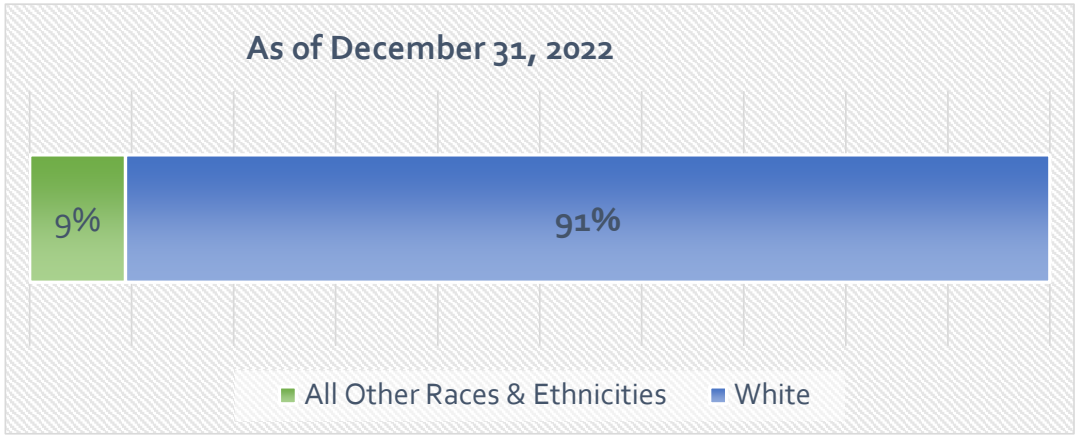
Law Firms

Racial/Ethnic Profile of Pittsburgh Office – All Lawyers



2018 NALP Data – Race/Ethnic Profile – "Total Lawyers"

Nationwide – 84% White; 16% People of Color
Minneapolis – 93% White; 7% People of Color
Columbus – 91% White; 9% People of Color

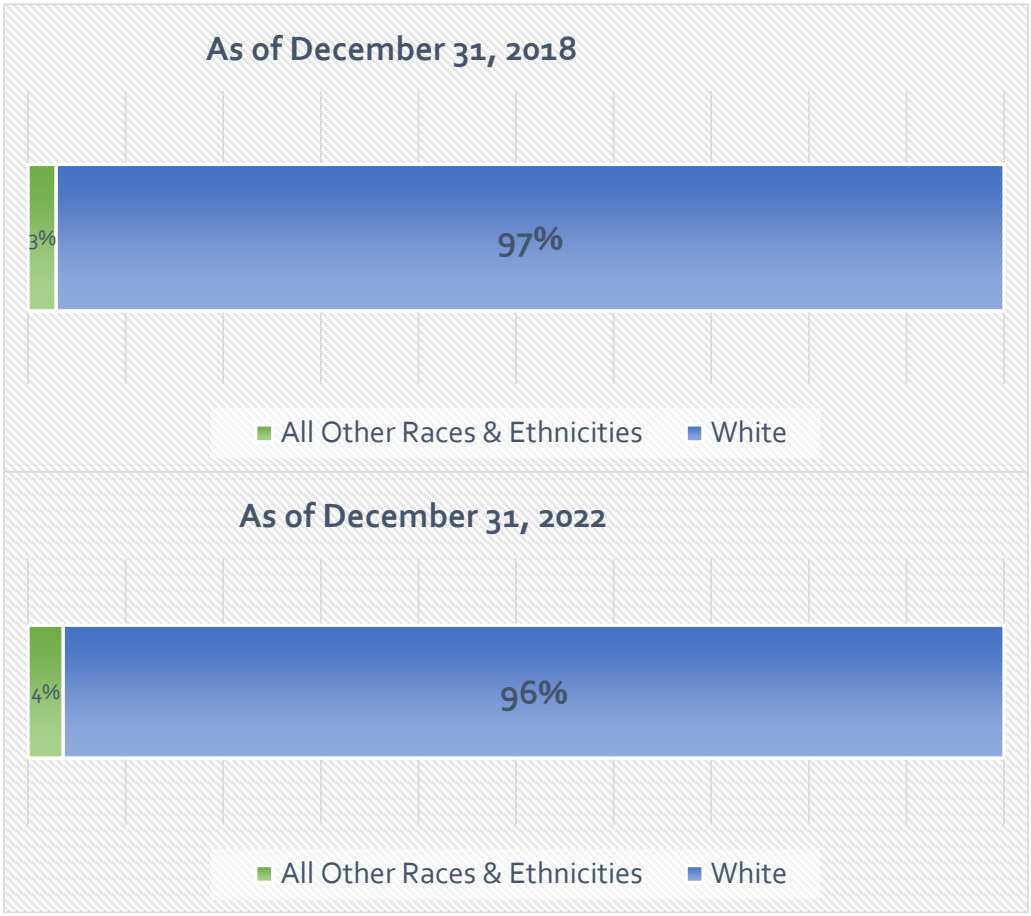


2022 NALP Data - Race/Ethnic Profile – "Total Lawyers"

Nationwide – 81% White; 19% People of Color
Minneapolis – 90% White; 10% People of Color
Columbus – 88% White; 12% People of Color

2021 MCCA Data
Nationwide: 79% White; 21% People of Color

Racial/Ethnic Profile of Pittsburgh Equity and Non-Equity Partners



2018 NALP Data - Demographic Profile – "Partners"

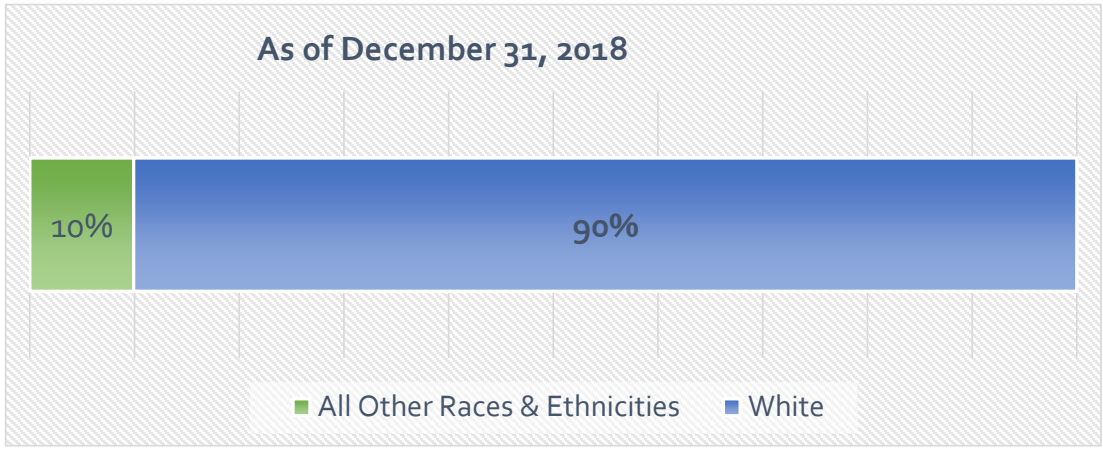
Nationwide – 91% White; 9% People of Color
Minneapolis – 96% White; 4% People of Color
Columbus – 93% White; 7% People of Color

2022 NALP Data - Demographic Profile – "Partners"

Nationwide – 89% White; 11% People of Color
Minneapolis – 94% White; 6% People of Color
Columbus – 90% White; 10% People of Color

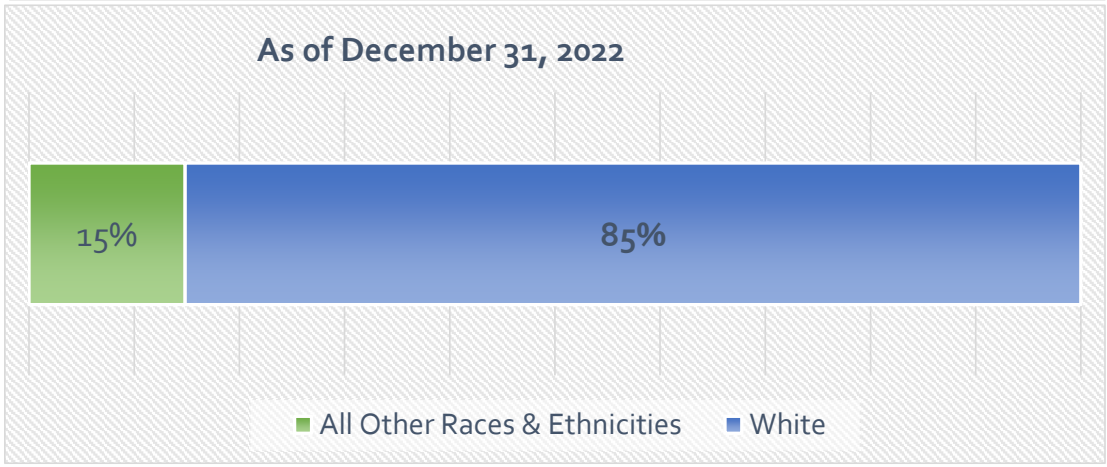
2021 MCCA Data
Nationwide: 88% White; 12% People of Color

Racial/Ethnic Profile of the Pittsburgh Associates



2018 NALP Data - Demographic Profile – "Associates"

Nationwide – 76% White; 24% People of Color
Minneapolis – 86% White; 14% People of Color
Columbus – 84% White; 16% People of Color

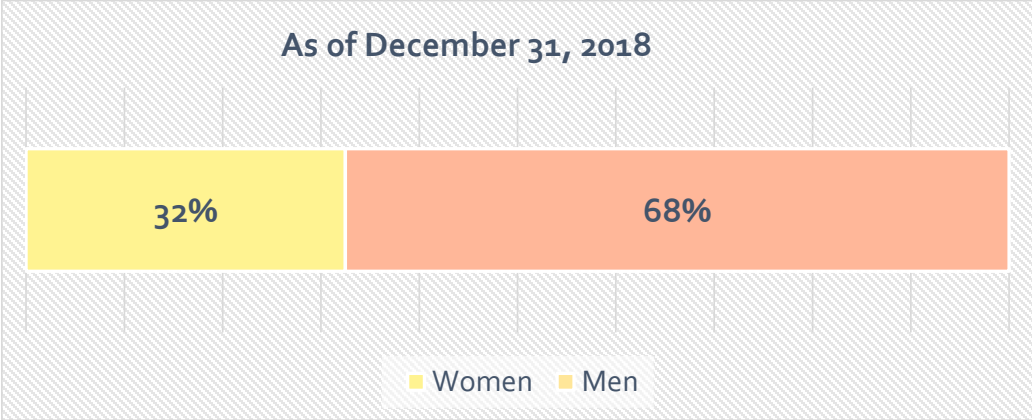


2022 NALP Data - Demographic Profile – "Associates"

Nationwide – 72% White; 28% People of Color
Minneapolis – 83% White; 17% People of Color
Columbus – 80% White; 20% People of Color

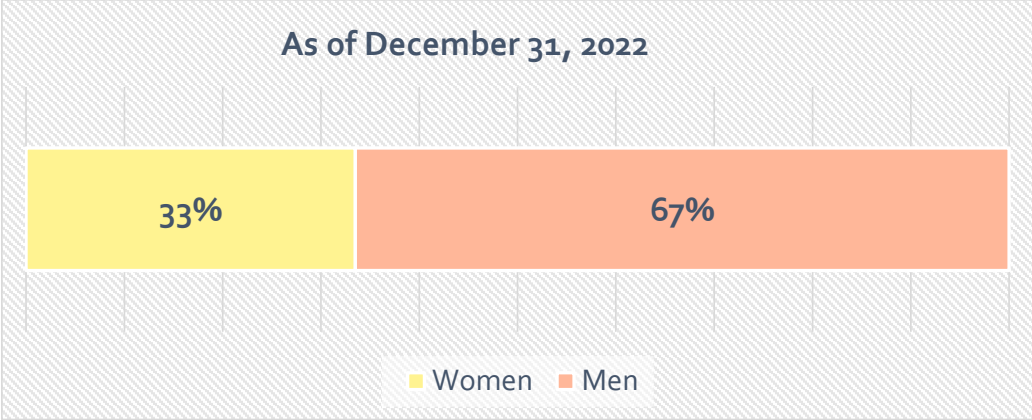
2021 MCCA Data
Nationwide: 71% White; 29% People of Color

Gender Profile of Pittsburgh Office – All Positions



2018 NALP Data - Gender Profile – "Total Lawyers"

Nationwide – 65% Men; 35% Women
Minneapolis – 66% Men; 34% Women
Columbus – 69% Men; 31% Women

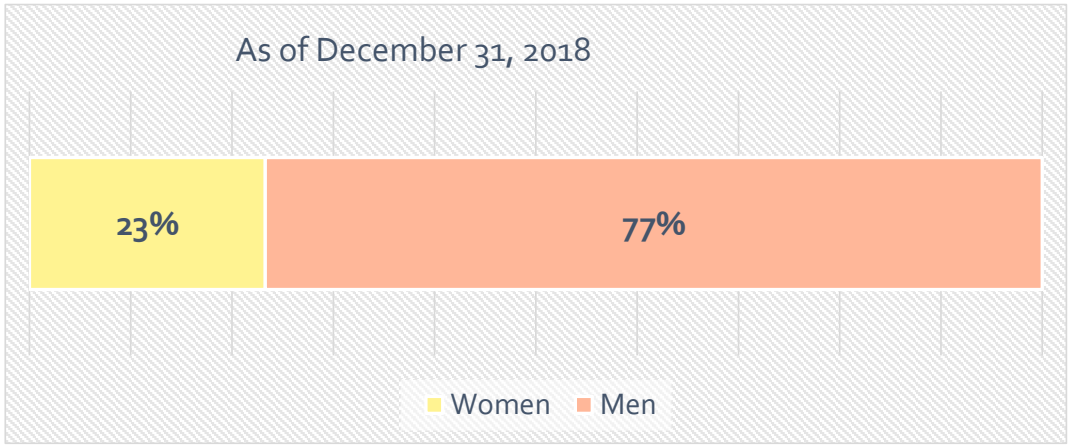


2022 NALP Data - Gender Profile – "Total Lawyers"

Nationwide – 61% Men; 39% Women
Minneapolis – 62% Men; 38% Women
Columbus – 64% Men; 36% Women

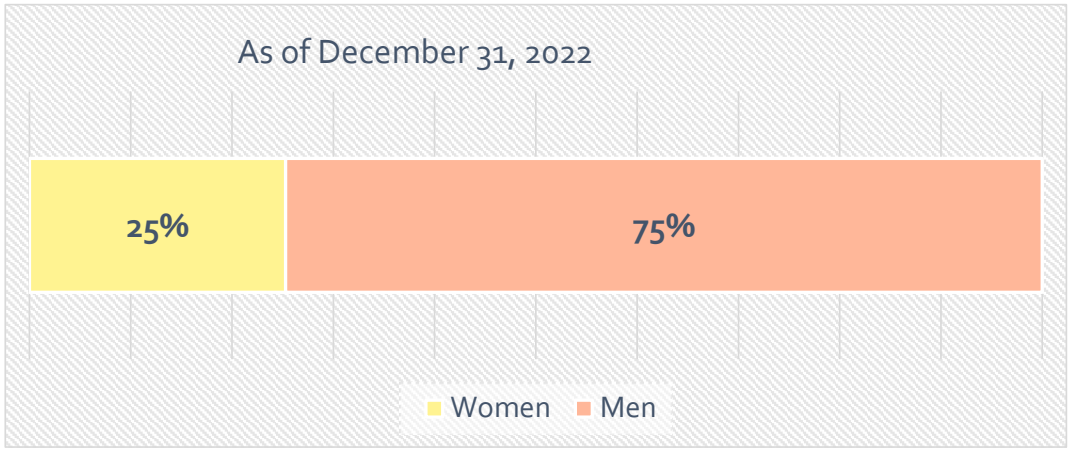
2021 MCCA:
Nationwide: 60% Men; 40% Women

Gender Profile of Pittsburgh Equity and Non-Equity Partners



2018 NALP Data - Gender Profile – "Partners"

Nationwide – 77% Men; 23% Women
Minneapolis – 71% Men; 29% Women
Columbus – 76% Men; 24% Women

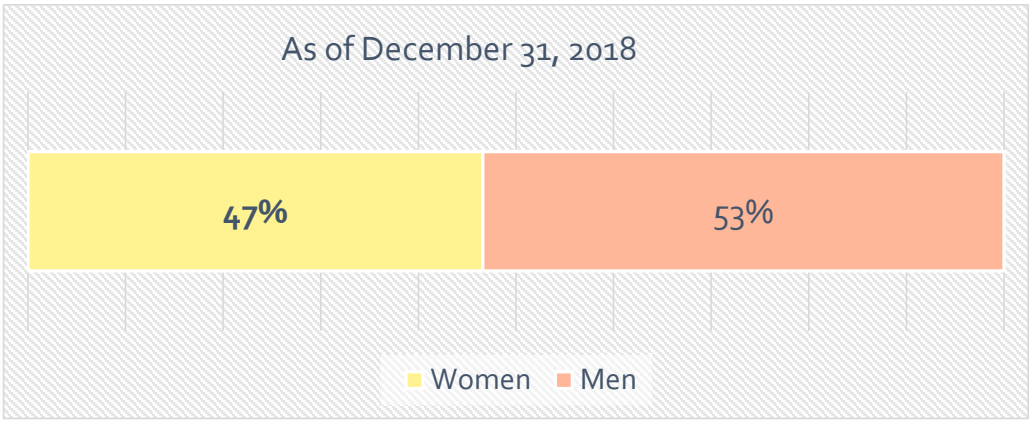


2022 NALP Data - Gender Profile – "Partners"

Nationwide – 73% Men; 27% Women
Minneapolis – 71% Men; 29% Women
Columbus – 72% Men; 28% Women

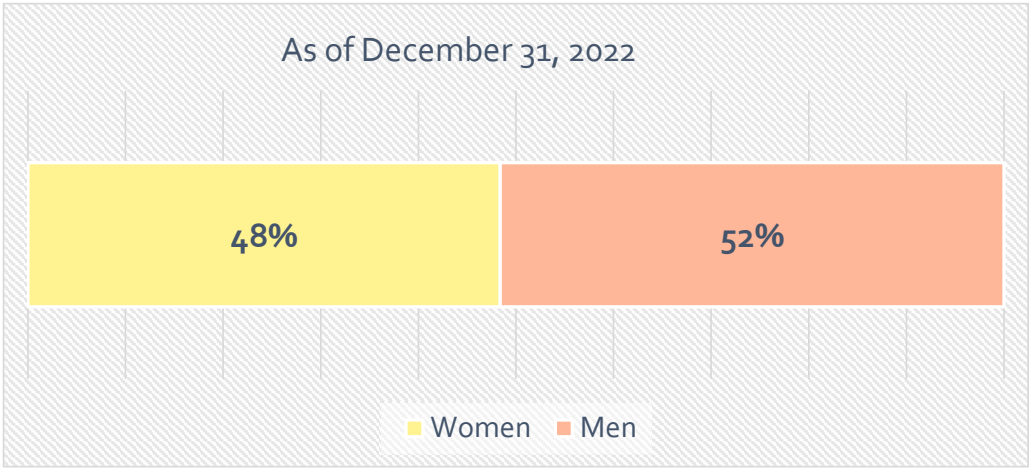
2021 MCCA Data
Nationwide: 73% Men; 27% Women

Gender Profile of Pittsburgh Associates



2018 NALP Data - Gender Profile – "Associates"

Nationwide – 54% Men; 46% Women
Minneapolis – 58% Men; 42% Women
Columbus – 57% Men; 43% Women



2022 NALP Data - Gender Profile – "Associates"

Nationwide – 51% Men;49% Women
Minneapolis – 50% Men; 50% Women
Columbus – 50% Men; 50% Women

