

Law Firm Diversity Report Dallas - 2009

Presented by the
DALLAS DIVERSITY TASK FORCE
a collaborative effort undertaken by the:
Dallas Asian American Bar Association
Dallas Hispanic Bar Association
J.L. Turner Legal Association

A copy of this report is available for download at www.diversitytaskforce.com.
Please send comments or questions to comments@diversitytaskforce.com.

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Executive Summary & Progress Report

The 2009 Law Firm Diversity Report ("2009 Report") prepared by the Dallas Diversity Task Force ("Task Force") presents a snapshot of the racial and ethnic diversity of lawyers practicing at the largest 20 law firms in Dallas County. The Task Force surveyed the 20 largest law firms in Dallas County, Texas, as identified in the Dallas Business Journal on February 20, 2009. The list of surveyed firms changed slightly in 2009 with McKool Smith qualifying to participate and Baker McKenzie dropping off of the list.

The methodology for calculating the firms' composite scores remains unchanged. A firm's composite score is based on a firm's number of minority attorneys, depth (*i.e.*, number of equity partners v. other attorneys), and breadth (*i.e.*, diversity across minority groups). The composite score measures firms against two benchmarks: the population of the State of Texas ("Texas Demographics") and the racial and ethnic composition of the members of the State Bar of Texas ("Texas Lawyer Demographics").

The 2009 Report also includes checklist scores that measure the firms' diversity efforts to recruit, retain, and promote minority attorneys. A firm's checklist score is based on a checklist of diversity efforts that a firm had undertaken during the survey period. A firm's checklist score is not used in calculating its composite score.

With four years of data, the 2009 Report provides an opportunity to evaluate Dallas firms' progress in the short term. Only one firm exceeded the lower benchmark of state attorney demographics. No firm met the higher benchmark of state demographics.

Notable Improvements

- The percentage of minority lawyers who are equity partners at the surveyed firms increased from 2008 to 2009.
- Seven firms improved their composite scores from 2008 to 2009.

Disappointing Developments

- The average composite score for the largest law firms in Dallas County decreased from 52.5 to 51.6 in 2009.
- The composite scores for twelve firms decreased from 2008 to 2009.
- Of the approximately 900 equity partners at the surveyed firms, only 5% are minority lawyers.
- 58% of the firms surveyed have no African American/Black equity partners, 52% of the firms surveyed have no Asian American equity partners, and 32% of the firms surveyed have no Hispanic/Latino equity partners.

Selected Individual Firm Highlights

- Gardere Wynne Sewell LLP had the most improved composite score, upping its score from 2008 by over 13 points.
- Fulbright & Jaworski L.L.P. improved its score by almost 12 points.
- Akin Gump Strauss Hauer & Feld LLP had the largest decrease in composite score (10 points), followed by Winstead P.C., Carrington, Coleman, Sloman & Blumenthal, L.L.P., and Munsch Hardt Kopf & Harr, P.C.

Overall Results

SURVEYED LAW FIRM DALLAS OFFICE ONLY	2009 COMPOSITE SCORE	2008 COMPOSITE SCORE
Weil, Gotshal & Manges LLP	77.7	76.1
K & L Gates LLP	67.7	65.6
Patton Boggs LLP	64.7	59.8
Vinson & Elkins LLP	62.1	65.4
Jones Day	61.5	63.7
Fulbright & Jaworski L.L.P.	61.3	49.5
Akin Gump Strauss Hauer & Feld LLP	58.6	68.7
Baker Botts L.L.P.	53.5	55.6
Hunton & Williams LLP	51.1	53.7
Haynes and Boone, LLP	50.1	53.1
Carrington, Coleman, Sloman & Blumenthal, L.L.P.	47.9	53.6
Thompson & Knight LLP	47.9	51.5
Jackson Walker L.L.P.	43.5	41.6
Gardere Wynne Sewell LLP	42.7	29.3
Strasburger & Price, LLP	42.6	46.6
Andrews Kurth LLP	42.2	40.8
Locke Lord Bissell & Liddell LLP	39.7	40.4
Winstead P.C.	35.5	41.4
Munsch Hardt Kopf & Harr, P.C.	31	36
McKool Smith‡	--	--

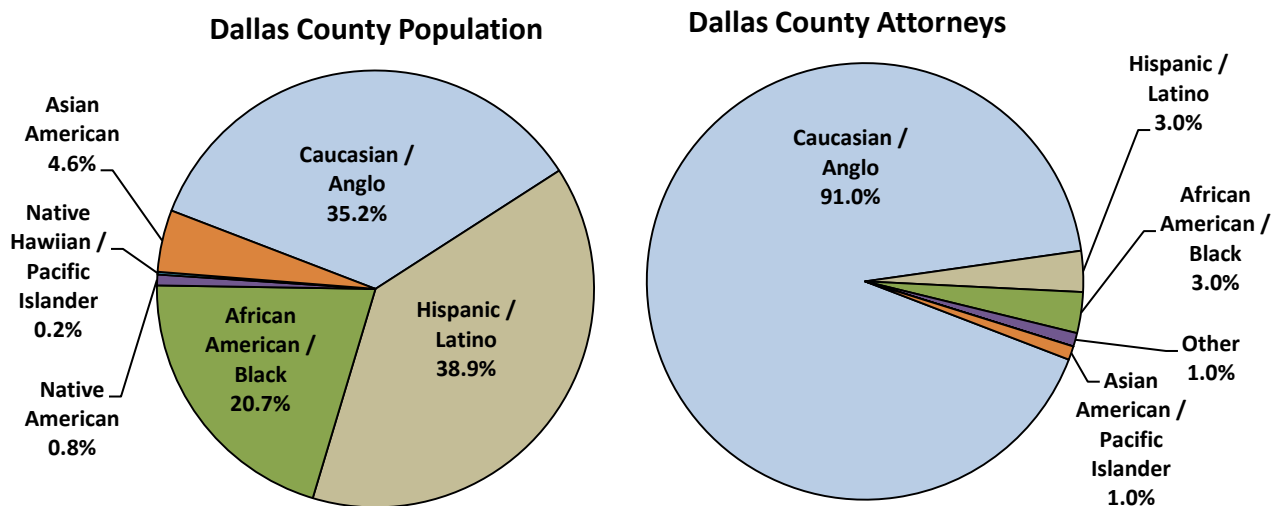
‡ McKool Smith declined to participate in the Dallas Diversity Task Force survey.

