

MSBA RESEARCH

Trends in the Legal Profession

FALL/WINTER 2019 | VOLUME 2, ISSUE 1

To bring MSBA members distilled, insightful
data about our evolving profession



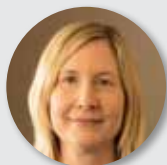
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EXECUTIVE SUMMARY

Summer has ended and the days grow shorter and cooler. Since the rollout of the previous edition, we have updates on several demographics that were not available in June. The number of attorneys by state has been updated by the American Bar Association (ABA). Results of surveys completed regarding women and diversity hiring in the legal field show that progress is slow and the pace of hiring has not increased. Also included is the notable trends from the long awaited Longitudinal Analysis of Pro Bono Reporting 2002 - 2017 completed by Access to Justice Department, Maryland Administrative Office of the Courts, as well as other relevant news affecting the legal profession nationally and in Maryland.

For questions or suggestions for future MSBA Research topics, please email feedback@msba.org



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Maryland Legal Profession Updates

Important Numbers



40,409

THE NUMBER OF ACTIVE ATTORNEYS IN MARYLAND

↓ **0.982%** decrease from April 2019

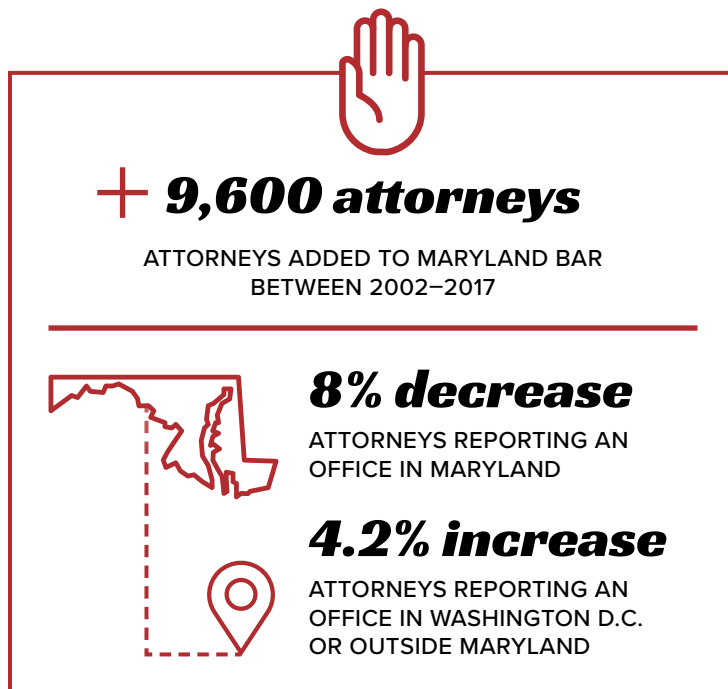
(source: Client Protection Fund of the Bar of Maryland as of 9/18/19)

Notable Trends from the Longitudinal Analysis of Pro Bono Reporting 2002 – 2017

Maryland lawyers have been required to report annually on their pro bono activity as a condition precedent to the practice of law since 2002. The report is a follow up to the Longitudinal Analysis of Pro Bono Reporting: 2002-2012. The report has been able to capture data about the composition of the Maryland bar: the type of legal work, for whom they work, and the amount of pro bono services they provide.

HERE ARE THE LATEST TRENDS PULLED FROM THE RECENT REPORT:

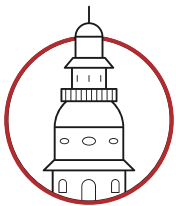
- 1. An increase in the bar has meant an increase in service and contributions.** The Maryland bar grew significantly between 2002 and 2017, adding over 9,600 attorneys on active status, an increase of 31 percent. In 2017, there were 40,420 active members of the bar. This increase has led to an increase in the total number of pro bono hours provided. It also may account for the increase in the total financial contributions of Maryland lawyers to programs that serve people of limited means.
- 2. Where the lawyers are.** Baltimore City has seen a relative decline in the percentage of the bar practicing in that jurisdiction. Montgomery County and, to a lesser extent, Baltimore County, have seen increases.
- 3. Few lawyers report primary practice areas relevant to the poor.** Family law remains the highest pro bono practice area but remains a smaller practice area for Maryland lawyers, with only 5.5 percent reporting family law as their primary practice area.
- 4. The public interest bar remains a very small part of the bar.** In 2017, 522 attorneys reported working for a legal services organization and 607 reported working for a public interest organization. Combined, those areas represent 3.3 percent of the total active bar.
- 5. Several demographic changes have limited the growth in pro bono.** The composition of the bar has changed in several ways, increasing characteristics that make it less likely attorneys will serve pro bono in Maryland:
 - Attorneys reporting an office in Maryland declined by nearly 8 percent over the reporting period, with increasing numbers reporting a primary address in Washington, DC (+4.2 percent) and in states outside the Maryland, DC, Virginia area (+3.2 percent).
 - Fewer full-time attorneys are reporting they work for a firm (-6.5 percent). Attorneys who work in firms (as opposed to those who work as corporate counsel, in government, or in public interest) are more likely to report pro bono and more likely to meet the 50-hour aspirational goal.
 - More full-time attorneys are reporting they work in government (+4.0 percent). Attorneys who report they work in government are least likely to report pro bono or to meet the 50-hour goal. Some government attorneys are precluded from practicing law or may have restrictions on what they can do as a result of their employment.