2021 MCCA Data
Nationwide: 51% Men; 49% Women

LGBTQIA+ Lawyers

2022 NALP Data – LGBTQ Lawyers – "All Lawyers"

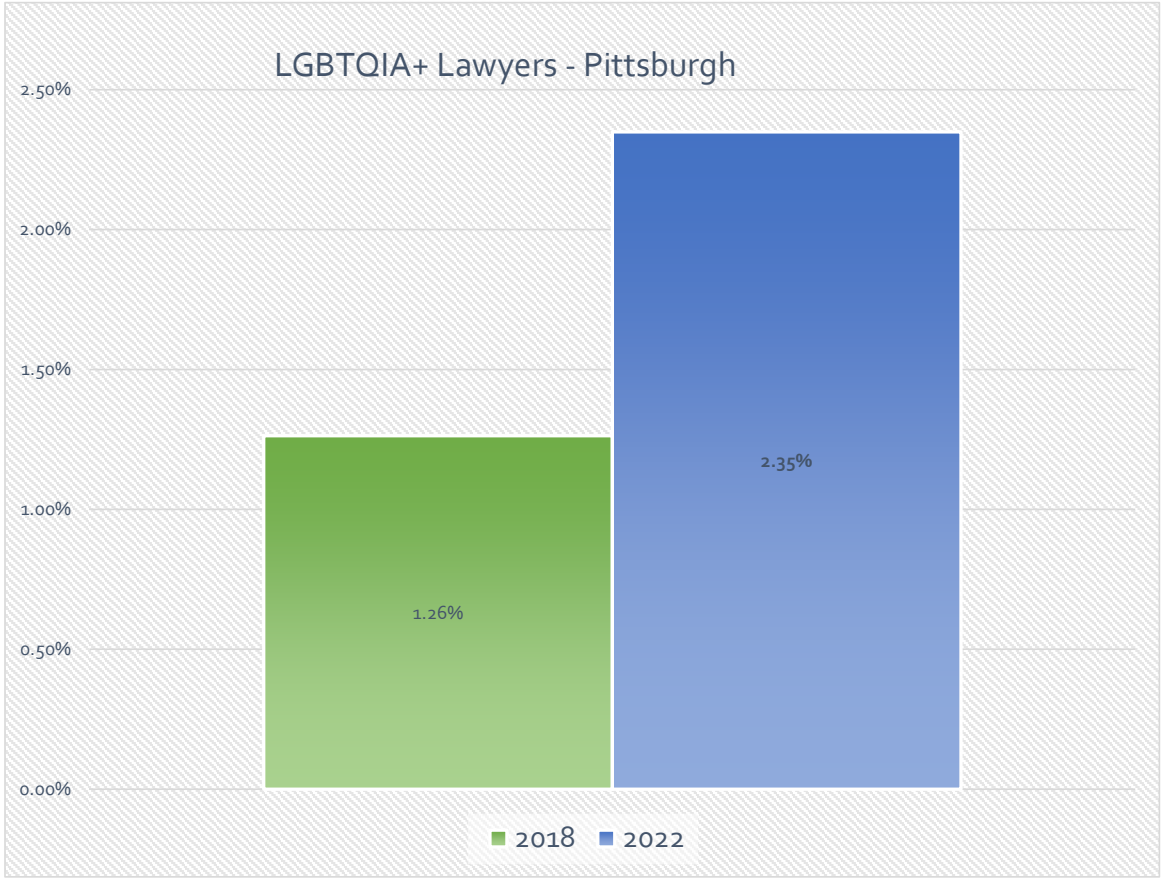
Nationwide – 4.17%

2021 MCCA Data – Openly LGBTQ – "All Attorneys"

Nationwide – 4.3%

2018 NALP Data – LGBTQ Lawyers – "All Lawyers"

Nationwide – 2.86%



Lawyers with Disabilities

2022 NALP Data – Lawyers with Disabilities – "All Lawyers"

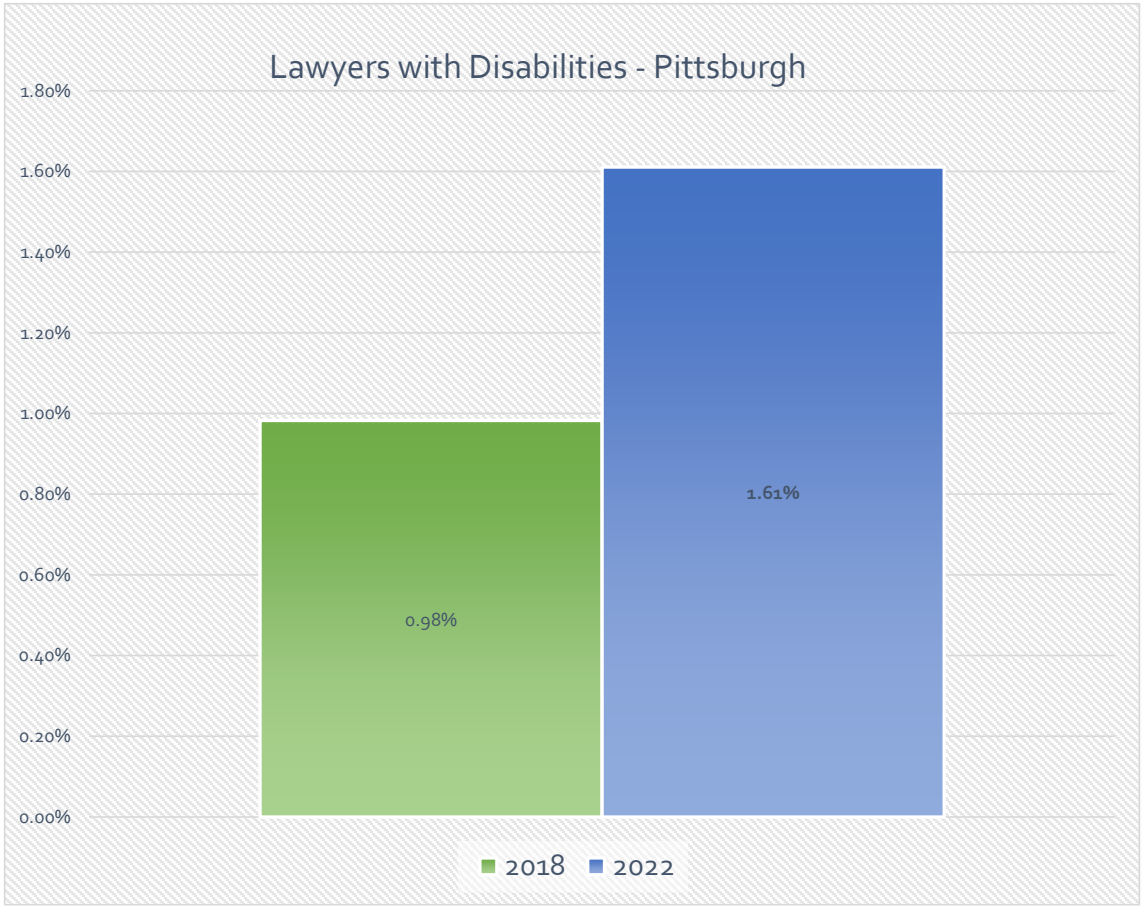
Nationwide – 1.41%

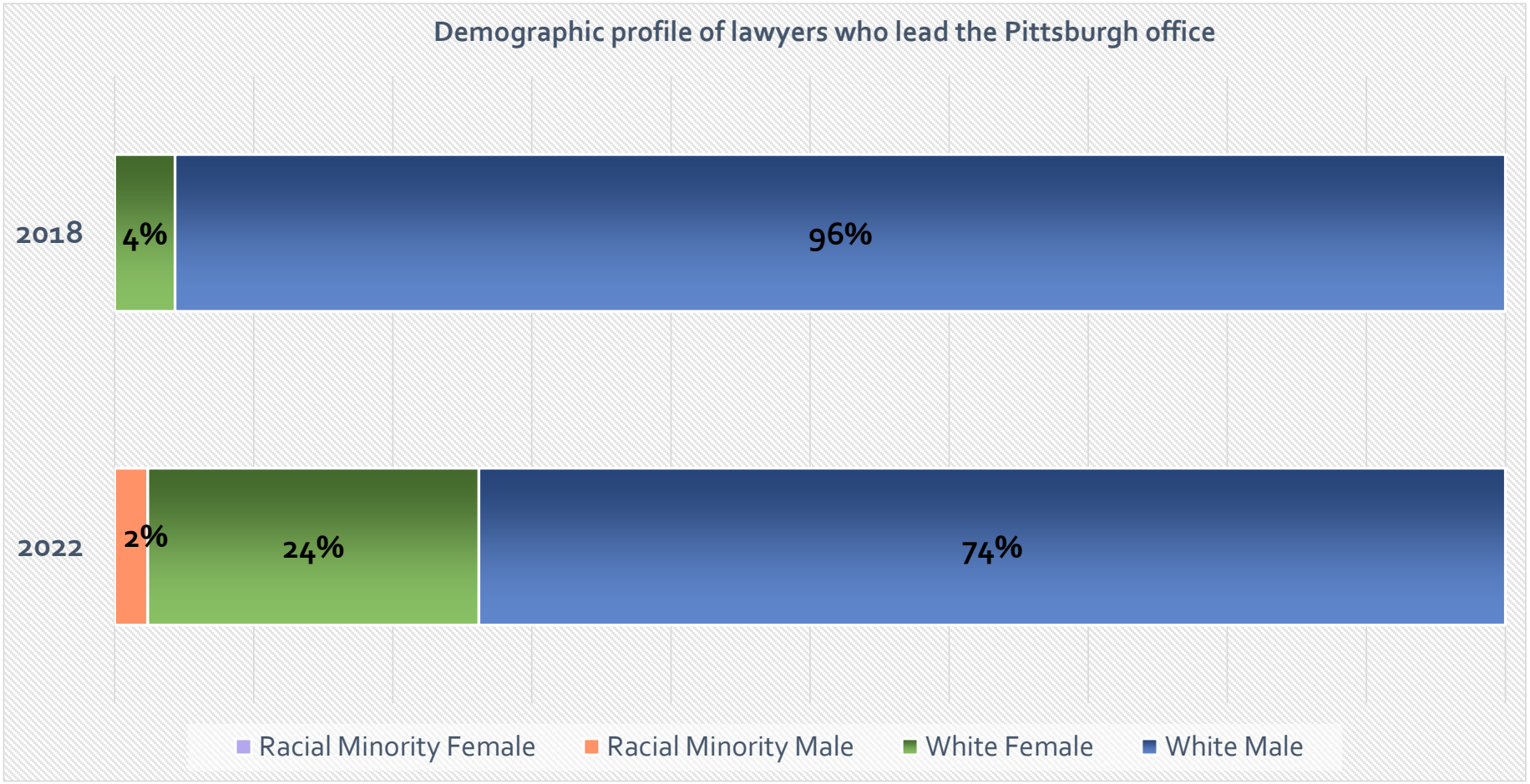
2021 MCCA Data – Individuals with Disabilities – "All Attorneys"

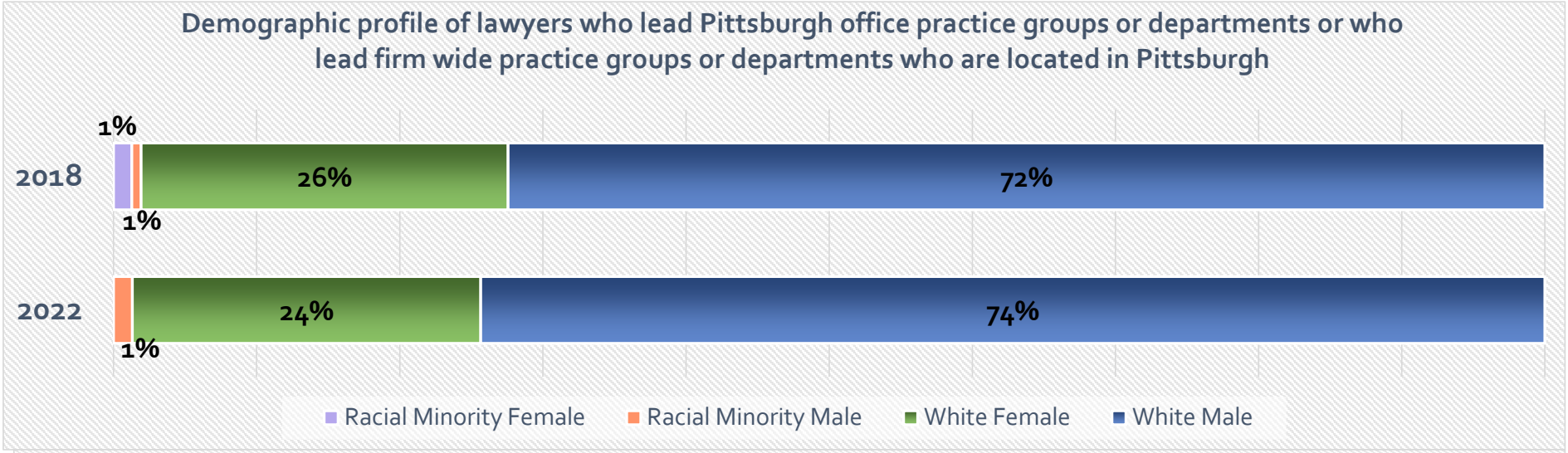
Nationwide – 1.4%

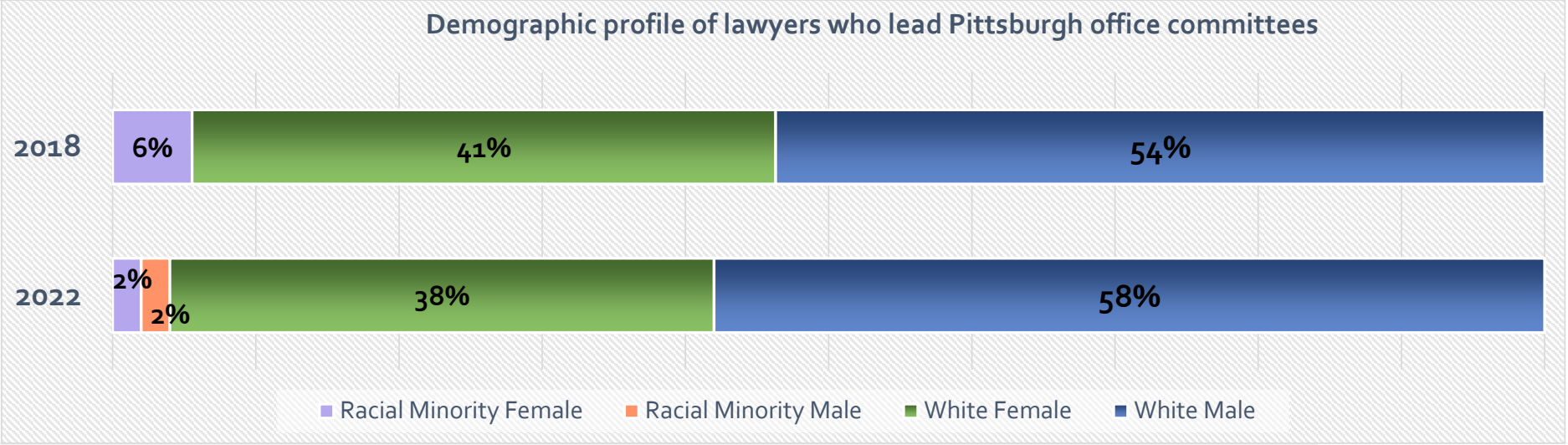
2018 NALP Data – Lawyers with Disabilities – "All Lawyers"

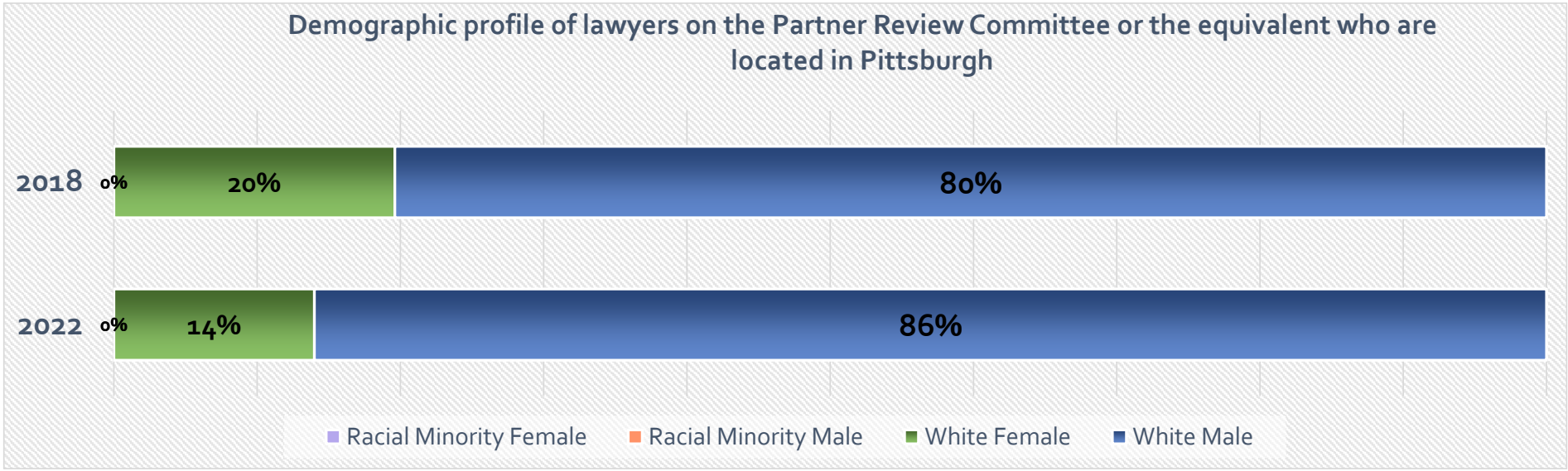
Nationwide – 0.53%

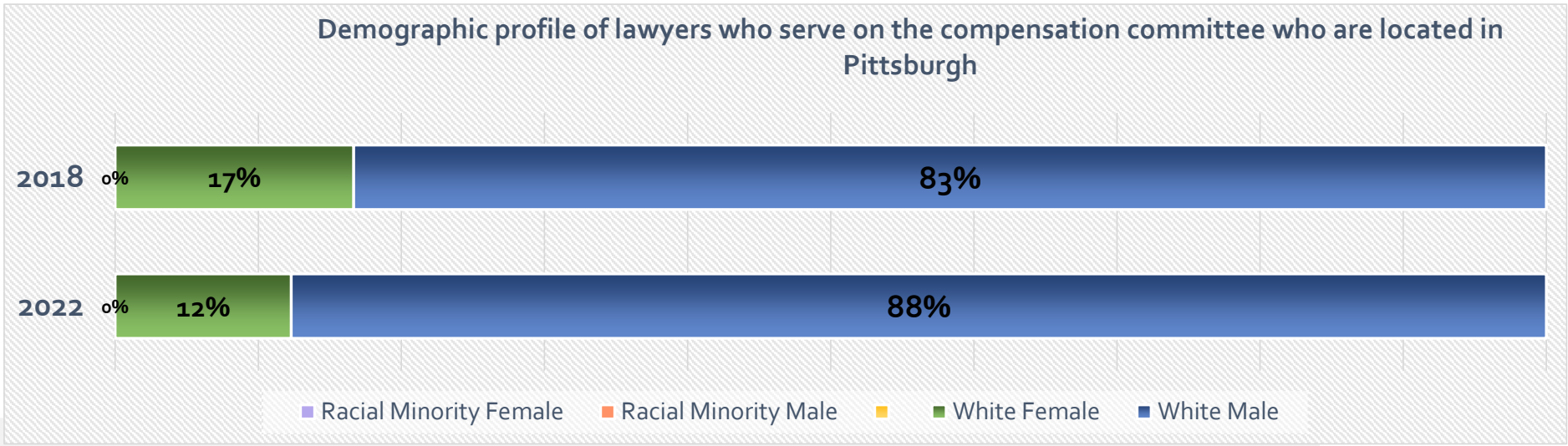


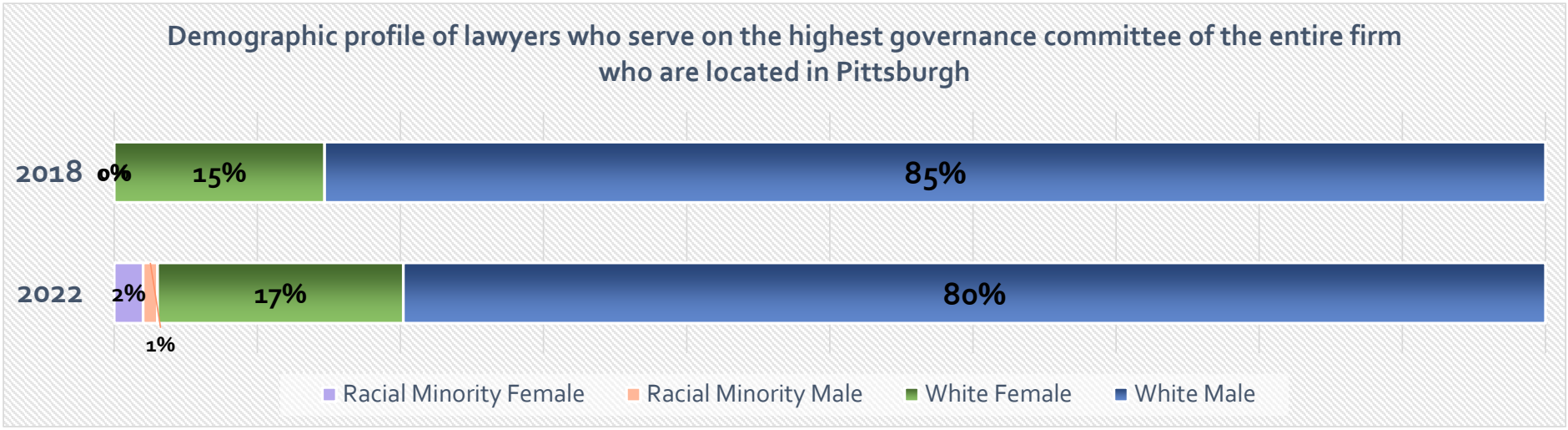

Demographic profile of lawyers who lead the Pittsburgh office
2018
4%
96%
2022
2%
24%
74%
Racial Minority Female
Racial Minority Male
White Female
White Male

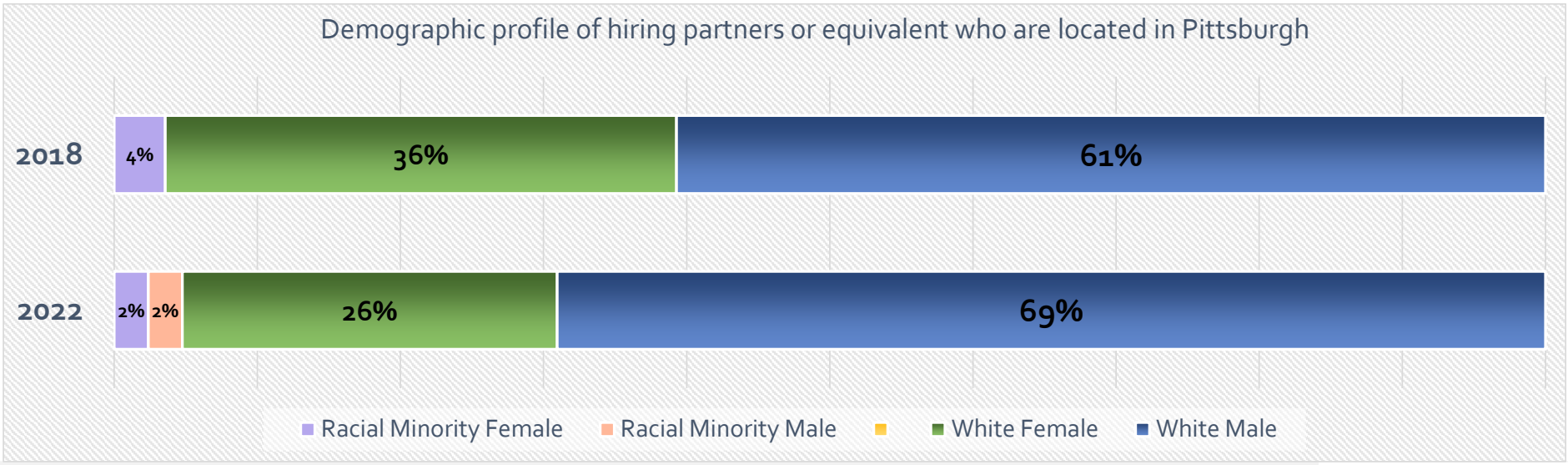

Demographic profile of lawyers who lead Pittsburgh office practice groups or departments or who lead firm wide practice groups or departments who are located in Pittsburgh
2018
1%
1%
26%
72%
2022
1%
24%
74%
Racial Minority Female
Racial Minority Male
White Female
White Male


Demographic profile of lawyers who lead Pittsburgh office committees
2018
6%
41%
54%
2022
2%
2%
38%
58%
Racial Minority Female
Racial Minority Male
White Female
White Male

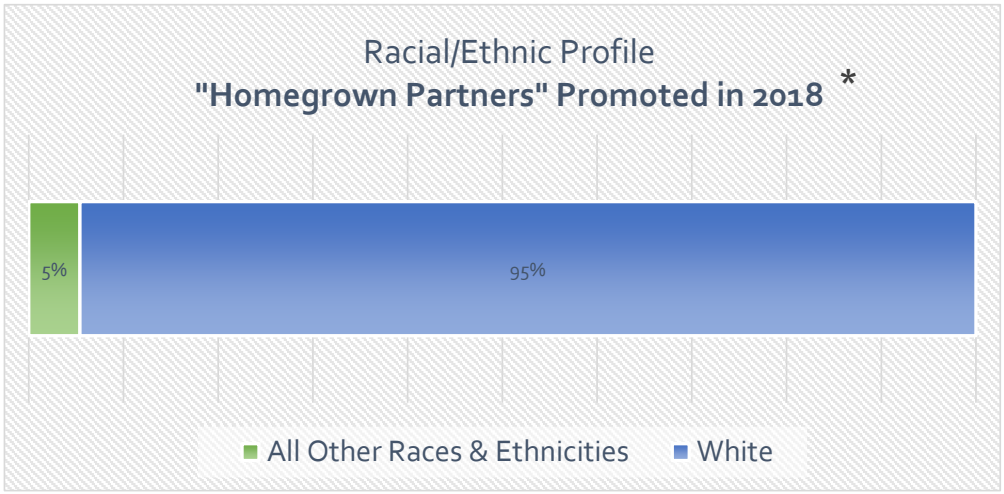

Demographic profile of lawyers on the Partner Review Committee or the equivalent who are located in Pittsburgh
2018
0%
20%
80%
2022
0%
14%
86%
Racial Minority Female
Racial Minority Male
White Female
White Male

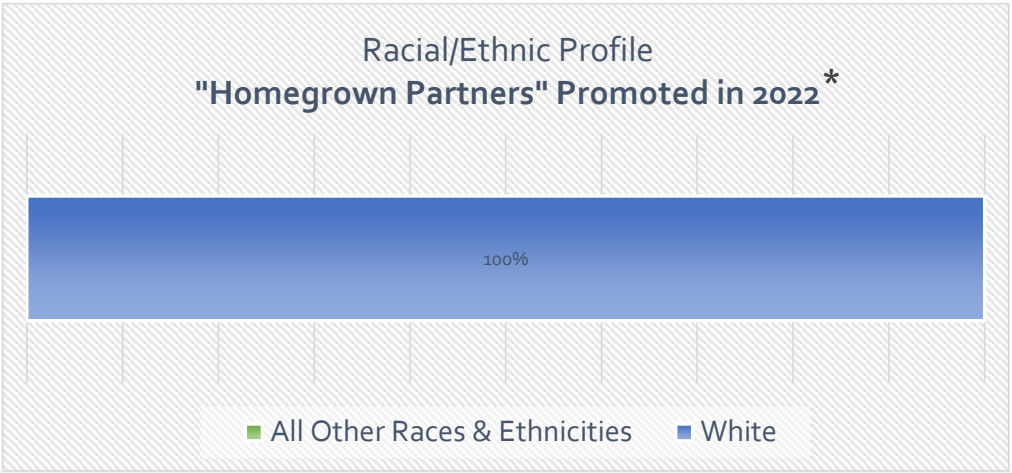

Demographic profile of lawyers who serve on the compensation committee who are located in Pittsburgh
2018
0%
17%
83%
2022
0%
12%
88%
Racial Minority Female
Racial Minority Male
White Female
White Male