I. Background

This fourth annual report of the Task Force continues the work of our inaugural 2006 study of the representation of attorneys of color¹ at the 20 largest law firms in Dallas, Texas ("2006 Report"). The Task Force aims to examine:

- the number of minority attorneys employed by the 20 largest law firms in Dallas County;
- the positions of minority attorneys (*i.e.*, equity partners, non-equity partners, associates, etc.);
- annual changes and trends in recruiting, retention, and promotion of attorneys of color; and
- the correlations, if any, between firm demographics and the implementation and continuation of best practices for law firm recruiting, retention, and promotion of attorneys of color.

The Task Force continues a dialogue that was highlighted in 1994 when the Dallas Bar Association issued a Statement of Goals related to the recruitment and retention of attorneys of color. *See Exhibit A, Statement of Goals.* We discovered in 2006 that the issues raised in 1994 still demanded attention. Now, with the previous Reports as a benchmark, the 2009 Report offers an opportunity to measure progress in the Dallas legal community. The charts below illustrate the current state of the Dallas lawyer community and the difference in demographic makeup between Dallas County lawyers and Dallas County residents.



Sources: U.S. Census Bureau, State & County QuickFacts for Dallas County, Texas (2008 estimate, please note that total sums may exceed total 100%. This may be due to the fact that 1.3% of persons reported two or more races); State Bar of Texas Department of Research and Analysis, Dallas County Attorney Statistical Profile (2008-09).

¹ For purposes of this report, "attorneys of color" and "minority attorneys" are used interchangeably to refer to African American/Black, Asian American, Hispanic/Latino, and Native American attorneys.

The 2006-2009 Reports provide a qualitative and quantitative snapshot of racial and ethnic diversity in the largest 20 law firms in Dallas County. The Reports calculate a composite score as well as a score for each of the surveyed racial and ethnic groups based on the number of minority attorneys, depth (*i.e.*, number of equity partners v. other attorneys), and breadth (*i.e.*, diversity across minority groups) and also factors in each firm's most recent efforts to diversify its attorney ranks (the "Dallas Formula"). The Reports also track current law firm efforts to recruit, retain, and promote minority attorneys. The Reports present, among other information, raw data regarding the demographics of attorneys within the surveyed firms, a comparative analysis of firms based on the self-reported data for all minorities combined and by minority subgroups, and a qualitative account of recommended best practices for minority recruitment, retention, and promotion within law firms.

Bar associations in other Texas cities also have evaluated law firms' efforts in recruiting and retaining minority attorneys. Minority bar associations in Austin, Texas continue to work together each year to publish the Austin Diversity Report Card, which assigns grades to each of the surveyed firms based on the percentage of attorneys of color employed at each. Additionally, minority bar associations in Houston, Texas launched their inaugural diversity report card in 2006. It analyzed demographics of attorneys at law firms in Houston, assigning grades and numerical scores based on a "stair step" formula.

Since the 2006 Report was published, the Task Force has received support and inquiries from numerous companies and organizations outside of Dallas. The Task Force has granted permission to some companies that expressed interest in using the Dallas Formula as a tool for assessing the diversity of their outside counsel.

We present the 2009 Report to provide the legal community with a tool for assessing its own progress, and we encourage local law firms and corporations to work toward increasing minority lawyer representation in the Dallas legal community. We look forward to discussing the results of the report and strategies for enhancing diversity. Once again, we offer to share our research, methodology, and other materials with groups interested in establishing similar programs elsewhere.

II. Dallas Diversity Task Force Members and Representatives

Formed at the suggestion of the Dallas Hispanic Bar Association, the Task Force comprises representatives from the Dallas Asian American Bar Association, the Dallas Hispanic Bar Association, and the J.L. Turner Legal Association (the African American bar association of Dallas County). Working together, and by consensus, representatives from each organization contribute different perspectives and histories toward the end of increasing the recruitment, retention, and promotion of attorneys of color in Dallas.

The **Dallas Asian American Bar Association** ("DAABA") was founded in 1988 to promote the interests of Asian American attorneys and the Asian American community. DAABA provides marketing and networking opportunities for its members, mentoring programs for law students, and pro bono legal assistance for Asian Americans. DAABA is a chapter of the National Asian/Pacific American Bar Association. (www.daaba.org)

DAABA Representatives: Rachael Chong Walters
Associate, Thompson, Coe, Cousins & Irons, LLP
Southern Methodist School of Law, JD 2003

Eunice Kim Nakamura
Associate, Vincent Lopez Serafino & Jenevein, P.C.
Texas Wesleyan University School of Law, JD 2005

The **Dallas Hispanic Bar Association** ("DHBA") began as an informal association in 1969 and was formally organized as the Mexican-American Bar Association of Dallas in 1978. Its membership includes attorneys practicing in Dallas and the surrounding areas, judges, law students, and non-lawyers who join as associate members. DHBA aims to provide legal services to the Hispanic community, to enrich and ensure the success of its members in the legal profession in Dallas, and to actively become involved in issues affecting the Hispanic community. DHBA is an affiliate of the Mexican-American Bar Association of Texas and the Hispanic National Bar Association. (www.dallashispanicbar.com)

DHBA Representatives: Michael J. Brito
Partner, Fulbright & Jaworski L.L.P.
Stanford University School of Law, JD 1987

