



DIVERSITY & INCLUSION

A COMMITTEE OF THE CLEVELAND
METROPOLITAN BAR ASSOCIATION

WHERE WE STAND

2016 Diversity & Inclusion Benchmarking Survey

May 20, 2016

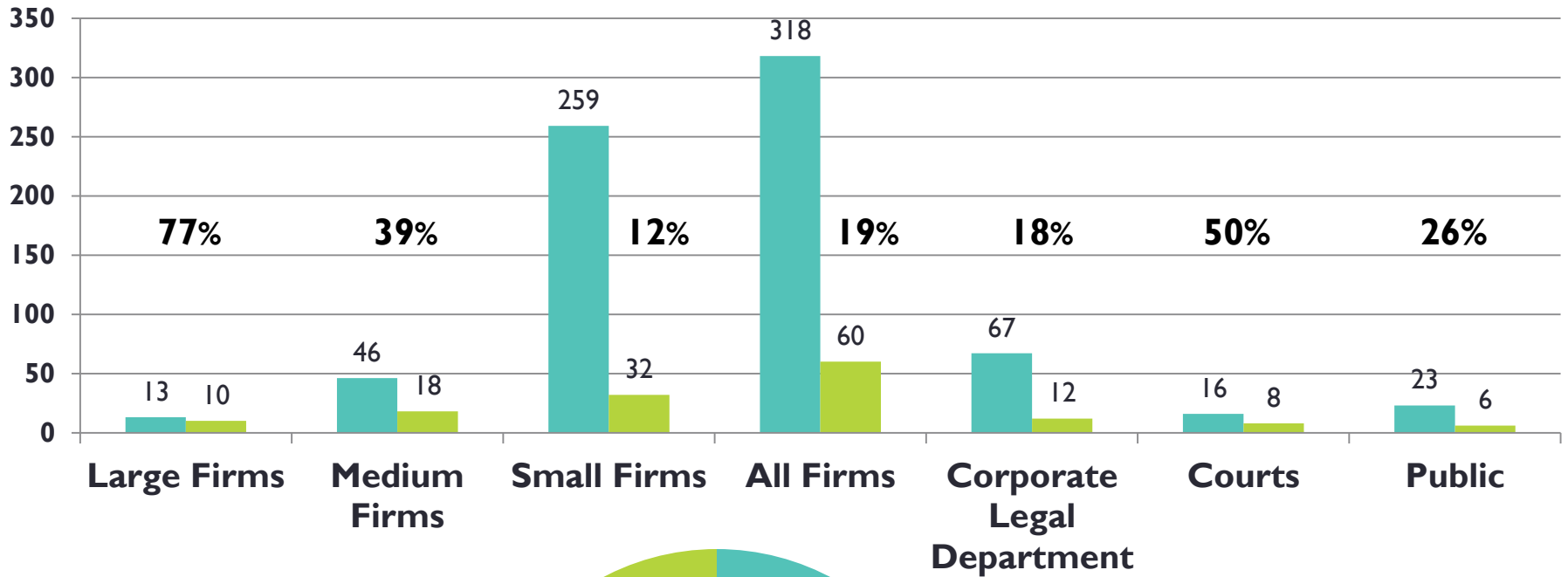
Phase I Survey

In October, 424 surveys were mailed to:

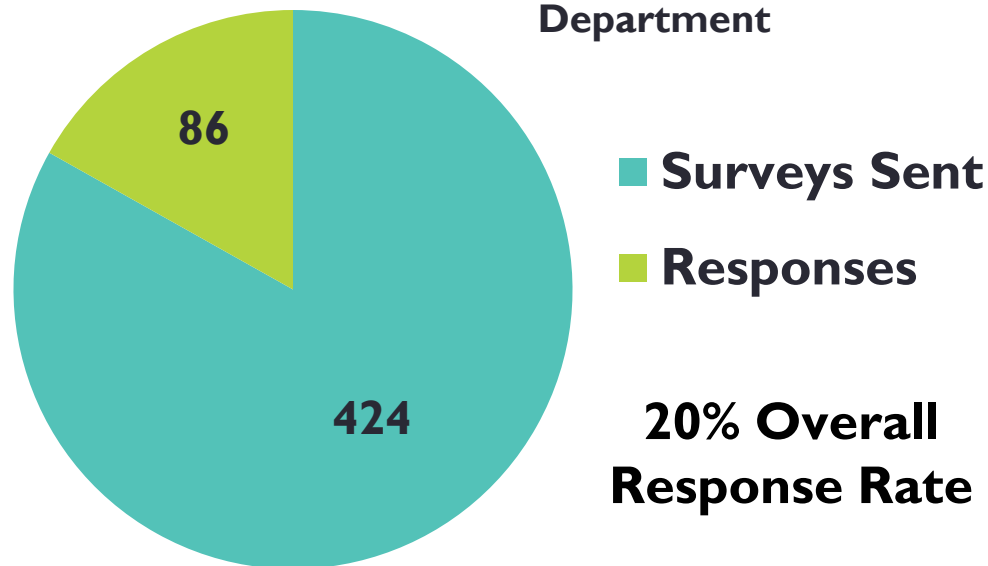
- Law Firms
- Corporate Legal Departments
- Courts
- Public Sector Agencies

As many as 6 follow-up requests were made to encourage broad participation.

