

## The Top 100 Firms For Minority Attorneys

By **Jacqueline Bell**

*Law360, New York (May 15, 2016, 8:26 PM ET)* -- For the second straight year, Law360 has ranked the 100 top U.S. law firms for minorities, based on the firm's minority representation at the partner and nonpartner levels and its total number of minority attorneys.

The firms on this list have made some headway in shaking up a stubbornly bleak picture of diversity in the legal industry. Law360's 2016 Diversity Snapshot revealed that less than 15 percent of attorneys at U.S. law firms surveyed by Law360 are minorities. Less than 9 percent of partners at U.S. law firms are minorities.

Those statistics have barely shifted from the year before, indicating that law firms continue to struggle to recruit and retain minority attorneys, despite the fact that the percentage of minorities attending elite law schools hovers around 30 percent, according to data compiled by the American Bar Association.

Law360 ranked firms by examining a variety of factors, including the percentage of partners, both equity and nonequity, who are minorities; the percentage of associate-level attorneys who are minorities; and the total number of minority attorneys at the firm. For the firms that nabbed spots on the list, the number of minorities at all levels of the firm shows that firm leaders are having at least some success in encouraging and supporting diversity.

At many of these 100 firms, minorities make up at least 15 percent of the partnership ranks, as compared with 8.4 percent across all U.S. firms surveyed by Law360, creating the prospect of a more diverse legal industry culture in years to come.

Leading the pack are full-service law firm White & Case and immigration boutique Berry Appleman & Leiden LLP, closely followed by California-based firms Lewis Brisbois Bisgaard & Smith LLP and Wilson Sonsini Goodrich & Rosati PC, as well as immigration boutique Fragomen, Del Rey, Bernsen & Loewy LLP. At those five firms, at least 30 percent of nonpartners are minorities, and at least 20 percent of partners are minorities.

### The Top 100 Firms For Minority Attorneys

Rank	Law Firm	Rank	Law Firm
1	White & Case	51	Arnold & Porter
2	Berry Appleman		Perkins Coie
3	Lewis Brisbois	53	DLA Piper

4	Wilson Sonsini	54	Patterson & Sheridan
5	Fragomen, Del Rey	55	Debevoise & Plimpton
6	Sughrue Mion	56	Michelman & Robinson
7	Fenwick & West		Schiff Hardin
8	Ropes & Gray	58	Ogletree Deakins
9	Atkinson Andelson	59	Covington & Burling
10	Sterne Kessler		Holland & Knight
11	Knobbe Martens	61	Kirkland & Ellis
12	Morrison & Foerster	62	Irell & Manella
13	Shutts & Bowen	63	Leason Ellis
14	Roig Lawyers		McAndrews Held
15	Liebert Cassidy	65	Kelley Drye
16	Oblon	66	Gibson Dunn
17	Sanford Heisler	67	Cadwalader Wickersham
18	Munger Tolles	68	Cantor Colburn
19	Wood Smith	69	Gordon & Rees
20	Adelson Testan	70	Jackson Walker
21	Paul Weiss		Sheppard Mullin
22	VLP Law Group*	72	Akerman
23	Osha Liang	73	Susman Godfrey
24	Brinks Gilson & Lione	74	Cohen Milstein
25	Orrick Herrington*	75	Sidley Austin
26	Mitchell Silberberg	76	O'Melveny & Myers
27	Fowler White	77	Shearman & Sterling
28	Cleary Gottlieb Kaufman Dolowich	78	Gunster
		79	Quinn Emanuel*
30	Bilzin Sumberg	80	Hinshaw & Culbertson
31	Paul Hastings	81	Thompson Coe
32	Carlton Fields	82	Richards Kibbe
33	Hanson Bridgett	83	Rumberger Kirk
34	Jackson Lewis	84	Latham & Watkins
35	Best Best & Krieger	85	Buchalter Nemer
36	Manatt Phelps	86	Rutan & Tucker
37	Haynes and Boone		Seed IP
38	Bowman and Brooke	88	Allen Matkins
39	Davis Polk	89	Baker Botts

40	Akin Gump	90	Sutherland Asbill
41	Squire Patton Boggs	91	Jones Day
42	Archer Norris	92	Dentons
43	Fish & Richardson*	93	Constangy Brooks
44	Greenberg Traurig Nossaman	94	Crowell & Moring
46	FordHarrison	95	Selman Breitman
47	Finnegan Henderson	96	Reed Smith
48	Cooley	97	Andrews Kurth
49	Baker & McKenzie Franczek Radelet	98	Sullivan & Cromwell
		99	Kilpatrick Townsend McDermott Will*
* Some attorneys at the firm declined to self-identify a race.		Source: Law360 survey data.	

*Methodology: Law360 surveyed over 300 U.S. firms, or vereins with a U.S. component, about their overall and minority headcount numbers as of Dec. 31, 2015. Only U.S.-based attorneys were included in the survey. Firms are ranked based on three factors: 1) the percentage of partners, both equity and nonequity, who self-identify as minorities; 2) the percentage of nonpartners who self-identify as minorities; and 3) the number of attorneys at the firm who self-identify as minorities.*