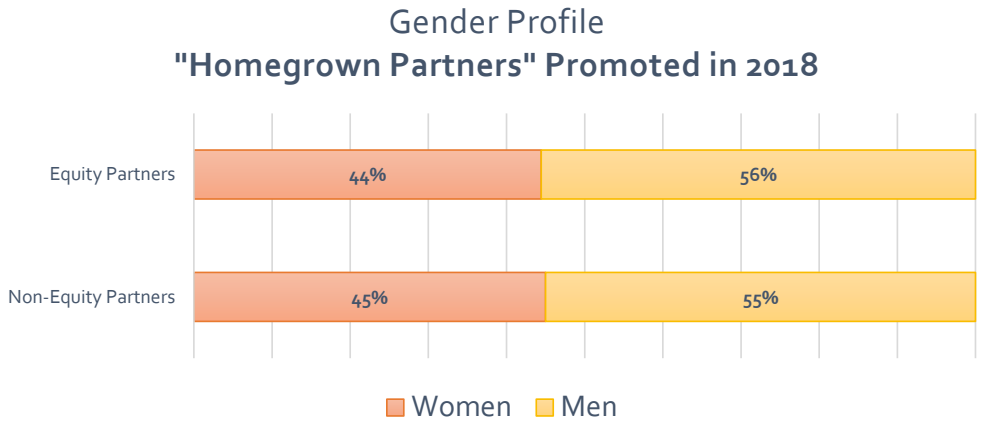

Demographic profile of lawyers who serve on the highest governance committee of the entire firm who are located in Pittsburgh
2018
0%
15%
85%
2022
2%
1%
17%
80%
Racial Minority Female
Racial Minority Male
White Female
White Male

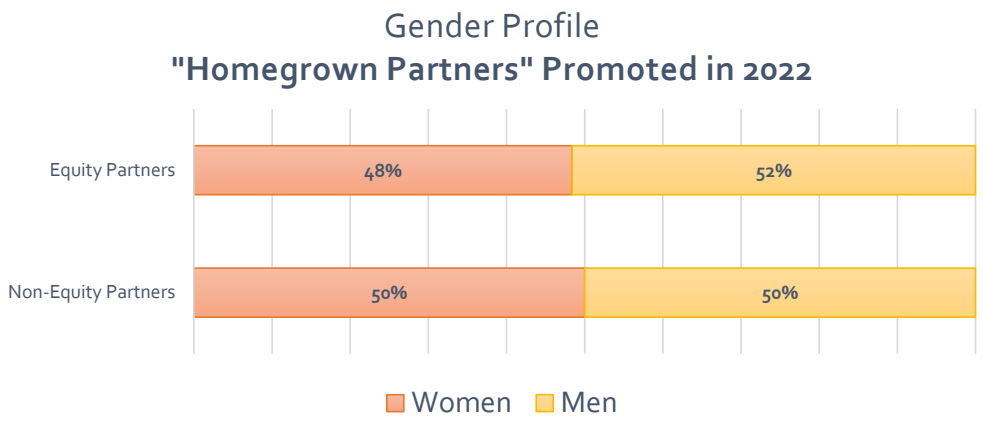

Demographic profile of hiring partners or equivalent who are located in Pittsburgh
2018
4%
36%
61%
2022
2%
2%
26%
69%
Racial Minority Female
Racial Minority Male
White Female
White Male

Demographic Profile of "Homegrown Partners" Promoted in 2018 and 2022



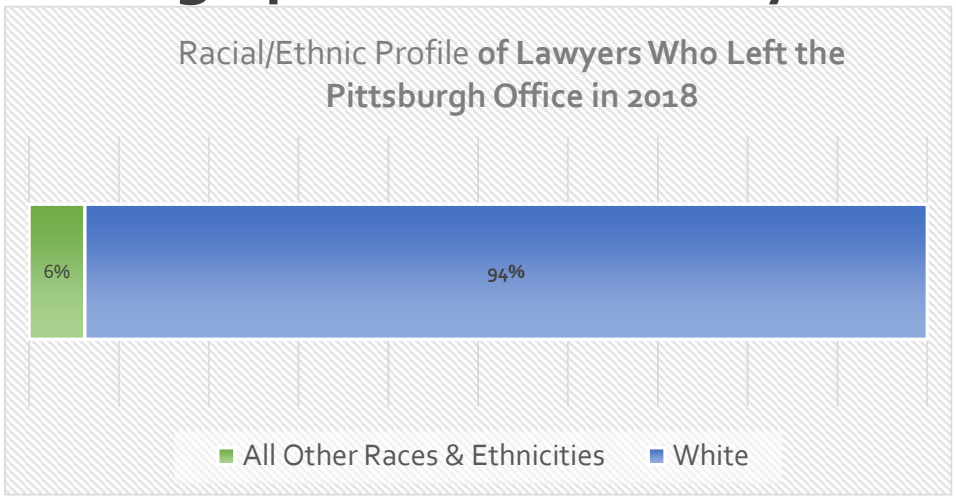


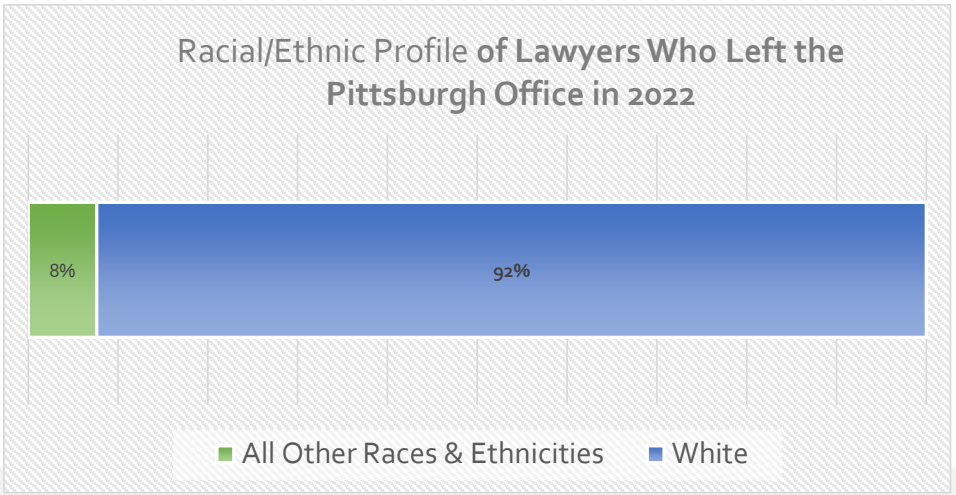


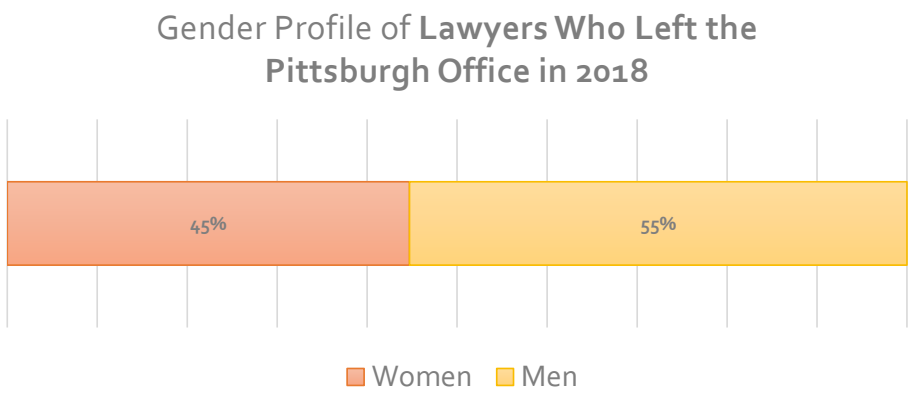


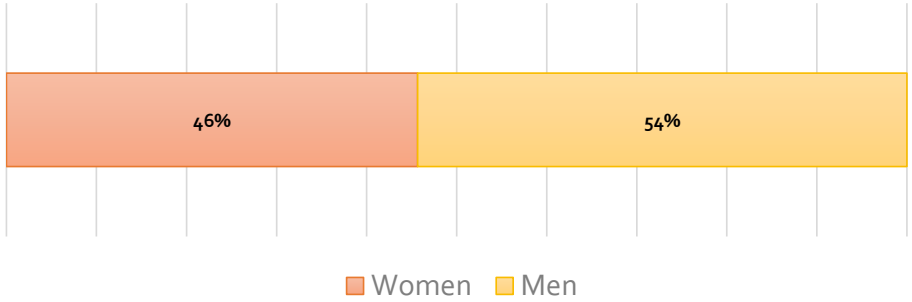
*Associates, Counsel, or Other Lawyers who were promoted to Partner in 2018 and 2022. Data is for listed for 2018 and 2022 years only.

Demographic Profile of Lawyers Who Left the Pittsburgh Office

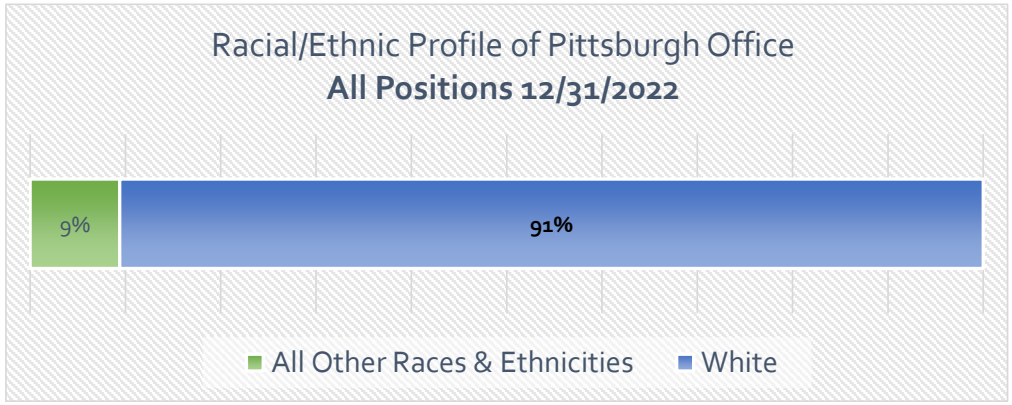


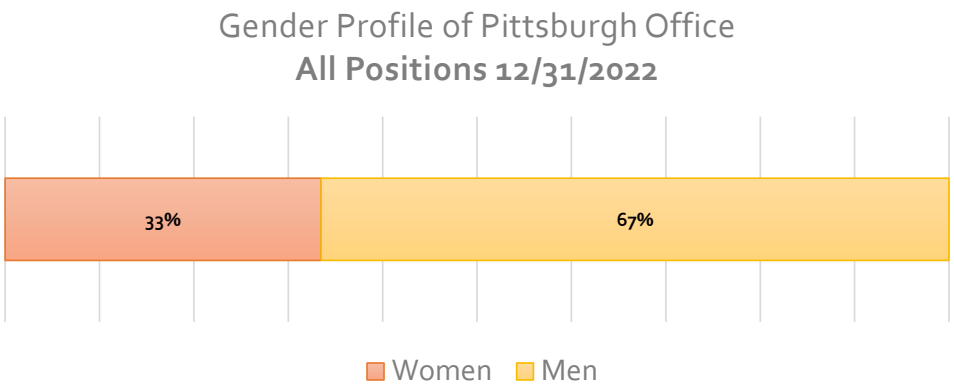


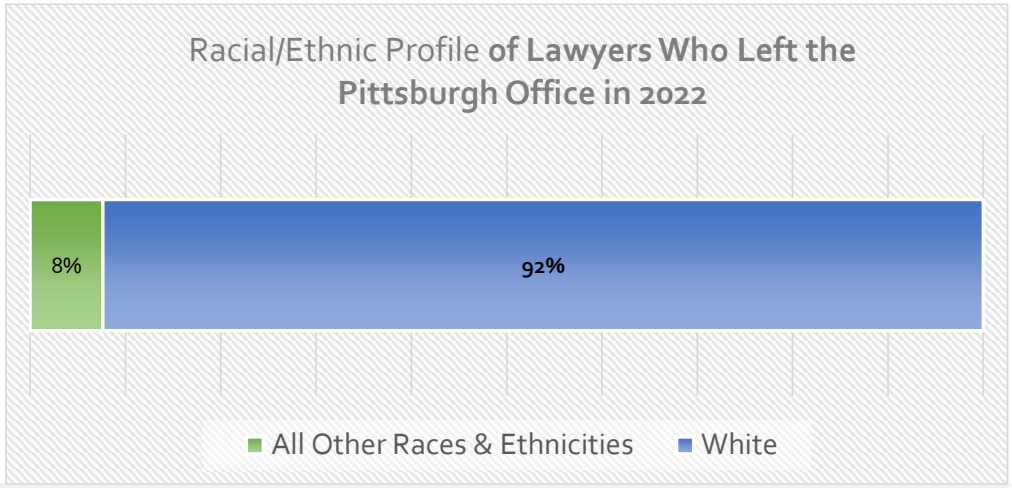


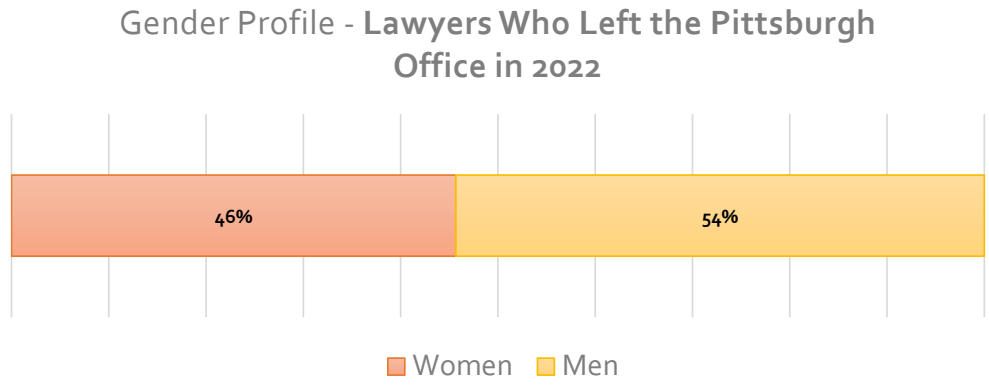


Demographic Profile of Pittsburgh Office Compared to Demographic Profile of Lawyers Who Left the Pittsburgh Office