Sent Surveys vs. Responses



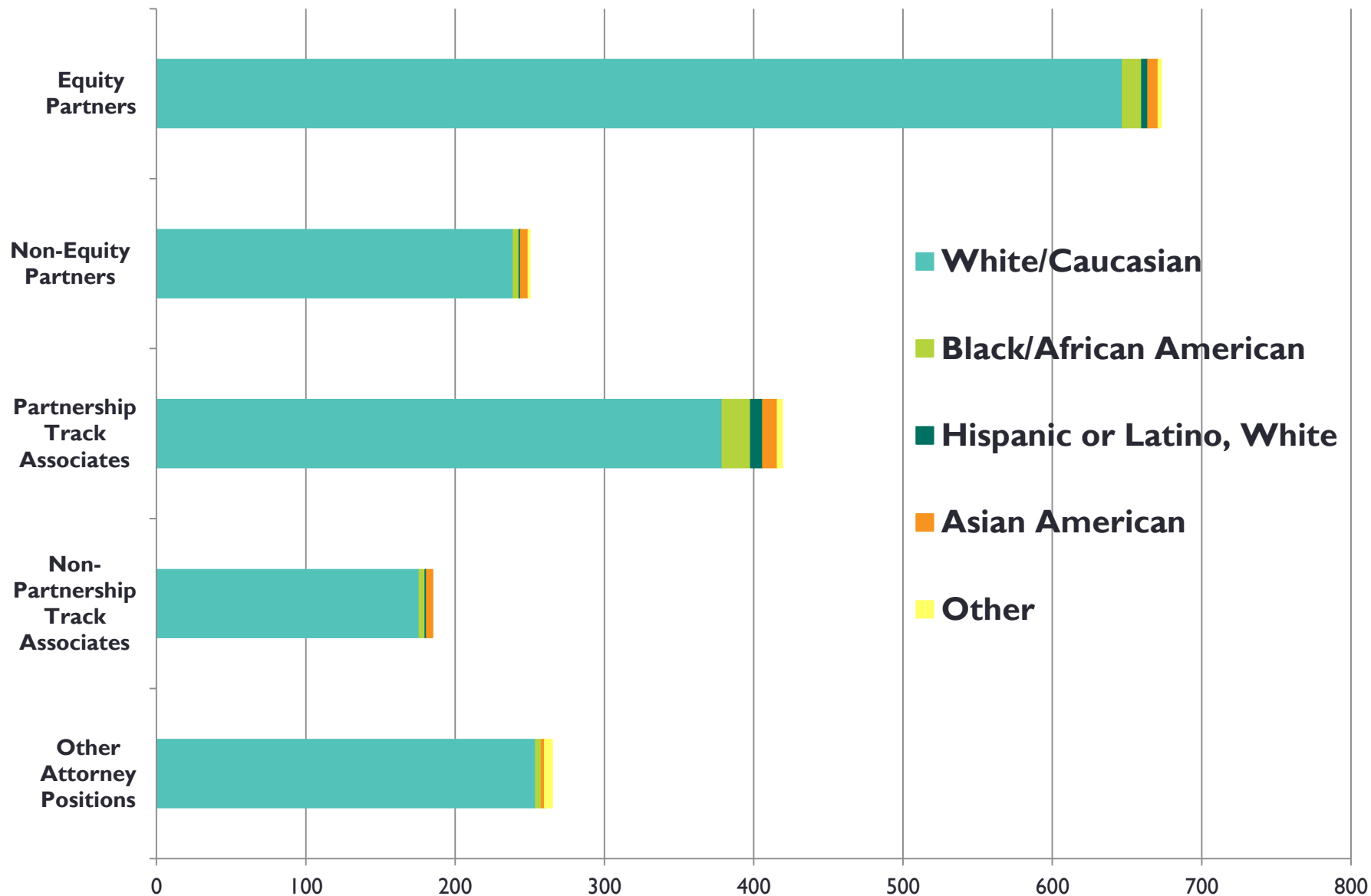
Total



All Law Firms

Total Firms Solicited:	318
Total Firms Responded:	60
Average Response Rate:	19%

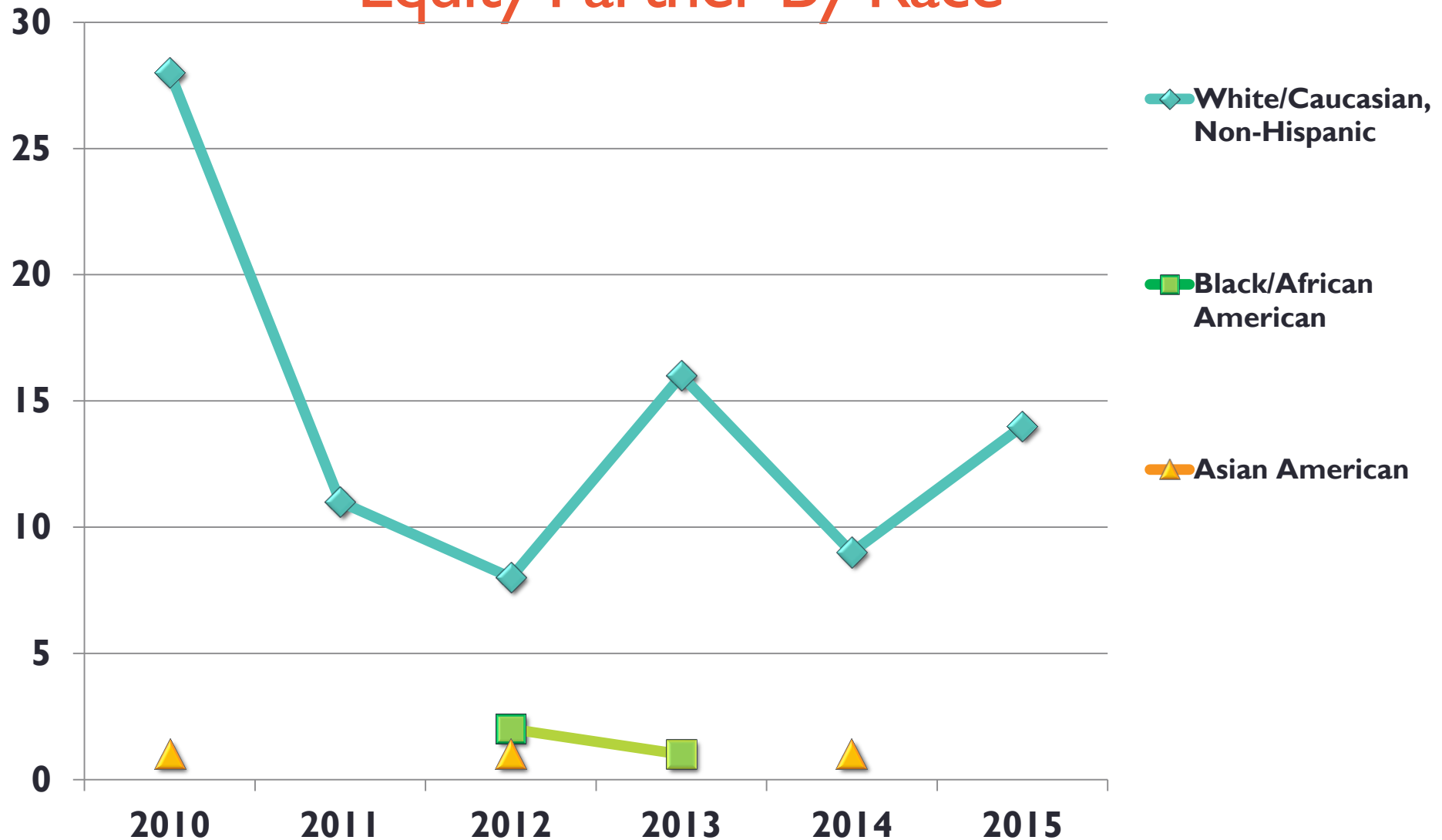
All Firms: Attorney Positions By Race



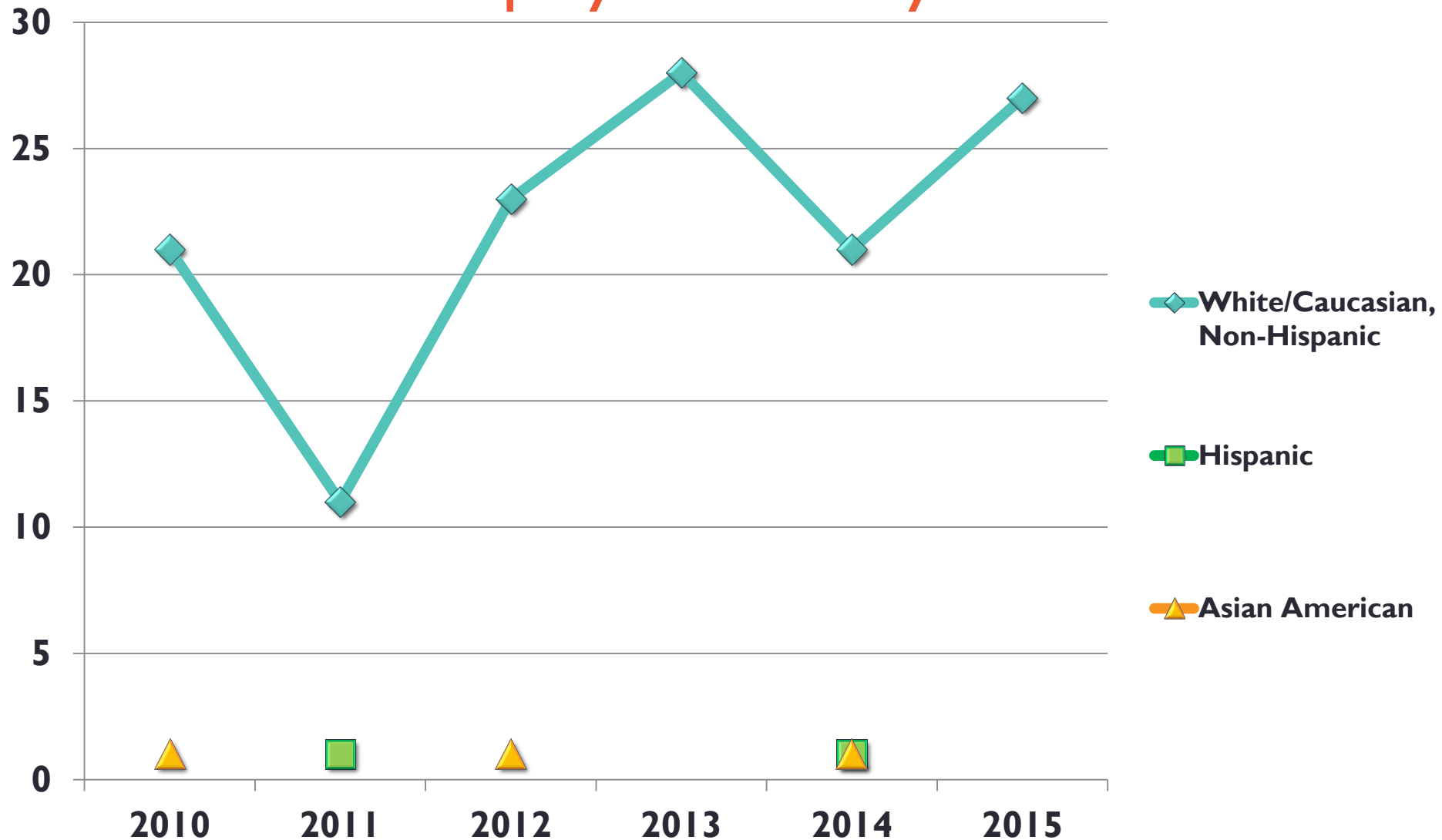
All Firms: Leadership Positions By Race



All Firms: Associates Promoted to Equity Partner By Race



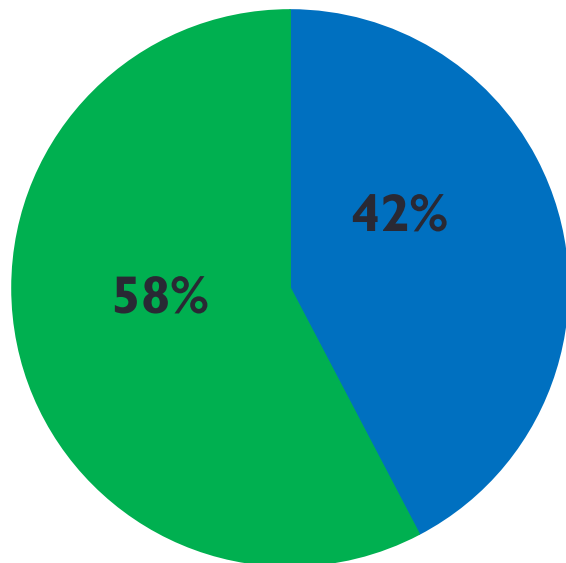
All Firms: Associates Promoted to Non-Equity Partner By Race