John V. Treviño, Jr.
Attorney, American Airlines
University of Texas School of Law, JD 1997

Emmanuel E. Ubiñas
Associate, Jones Day
University of Notre Dame Law School, JD 2002

Founded in 1952, the **J.L. Turner Legal Association** ("JLTLA") is the African American bar association in Dallas, Texas. It is also an affiliate chapter of the National Bar Association, the nation's oldest and largest national association of predominately African American lawyers and judges. JLTLA is an organization whose mission is to improve the quality of life in the African American community through education, service, and scholarship. JLTLA members provide legal assistance to indigent residents in the North Texas area, provide scholarships to law students demonstrating financial or other needs, provide attorney mentors for law students, perform educational and other community outreach projects for North Texas area residents, and assist its members and the community in seeking African American attorneys who practice in the various areas of law. (www.jltla.org)

JLTLA Representatives: A. Shonn Brown
Partner, Locke Lord Bissell & Liddell LLP
Southern Methodist University School of Law, JD 1998

Robert L. Jones, Jr.
Attorney, American Airlines
Benjamin N. Cardozo School of Law, J.D. 1998

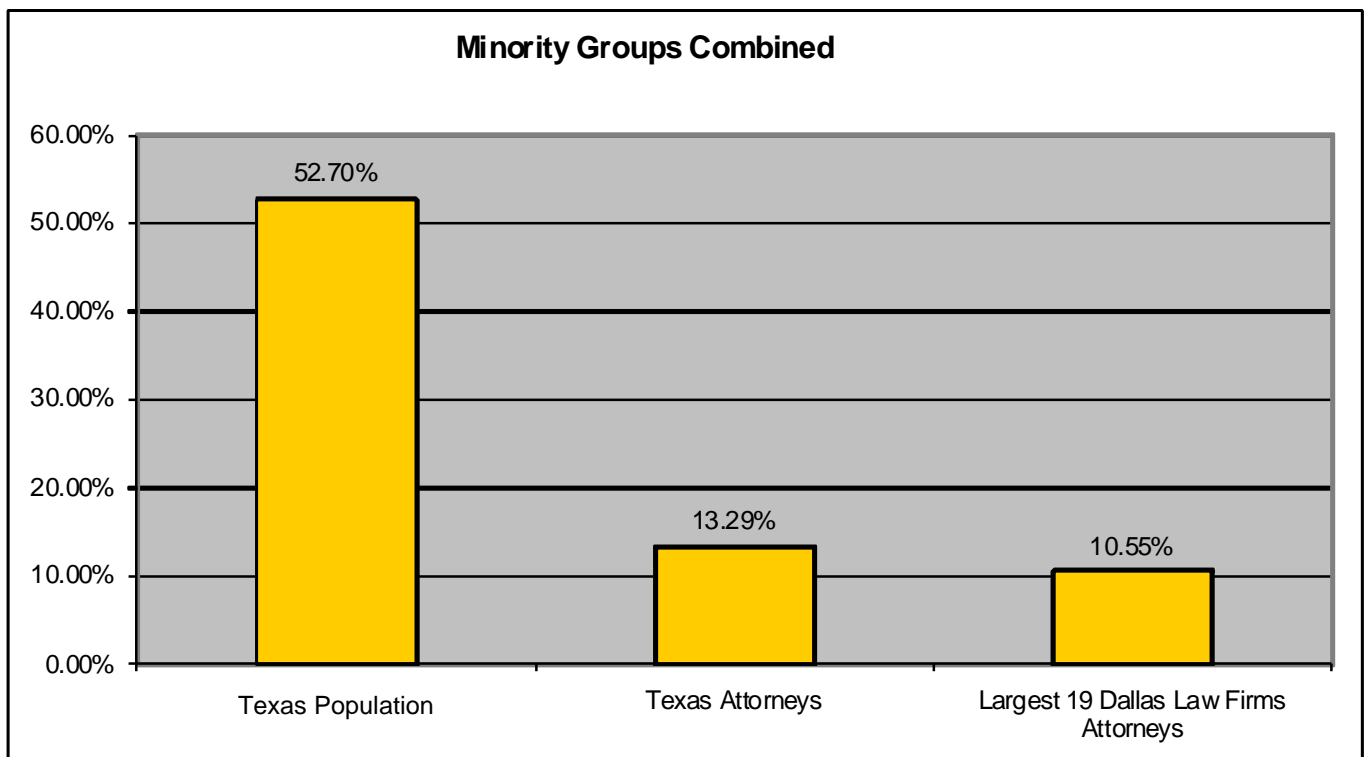
Hyattye Simmons
General Counsel, Dallas Area Rapid Transit
University of Texas School of Law, JD 1984

The Task Force recognizes that racial and ethnic minorities are but one category of diversity, and that tracking and evaluating the progress of other minority lawyer groups, such as women and

GLBT lawyers, is important. Accordingly, the Task Force has offered to share their work with other groups interested in crafting a study of other types of diversity. We sincerely hope that this report encourages future studies on other aspects of diversity in the Dallas legal community.