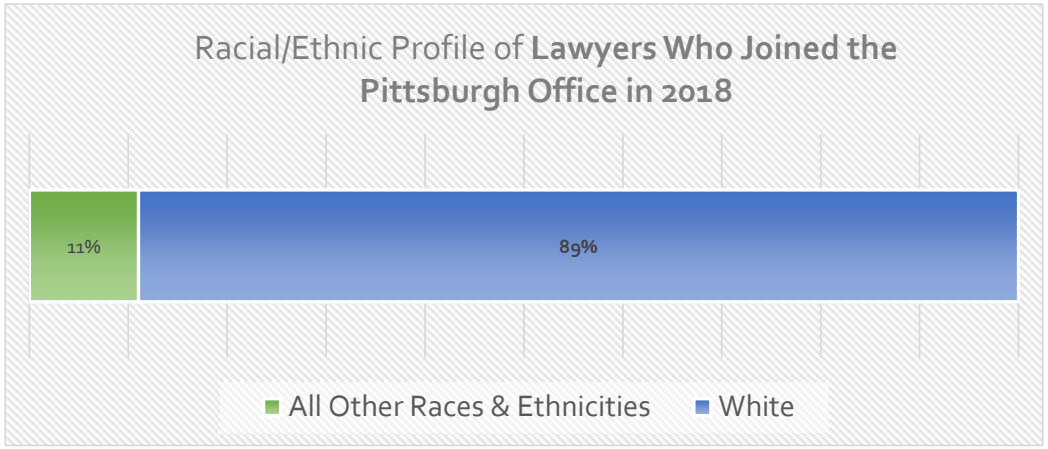


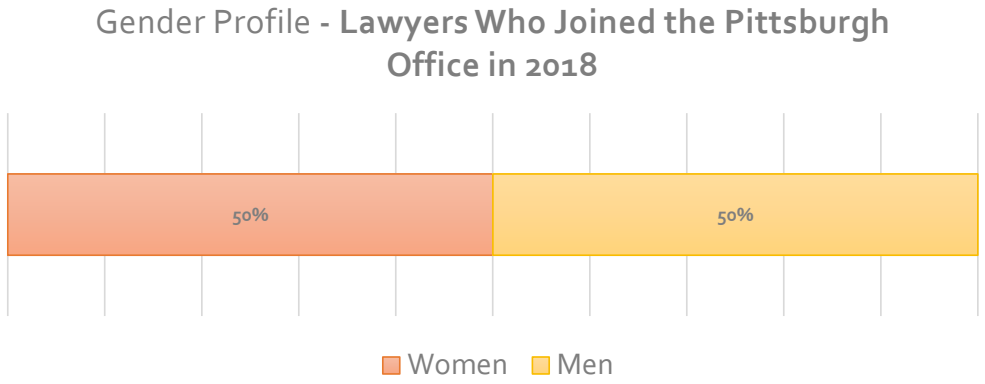


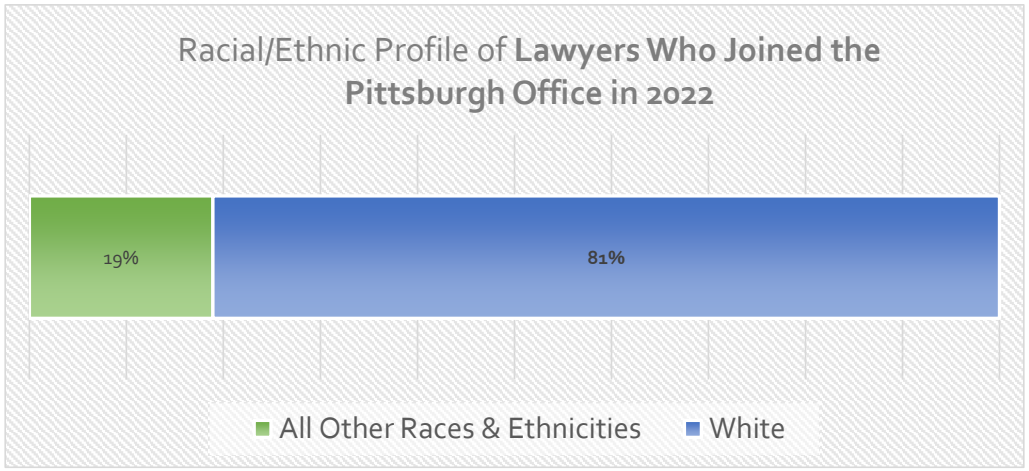


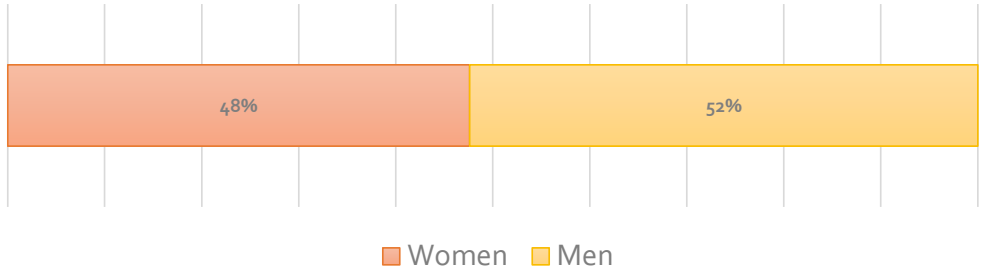


Demographic Profile of Lawyers Who Joined the Pittsburgh Office

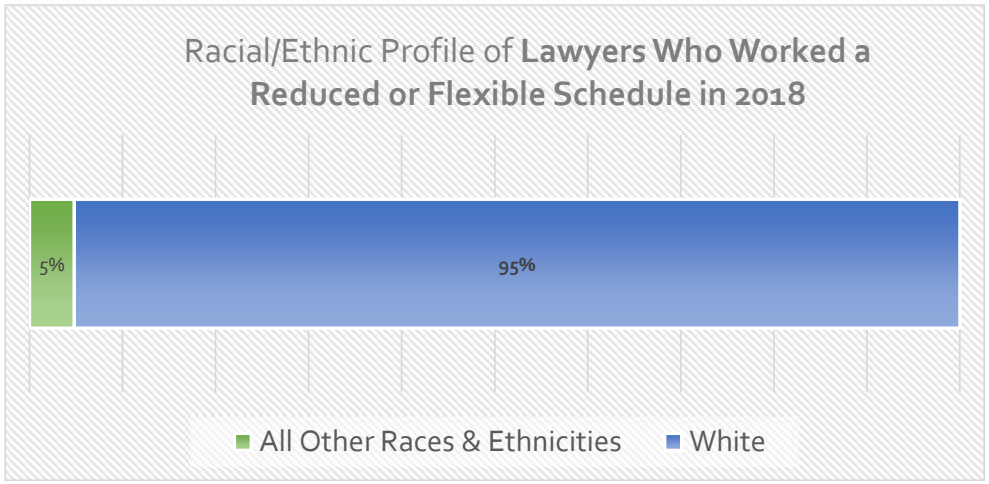


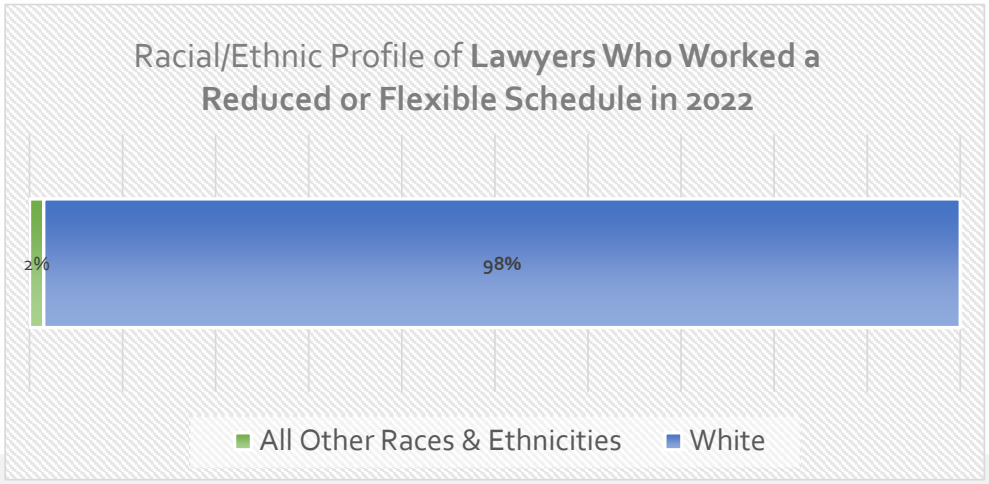


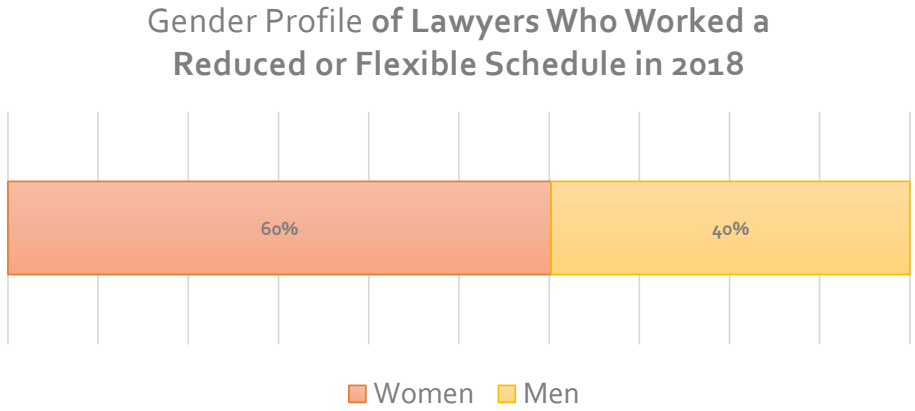


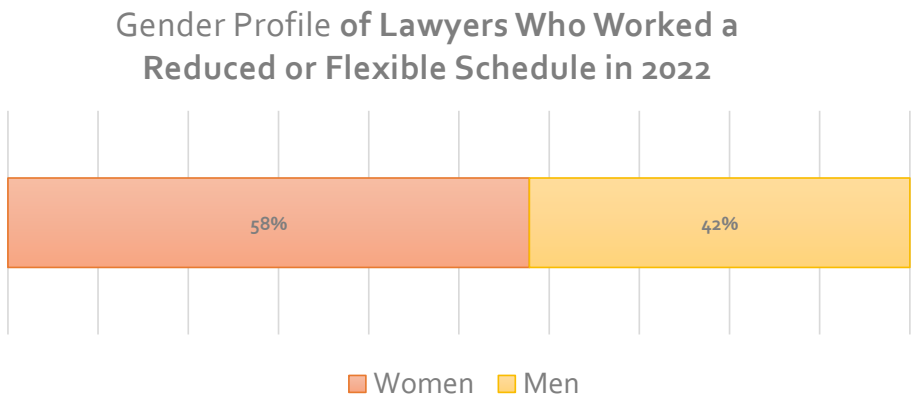


Demographic Profile of Lawyers Who Worked a Reduced or Flexible Schedule

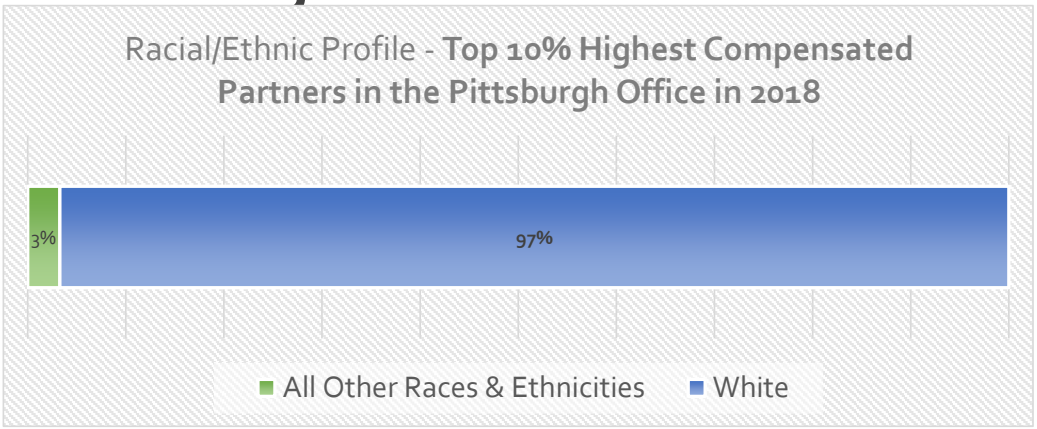


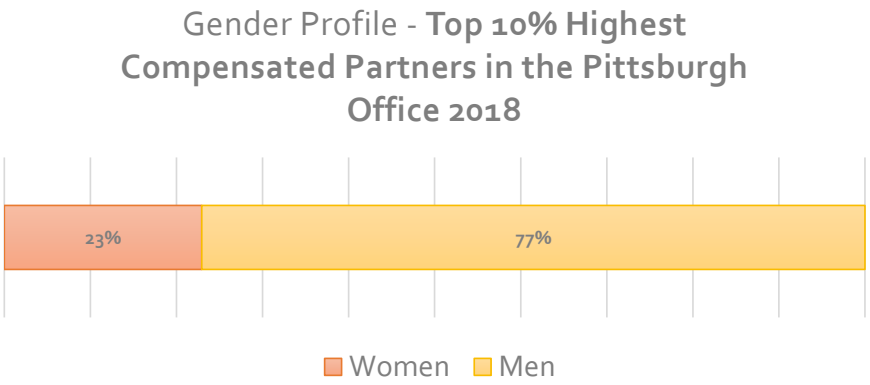


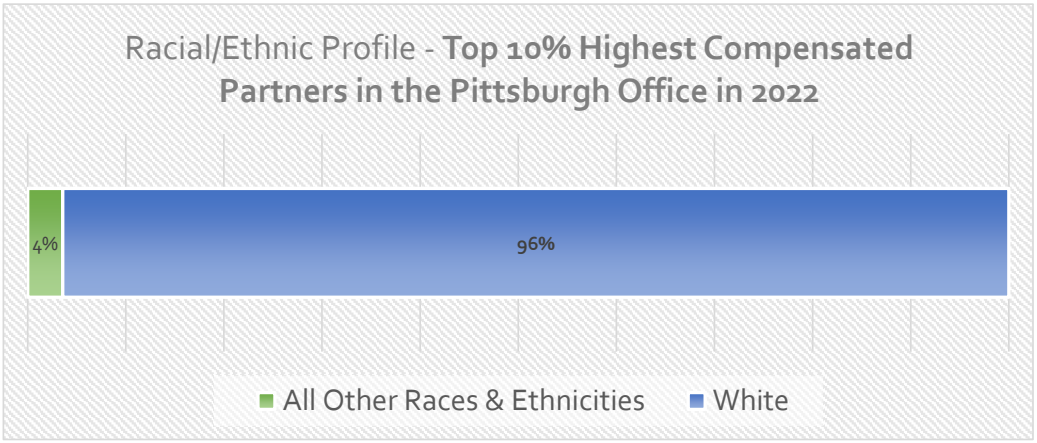


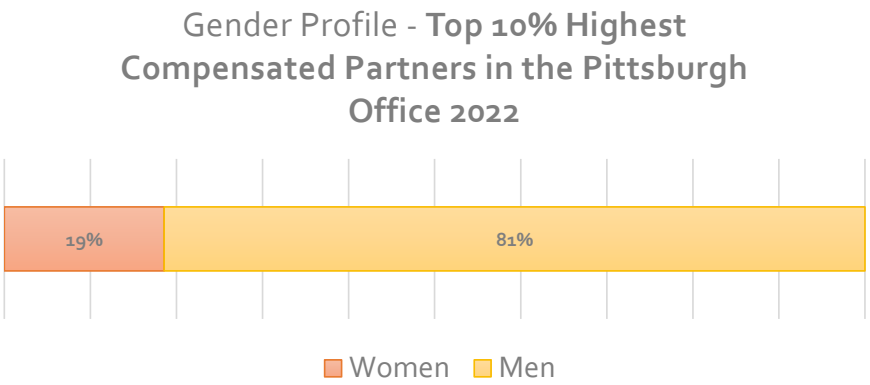


Demographic Profile of Top 10% Highest Compensated Partners in the Pittsburgh Office



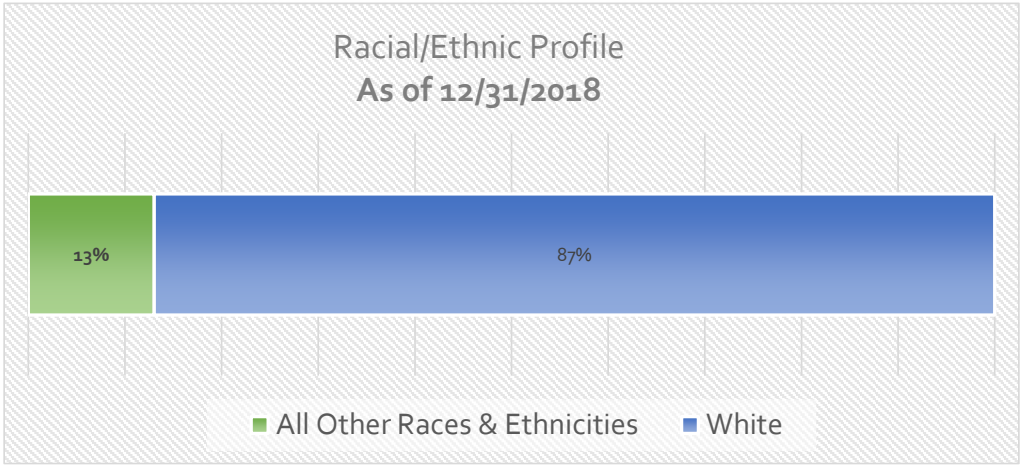


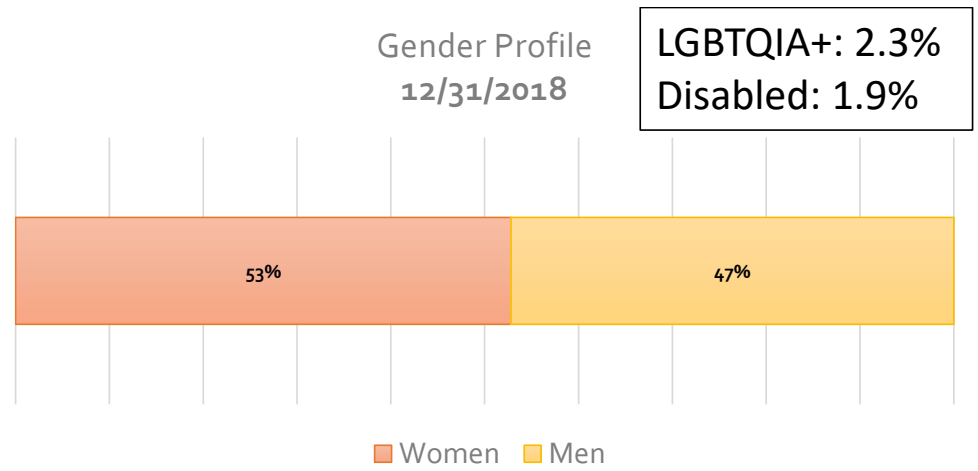


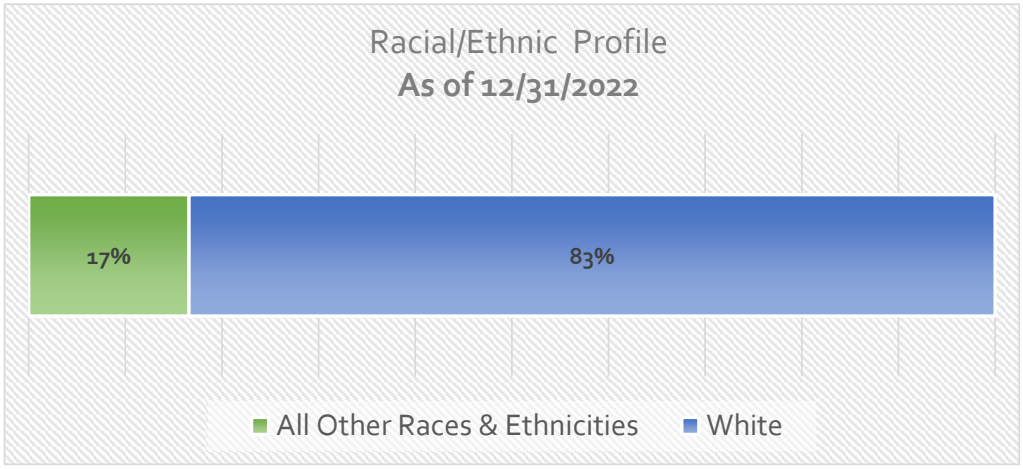


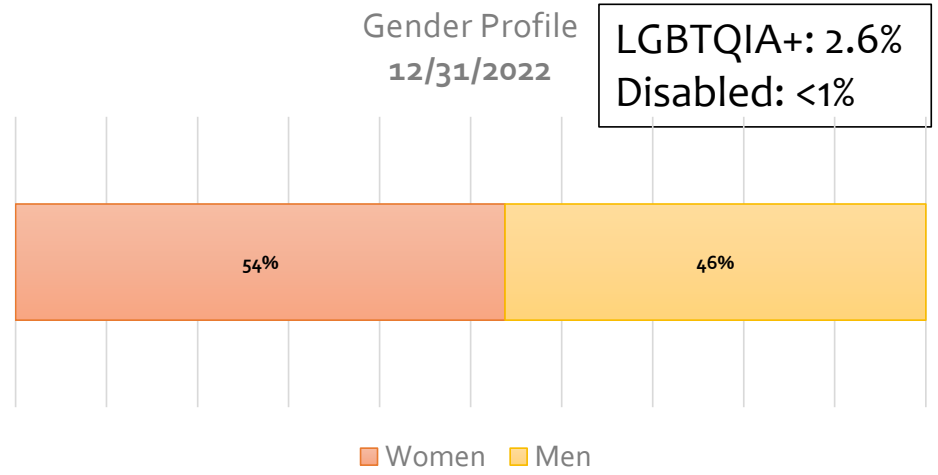
Corporate Law Departments

Demographic Profile of Pittsburgh Office – In-House Lawyers

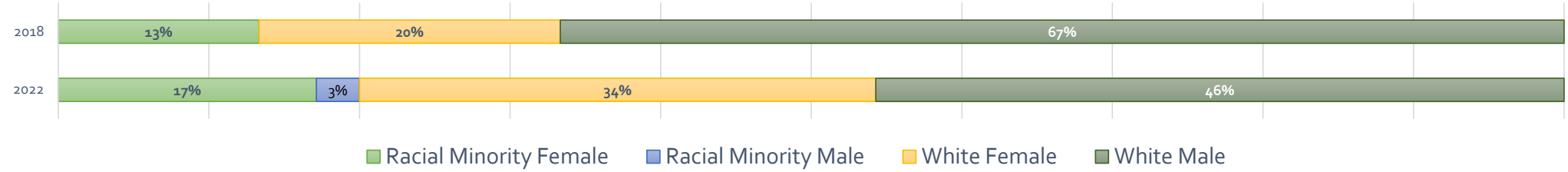




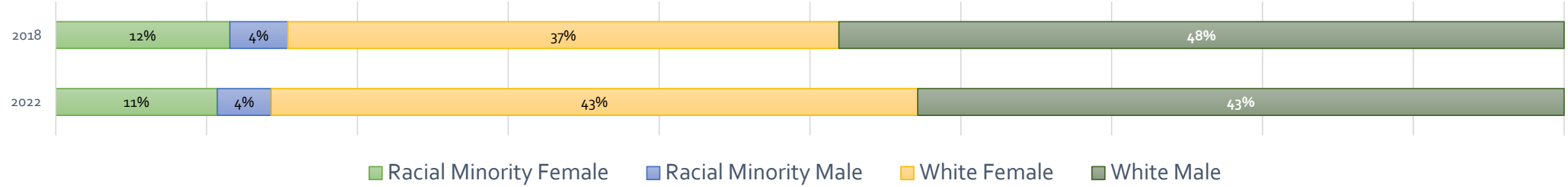




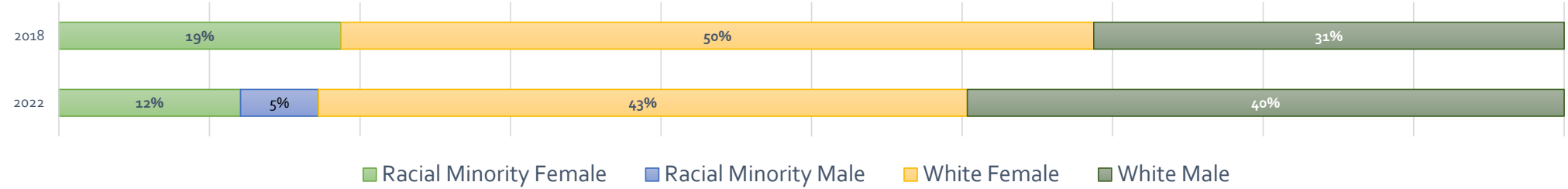
Demographic Profile of lawyers who serve in the highest leadership positions of the corporation who are located in Pittsburgh



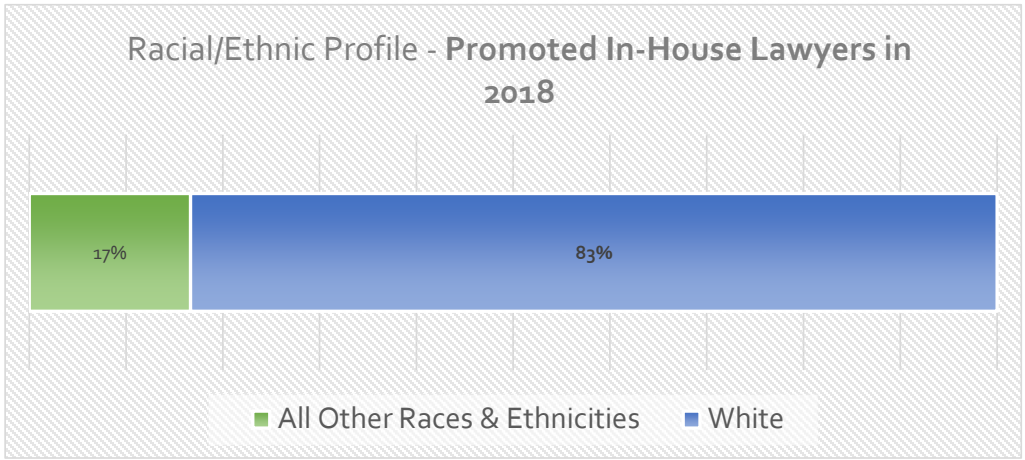
Demographic Profile of lawyers who lead practice groups or departments who are located in Pittsburgh

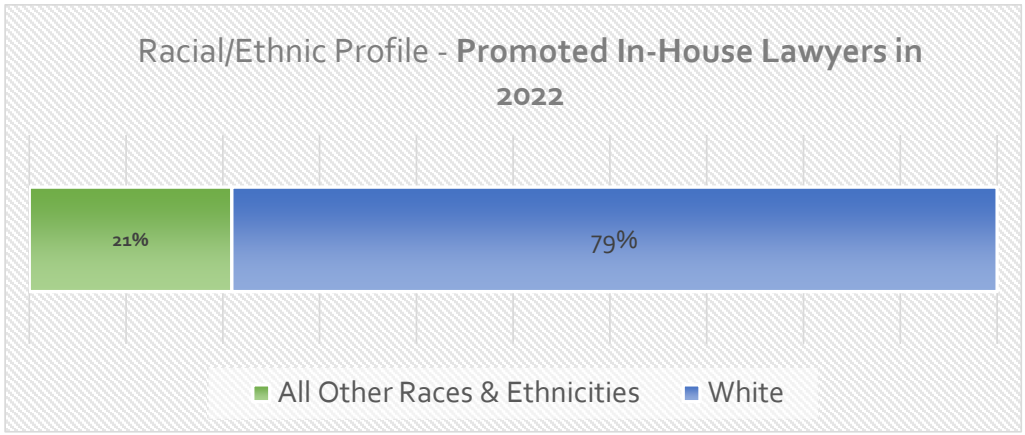


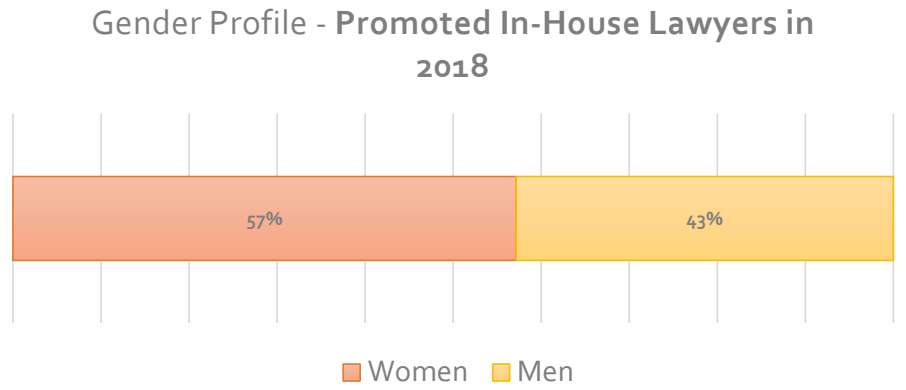
Demographic Profile of lawyers responsible for hiring attorneys who are located in Pittsburgh