All Firms: Male and Female Attorneys

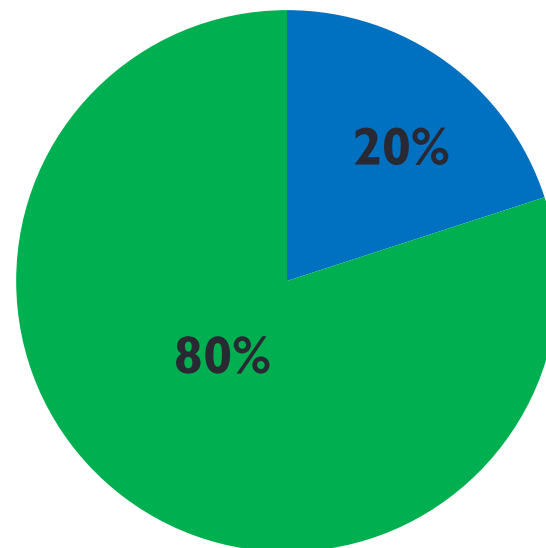
Associates

■ Women ■ Men

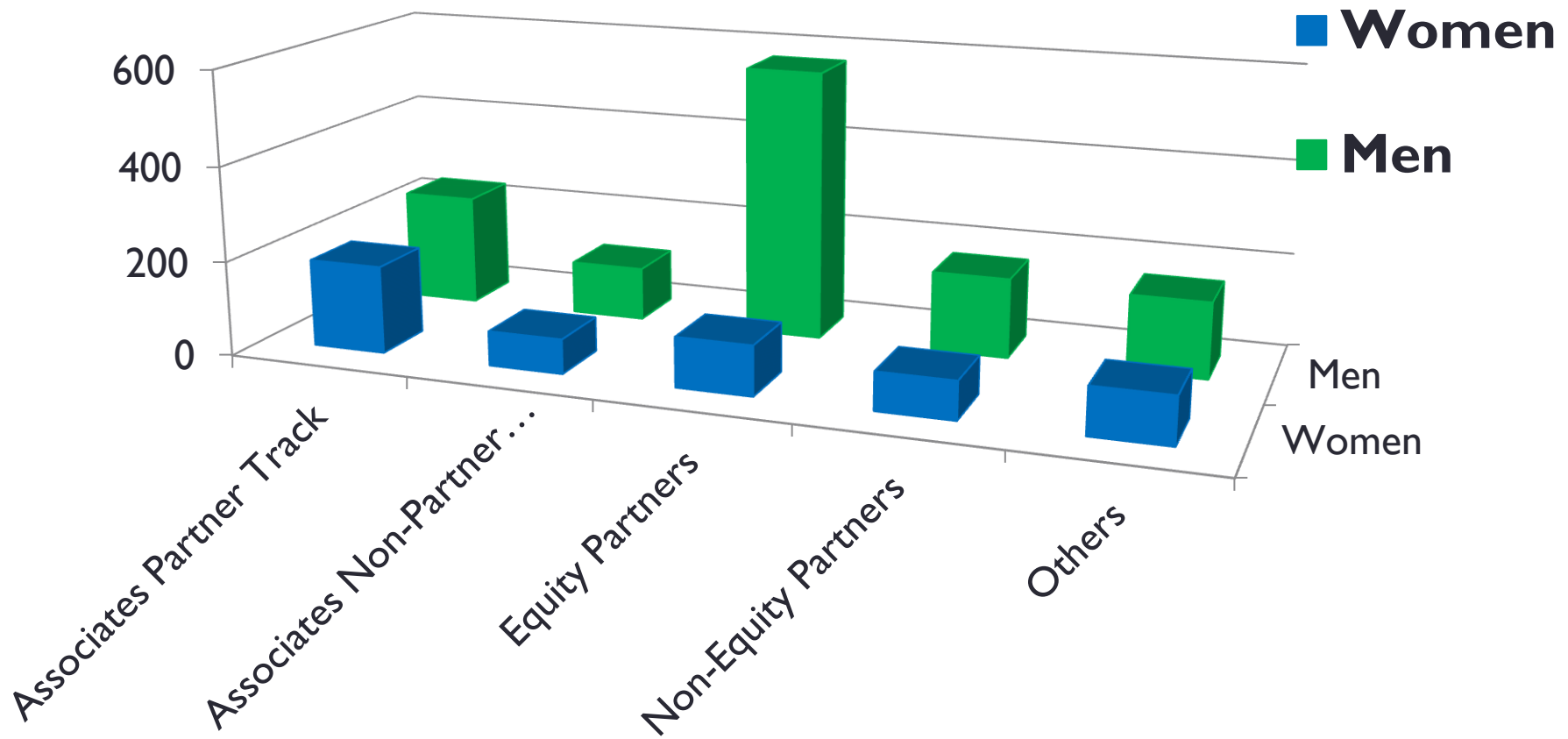


Partners

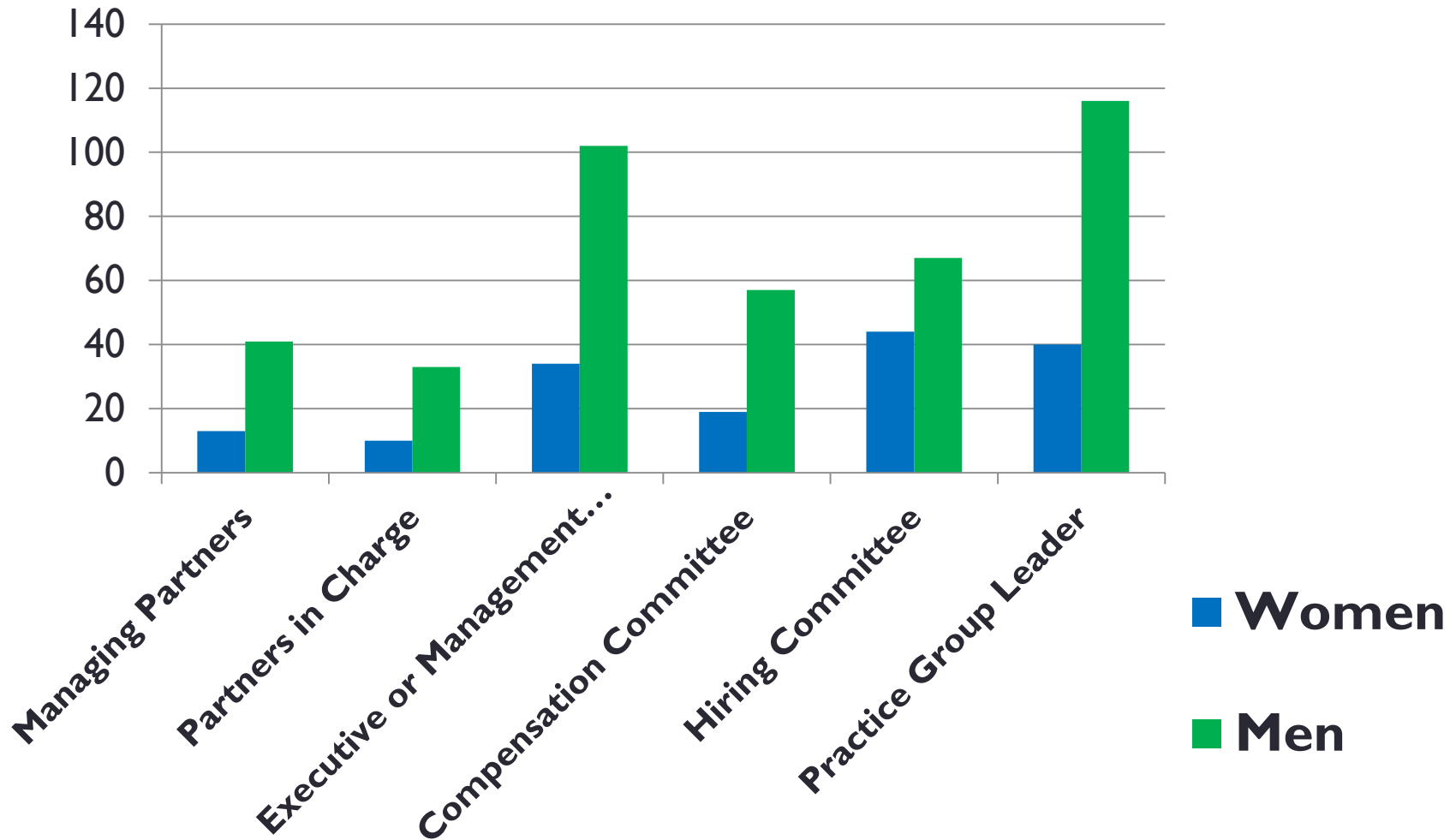
■ Women ■ Men



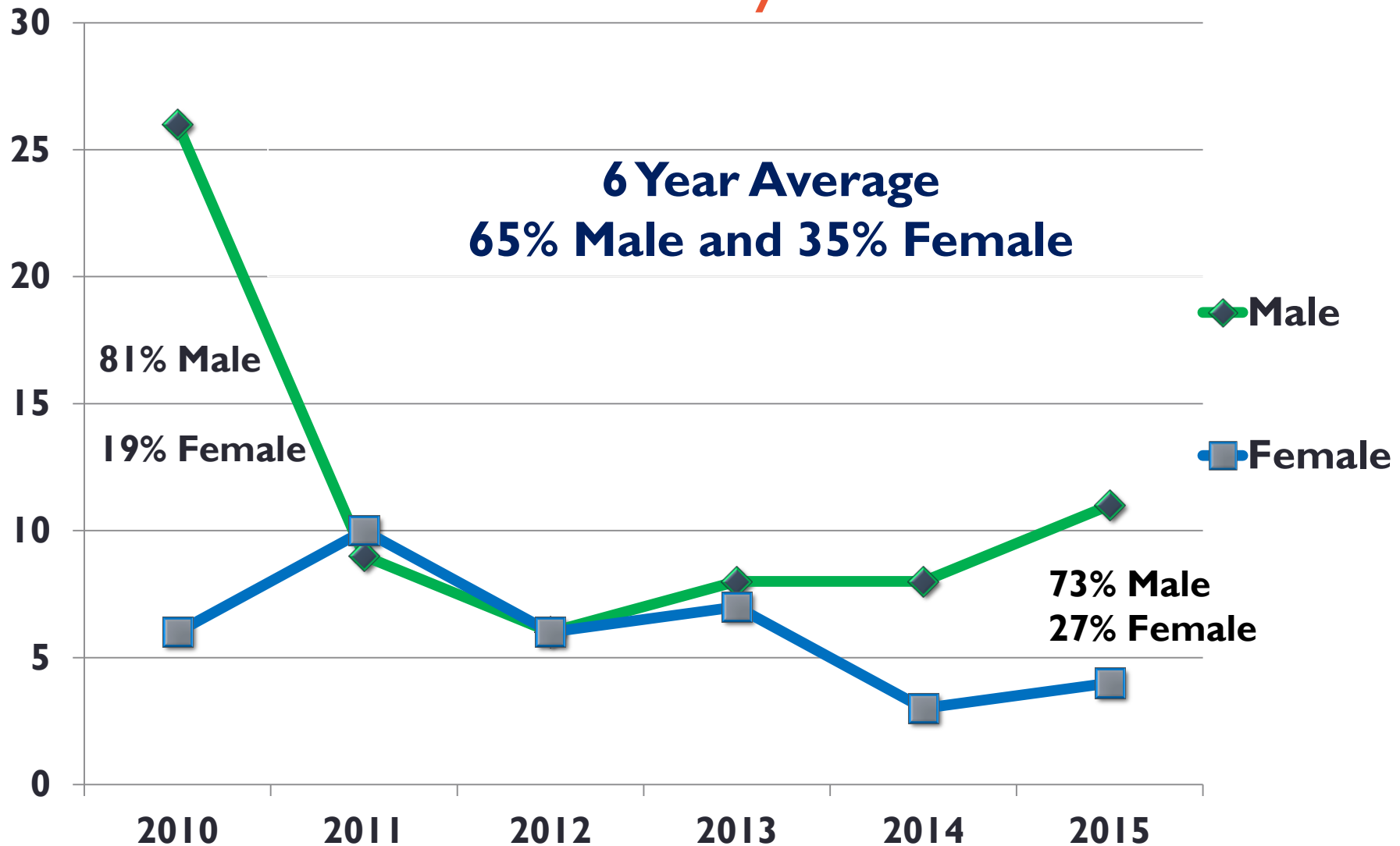
All Firms: Male and Female Attorneys



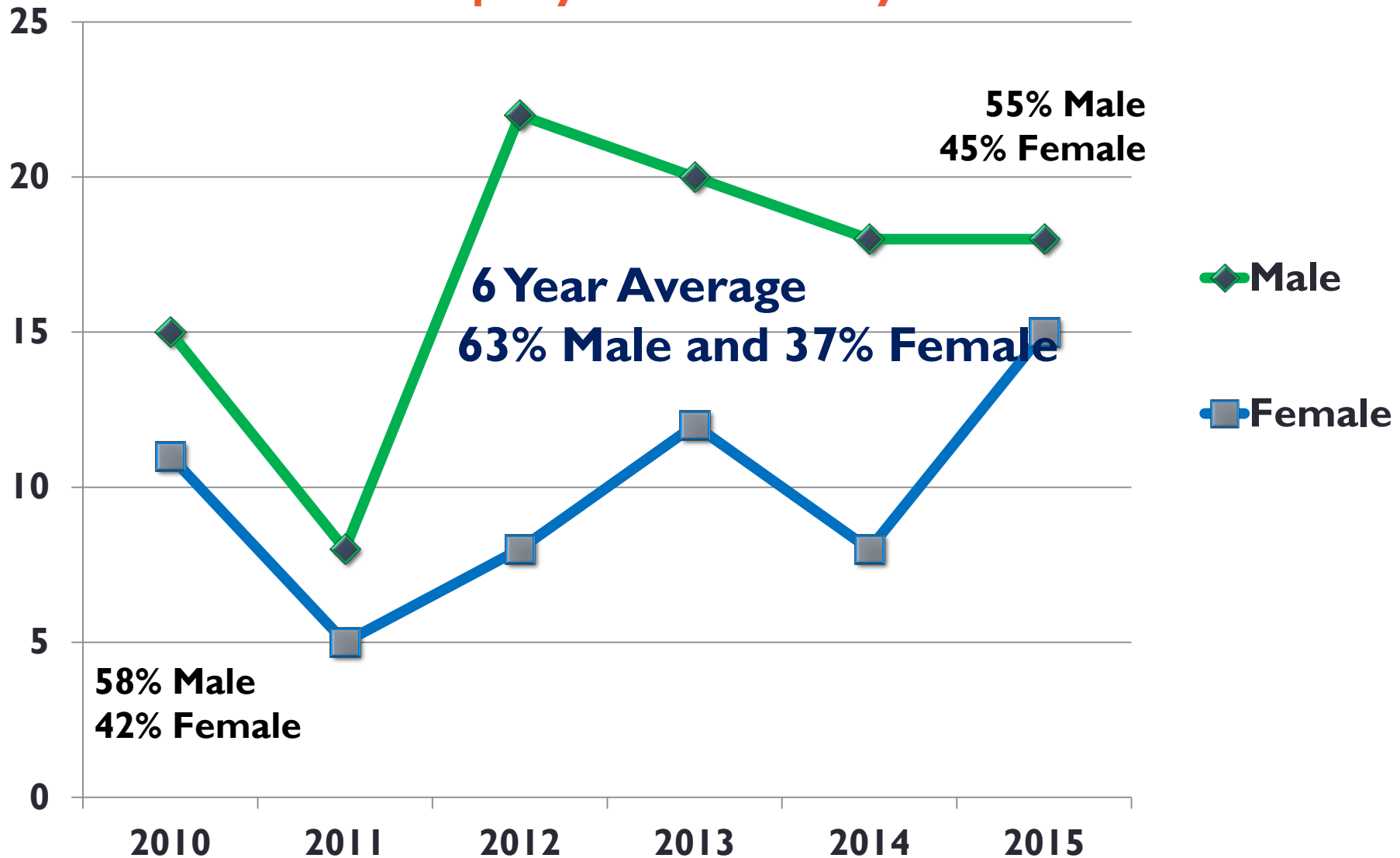
All Firms: Leadership Positions By Gender