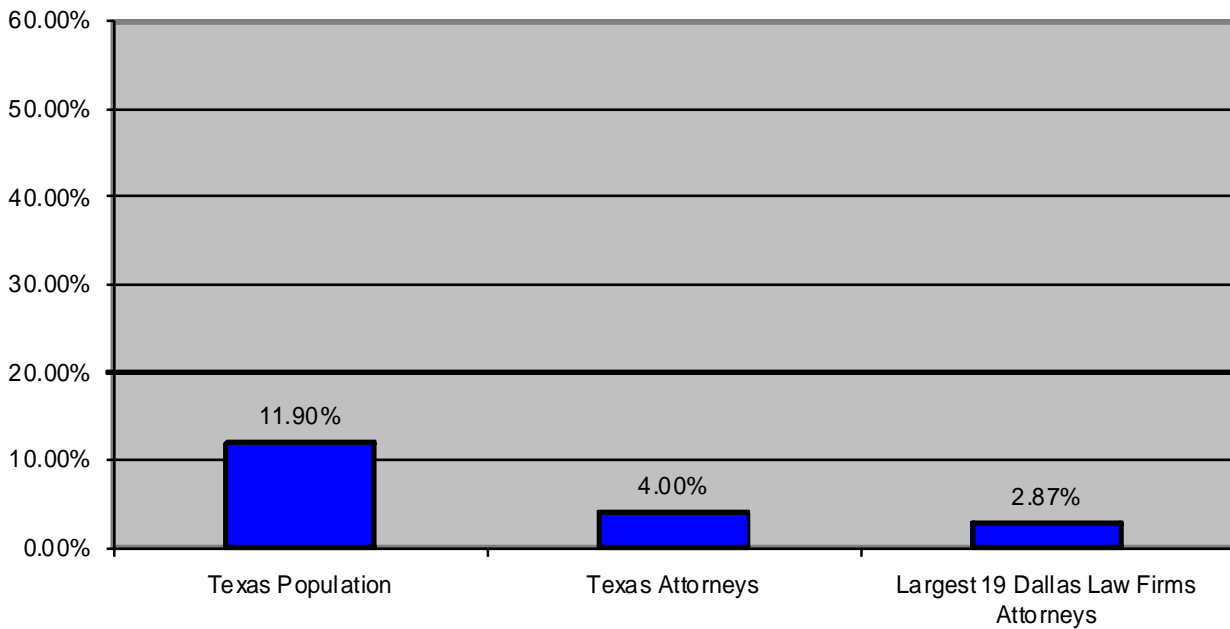
III. State and Local Demographics²

The sharp disparities between the Texas population at large and the Texas lawyer population provide the backdrop for the Task Force's inquiry. The following bar graphs illustrate the differences between minority representation in the general Texas population, the membership of the State Bar of Texas, and lawyers working at the 20 largest Dallas law firms. For African American/Black and Hispanic/Latino attorneys, representation at the 20 largest Dallas law firms does not meet even the low standard set by the state lawyer population. For Asian Americans and Native Americans, whose state population representation is relatively low, representation at the 20 largest Dallas law firms exceeds that of the state lawyer representation. For Blacks and Hispanics, the representation of attorneys of color falls far short of the higher benchmark – minority lawyer demographics that match the demographics of the general population.

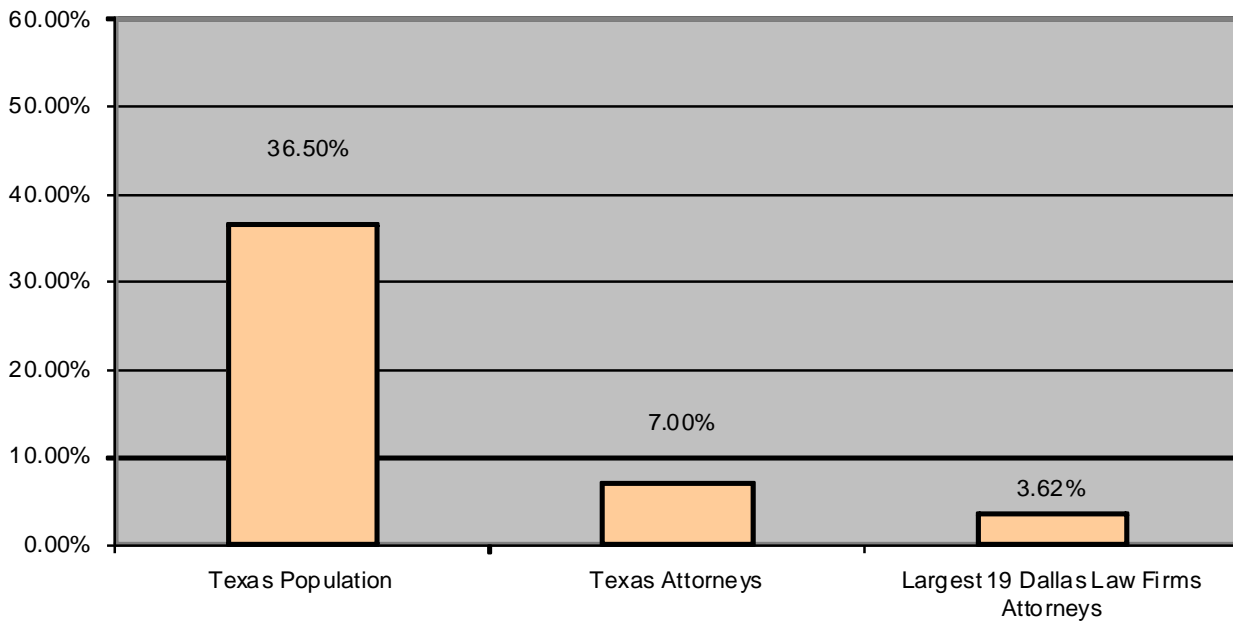


² Source: U.S. Census Bureau, State & County QuickFacts for Texas (2008 estimate); State Bar of Texas, Minority Attorneys: Attorney Statistical Profile (2008-09); Dallas Diversity Task Force Survey (2009).