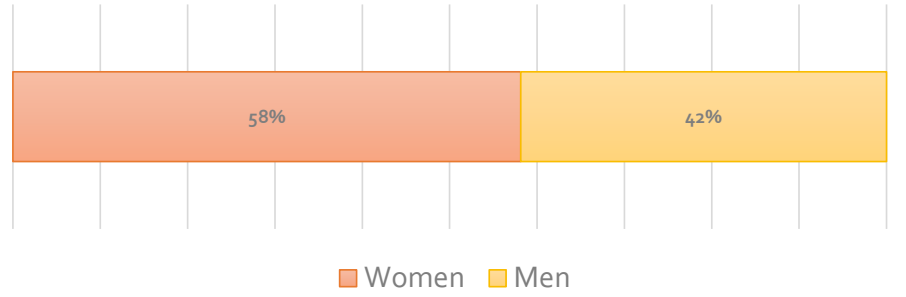


Demographic Profile of Promoted In-House Lawyers

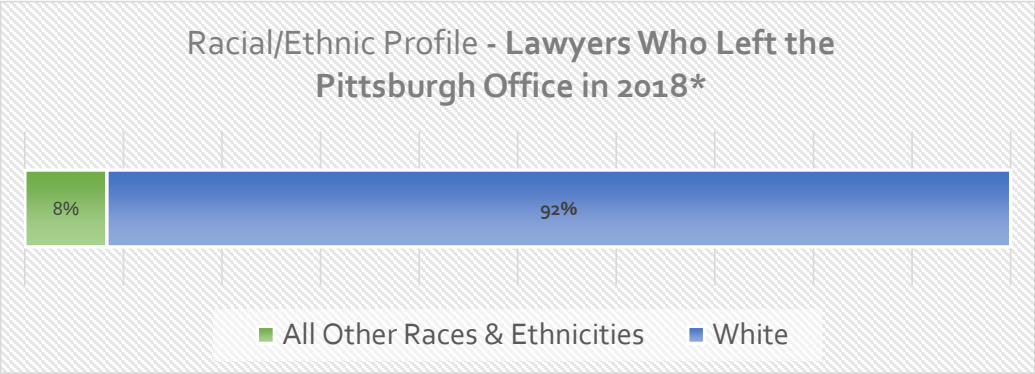


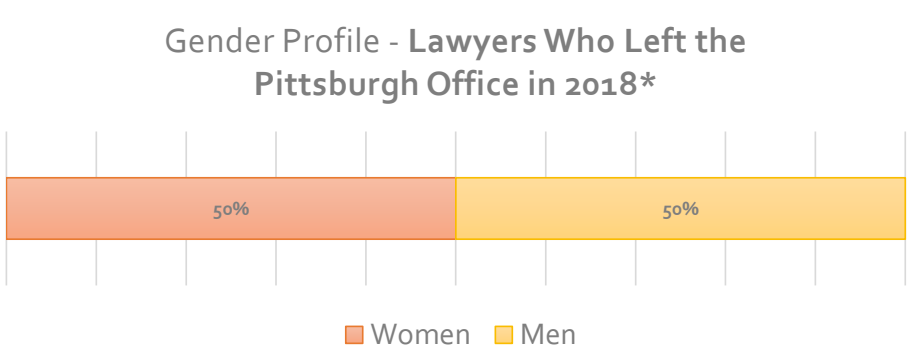


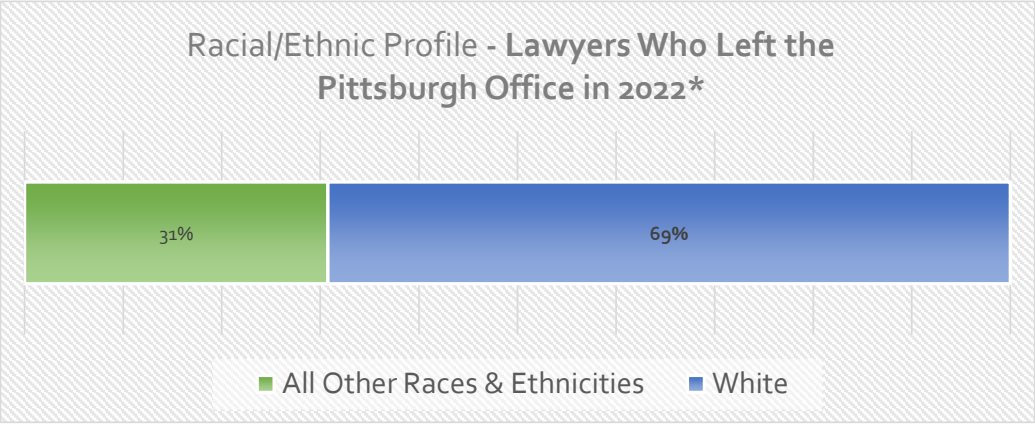


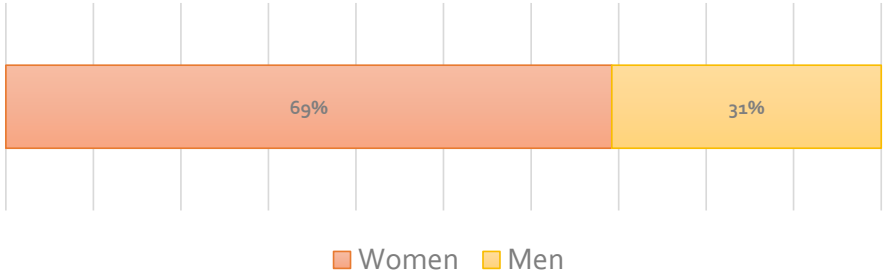


Demographic Profile of Lawyers Who Left the Pittsburgh Office



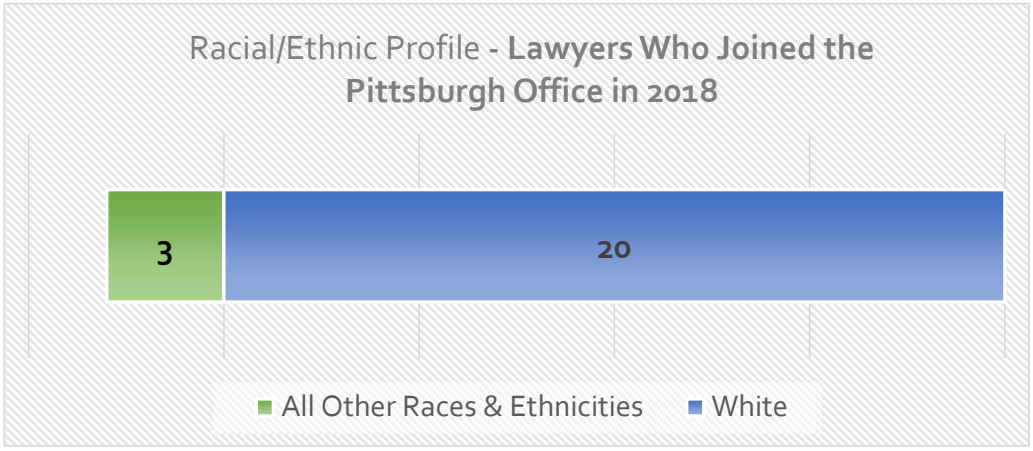


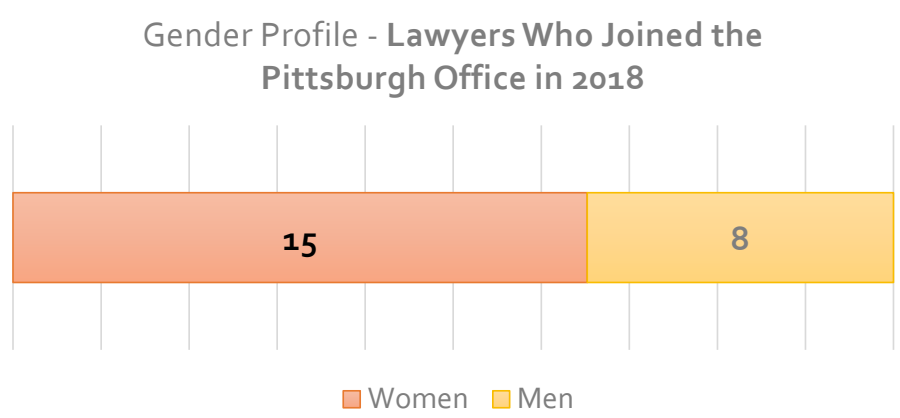


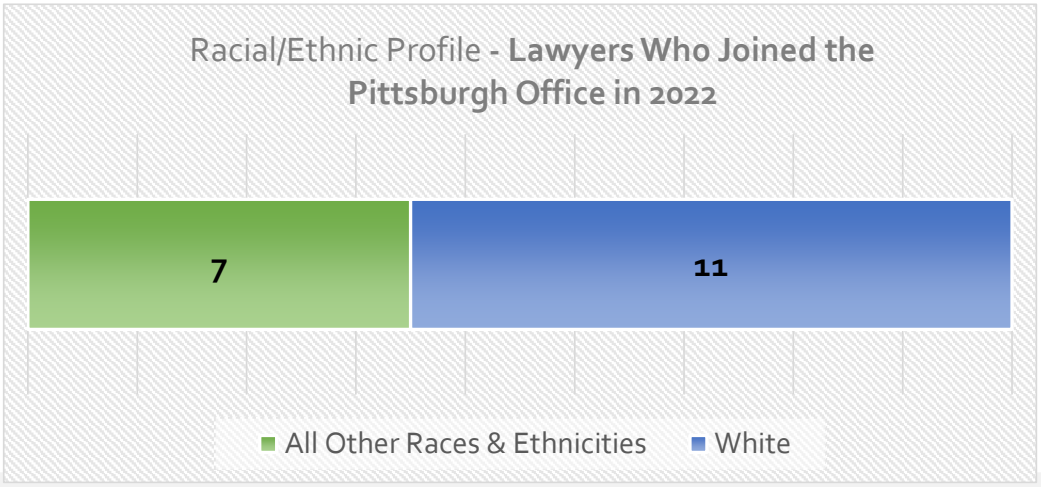


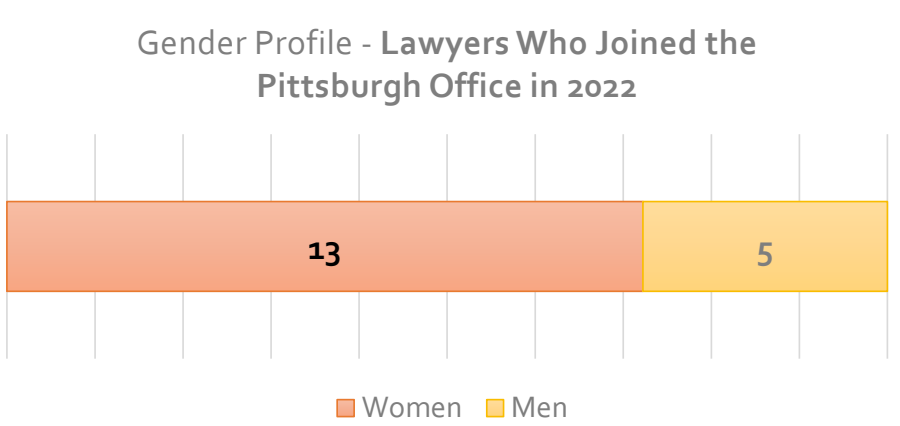
*The sample size of lawyers who left the Pittsburgh office is 12 in 2018 and 13 in 2022.

Demographic Profile of Lawyers Who Joined the Pittsburgh Office

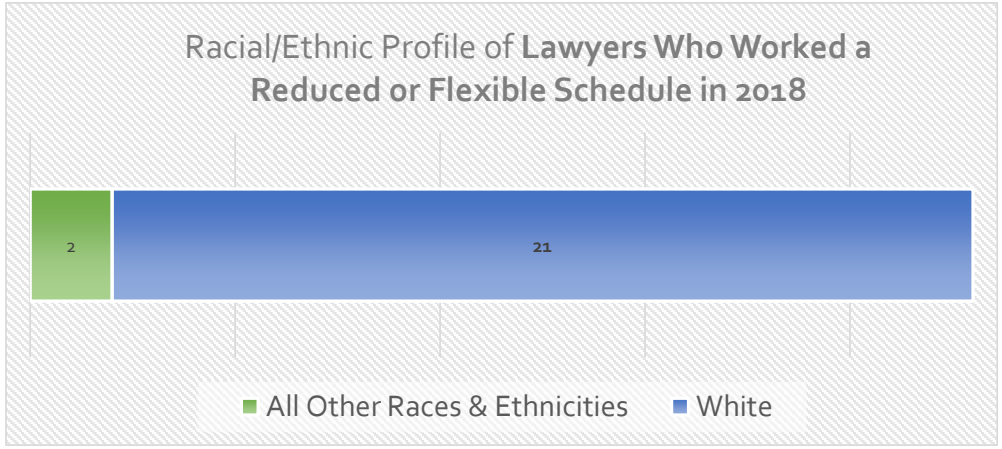


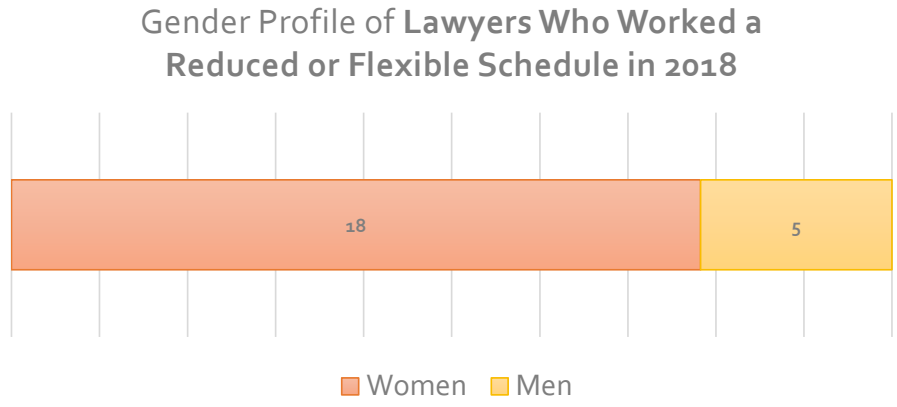


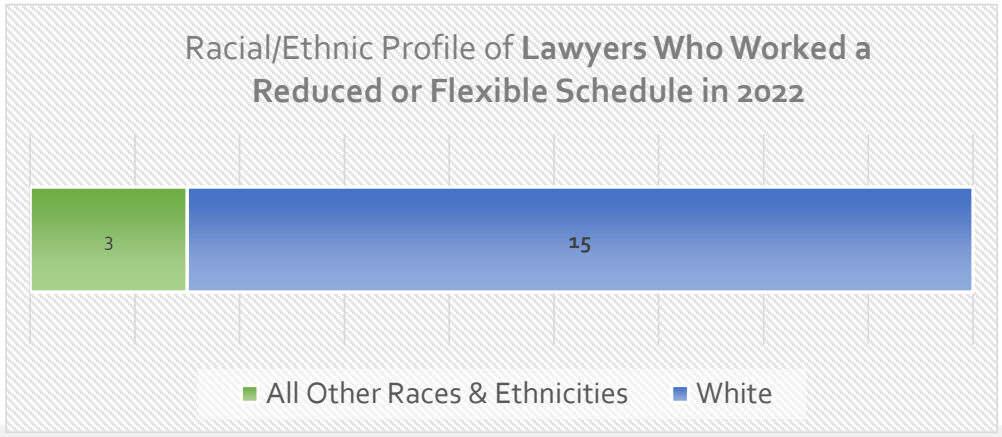


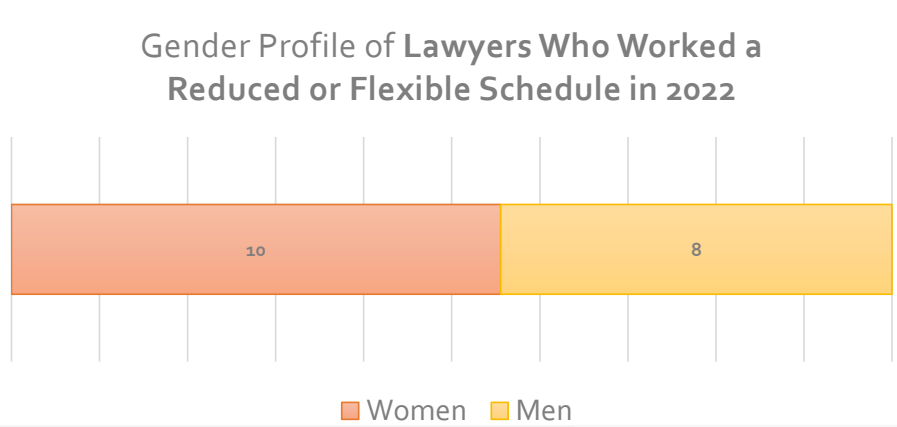


Demographic Profile of the Lawyers Who Worked a Reduced or Flexible Schedule



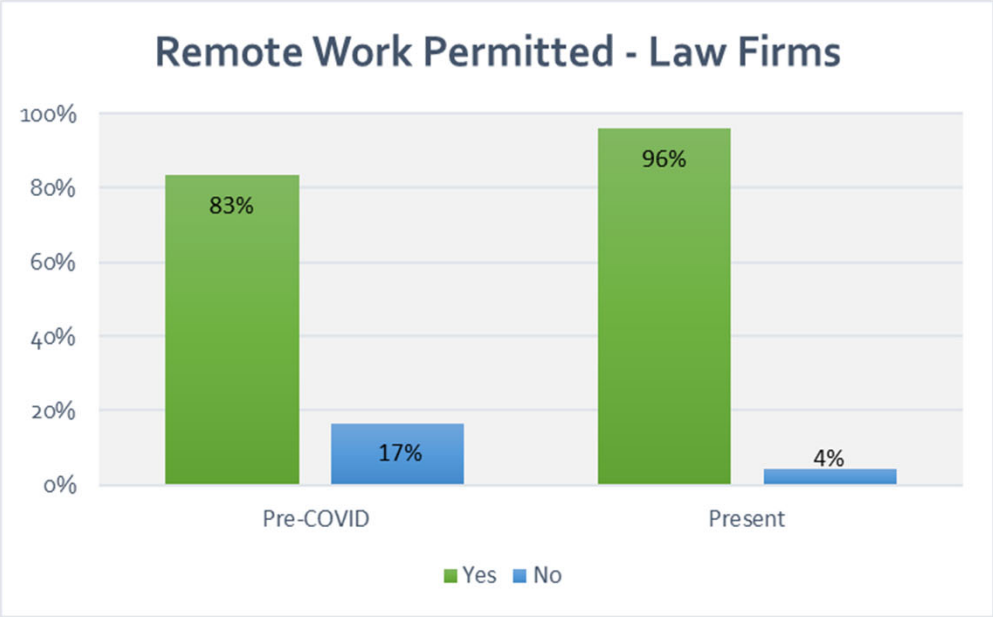


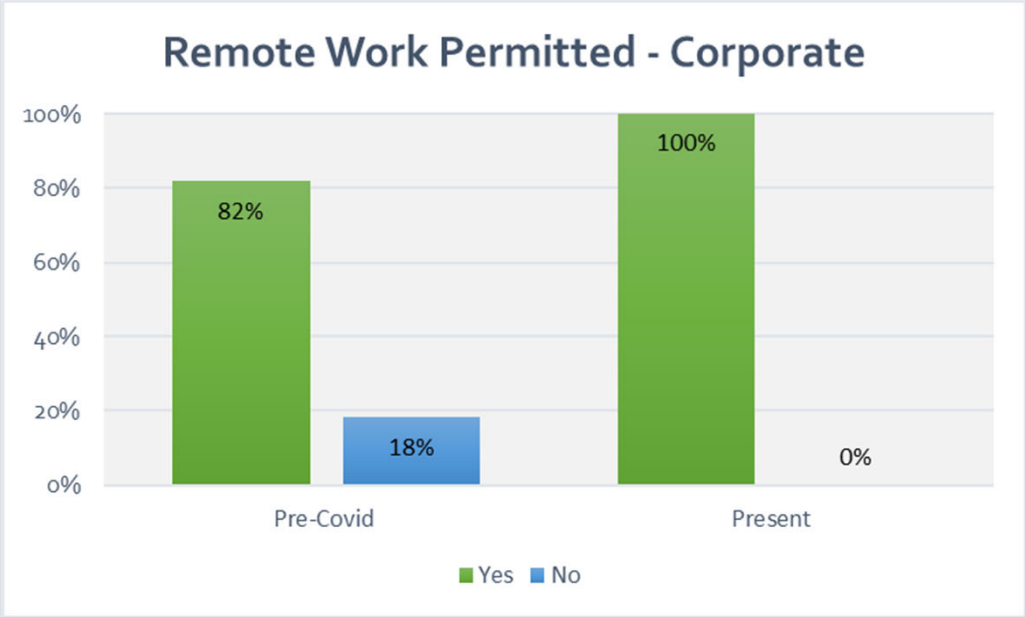




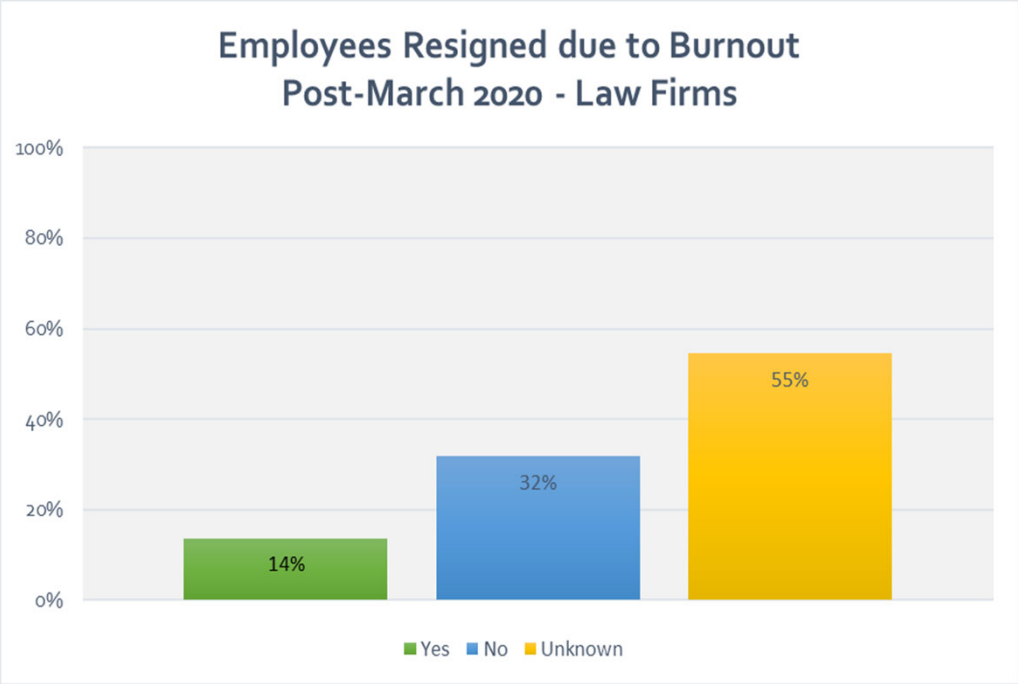
COVID –19 Pittsburgh

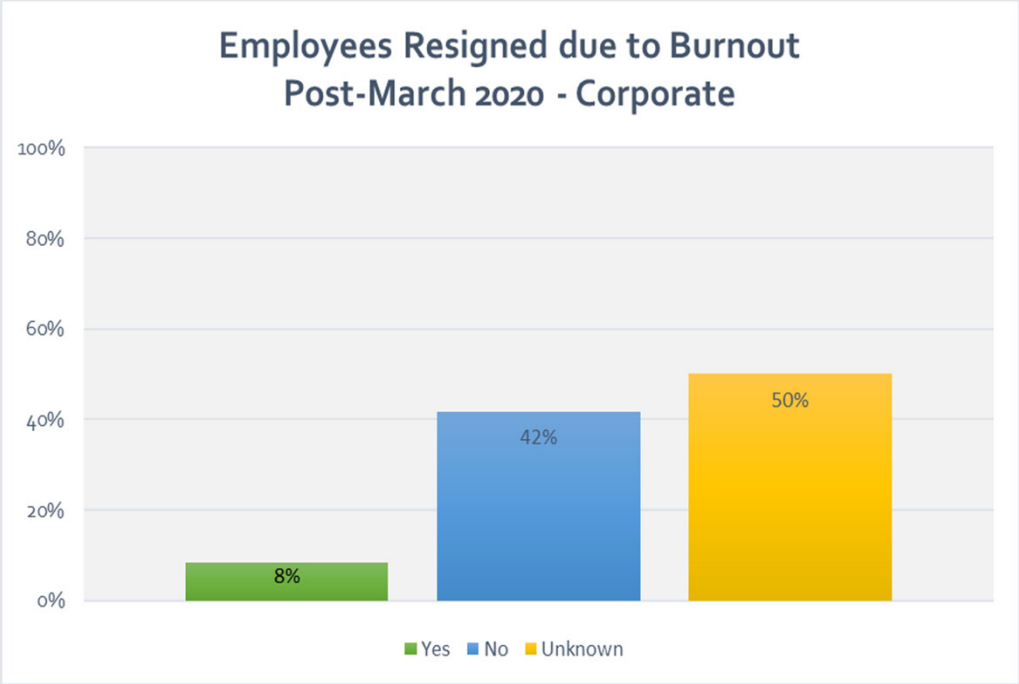
Remote Work Permitted: Pre- and Post- Covid-19 Pandemic



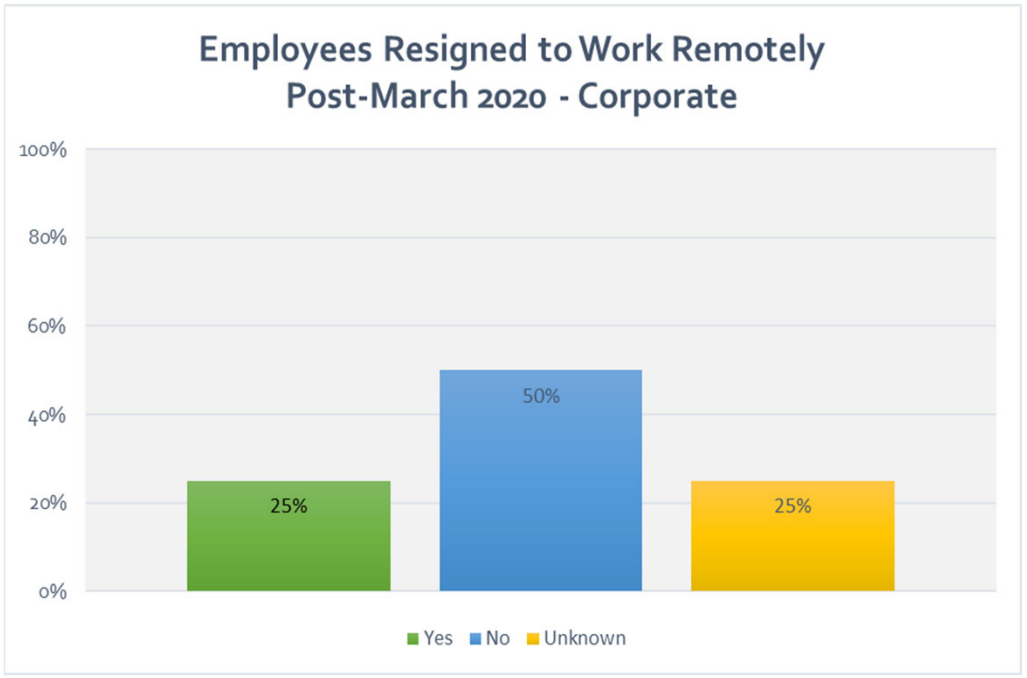


Since March 2020, Employees Resigned/Leave Due to Burnout?