All Firms: Associates Promoted to Equity Partner By Gender



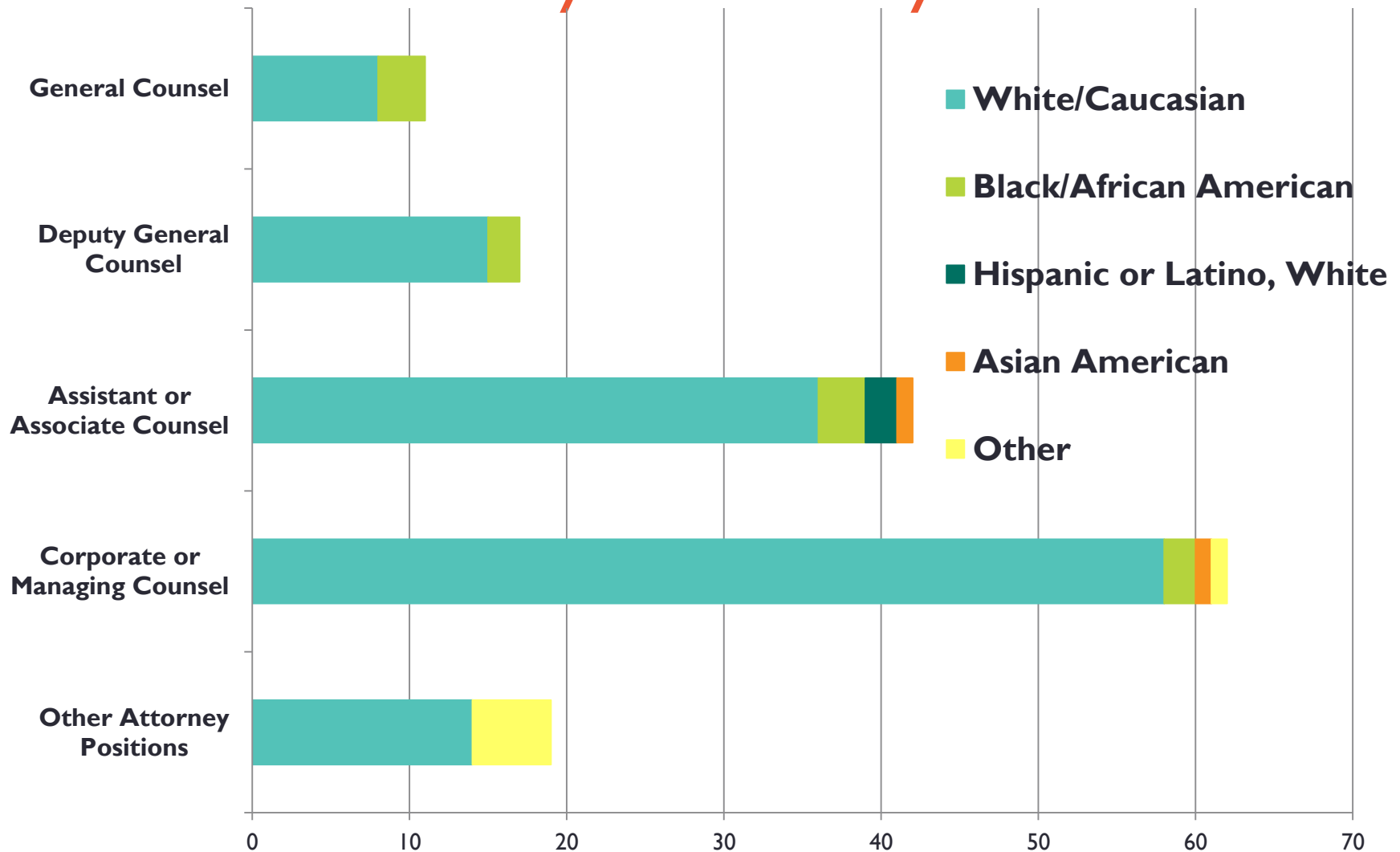
All Firms: Associates Promoted to Non-Equity Partner By Gender



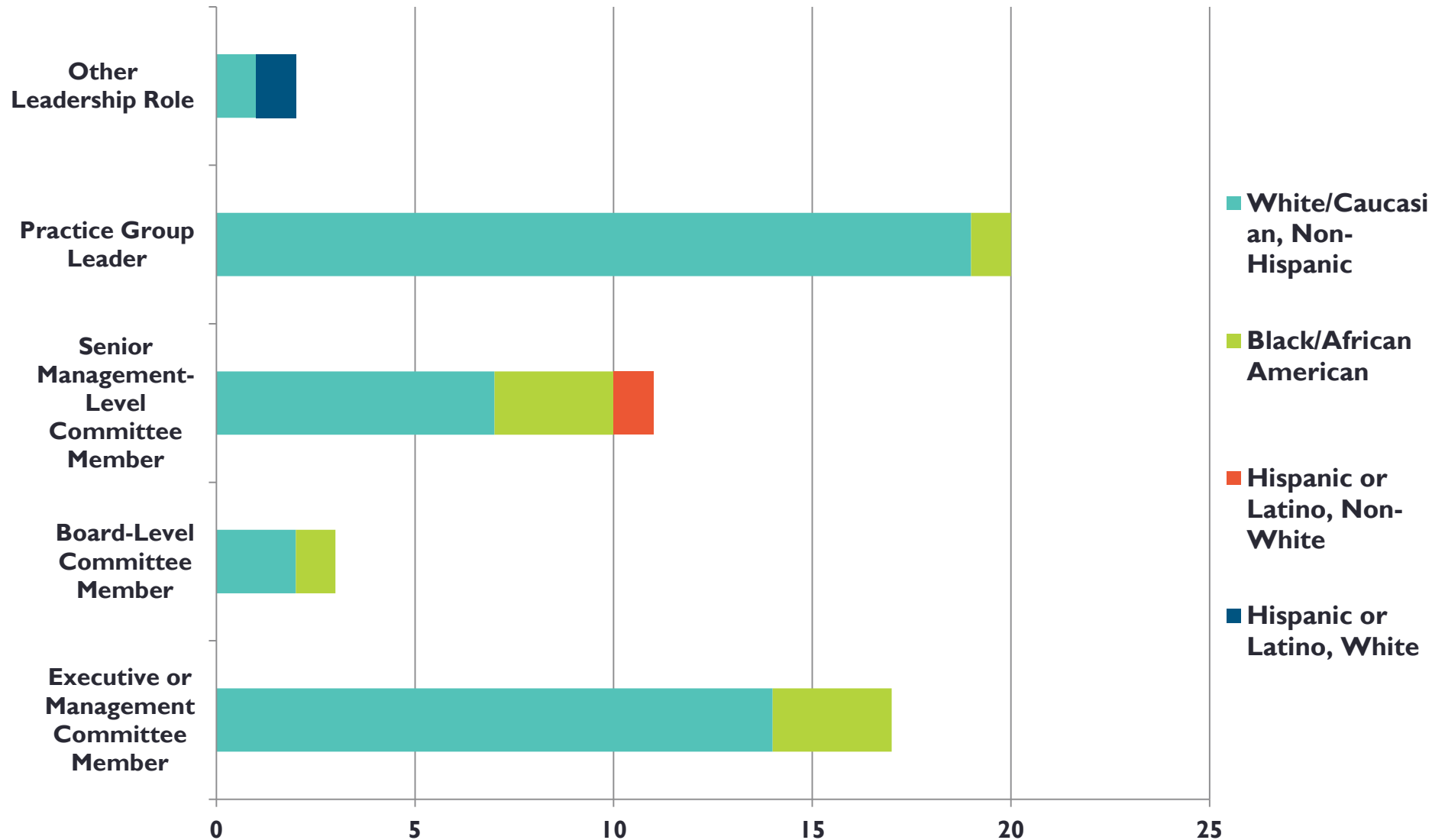
Corporate Legal Departments

Total Organizations Solicited:	67
Total Organizations Responded:	12
Average Response Rate:	18%