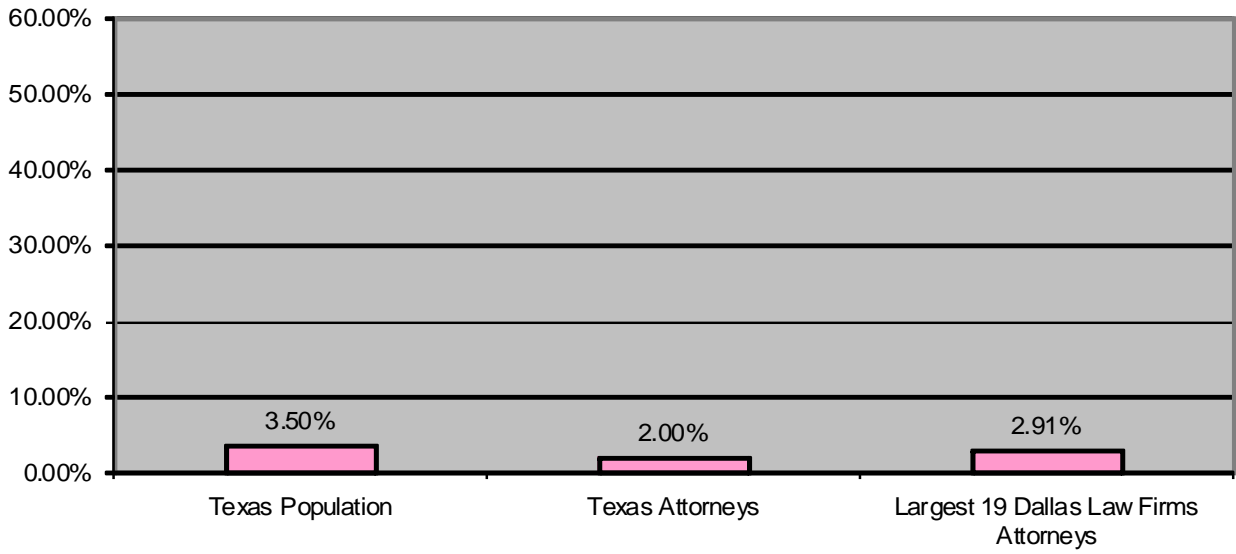
African American / Black



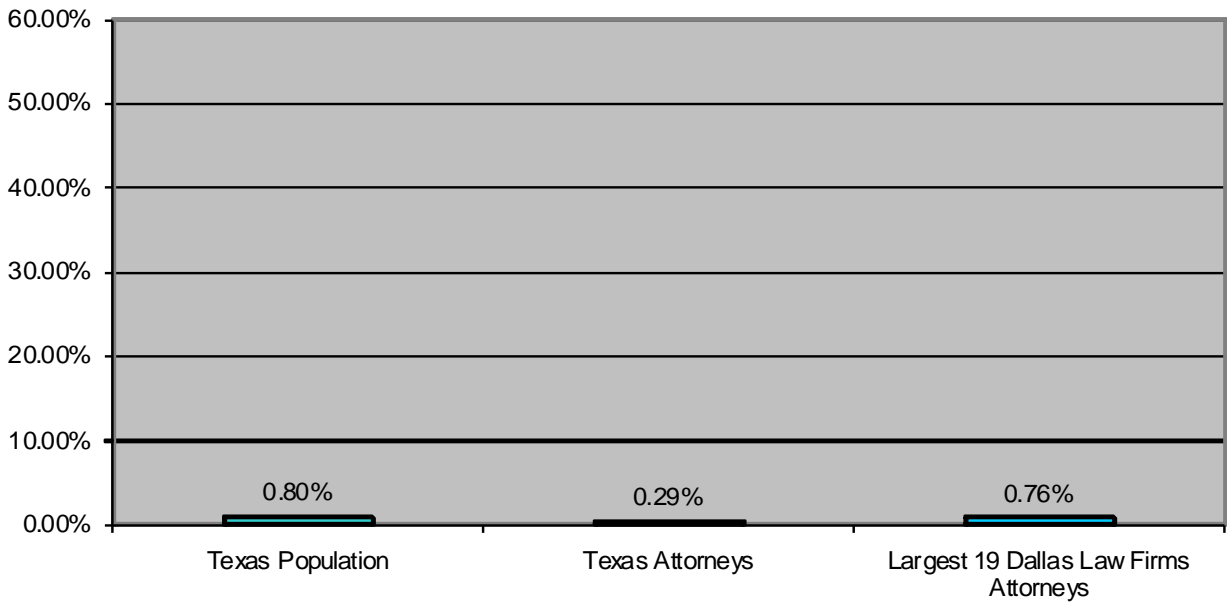
Hispanic / Latino



Asian American
(Totals May Include Pacific Islanders)



Native American



IV. Methodology and Scoring

In September 2009, the Task Force surveyed the 20 largest law firms in Dallas County, Texas, as identified in the Dallas Business Journal.³ The Task Force requested that each firm complete a Law Firm Information Sheet and a Firm Efforts Checklist. The Law Firm Information Sheet measured racial and ethnic diversity at each law firm and was used to calculate each firm's composite score. The Firm Efforts Checklist measured each firm's efforts to increase recruitment, retention, and promotion of minority attorneys and was used to calculate each firm's checklist score.

A. Law Firm Information Sheet

The Law Firm Information Sheet asked each firm to provide the following information:

(1) the number of attorneys, sorted by race/ethnicity and by position (*e.g.*, equity partner, non-equity partner, associate, and staff attorney), who work primarily in the firm's Dallas County office(s) and were licensed and employed at the firm as of May 31, 2009; and

(2) the number of recently hired attorneys, sorted by race/ethnicity and by position, who accepted offers of permanent employment in the firm's Dallas County office(s) between June 1, 2008, and May 31, 2009.

A copy of the Law Firm Information Sheet is attached as Exhibit B.

1. Composite Score

The information from the Law Firm Information Sheet was used to calculate composite scores that measure minority attorney representation at the firms. The composite score is equal to a representation score plus a recruitment score bonus. The representation score measures a firm's minority attorney representation with respect to minority representation in the state, indicated by representation of minority attorneys and minority residents in the state. The recruitment score bonus rewards firms' recruitment efforts, and it is calculated using a recruitment score that measures a firm's recruitment compared to recruitment at other surveyed firms.