- 6. That attorneys do not appear to leave the profession at the same rate new attorneys enter suggests there is an opportunity to engage these seasoned attorneys.** Data from the 2016 and 2017 reporting cycles indicate experienced attorneys are more likely to serve pro bono.
- 7. Fewer regional disparities in service.** While the western and eastern regions of the state still report the highest relative percentage of attorneys doing pro bono, the differences between the rural parts of the state and the metro areas appears to be shrinking slightly.
- 8. While the bar is growing, it may also be aging.** The median admittance year for attorneys has increased only 10 years over the last 16 reporting cycles. This suggests that attorneys are not leaving the profession as quickly as they are entering it.
In the 2017 reporting cycle, the median admittance year was 1998 and the median years from admittance was 19.

Read the full report [here](#).

(Source: Longitudinal Analysis of Pro Bono Reporting 2002 - 2017, Access to Justice Department, Maryland Administrative Office of the Courts, March 2019)



Maryland Law School News

COMPTROLLER, UB COLLABORATE ON MARYLAND TAX COURSE

Maryland’s comptroller and the University of Baltimore are teaming up to offer a course on Maryland tax issues. The program was developed as a recruitment tool for the comptroller’s office and also as an effort to improve knowledge of state tax law.

The recent case of *South Dakota v. Wayfair Inc.* by the Supreme Court ruled that states could collect taxes from online purchases, creating a need for more knowledge of how tax law works in Maryland.

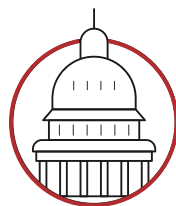
The new course will be open to students in the university’s graduate tax program, UB Law students, graduate accounting students, and upper-division undergraduate honors accounting students. It will also be available as a noncredit course for people outside of the university, particularly professionals already in the workforce.

Sharonne Bonardi will be presenting the Comptroller’s Update at the 2019 Advanced Tax Institute on November 14th. Find out more information on this year’s Advanced Tax Institute [here](#).

(source: <https://thedailyrecord.com/2019/07/26/comptroller-ub-collaborate-on-maryland-tax-course>)

“In the last three years there have been so many new issues that are created with, for example, the Wayfair (case) and remote selling type of issues that you didn’t see those type of issues in tax administration or state tax laws... For so long, for people (that) practice in the area, the law was well established so there wasn’t that confusion.”

— SHARONNE BONARDI, THE DEPUTY COMPTROLLER OF MARYLAND



National Law School News

NEW DIGITAL LSAT TECHNOLOGY PASSES THE TEST WITH LAWYER HOPEFULS

The digital version of the LSAT is getting relatively high marks from aspiring law students as it debuted for the first time on July 15, 2019. Half of the 24,000 takers used the new digital formation versus the paper exam.

50% viewed the format as either very good or good and only 17% viewed it as poor or very poor according to a survey conducted by Kaplan Test Prep.

(source: <https://www.law.com/legaltechnews/2019/07/25/new-digital-lsat-passes-the-test-with-lawyer-hopefuls-397-23005>)

“There is always some uncertainty with a test change of this magnitude, which explains why 58% of our students overall were hoping to take the exam in its now defunct paper-and-pencil format...We know the test maker is listening to what pre-law students are saying, and we’re confident they will make some adjustments to give students an even more seamless test taking experience.”