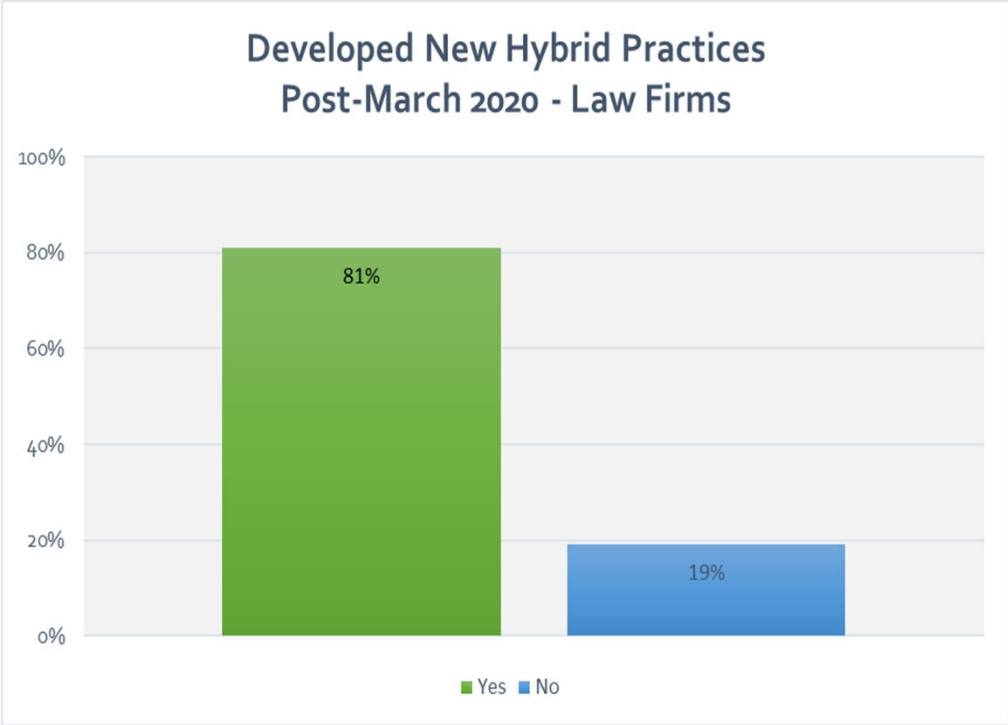


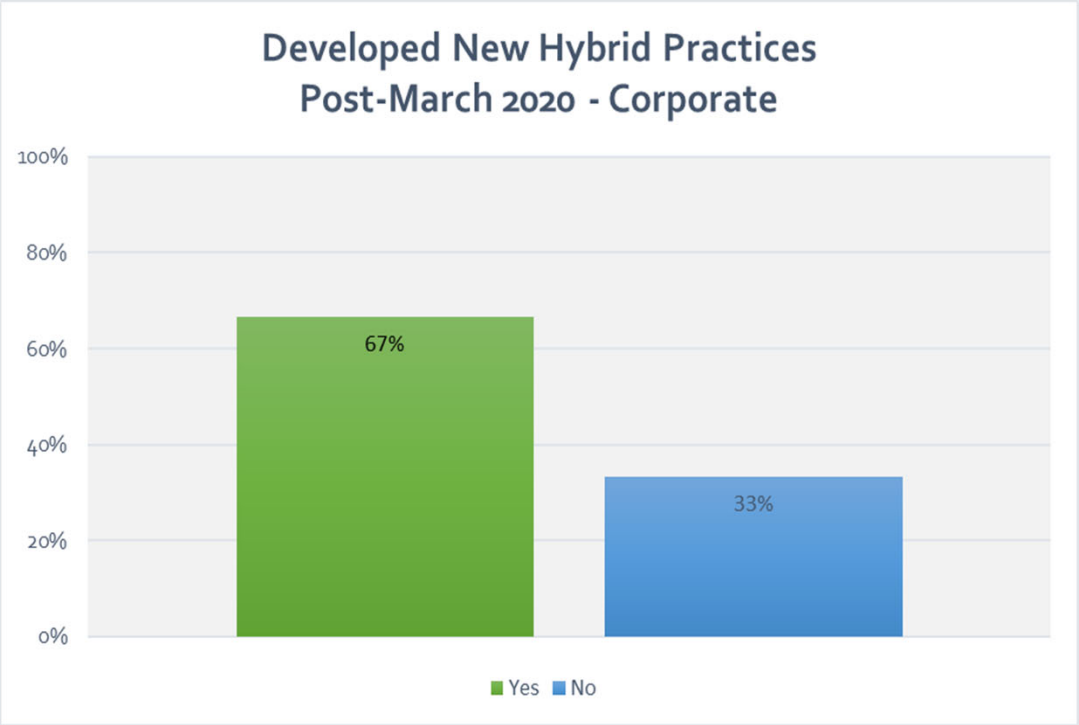


Since March 2020 Resigned/Leave Due to Desire to Work from Home More Often than Permitted?



Since March 2020 Developed Practices to Ensure Remote Workers Included/Afforded Same Professional Opportunities as Those Who Work in Office?





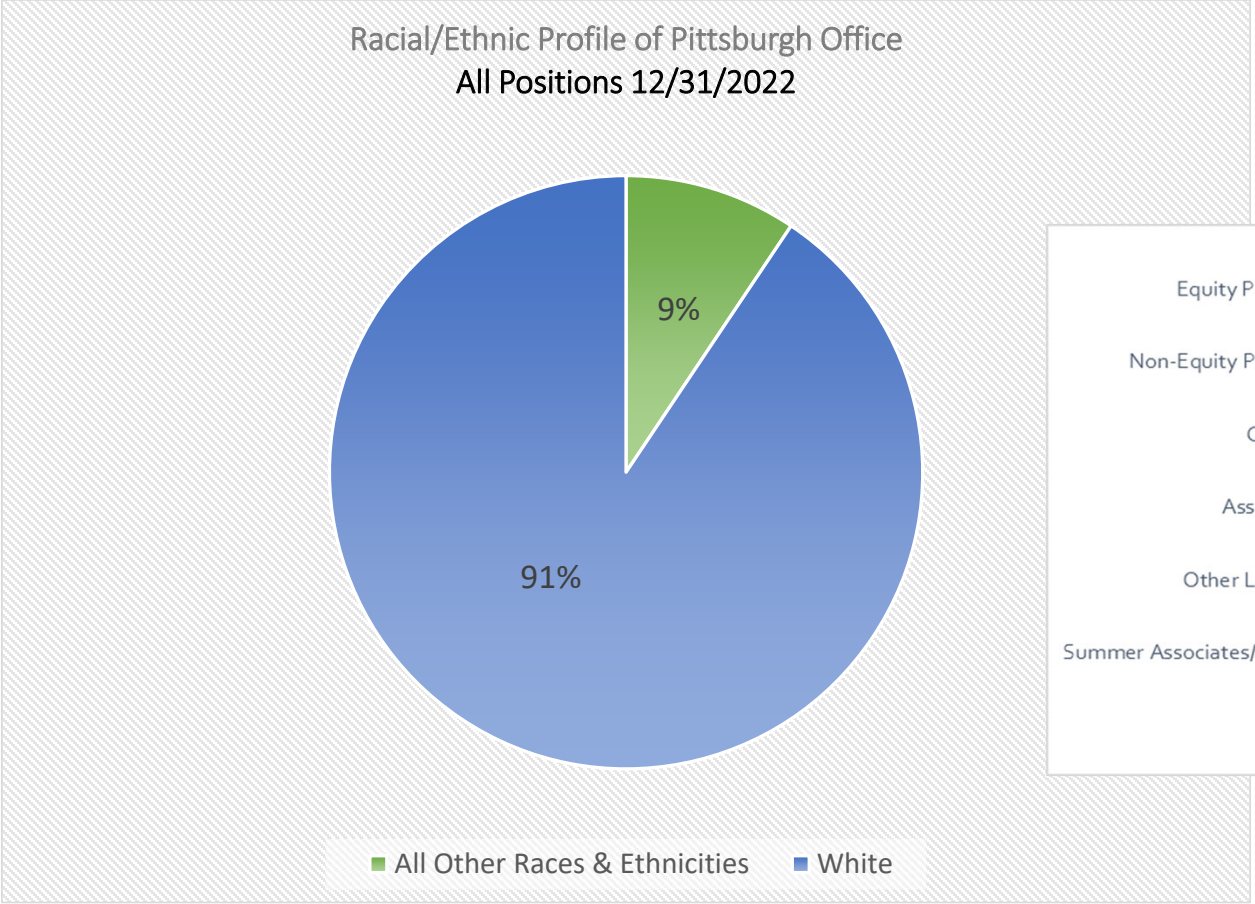
Thank You

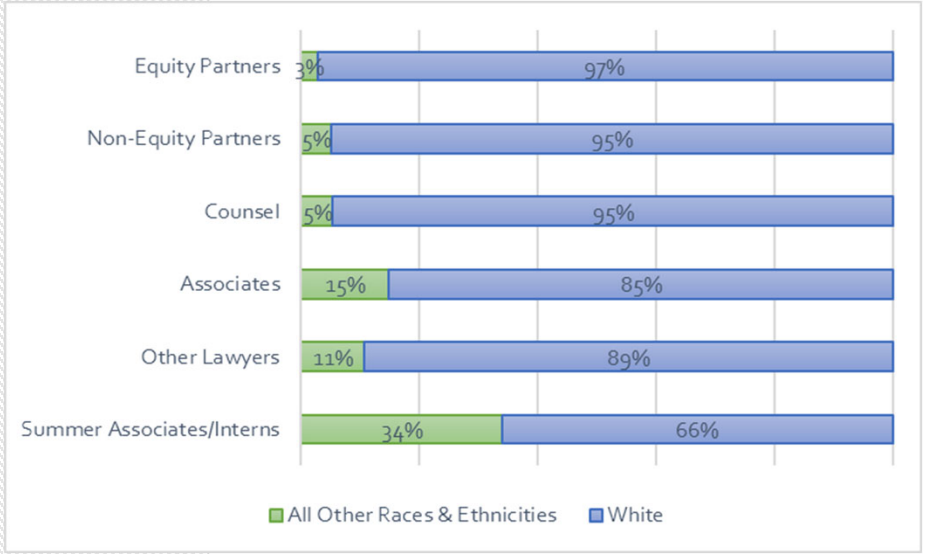
Ena Lebel, Esq.
917.882.3509
Ena.Lebel@pghlegaldiversity.org

Appendix

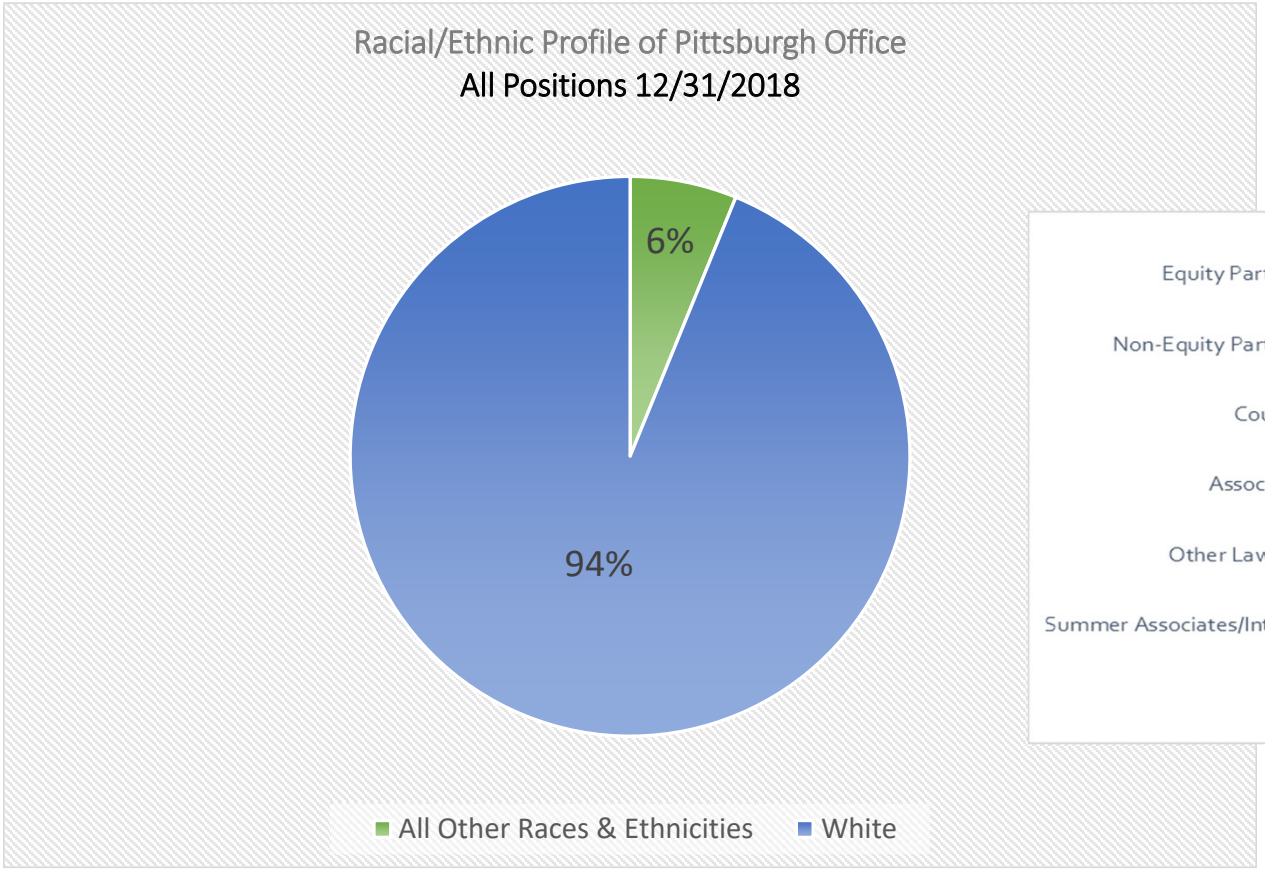
Law Firms

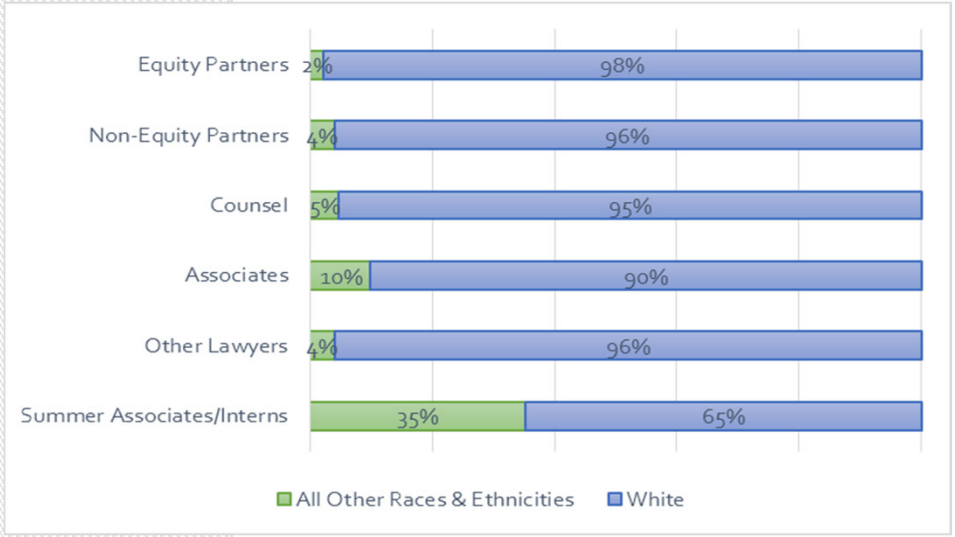
Racial/Ethnic Profile of Pittsburgh Office as of 12/31/2022



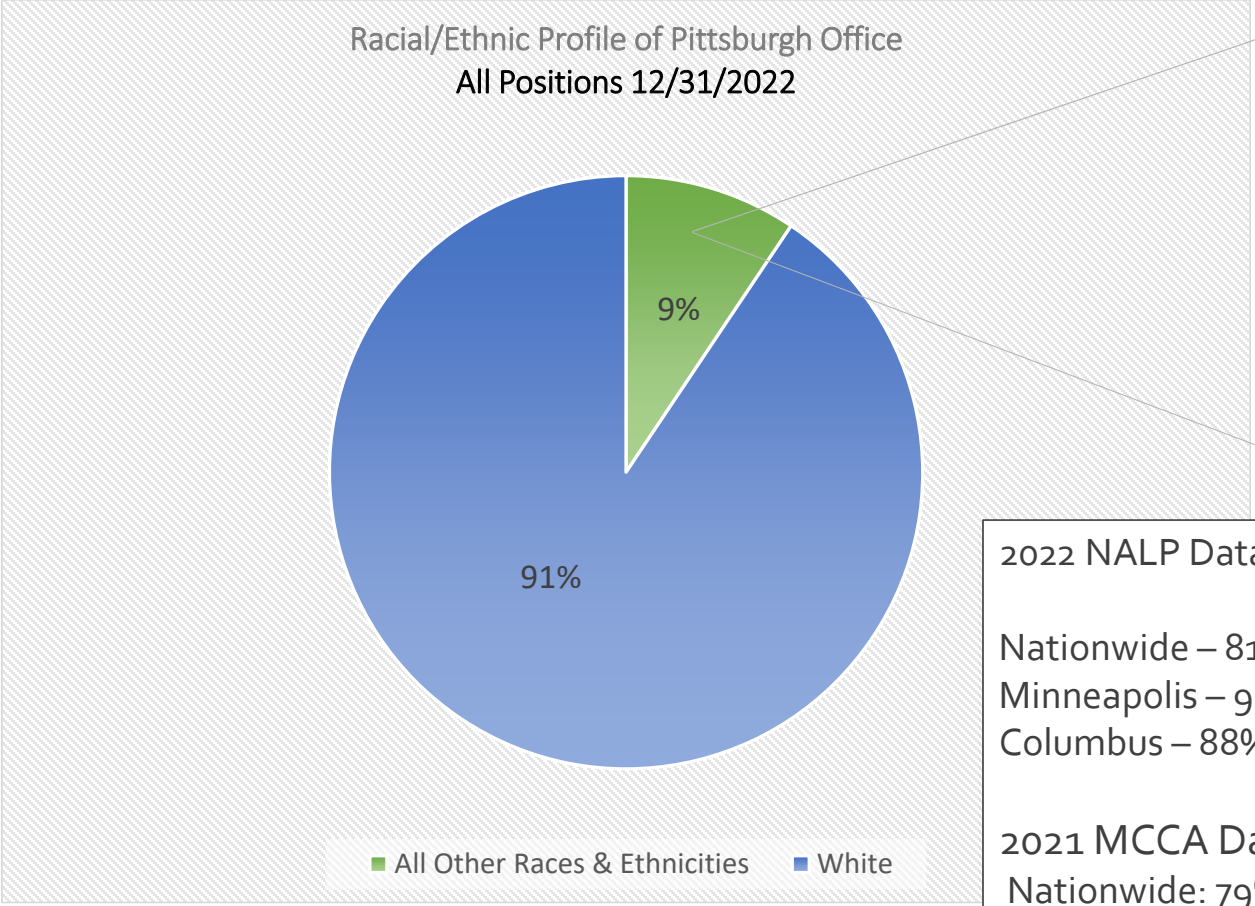


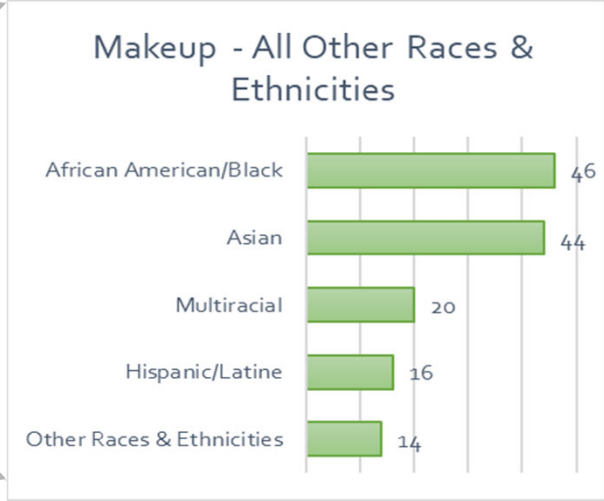
Racial/Ethnic Profile of Pittsburgh Office as of 12/31/2018





Racial/Ethnic Profile of Pittsburgh Office as of 12/31/2022



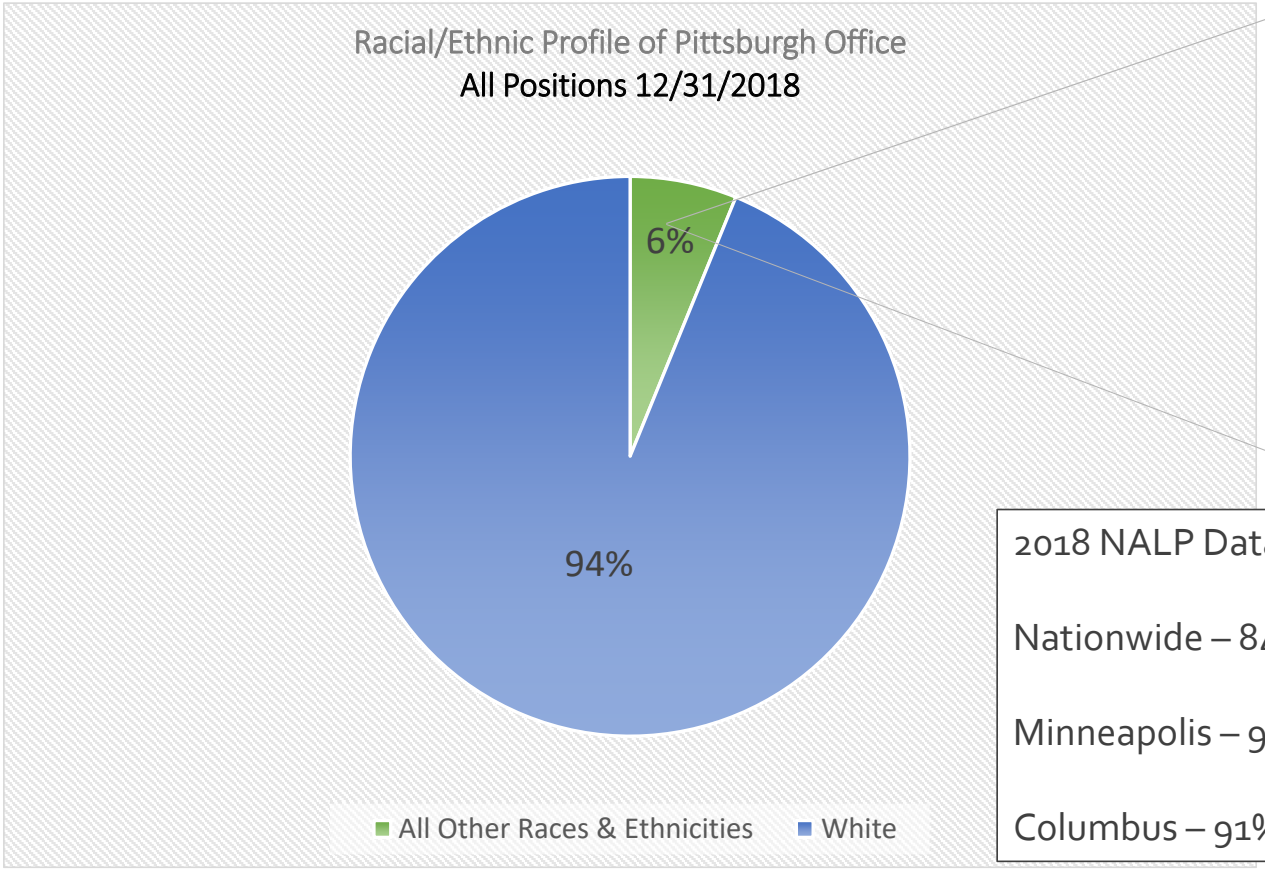


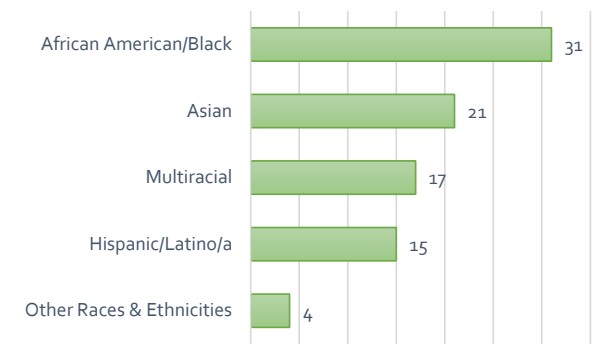
2022 NALP Data - Demographic Profile – "Total Lawyers"