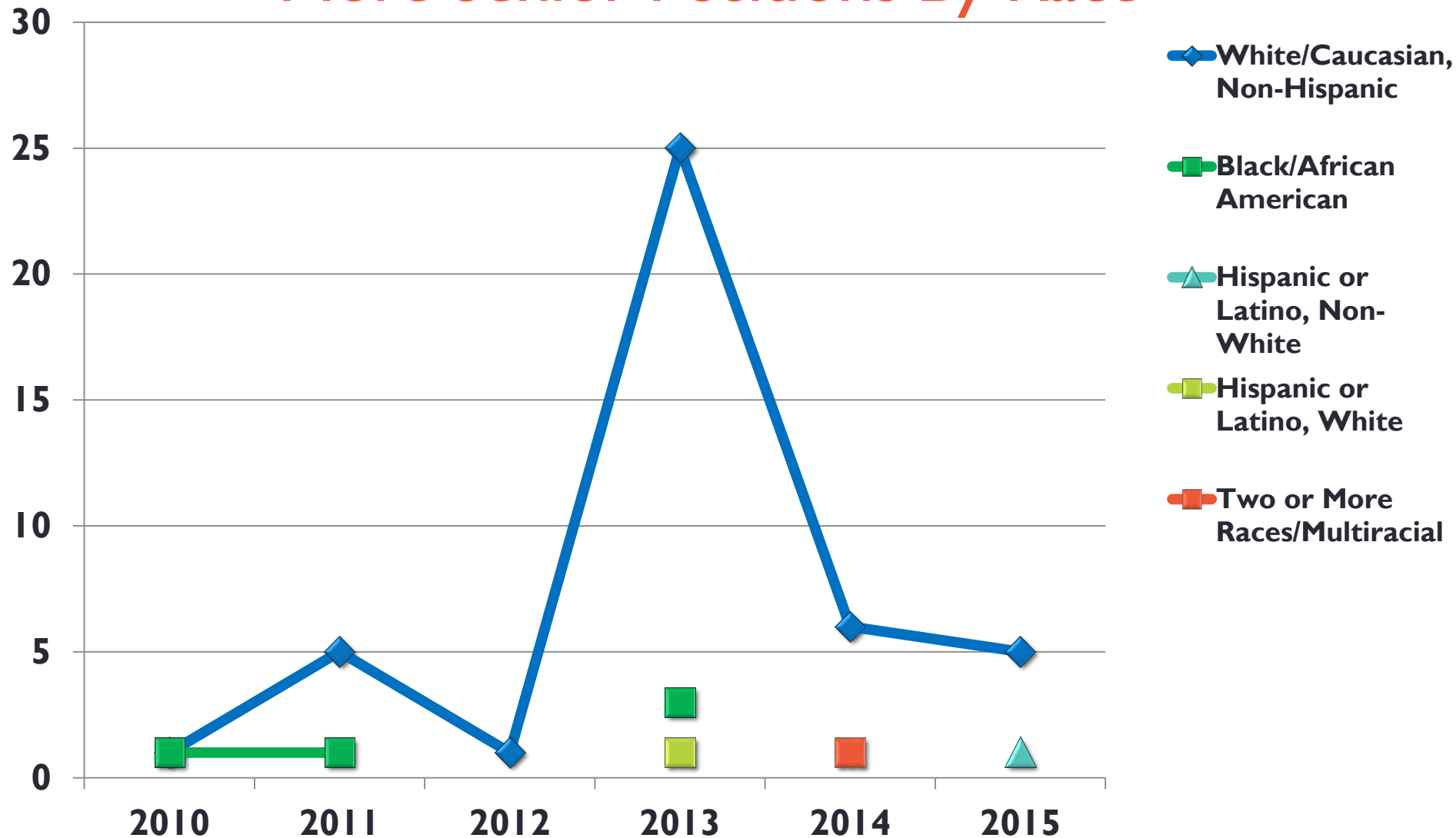
Corporate Counsel: Attorney Positions By Race



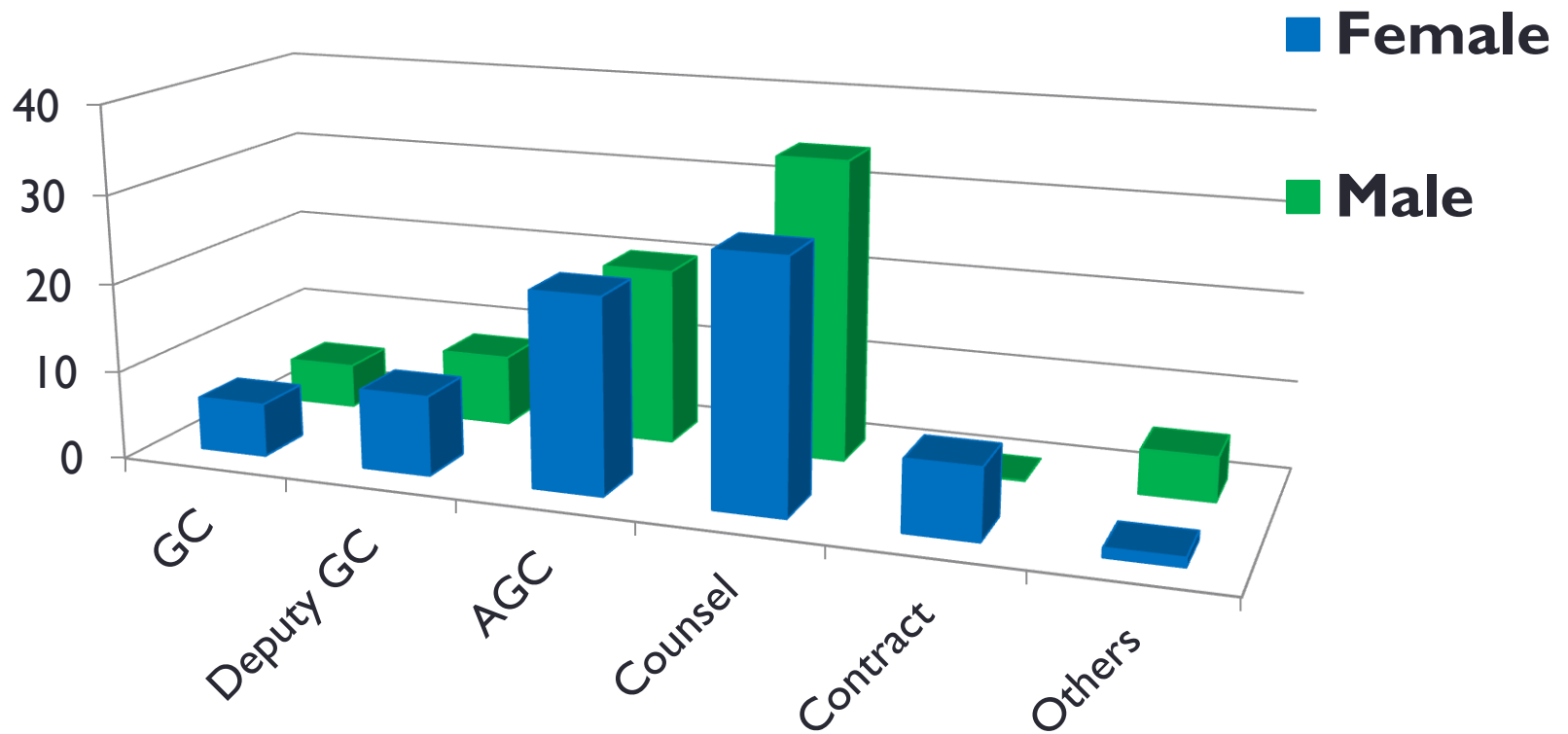
Corporate Counsel: Leadership Roles By Race



Corporate Counsel: Attorneys Promoted to More Senior Positions By Race



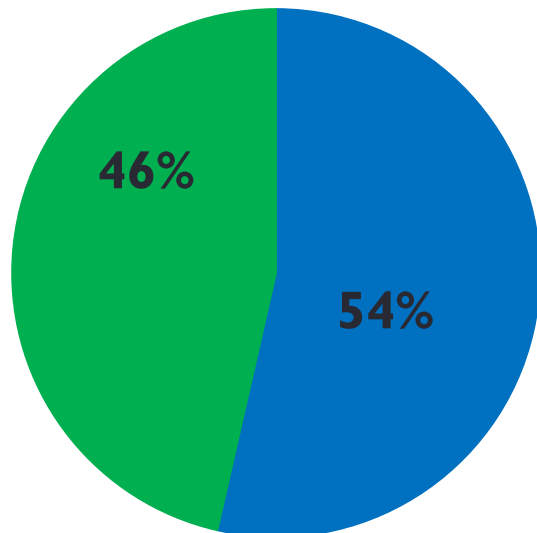
Corporate Counsel: Male and Female Attorneys