— ANTHONY COLOCA, KAPLAN TEST PREP’S DIRECTOR OF PRE-LAW PROGRAMS

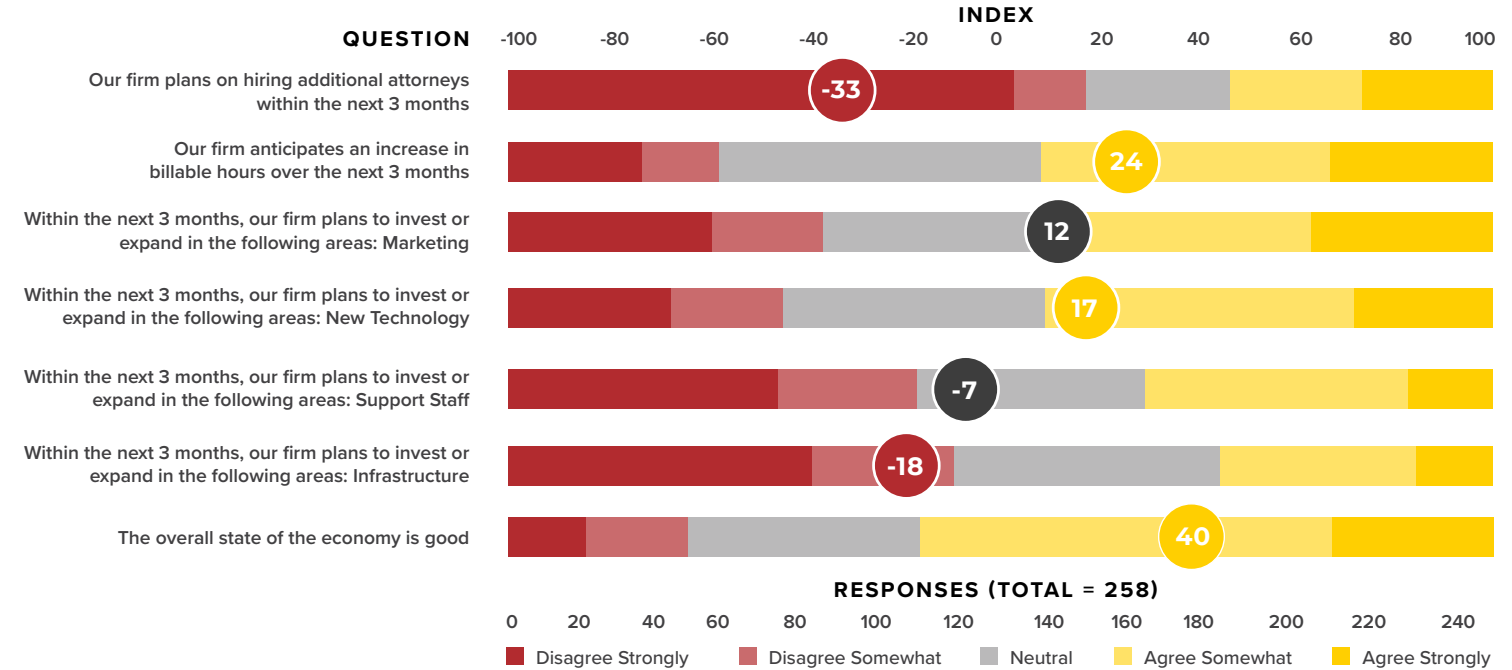
Important Numbers

SURVEY: SECOND-QUARTER LAWYER OPTIMISM CONTINUES TO RISE

Respondents' overall confidence in the legal market, on a scale of -100 to 100, was 5, which is greater than the first-quarter number — 0 — and greater than the highest overall confidence level last year, which was -4, reported in the fourth quarter.

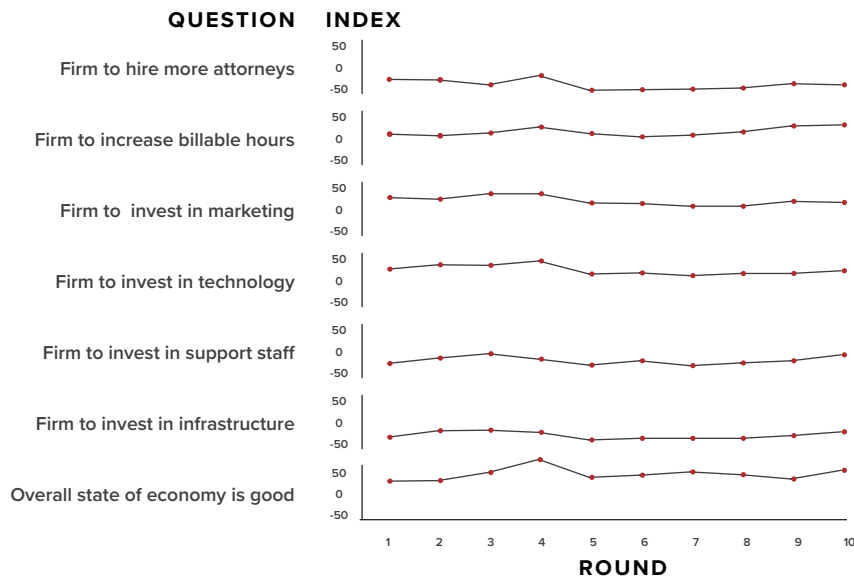
Overall optimism about the economy also improved, with 58% of respondents saying the overall state of the economy was good, up from 51% in the first quarter of 2019.

Maryland Lawyer's Confidence Survey: Round 10



(Source: The Daily Record's Maryland Lawyers Confidence Index, 6/27/19)

Changes in Maryland Lawyers' Confidence: Round 1 to Round 10



OTHER SURVEY FINDINGS

45% of respondents indicated their firms were likely to see an increase in business and in the number of billable hours over the next 3 months. That rate held steady from the first quarter of 2019.