Nationwide – 81% White; 19% People of Color
Minneapolis – 90% White; 10% People of Color
Columbus – 88% White; 12% People of Color

2021 MCCA Data
Nationwide: 79% White; 21% People of Color

Racial/Ethnic Profile of Pittsburgh Office as of 12/31/2018





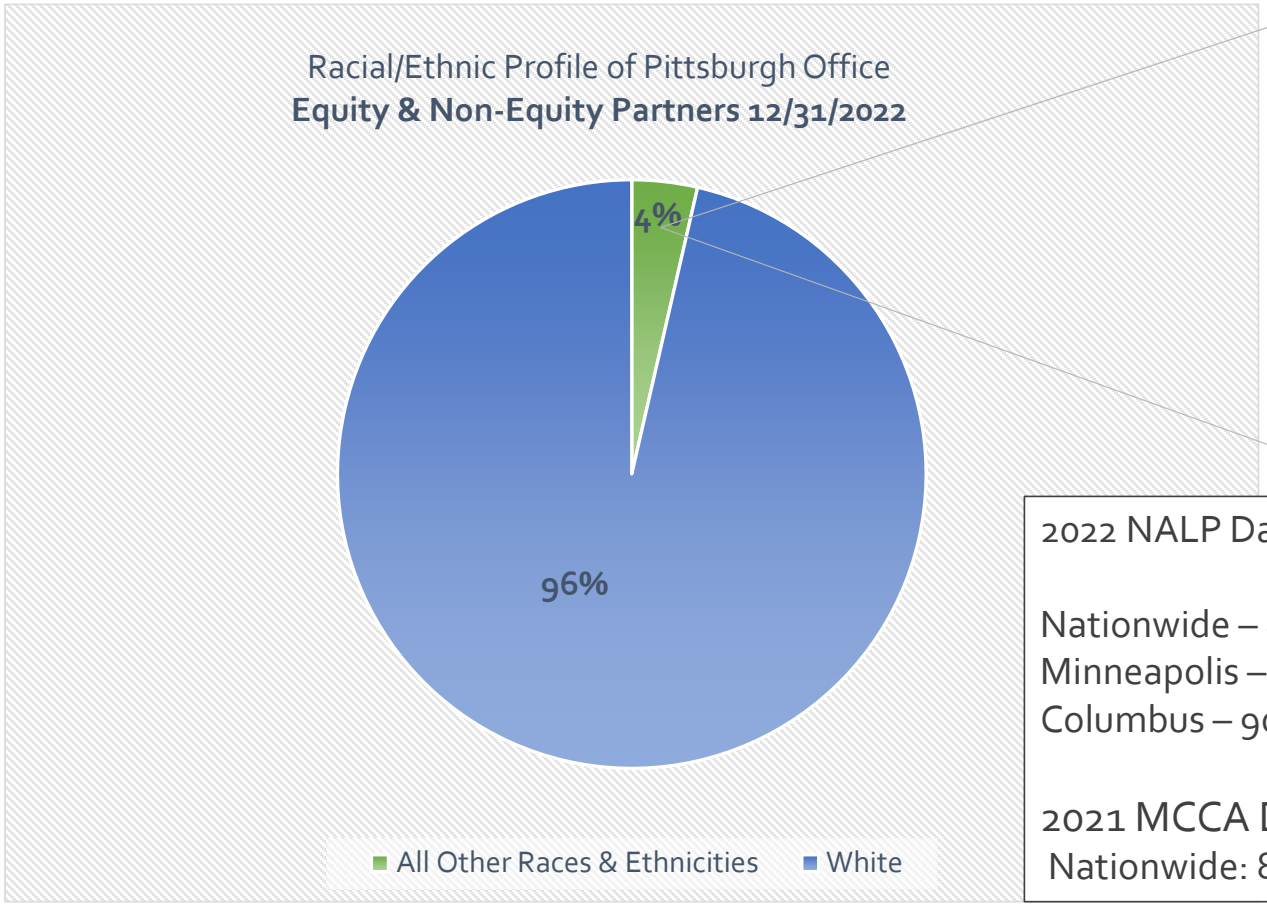
2018 NALP Data - Demographic Profile – "Total Lawyers"

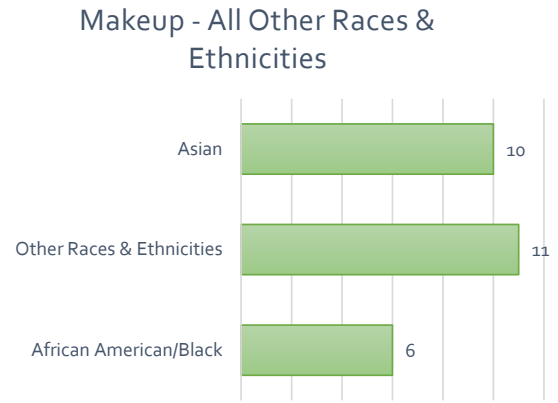
Nationwide – 84% White; 16% People of Color

Minneapolis – 93% White; 7% People of Color

Columbus – 91% White; 9% People of Color

Racial/Ethnic Profile of Pittsburgh Office as of 12/31/2022



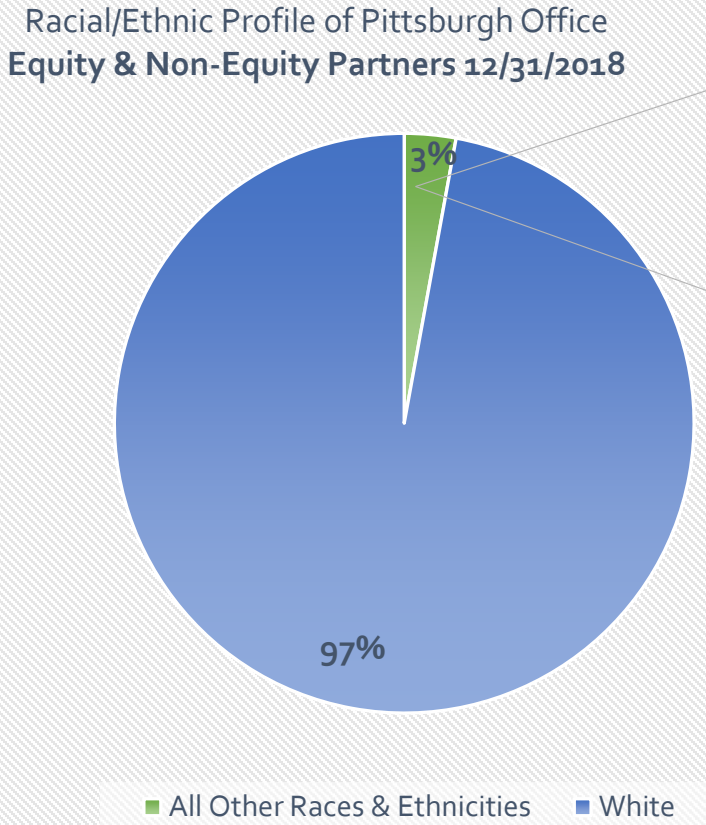


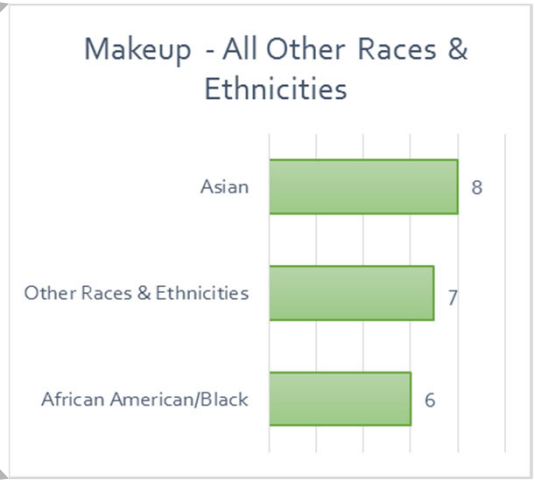
2022 NALP Data - Demographic Profile – "Partners"

Nationwide – 89% White; 11% People of Color
Minneapolis – 94% White; 6% People of Color
Columbus – 90% White; 10% People of Color

2021 MCCA Data
Nationwide: 88% White; 12% People of Color

Question – Racial/Ethnic Profile of Pittsburgh Office as of 12/31/2018





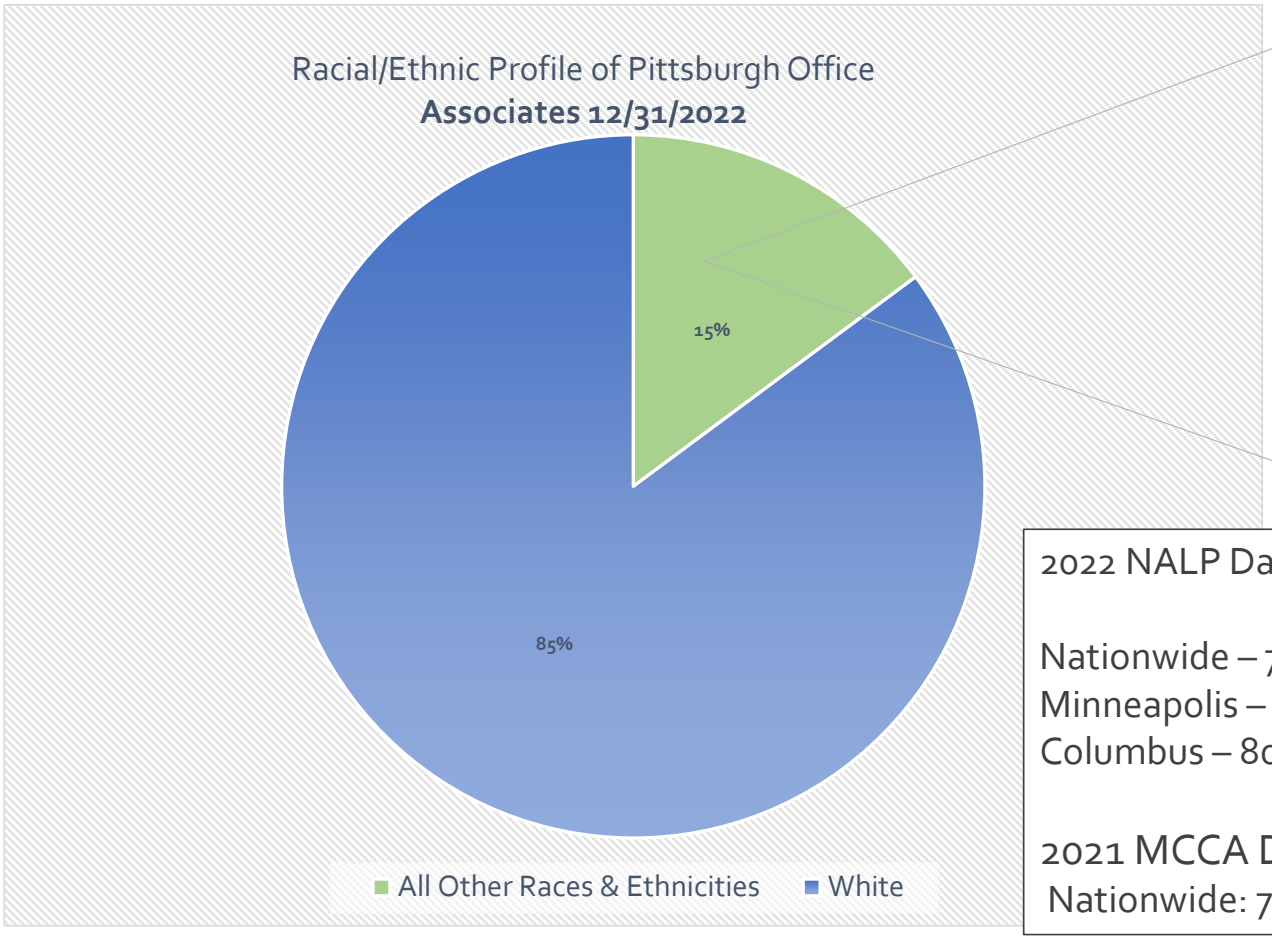
2018 NALP Data - Demographic Profile – "Partners"

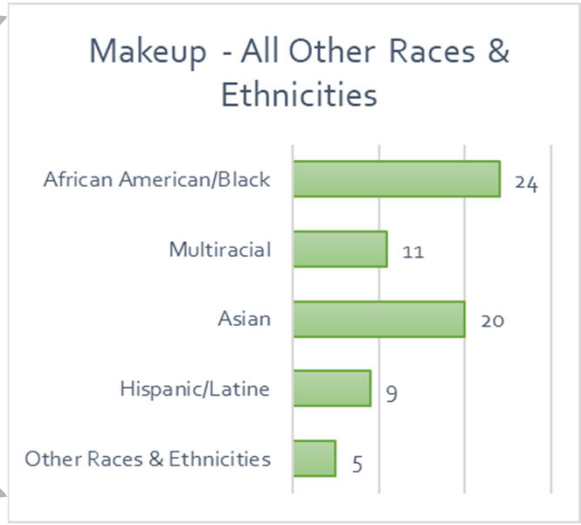
Nationwide – 91% White; 9% People of Color

Minneapolis – 96% White; 4% People of Color

Columbus – 93% White; 7% People of Color

Racial/Ethnic Profile of the Pittsburgh Office as of 12/31/2022



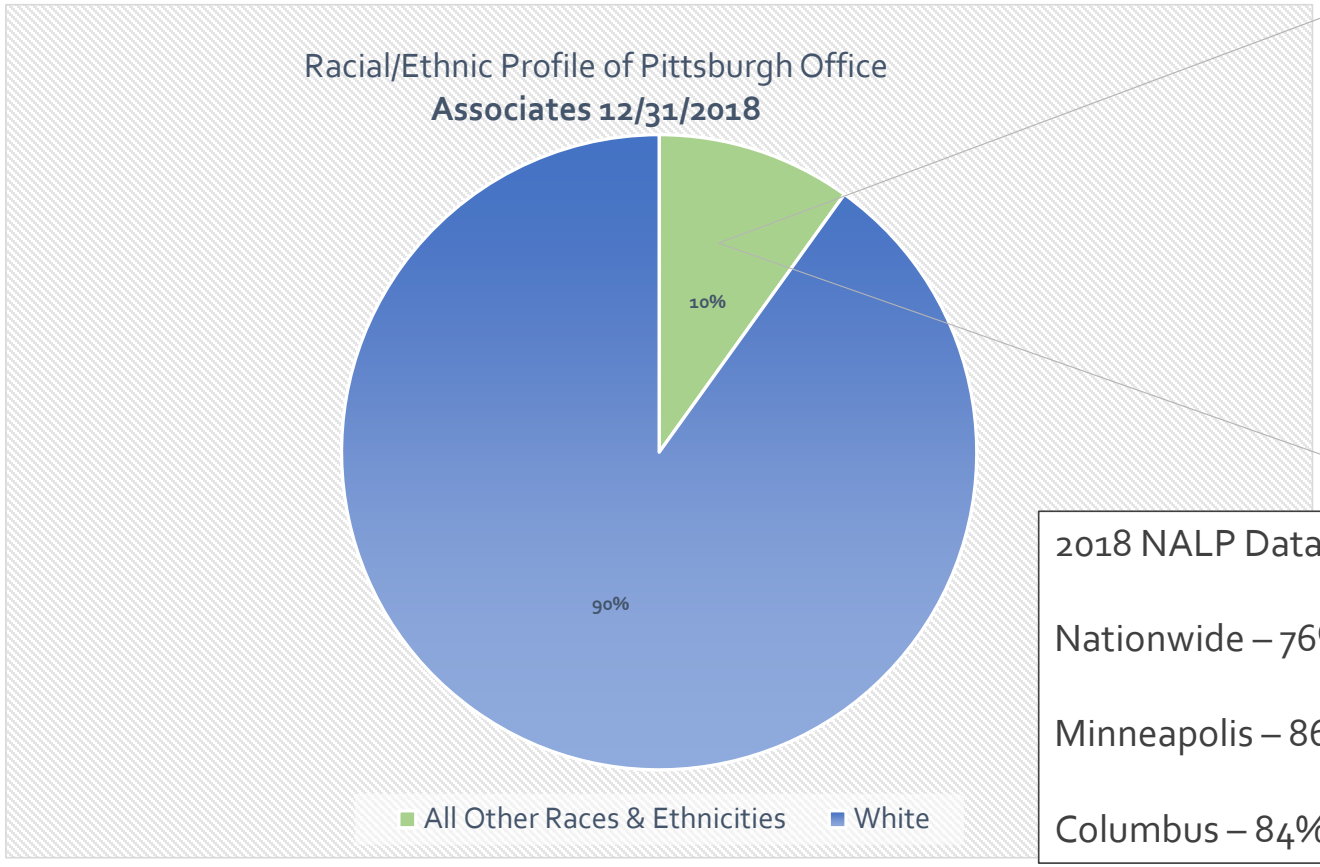


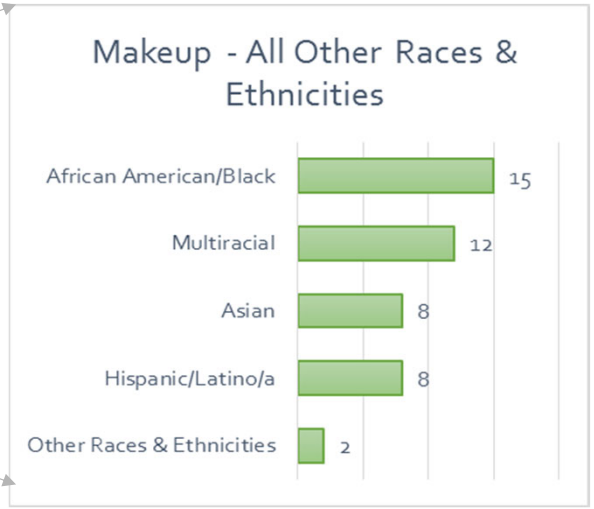
2022 NALP Data - Demographic Profile – "Associates"

Nationwide – 72% White; 28% People of Color
Minneapolis – 83% White; 17% People of Color
Columbus – 80% White; 20% People of Color

2021 MCCA Data
Nationwide: 71% White; 29% People of Color

Racial/Ethnic Profile of the Pittsburgh Office as of 12/31/2018





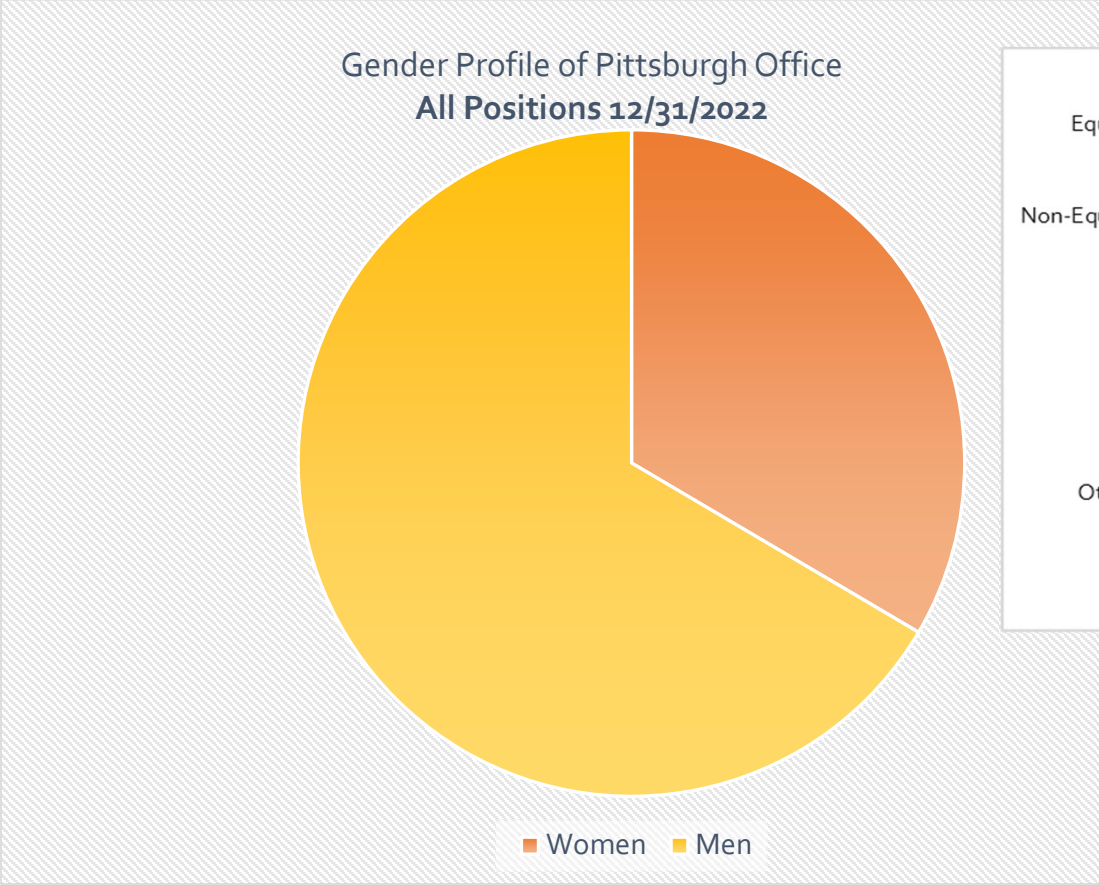
2018 NALP Data - Demographic Profile – "Associates"

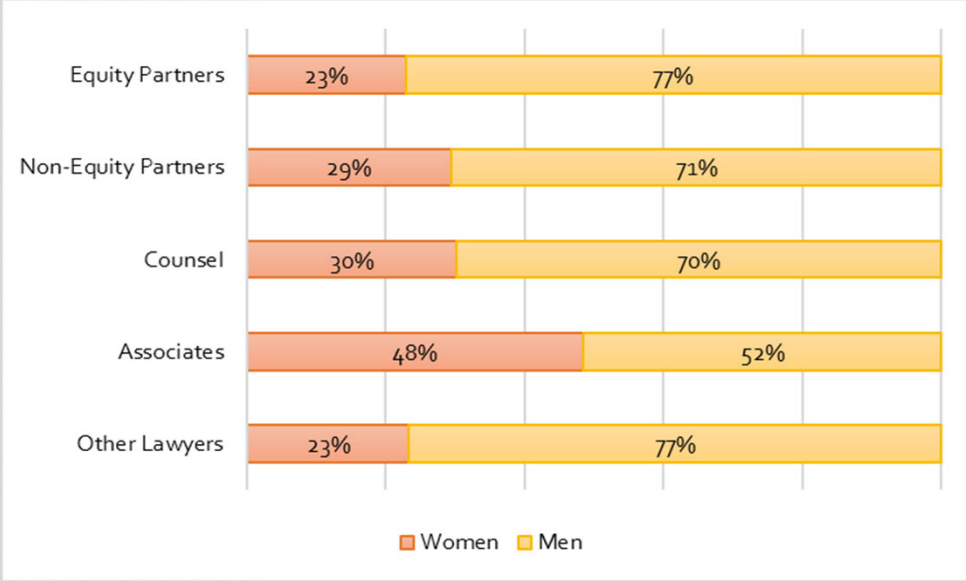
Nationwide – 76% White; 24% People of Color