Corporate Counsel: Male and Female Attorneys

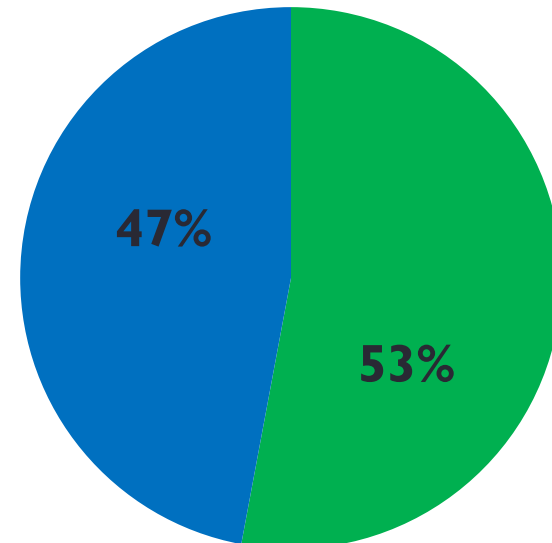
GC/Deputy GC

■ Women ■ Men

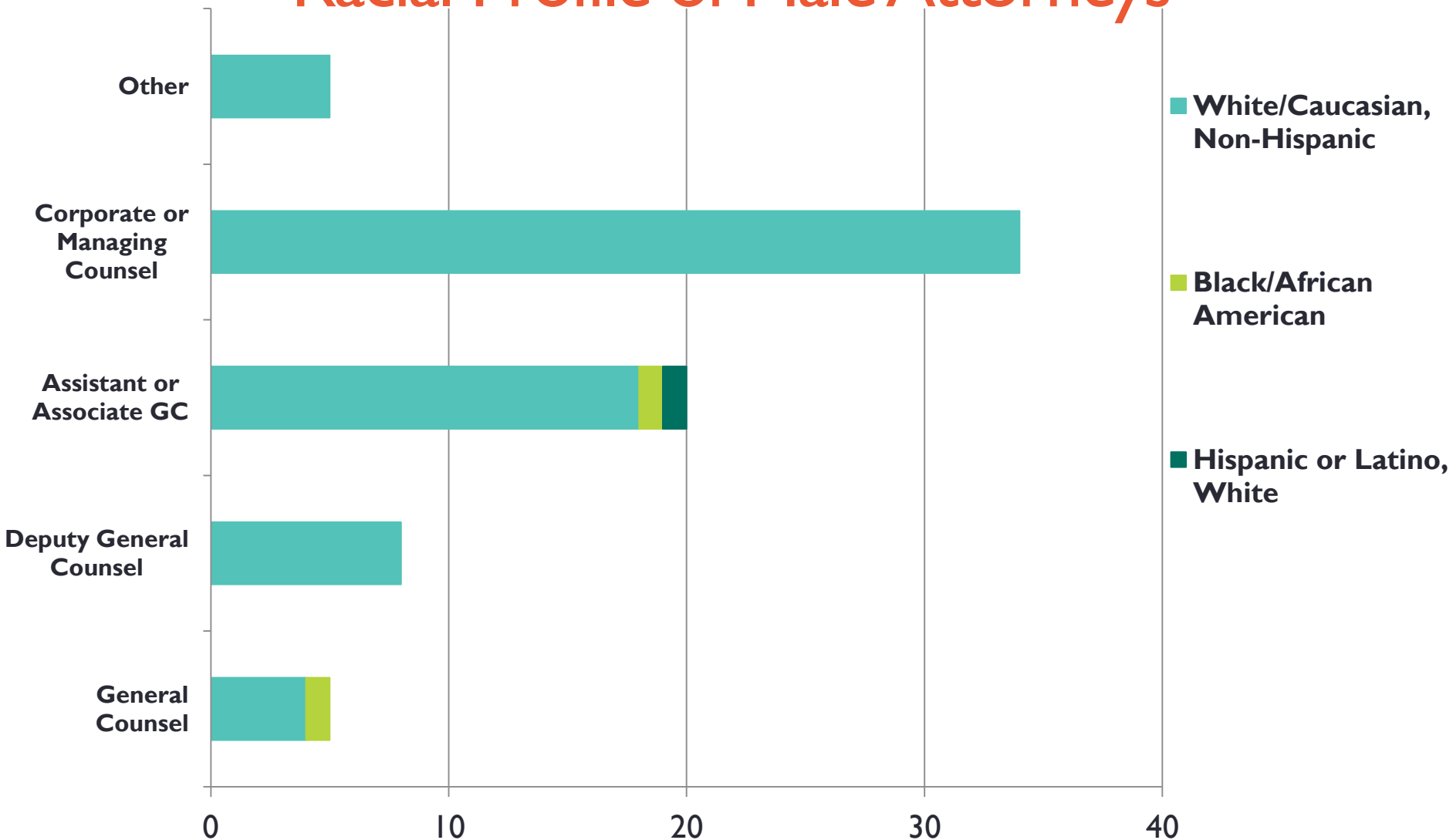


AGC/Counsel

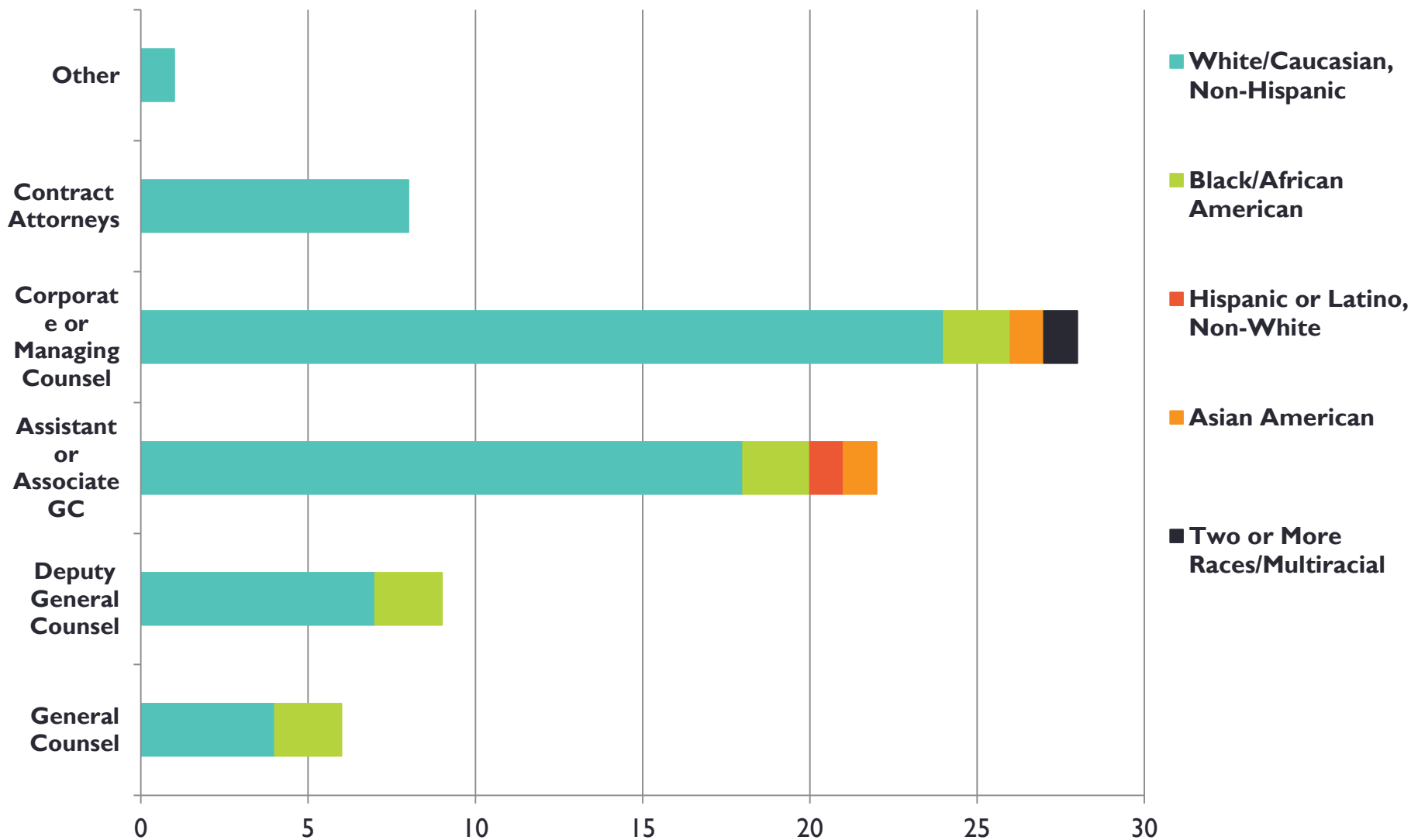
■ Men ■ Women



Corporate Counsel: Racial Profile of Male Attorneys



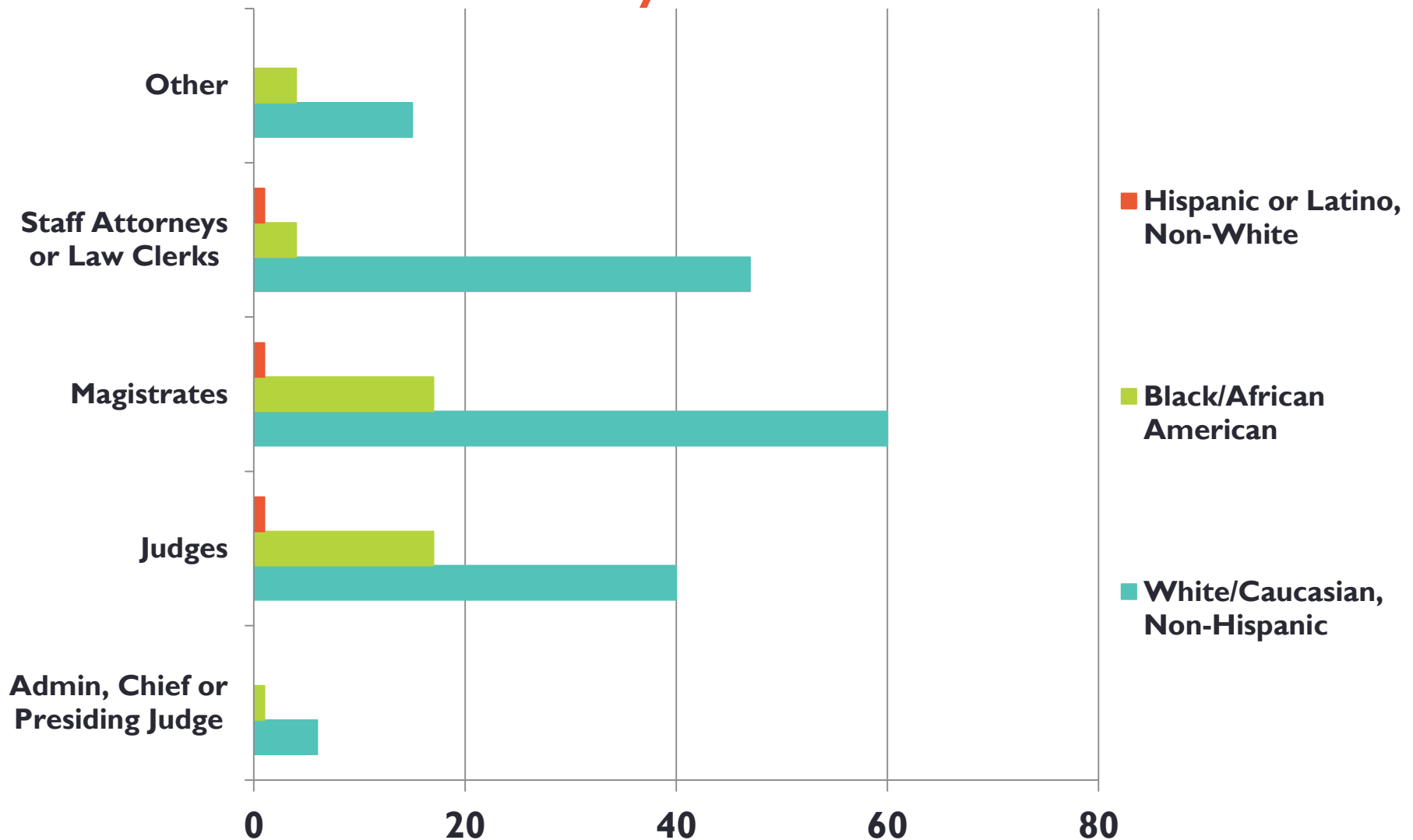
Corporate Counsel: Racial Profile of Women Attorneys



Courts

Total Courts Solicited:	16
Total Courts Responded:	8
Average Response Rate:	50%

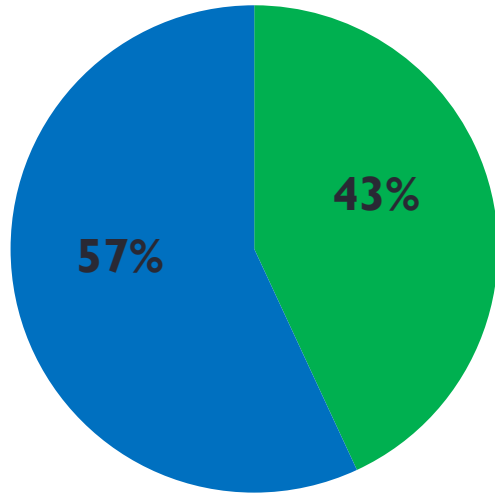
Courts: All Judges and Attorneys By Race