Potential values for the composite score range from 0 to 100. A higher score indicates a stronger diversity profile. To put the composite score into perspective:

- A score of 100 indicates that a firm likely meets or exceeds the minority resident percentages in Texas for each of the minority groups.
- A score of at least 70 indicates that a firm likely meets the state's minority attorney percentages, but it does not meet the state's minority resident percentages for each of the minority groups.
- A score of less than 70 indicates that a firm likely meets neither the state's minority attorney percentages, nor the state's minority resident percentages for each of the minority groups.
- A score of zero indicates that a firm has no minority attorneys.

The development of the methodology to calculate the composite scores involved a rigorous vetting process. The Task Force studied evaluations conducted by different groups, reviewed various mathematical and statistical methodologies, and considered how to most accurately capture law firm diversity. The Task Force also incorporated into the methodology suggestions and criticisms from multiple experts. Copies of the technical paper produced in connection with this report are available upon request.

³ *Largest Metroplex Law Firms*, Dallas Business Journal, Feb. 20, 2009, at 21 (ranking 25 firms by number of local lawyers in 2008).

2. Important Design Features

a. Individual Minority Groups Are Separately Assessed

The composite score separately considers each firm's record for hiring different groups of minority attorneys. That is, attorneys of color have not been "lumped together" before scoring. Instead, a firm's score for each group is separately assessed before each is combined to produce the composite score. Accordingly, a firm that excels at hiring African American attorneys cannot compensate for shortcomings in hiring Asian American attorneys.

b. Equity Partners Are Weighted More Heavily Than All Other Attorneys

Different firms distribute power and profits differently, but equity partners generally direct the policies and share in the profits of the firm. Accordingly, the Task Force assigned more weight to equity partners than to other attorneys. Moreover, an annual evaluation of two groups—equity attorneys and all other attorneys—will reveal changes in the firms' recruiting, retaining, and promoting of minority attorneys.

c. A Firm's Most Recent Successes in Hiring Are Taken Into Account

A firm's most recent hiring reflects the firm's current success in attracting new minority attorneys to the firm. Accordingly, a firm's score takes into account its most recent hiring.

B. Firm Efforts Checklist

The Firm Efforts Checklist lists initiatives that may be used to recruit, retain, and promote minority attorneys. A more detailed description of the Firm Efforts Checklist is attached as Exhibit C. A firm receives a point for an initiative if the firm had undertaken the initiative between June 1, 2008, and May 31, 2009. The firm's checklist score is determined by the number of points that the firm has, and measures the firm's diversity efforts relative to the other firms.

Responses to the Firm Efforts Checklist may be used to track trends of different diversity efforts. The responses may also be used in conjunction with firm scores to assess the success of particular diversity efforts.

V. Survey Results

In each chart, firms are ordered according to diversity performance. *A score of 70 indicates that a firm's attorney population reflects Texas Lawyer Demographics.* Firms above the bold line in each chart meet or exceed the lower benchmark Texas Lawyer Demographics. Firms below the red line fall below the lower benchmark of Texas Lawyer Demographics.

A. Overall Attorney Results

The chart below orders firms according to their composite scores for minority attorneys. The demographics of only one surveyed law firm meet or exceed the demographics of Texas lawyers.

SURVEYED LAW FIRM DALLAS OFFICE ONLY	COMPOSITE SCORE	Dallas Attorneys of Color Total Dallas Attorneys	Equity Partners of Color Total Equity Partners
Weil, Gotshal & Manges LLP	77.7	15/82	2/17
K & L Gates LLP	67.7	15/118	5/42
Patton Boggs LLP	64.7	14/99	0/19
Vinson & Elkins LLP	62.1	22/148	3/54
Jones Day	61.5	23/199	4/59
Fulbright & Jaworski L.L.P.	61.3	19/146	5/60
Akin Gump Strauss Hauer & Feld LLP	58.6	15/114	1/26
Baker Botts L.L.P.	53.5	18/170	3/61
Hunton & Williams LLP	51.1	12/122	1/57
Haynes and Boone, LLP	50.1	25/228	8/98
Carrington, Coleman, Sloman & Blumenthal, L.L.P.	47.9	5/61	2/36
Thompson & Knight LLP	47.9	21/201	3/65
Jackson Walker L.L.P.	43.5	7/122	3/38
Gardere Wynne Sewell LLP	42.7	12/160	1/48
Strasburger & Price, LLP	42.6	6/75	0/33
Andrews Kurth LLP	42.2	7/76	1/19
Locke Lord Bissell & Liddell LLP	39.7	14/183	5/85
Winstead P.C.	35.5	9/131	1/52
Munsch Hardt Kopf & Harr, P.C.	31	6/77	1/33
McKool Smith‡	--	--	--

‡ McKool Smith declined to participate in the Dallas Diversity Task Force survey.

B. African American/Black Attorney Results

The chart below orders firms according to their composite scores for African American/Black attorneys. The demographics of two surveyed firms meet or exceed Texas Lawyer Demographics for African Americans/Blacks.

SURVEYED LAW FIRM DALLAS OFFICE ONLY	African American/ Black Score	Total African American/Black Attorneys	African American/ Black Equity Partners
		Total Attorneys	Total Equity Partners
Vinson & Elkins LLP	82.9	9/148	1/54
Patton Boggs LLP	77.7	5/99	0/19
Locke Lord Bissell & Liddell LLP	69.7	7/183	3/85
Weil, Gotshal & Manges LLP	64	3/82	0/17
Strasburger & Price, LLP	63.7	3/75	0/33
Akin Gump Strauss Hauer & Feld LLP	63.6	4/114	0/26
Jones Day	60.1	6/199	1/59
Fulbright & Jaworski L.L.P.	60	5/146	0/60
Baker Botts L.L.P.	58.5	5/170	1/61
Hunton & Williams LLP	57.8	4/122	0/57
Thompson & Knight LLP	55.9	6/201	0/65
K&L Gates LLP	55.3	3/118	1/42
Gardere Wynne Sewell LLP	46.7	3/160	1/48
Jackson Walker L.L.P.	44.7	2/122	1/38
Winstead P.C.	35.6	2/131	0/52
Carrington, Coleman, Sloman & Blumenthal, L.L.P.	35.4	1/61	0/36
Andrews Kurth LLP	33.5	1/76	0/19
Munsch Hardt Kopf & Harr, P.C.	31.3	1/77	0/33
Haynes and Boone, LLP	27.4	2/228	1/98
McKool Smith‡	--	--	--

‡ McKool Smith declined to participate in the Dallas Diversity Task Force survey.