Minneapolis – 86% White; 14% People of Color

Columbus – 84% White; 16% People of Color

Question – Gender Profile of Pittsburgh Office as of 12/31/2022

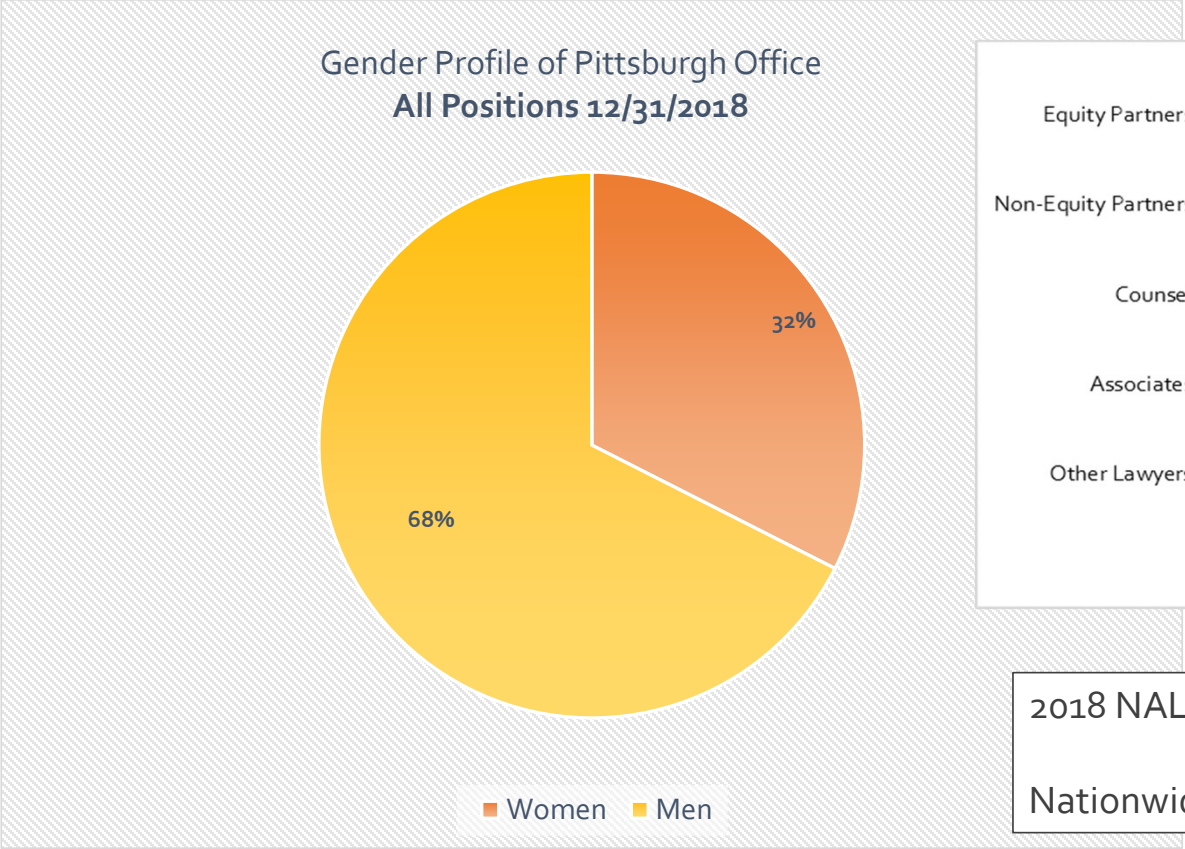


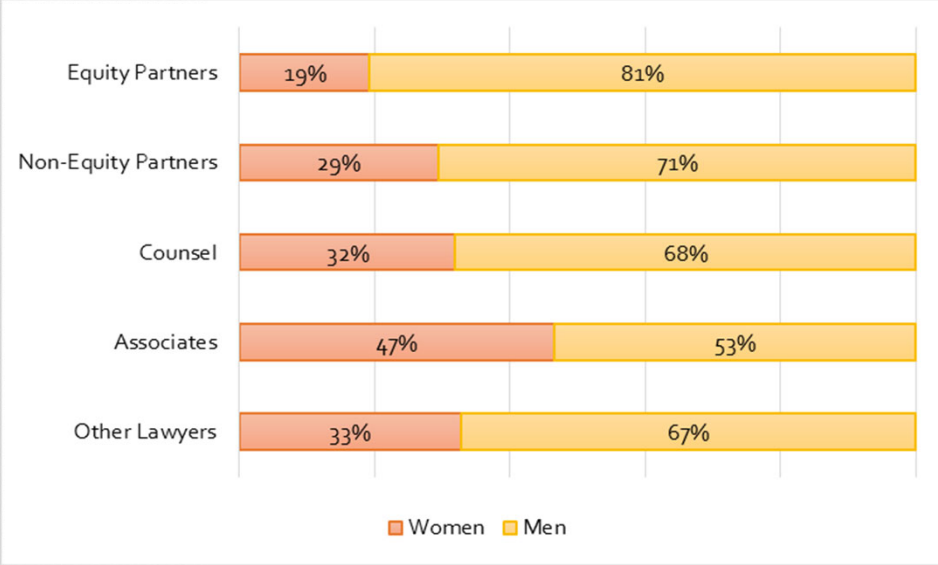


2022 NALP Data - Gender Profile – "Total Lawyers"
Nationwide: 61% Men; 39% Women

2021 MCCA:
Nationwide: 60% Men; 40% Women

Question – Gender Profile of Pittsburgh Office as of 12/31/2018

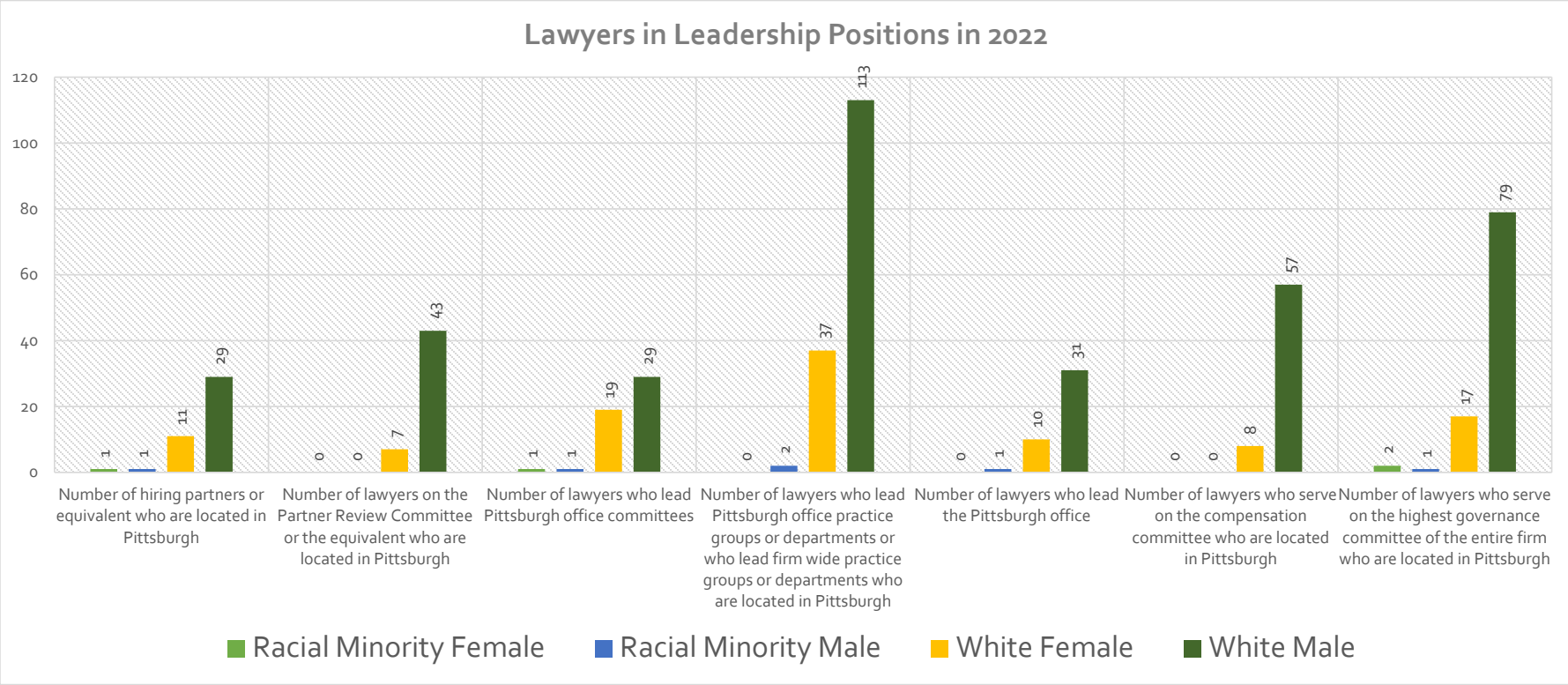




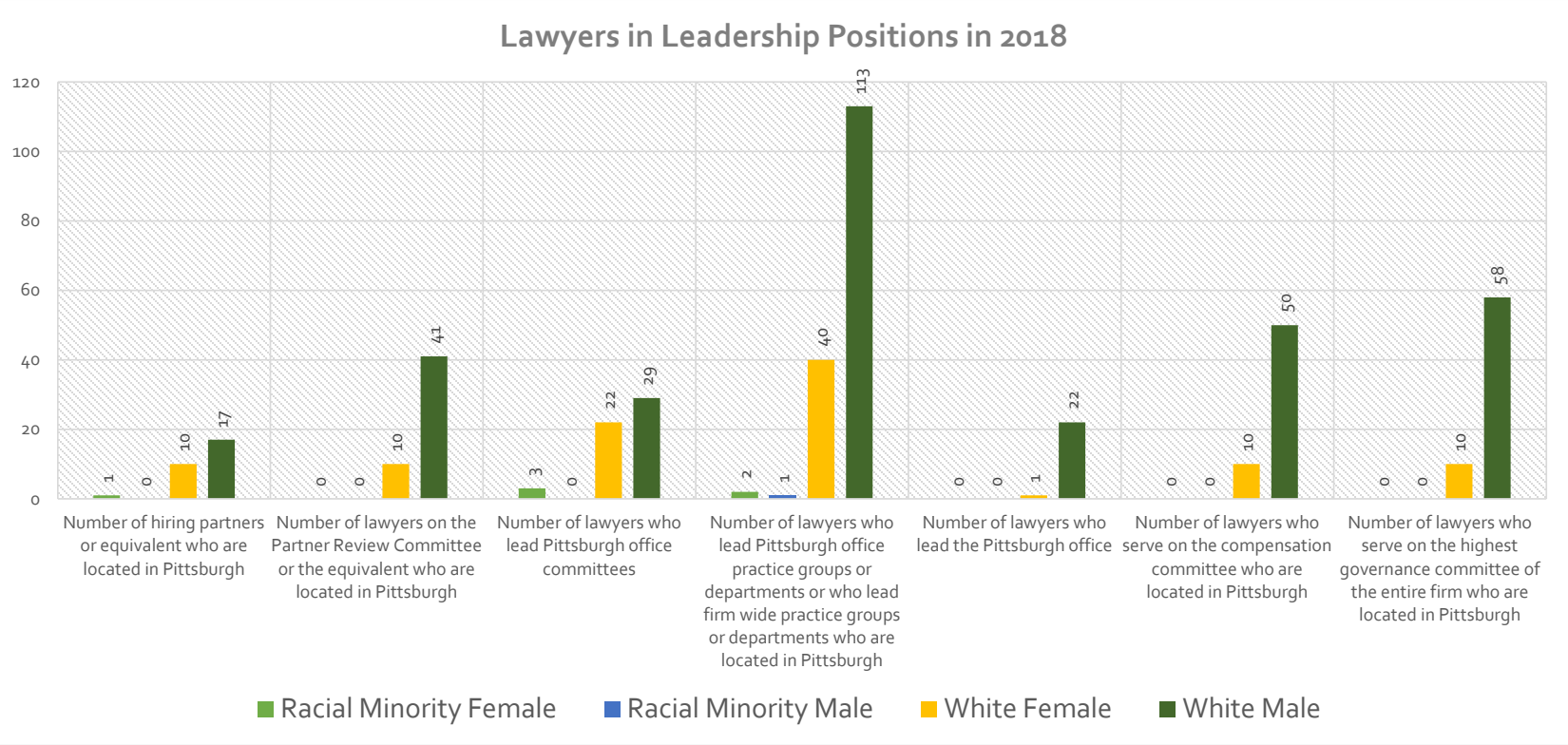
2018 NALP Data - Gender Profile – "Total Lawyers"

Nationwide – 65% Men; 35% Women

Question – Demographic Profile of Lawyers in Leadership Positions - 2022

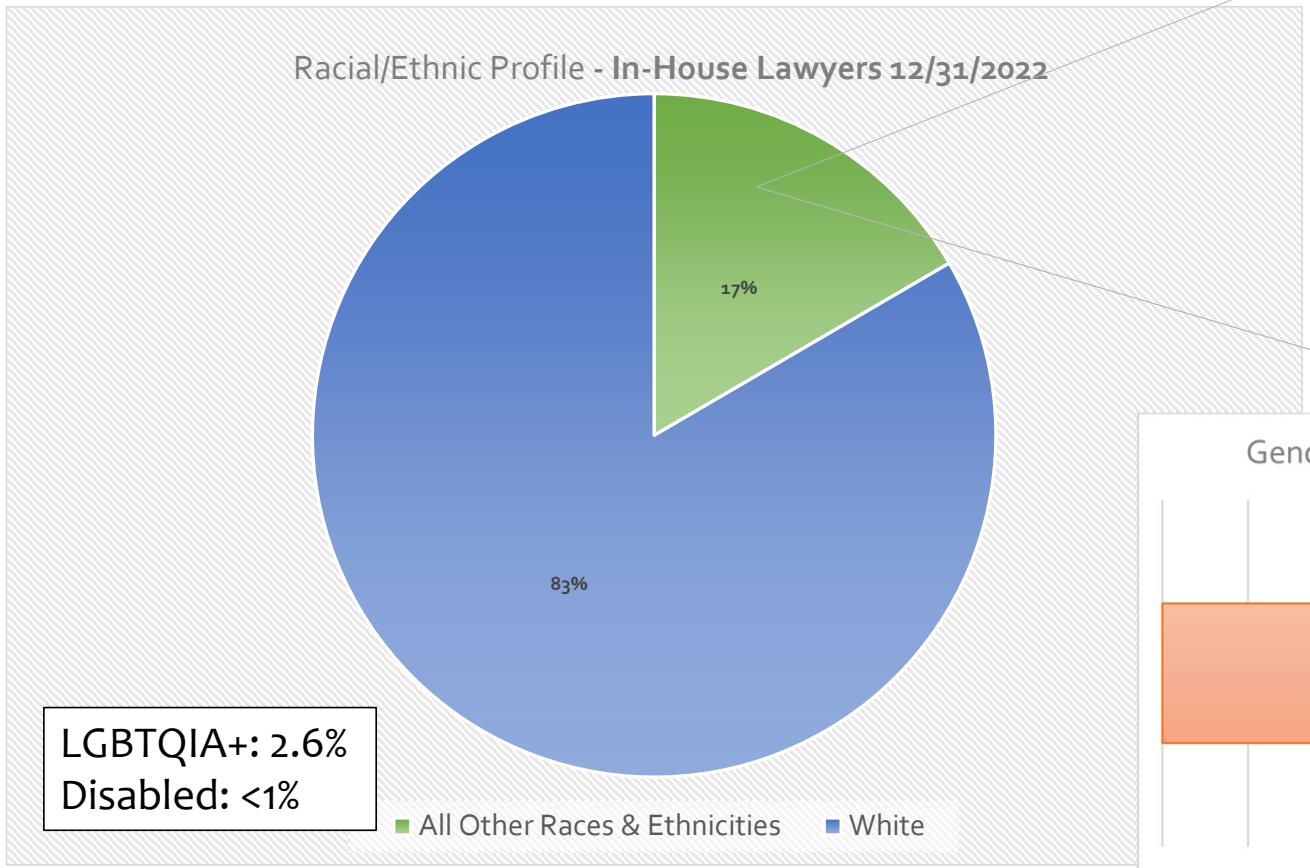


Question – Demographic Profile of Lawyers in Leadership Positions - 2018

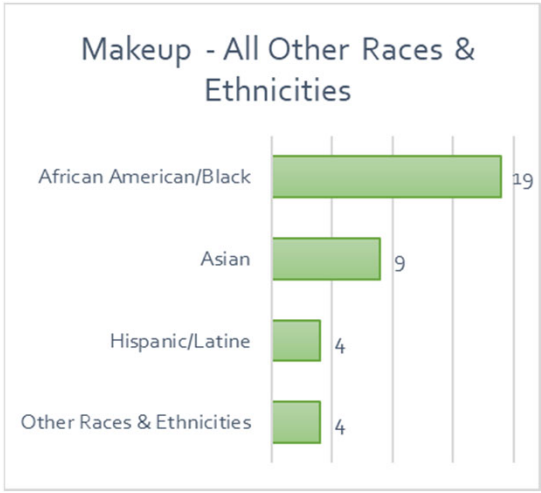


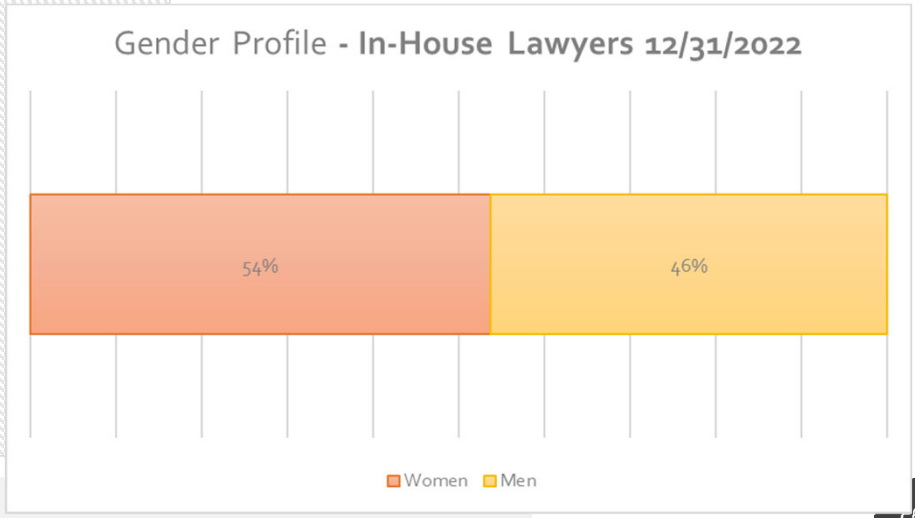
Corporate Law Departments

Demographic Profile of Pittsburgh Office as of 12/31/2022 – In-House Lawyers

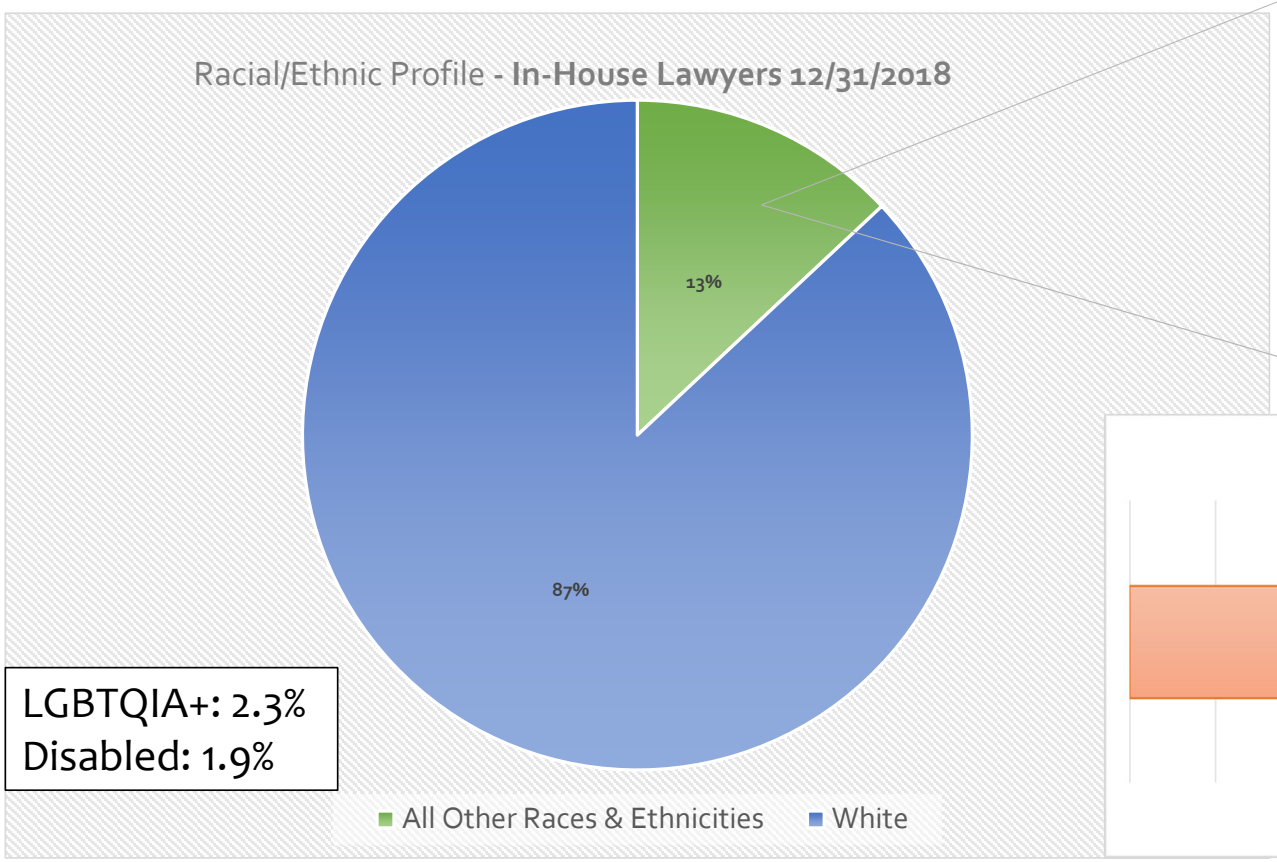
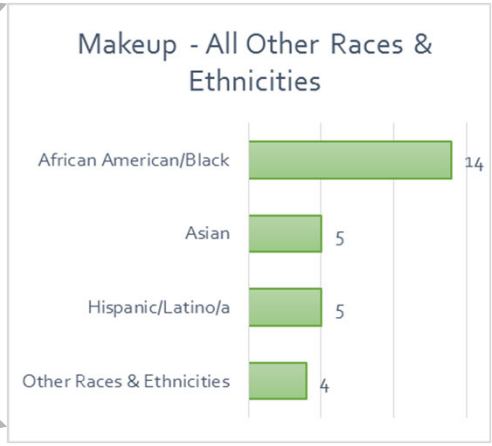
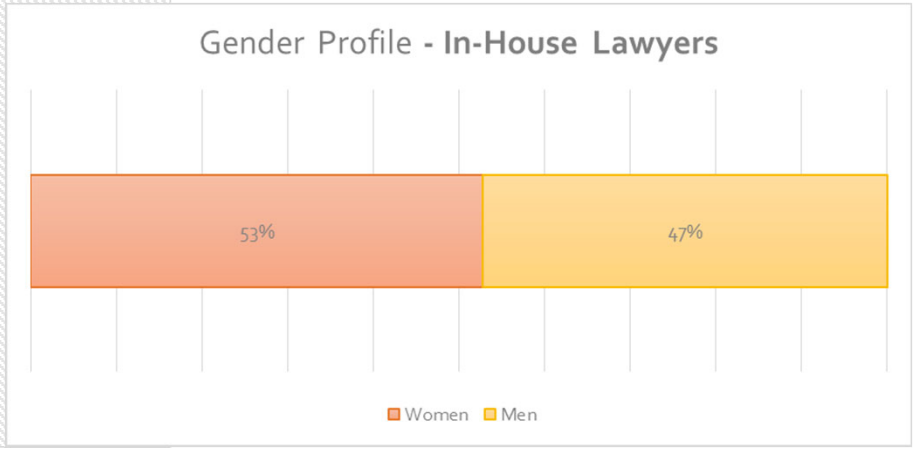


LGBTQIA+: 2.6%
Disabled: <1%





Demographic of Pittsburgh Office as of 12/31/2018 – In-House Lawyers



LGBTQIA+: 2.3%
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