Courts: Male and Female Judges and Attorneys

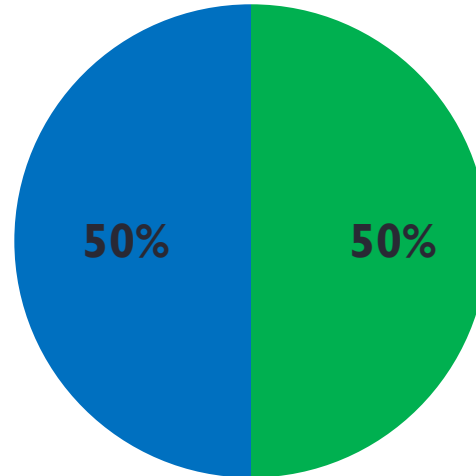
Judges

■ Men ■ Women



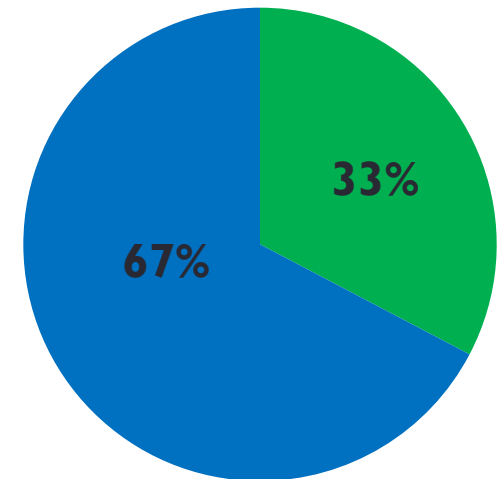
Magistrates

■ Men ■ Women

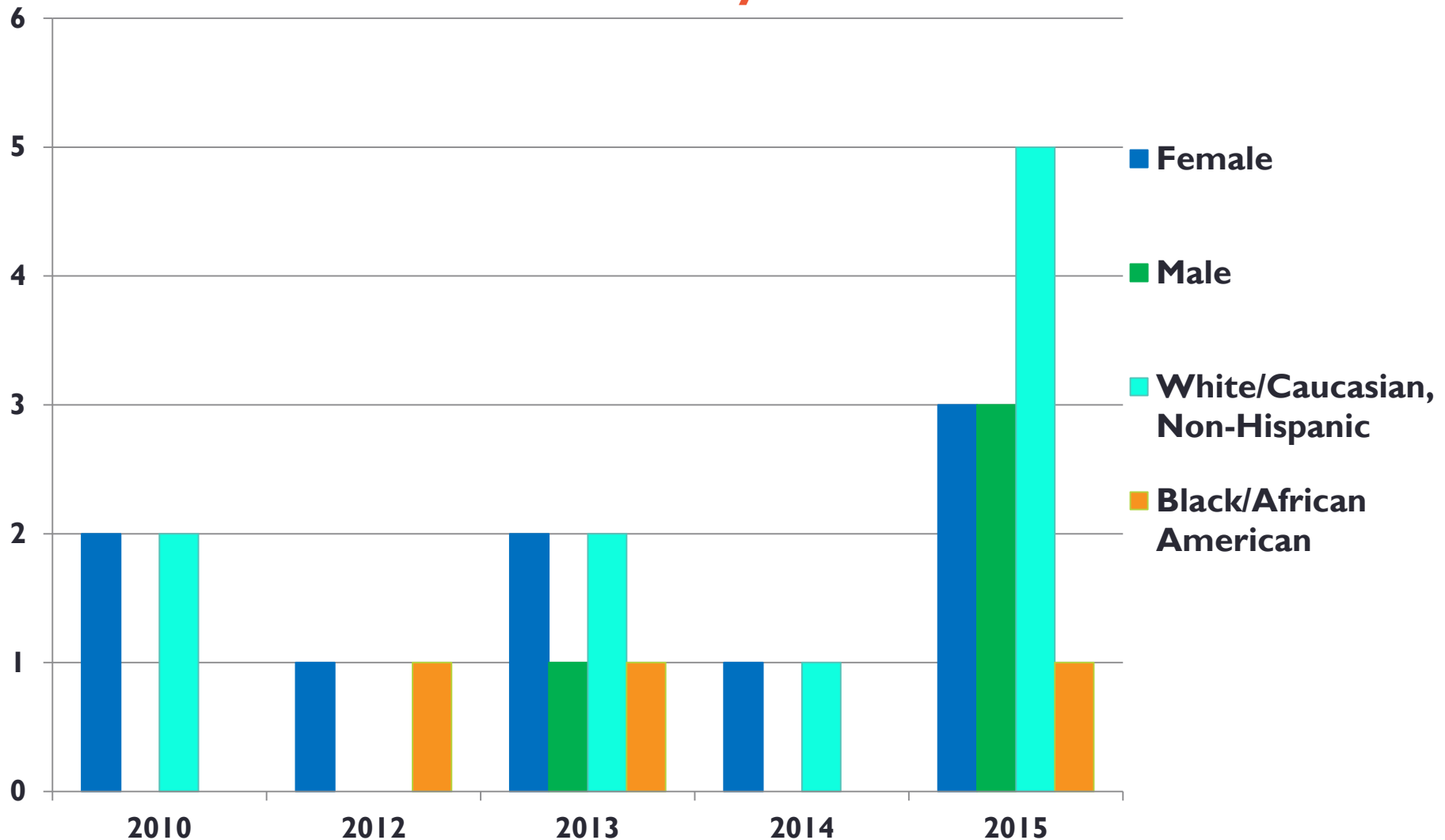


Staff Attorneys and Law Clerks

■ Men ■ Women



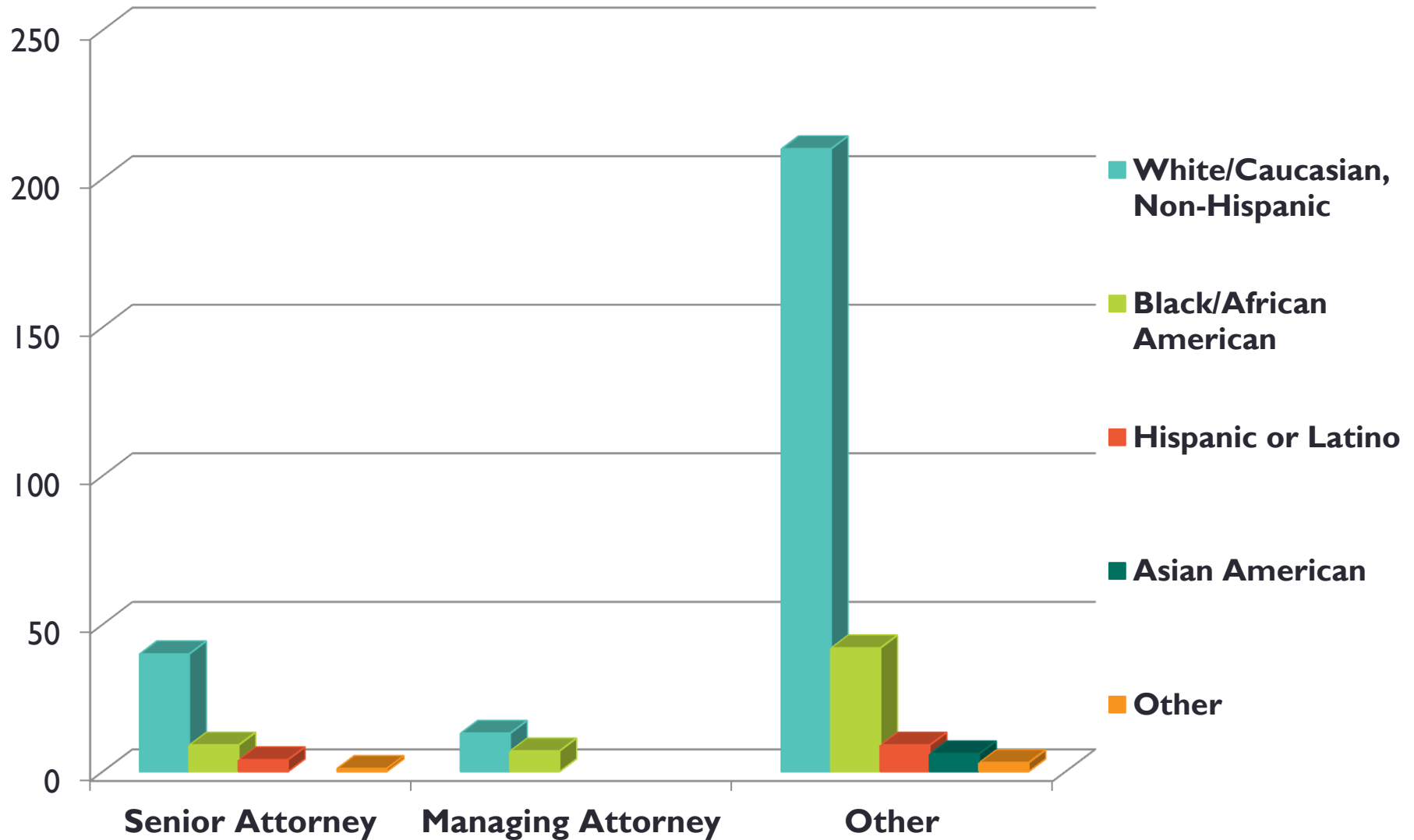
Courts: Attorneys Promoted to More Senior Positions By Gender and Race



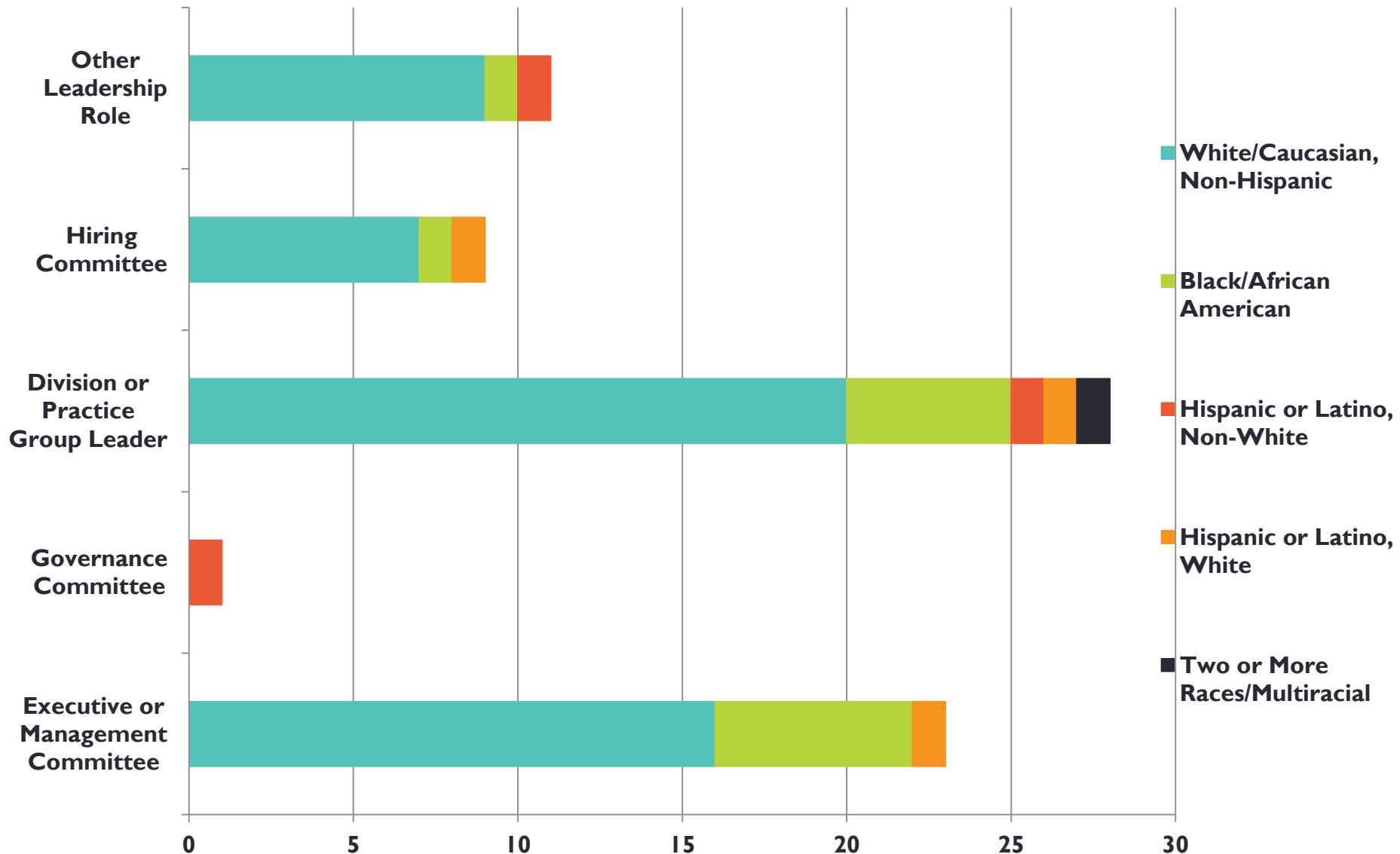
Public Sector

Total Agencies Solicited:	23
Total Agencies Responded:	6
Average Response Rate:	26%