C. Hispanic/Latino Attorney Results

The chart below orders firms according to their composite scores for Hispanic/Latino attorneys. The demographics of two surveyed firms meet or exceed Texas Lawyer Demographics for Hispanics/Latinos.

SURVEYED LAW FIRM DALLAS OFFICE ONLY	Hispanic/ Latino Score	Total Hispanic/ Latino Attorneys Total Attorneys	Hispanic/ Latino Equity Partners Total Equity Partners
Weil, Gotshal & Manges LLP	79.5	7/82	2/17
K&L Gates LLP	70.7	9/118	2/42
Patton Boggs LLP	59.4	5/99	0/19
Jones Day‡	57.8	9/199	2/59
Fulbright & Jaworski L.L.P.	57.2	6/146	3/60
Akin Gump Strauss Hauer & Feld LLP	54.3	5/114	0/26
Haynes and Boone, LLP	53.8	9/228	3/98
Vinson & Elkins LLP	53.2	6/148	1/54
Hunton & Williams LLP	52.8	5/122	1/57
Baker Botts L.L.P.	48.9	6/170	1/61
Carrington, Coleman, Sloman & Blumenthal, L.L.P.	48.3	2/61	1/36
Thompson & Knight LLP	42.7	5/201	2/65
Jackson Walker L.L.P.	41.9	3/122	1/38
Andrews Kurth LLP	40.4	2/76	0/19
Strasburger & Price, LLP	38.5	2/75	0/33
Gardere Wynne Sewell LLP	38.5	4/160	0/48
Winstead P.C.	31	2/131	1/52
Locke Lord Bissell & Liddell LLP	30.4	3/183	1/85
Munsch Hardt Kopf & Harr, P.C.	22.9	1/77	0/33
McKool Smith‡	--	--	--

‡ McKool Smith declined to participate in the Dallas Diversity Task Force survey.

D. Asian/Asian American Attorney Results

The chart below orders firms according to their composite scores for Asian American attorneys. The demographics of 11 surveyed firms exceed Asian American Texas Lawyer Demographics.

SURVEYED LAW FIRM DALLAS OFFICE ONLY	Asian/ Asian American Score	Total Asian/ Asian American Attorneys Total Attorneys	Asian/ Asian American Equity Partners Total Equity Partners
Andrews Kurth LLP	100	4/76	1/19
Akin Gump Strauss Hauer & Feld LLP	100	5/114	1/26
Fulbright & Jaworski L.L.P.	100	6/146	1/60
Haynes and Boone, LLP	100	14/228	4/98
Weil, Gotshal & Manges LLP	100	4/82	0/17
Vinson & Elkins LLP	99.4	6/148	0/54
Jones Day	99.0	7/199	1/59
Munsch Hardt Kopf & Harr, P.C.	98.3	3/77	0/33
Carrington, Coleman, Sloman & Blumenthal, L.L.P.	97.9	2/61	1/36
K&L Gates LLP	93.5	3/118	2/42
Baker Botts L.L.P.	75.8	4/170	1/61
Winstead P.C.	69.5	3/131	0/52
Patton Boggs LLP	67.4	2/99	0/19
Jackson Walker L.L.P.	65.9	2/122	1/38
Thompson & Knight LLP	62.7	4/201	0/65
Gardere Wynne Sewell LLP	60.4	3/160	0/48
Locke Lord Bissell & Liddell LLP	20.3	1/183	0/85
Hunton & Williams LLP	0	0/122	0/57
Strasburger & Price, LLP	0	0/75	0/33
McKool Smith‡	--	--	--

‡ McKool Smith declined to participate in the Dallas Diversity Task Force survey.

E. Native American Attorney Results

The demographics of 12 surveyed firms exceed Texas Lawyer Demographics for Native Americans. Due to the small Native American population in Texas and the Texas Bar, firms generally meet benchmarks with one or two Native American attorneys.

SURVEYED LAW FIRM DALLAS OFFICE ONLY	Native American Score	Total Native American Attorneys	Native American Equity Partners
		Total Attorneys	Total Equity Partners
Fulbright & Jaworski L.L.P.	100	2/146	1/60
Gardere Wynne Sewell LLP	100	2/160	0/48
Hunton & Williams LLP	100	2/122	0/57
Locke Lord Bissell & Liddell LLP	100	3/183	1/85
Munsch Hardt Kopf & Harr, P.C.	100	1/77	1/33
Patton Boggs LLP	100	2/99	0/19
Strasburger & Price, LLP	100	1/75	0/33
Thompson & Knight LLP	100	2/201	0/65
Weil, Gotshal & Manges LLP	100	1/82	0/17
Winstead P.C.	94.1	1/131	0/52
Baker Botts L.L.P.	91.8	1/170	0/61
Jones Day	87.7	1/199	0/59
Andrews Kurth LLP	0	0/76	0/19
Akin Gump Strauss Hauer & Feld LLP	0	0/114	0/26
Carrington, Coleman, Sloman & Blumenthal, L.L.P.	0	0/61	0/36
Jackson Walker L.L.P.	0	0/122	0/38
Haynes and Boone, LLP	0	0/228	0/98
K & L Gates LLP	0	0/118	0/42
Vinson & Elkins LLP	0	0/148	0/54
McKool Smith‡	--	--	--

‡ McKool Smith declined to participate in the Dallas Diversity Task Force survey.