Most survey respondents indicated they were unlikely to hire attorneys in the next quarter. However, 36% said they were likely to hire support staff, a 7% point increase from last quarter's figure.

45% of respondents said their firms were likely to invest in marketing and business development, down 2% points from the first quarter.

(Source: The Daily Record's Maryland Lawyers Confidence Index, 6/27/19)

Recent Maryland Mergers

OFFIT KURMAN EXPANDS INTO THE SOUTHEAST REGION



Offit Kurman, the seventh largest firm in Maryland, expands into the Southeast with affiliate North Carolina firm. The firm announced in July that it will expand into the state with affiliate Horack Talley. The move expands the footprint of Offit Kurman, which has several locations in Maryland, New York, New Jersey, Pennsylvania, suburban and metropolitan Washington, and Delaware. Offit Kurman grew from 55 attorneys in 2009 to more than 200 attorneys by mid-2019, according to a news release from the firm.

Horack Talley’s practice groups will complement Offit Kurman’s real estate, business law and transactions, mergers and acquisitions, labor and employment, estates and trusts, and family law practice areas.

(Source: <https://thedailyrecord.com/2019/07/17/offit-kurman-affiliates-with-nc-firm-expands-into-southeast>)



Other Maryland Legal News

PESSIN KATZ (PK LAW) NAMES FIRST WOMAN TO HEAD CORPORATE, REAL ESTATE PRACTICE GROUP

Lauren B. Ades of PK Law promotion to chair the Corporate and Real Estate practice group is a historical move. She will be the first woman to lead the group in the firm’s 30-year history. Ades, who became practice group head in May, is one of 13 women partners at the Towson firm. In all, 42% of the firm’s partner-level attorneys are women, according to data the firm provided for The Daily Record’s 2019 Largest Law Firms rankings.

(source: <https://thedailyrecord.com/2019/05/10/pessin-katz-names-first-woman-to-head-corporate-and-real-estate-practice-group>)

“This decision is in keeping with our goal to promote diversity within every aspect of our firm, as we are recognized for having one of the largest number of female partners among Baltimore-area firms.”

— MANAGING DIRECTOR, DRAKE ZAHARRIS, PK LAW

Access to Justice News



LSAC LAUNCHES ACCESS-TO-JUSTICE LEGAL TECH COMPETITION AND AWARDS ITS FIRST WINNERS

The Law School Admission Council, known for administering the LSAT, is now accepting applications from U.S. law students with ideas on how to provide low-income people's access to legal services for its first Justice Innovation Challenge. Innovations are sought for domestic violence, customer debt, evictions, business entity formation, foreclosures, and access to government benefits.

“There are so many people not getting legal assistance and legal service organizations are overburdened and we have a complex legal system. Folks find themselves not able to navigate the legal system when they have a legal issue.”

— MIGUEL WILLIS, LSAC PRESIDENTIAL INNOVATION FELLOW AND ACCESS TO JUSTICE TECH FELLOWS PROGRAM DIRECTOR

Winners of inaugural Justice Innovation Challenge were announced in August 2019. The first prize of \$15,000 was awarded to Columbia Law School student **Emilie Schwarz** for an online tool for immigrant domestic violence survivors. Pocket VAWA Self-Petitions allows immigrant domestic violence survivors to access justice through legal information, checklists, and pre-screening for VAWA (Violence Against Women Act) self-petitions and U visas. Second place prize of \$10,000 was awarded to **Anna L. Stone** of Georgetown University Law Center for a web-based app that helps LGBT and non-binary people identify their medical and legal needs called My Legal Needs. Third place and a \$5,000 prize went to **Talia Boiangin** of the University of Miami School of Law for the Cyber Civil Rights Resource Guide, an accessible resource guide for victims of online abuse.

All three honorees will have a chance to present their projects to a national group of stakeholders on October 1 at the Justice Innovation Challenge Winners Showcase event at the Microsoft Innovation & Policy Center in Washington, D.C.

(sources: <https://www.law.com/legaltechnews/2019/06/25/lac-launches-access-to-justice-legal-tech-competition>, <https://www.lac.org/about/news/lac-announces-winners-inaugural-justice-innovation-challenge>)



Learn more about our efforts to increase access to justice in Maryland

The Maryland Access to Justice Commission, a partnership with the MSBA, unites leaders to drive systemic reforms and innovations to make the civil justice system accessible, user-friendly, and fair for all Marylanders.