Public Sector: All Attorneys By Race



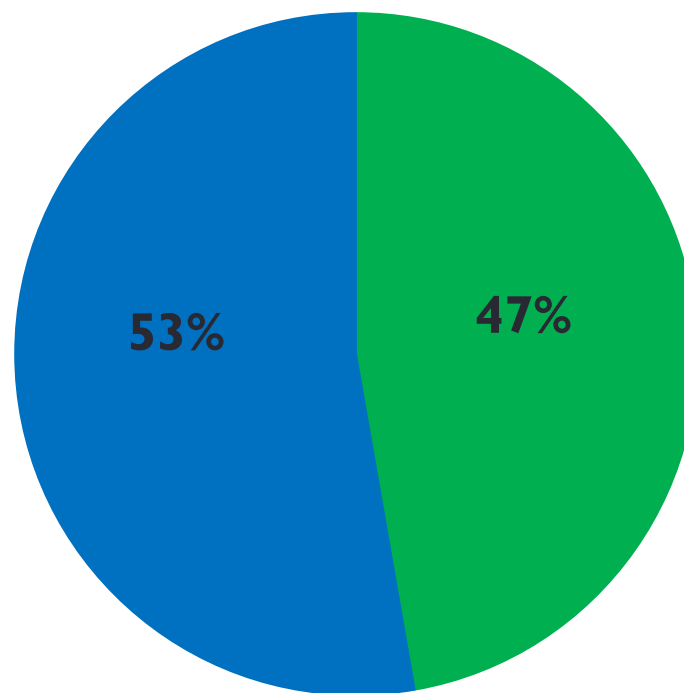
Public Sector: Leadership Positions By Race



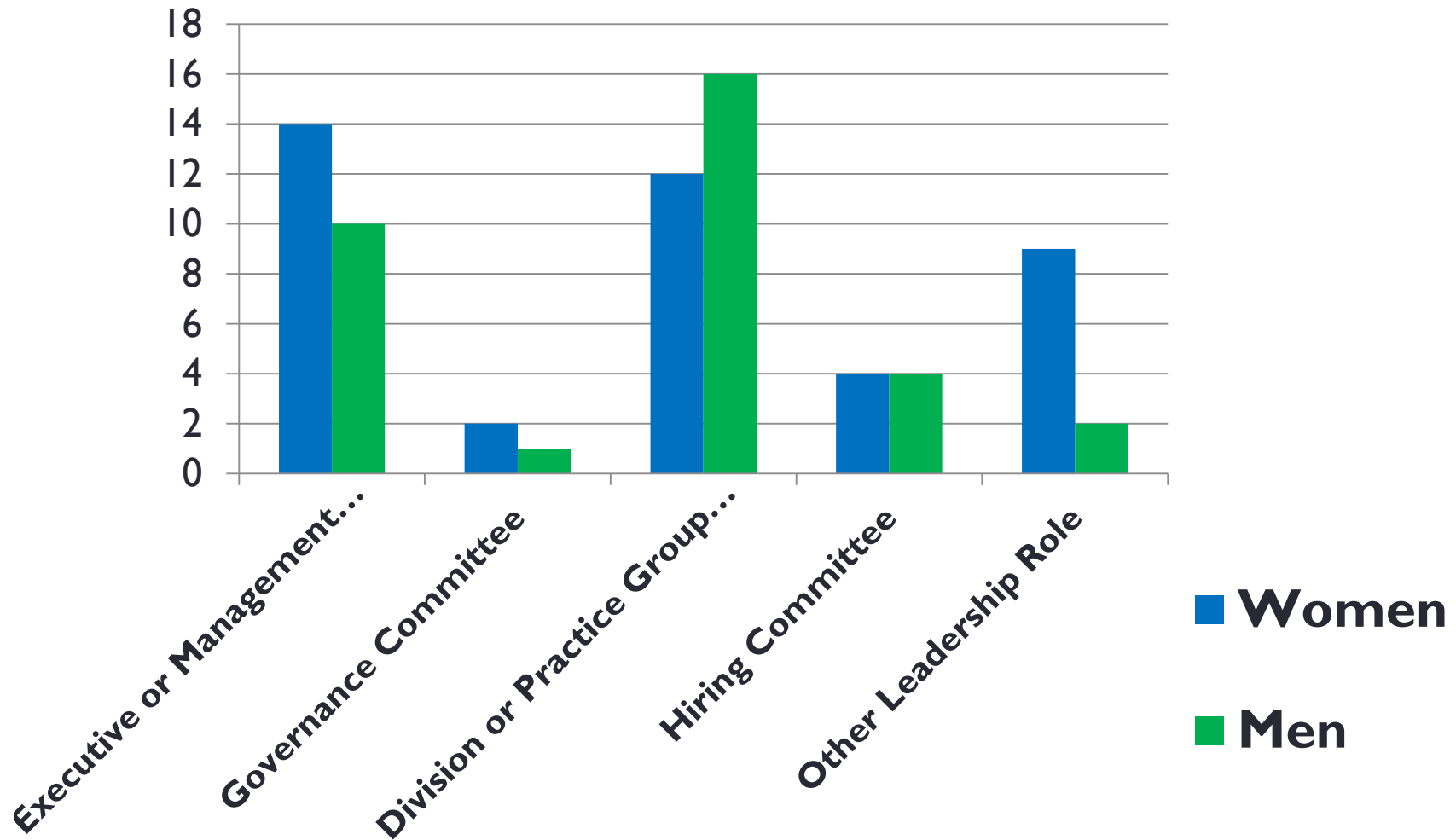
Public Sector: Male and Female Attorneys

Attorneys

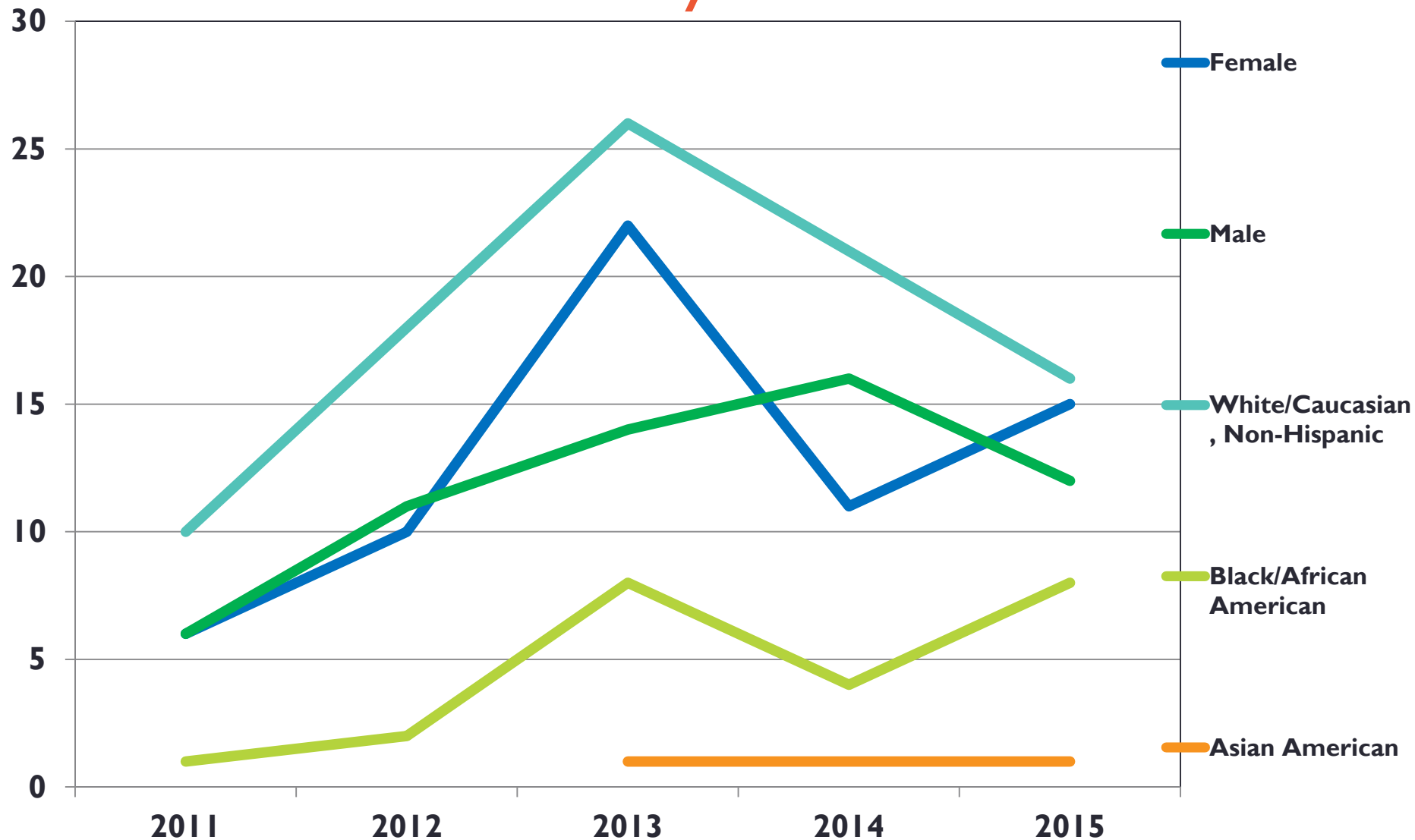
■ Men ■ Women



Public Sector: Leadership Positions By Gender



Public Sector: Attorneys Promoted to More Senior Position By Gender and Race





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