National Legal Profession Updates

1,352,027

ACTIVE LAWYERS IN THE UNITED STATES (AS OF 1/1/2019)

↑ **0.7%** increase from 2018

↑ **12.4%** increase from 2010

(source: <https://www.americanbar.org/content/dam/aba/images/news/2019/08/ProfileOfProfession-total-hi.pdf>)

Attorneys by State (Resident Active Attorney Count for 2019)

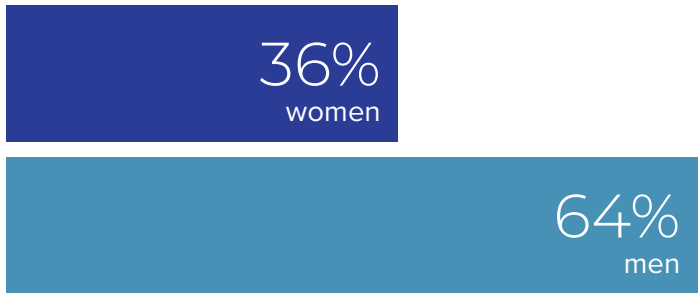
New York	182,296	Ohio	38,189	Kansas	8,045
California	170,117	Michigan	35,453	Iowa	7,306
Texas	91,244	Georgia	32,409	Nevada	7,030
Florida	78,448	Washington	26,182	Arkansas	6,693
Illinois	62,720	Minnesota	25,823	Mississippi	6,886
Dist. of Columbia	56,135	Missouri	24,369	Nebraska	5,555
Pennsylvania	50,039	North Carolina ..	24,253	New Mexico	5,612
Massachusetts	42,788	Virginia	24,230	West Virginia	4,770
New Jersey	41,152	Colorado	22,802	Hawaii	4,270
*Maryland	40,800	Connecticut	21,036	Rhode Island	4,071
		Louisiana	20,568	Maine	3,995
		Tennessee	18,702	Idaho	3,911
		Indiana	15,845	Vermont	3,612
		Wisconsin	15,512	New Hampshire ..	3,523
		Arizona	15,081	Montana	3,184
		Alabama	14,821	Alaska	2,324
		Kentucky	13,570	Delaware	2,058
		Oregon	12,274	South Dakota	1,995
		Oklahoma	11,768	Wyoming	1,773
		South Carolina ..	10,568	North Dakota	1,687
		Utah	8,362		

↑ ***1.2%** increase from 2018 in the number of active attorneys in Maryland

(source: https://www.americanbar.org/content/dam/aba/administrative/market_research/national-lawyer-population-by-state-2019.pdf)

Number of Lawyers by Gender

WOMEN IN THE LEGAL PROFESSION

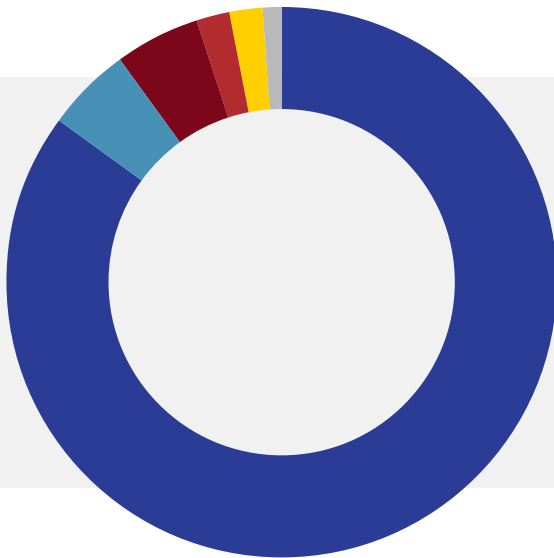


Male attorneys still outnumber female attorneys by a ratio of nearly 2 to 1

↑ **5%** increase over the past decade in the number of female attorneys

In 2009, it was 31%, and it was 36% in 2019.

Number of Lawyers by Race & Diversity



85% White

2% Asian

5% African American

2% Multi-racial

5% Hispanic

1% Native American

NUMBER OF LAWYERS WITH DISABILITIES

The number of lawyers at American law firms who report having disabilities remains small, at roughly one-half of 1% of all lawyers, but the percentage is double today what it was a decade ago.

No reliable statistics exist on the total number of lawyers with disabilities in all parts of the legal profession according to the ABA.

NUMBER OF LGBT LAWYERS

The number of openly lesbian, gay, bisexual and transgender (LGBT) lawyers at American law firms is growing slowly. The 2018 survey found 2,827 LGBT lawyers at 914 law offices across the country. That represents 2.86% of the 98,942 lawyers at those firms. Two years earlier, the same survey found 2,431 LGBT lawyers at American law firms, or 2.48% of all lawyers.

No reliable statistics are available on the total number of LGBT lawyers in all parts of the legal profession according to the ABA.

(source: <https://www.americanbar.org/content/dam/aba/images/news/2019/08/ProfileOfProfession-total-hi.pdf>)

Top 10 Largest Law Firms (by number of attorneys)

No changes to the top four largest law firms. Lathan & Watkins added attorneys and has surpassed Jones Day for the number five spot. Kirkland & Ellis had major gains shooting them up past White & Case from the number eight spot in 2018 to the number seven spot nationally.

DLA Piper is the 6th largest law firm in Maryland, according to the Daily Record.

(source: <https://www.law.com/nationallawjournal/2019/06/25/the-nlj-500-main-chart>)

1. **Baker McKenzie.**

No change from 2018

2.  **DLA PIPER**

2.60% increase from 2018

3.  **NORTON ROSE FULBRIGHT**

1.10% increase from 2018

4.  **Hogan Lovells**

1.80% decrease from 2018

5. **LATHAM & WATKINS** LLP

4.20% decrease from 2018

6.  **JONES DAY**

0.20% increase from 2018

7. **KIRKLAND & ELLIS LLP**

15.50% increase from 2018

8. **WHITE & CASE**

5.40% increase from 2018

9. **Morgan Lewis**

3.70% increase from 2018

10.  **GreenbergTraurig**

1.00% increase from 2018

New Figures from U.S. Bureau of Labor Statistics on Legal Industry Jobs

↑ **4,100**
additional legal
sector jobs added

The legal industry added jobs faster than other sectors but shows that growth continues to be relatively flat. The U.S. Bureau of Labor Statistics (BLS) defines jobs in the legal industry as attorneys, paralegals, legal secretaries and others. Legal sector employment added 4,100 additional jobs after a three-month stretch of little to no growth. August's jobs tally still falls short of the pre-Great Recession numbers.

(source: <https://www.law.com/2019/09/06/legal-industry-adds-4100-jobs-outpacing-us-employment-growth>)

Remote Work Is Trending: How to Make It Work at Your Law Firm

Recent data from the Bureau of Labor Statistics reveals that 1 out of 5 professionals work from a location outside of the office. Law firms are expected to widely adopt a remote workforce in 2019, through both “virtual firms” in which all lawyers work remotely and evolving policies at traditional law firms of all sizes. In the past the legal industry has been slow to embrace the trend due to compliance issues, heavy regulation, and concerns over client data protection; however, with the steady rollout of new technologies, improved security capabilities, and wider connectivity, this has changed the pace of adoption.



Here are a few tips for accommodating a mobile legal workforce:

1. MAKE IT OFFICIAL

Establish a clear policy that is consistently implemented and communicated to employees. Remote benefits are also considerably more effective in attracting new hires. Nearly 75% of millennials say a “work-from-home” or “work remotely” policy is important and 69% say a physical presence in the office on a regular basis is unnecessary according to [The Deloitte Global Millennial Survey 2019](#).

2. MAKE IT SECURE

Technology and security advances mean employees can work from nearly any computer or device and remain safely under the purview of IT and compliance standards. Cloud software is also crucial for enabling remote teams to leverage legal databases. It is essential to encrypt sensitive client information, control where it is stored, and monitor who can access it. Security is also key for compliance with privacy regulations such as HIPAA and GDPR as well as ethics and professional responsibility requirements.

3. MAKE IT MEANINGFUL ... AND PRODUCTIVE

With lawyers’ demanding schedules, stress-related health problems are becoming all too common. Telecommuting can add the flexibility that can make a lawyer’s job easier. With commutes, traffic, and office distractions eliminated or minimized, shifting to remote work can be a valuable tool for many who might otherwise be at risk of burnout or other mental health concerns.

4. DOLLARS AND SENSE

Full-time telecommuters save more than \$4,000 each year by spending less on a variety of costs: commuting costs (gas, public transit passes, tolls, parking, car upkeep, and so on), food costs (buying coffee and lunches out of the office), tax breaks, and professional clothing upkeep.

Employers who offer at least part-time telecommuting saved over \$44 billion per year. Employers offering at least part-time telecommuting can save over \$11,000 per half-time telecommuter each year.

The percent of female and male telecommuters is almost equal. 52% of all telecommuting employees are female (compared to their 48% of the entire workforce in the United States).

(sources: <https://www.attorneyatwork.com/remote-work-is-trending-how-to-make-it-work-at-your-law-firm>, <https://www.fundera.com/resources/working-from-home-statistics>)



1 out of 5
professionals work from a
location outside of the office

75% of millennials say a
“work-from-home” or “work remotely”
policy is important

In-House Counsel News

MAKING MENTAL HEALTH A MONEY MATTER: 3M USES ABA WELLNESS PLEDGE IN OUTSIDE COUNSEL SEARCH

3M Co. is once again taking the lead on the in-house front when it comes to combating substance abuse and other mental health issues in the legal profession. The company became the first in-house team to sign onto the American Bar Association’s mental health initiative. It has now incorporated the issue into its requests for proposals process and asks law firms if they have signed the pledge along with requesting specific action they have taken to promote well-being among the lawyers and other legal professionals in their firms.

3M is one of only five in-house departments to make the commitment. The other four are Barclays, Cummins Inc., U.S. Bank, and VMware Inc.

Like 3M’s efforts, the other four departments’ initiatives were generally part of a larger, more holistic approach to attorney well-being that had been in the works in their ranks before the ABA pledge. In the summer of 2017, for example, Cummins Inc. began developing its own mental health and wellness program that now incorporates eight pillars of well-being: relational, mental, emotional, financial, physical, spiritual, professional, and community, said Natalie Stucky, who is senior counsel at Cummins Inc. and heavily involved with its wellness efforts.

“We recognize that this is important and that if we don’t formalize our approach to this, we aren’t really going to make progress.”

— MAUREEN HARMS, ASSOCIATE GENERAL COUNSEL AND MANAGING COUNSEL AT 3M

At Barclays, the legal department’s participation in the ABA initiative followed its adoption of the Mindful Business Charter, a set of best practice behavioral principles that the banking giant helped devise to try to mitigate unnecessary stress among both in-house lawyers and outside counsel, GC Mark Shelton said. The principles include ways to tackle and reduce avoidable stress by thinking about the type of demand a particular request would place upon a lawyer before acting on it.

(source: <https://www.law.com/2019/08/25/making-mental-health-a-money-matter-3m-uses-aba-wellness-pledge-in-outside-counsel-search>)

GENDER PAY GAP FOR GENERAL COUNSEL HAS GROWN, STUDY SAYS

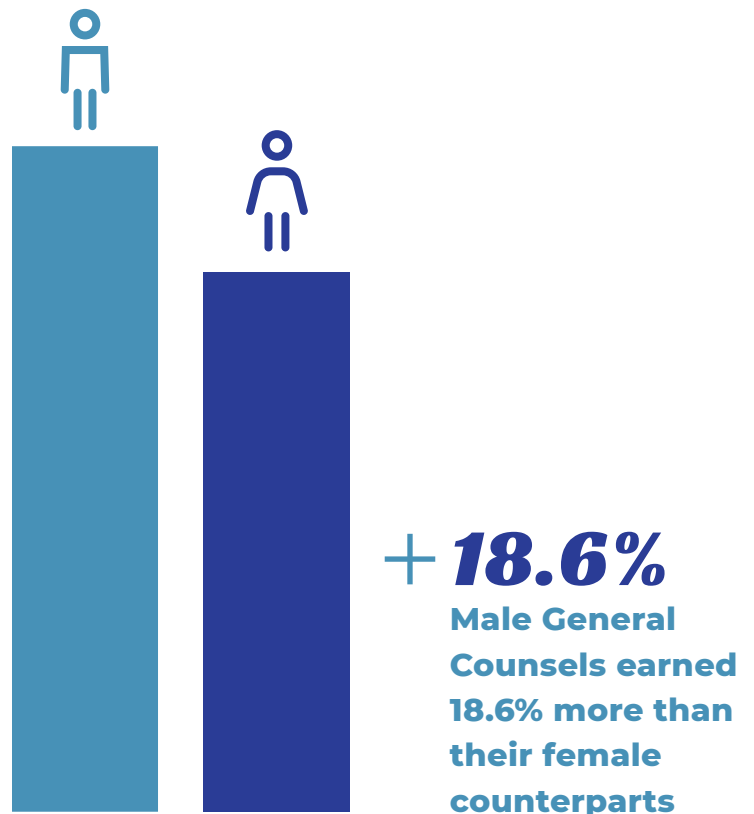
The gender pay gap for U.S.-based general counsel is widening, according to a new report performed by Equilar, a company providing board recruiting, executive compensation, and shareholder engagement.

The latest General Counsel Pay Trends study shows that male GCs earned 18.6% more than their female counterparts—the largest pay discrepancy since Equilar began studying GC wages in 2014. The report tabulated the pay data for top lawyers and named executive officers at Equilar 500 companies, a revenue-based index of publicly traded companies in the U.S. The latest wage statistics are based on Securities and Exchange Commission filings from companies that ended the fiscal year between March 2018 and February 2019.

The average GC gender wage gap hovered around 11%. But from 2017 to 2018, the median total pay for male GCs jumped from \$2.52 million to \$2.63 million, while female GC pay dipped from \$2.44 million to \$2.21 million.

Equilar’s findings echo the results of the recent 2019 General Counsel Compensation Survey from Corporate Counsel affiliate ALM Intelligence, which found that GC pay is up as a whole, but not for women. The survey also revealed that men got an average bonus of \$826,131, compared with \$285,754 for women—a gap of more than \$540,000.

(source: <https://www.law.com/2019/08/28/gender-pay-gap-for-general-counsel-has-grown-study-says>)



Other Legal News

DIVERSITY HIRES CONTINUE TO LAG AT FIRMS

A recent annual report by Law360 shows only incremental progress advancing diversity at U.S. law firms despite their efforts.

The report that surveyed 300 law firms reveals just over 16% of attorneys and about 9% of partners, equity or non-equity are minorities. The representation of minority attorneys increased by less than a percentage point since the last report was published.

By contrast, the number of law students of color who are matriculating at and graduating from U.S. law schools is growing steadily as 30% of all U.S. law school graduates. Some elite law schools have reported incoming classes with more than 40% of students identifying as a person of color.

For the first time, the survey included questions to law firms about the data about LGBT attorneys and attorneys with self-reported disabilities. Most firms reported that they do not keep data on LGBT attorneys.

While law firms provided detailed racial and ethnic diversity data, nearly 40% told the survey that they do not compile similar data on attorneys with disabilities.

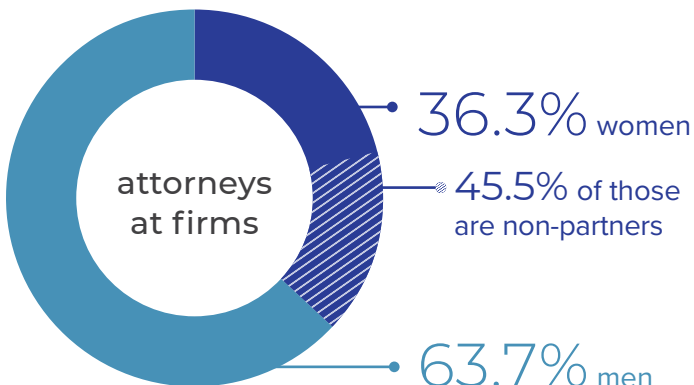
(source: <https://www.law360.com/articles/1171482/law360-s-diversity-snapshot-by-the-numbers>)



SLOW CHANGES FOR WOMEN, RECOMMENDATIONS AND UPTICK IN IN-HOUSE AND HIGHER ED HIRING

The report, conducted by Law360, finds that although women make up more than half of law school students, women represent just 36.3 % of attorneys at firms, and of those, 45.5 % are non-partners. Among partners, women represent only 24.5 % of the group and account for just 21.5 % of the equity partners.

For women of color, the gap is even more pronounced. Although women of color make up almost 1/5 of law students, Law360's report indicates they represent just 8.5% of private practice attorneys and 3% of equity partners. There is no change in numbers from the same time last year.



The report offers their recommendations:

- Firm leadership should make diversity and parity a strategic goal and incorporate it in all their decision making
- Firm leadership needs to better calculate an employee's value to a firm with an emphasis based on efficiency and quality rather than just numbers of hours billed
- More mentoring and advocates for women
- More programs to support mothers, such as flexible schedules, more options for returning to a firm after a prolonged absence, and more support for new parents
- In-house counsel should be demanding diverse teams.
- More women in positions of leadership, both as an example for younger women and because statistics reveal that firms where women are managers have overall higher numbers of women partners

The report does offer some highlights: firms are openly discussing these issues and making concerted efforts to improve opportunities for women. Numbers of women advancing at in-house positions has improved with women filling 37% of chief legal officer positions. Higher Ed has also shown advances for women attorneys with 35% of women now serving as law school deans.

(source: <https://www.americanbar.org/groups/litigation/committees/woman-advocate/practice/2019/law-360s-2019-glass-ceiling-report-shows-few-new-cracks>)

The Best Law Firms for Women Attorneys



Littler Mendelson PC has 63.6% female non-partners, 34.1% female partners and 29.6% female equity partners



Fragomen, Del Rey, Bernsen & Loewy LLP stands out among firms with 300 to 599 attorneys, with 47% female equity partners

The three firms of Walsworth-WFBM LLP, Brundo Testan Novell & Jimenez, and Culhane Meadows PLLC, with 50 to 149 attorneys, have already met or exceeded the 50% female equity partner mark.



This ranking, performed by Law360, cautions that only a outmost account the relative gender diversity of the firm's attorney workforce was reviewed. Their article states: "Many firms, even those with relatively high levels of female representation, still have significant work to do to ensure all attorneys have fair and equal access to the pathways to success. But the firms on this list are demonstrating that the industry's gender diversity goals can turn into a measurable result, and boost the number of women at all levels of a law firm."

(source: <https://www.law360.com/cybersecurity-privacy/articles/1162859/the-best-law-firms-for-female-attorneys>)

The Best Firms For Minority Equity Partners



Fragomen, Del Rey, Bernsen & Loewy has the most diversity among firms with 300 to 599 attorneys, with 23.5% equity partners of color. The firm was also named first in its class size for female attorneys and female partners in Law360's 2019 Glass Ceiling Report.



Morrison & Foerster LLP, which is in second place again among the big firms, had 17.3% equity partners of color.



Wilson Sonsini Goodrich & Rosati PC is the biggest firm with the most diverse equity partners: 20.4% of its equity rank are attorneys of color.

(source: <https://www.law360.com/technology/articles/1170605/the-best-firms-for-minority-equity-partners>)



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