VI. Firm Efforts Results

The Task Force went beyond the analysis of raw numbers and examined diversity initiatives undertaken by law firms. A firm's Checklist Score is not included for purposes of calculating a firm's overall Composite Score. Instead, the Efforts Checklist is included to assist a firm in identifying "best practices" as well as assesses diversity initiatives relative to that of the other firms. Exhibit C, "2009 Firm Efforts Checklist," lists the checklist questions.

A. Checklist Scores

SURVEYED LAW FIRM	CHECKLIST SCORE
Winstead P.C.	26
Vinson & Elkins LLP	26
Weil, Gotshal & Manges LLP	26
Haynes and Boone, LLP	25
Baker Botts L.L.P.	25
Jones Day	22
Patton Boggs LLP	21
Jackson Walker L.L.P.	21
Hunton & Williams LLP	21
Gardere Wynne Sewell LLP	20
Thompson & Knight LLP	19
Locke Lord Bissell & Liddell LLP	19
K & L Gates LLP	19
Akin Gump Strauss Hauer & Feld LLP	19
Munsch Hardt Kopf & Harr, P.C.	19
Fulbright & Jaworski L.L.P.	17
Andrews Kurth LLP	17
Strasburger & Price, LLP	16
Carrington, Coleman, Sloman & Blumenthal, L.L.P.	16
McKool Smith‡	--

‡ McKool Smith declined to participate in the Dallas Diversity Task Force survey.

B. Trends

The average Checklist Score decreased slightly to 20.7 in 2009 compared with 20.8 in 2008. As compared to the results in the 2008 Report, six firms improved their Checklist Score and eight (8) firms had lower scores. Other trends include:

- **General Commitment.** All of the participating firms have a written diversity strategy. Approximately 21% provide billable credit for diversity efforts (up from 10% in 2008), and more than 75% evaluate diversity efforts as part of partner compensation.
- **Diversity Committees and Professionals.** All of the participating firms now have a diversity committee or a diversity consultant or professional and over 70% employ a diversity consultant or professional on a full-time or part-time basis (compared with 60% in 2008).
- **Leadership within Firm.** Approximately 36% of the responding firms have a minority attorney in the managing body, which is slight decrease from last year. More than 30% of the firms have a minority attorney who heads a practice group, which is lower than in 2008.
- **Recruiting.** All firms that completed the Efforts Checklist reported interviewing at minority job fairs, and approximately 52% reported hiring from minority job fairs, a decrease from the 70% reported in 2007 and 2008. Approximately 63% reported conducting on-campus interviews at law schools where the majority of students are minority students, but only 26% of responding firms hired candidates from such law schools, down from 63% in 2008.
- **Retention.** Approximately 95% of the responding firms reported monitoring work assignments and committee appointments for minority attorneys (an increase from the 84% reported in 2008). Approximately 79% of the responding firms have mentoring programs for minority attorneys.
- **Minority Organizations.** Approximately 84% of the firms pay membership fees for minority bar associations or pay expenses related to participation in minority-focused associations, which is a slight increase from 2008.
- **Communication.** More than 95% of the responding firms communicate diversity information internally to employees. In addition, approximately 95% of the firms report that their external websites display diversity information.

As the Task Force gathers more data over time, the diversity efforts inquiry will trace trends and highlight correlations between the implementation of specific efforts and changes in scores. In time, we expect to offer firms individualized analyses concerning their efforts and the ensuing results.

VII. Conclusion

The 2009 Report synthesizes quantitative and qualitative data, providing benchmarks for monitoring the demographics at large Dallas law firms.

All but one of the 20 largest law firms in Dallas fall below the reasonable expectation that their minority representation should reflect the demographics of the Texas bar. The Task Force again challenges law firms to do more to attract and retain talented attorneys of color to join their ranks, and encourages firms to scrutinize their continuing efforts to create and sustain more inclusive firm cultures.

We applaud each participating firm for facing these challenges by cooperating with the Task Force to complete this study. Transparency in firm efforts and demographics is an important step toward building a more diverse legal community.

Exhibit A

1994 STATEMENT OF GOALS OF DALLAS LAW FIRMS AND CORPORATE LEGAL DEPARTMENTS FOR INCREASING MINORITY HIRING, RETENTION AND PROMOTION

Preface

At a time when our nation's commitment to equal opportunity is not being fulfilled, the Dallas Bar Association adopted a Long Range Plan of Inclusion to promote equal opportunity for minority lawyers in the legal profession. However, not being content to merely speak about the necessity of improving the recruitment, retention and promotion of minority lawyers, the Dallas Bar Association has acted with unmistakable clarity and institutional seriousness to promote the inclusion of all attorneys. Now, the Dallas Bar Association, the Dallas Asian American Bar Association, the Dallas Association of American Indian Lawyers, the Dallas Association of Black Women Attorneys, the J.L. Turner Legal Association, and the Mexican-American Bar Association of Dallas join together to invite the law firms and corporation in the greater Dallas area to become signatories to this Statement of Goals.

This Statement of Goals is intended to confirm to minority law students evaluating employment opportunities, as well as minority lawyers practicing in other regions who are considering a move, that the legal community in the greater Dallas area is omitted to provide equal opportunity for minority lawyers and, more specifically, to pursue the goals and take the steps described in this Statement to increase the hiring, retention and promotion of minority lawyers. This Statement of goals provides the same confirmation to the minority students enrolled, and attorneys practicing, in this area as well as to all other citizens of the greater Dallas area.

The signatories to this Statement of 'goals, many of whose lawyers are actively involved in the Dallas Bar Association, pledge themselves to take steps to increase the employment of minority lawyers. The signatories further pledge to take the specific steps outlined herein toward the goal of increasing retention and promotion rates of minority lawyers, in part, by providing work opportunities and responsibilities for minority lawyers equivalent to those of non-minority lawyers.

STATEMENT OF GOALS

I. Introduction

1. The number of minority lawyers, including African-American, Asian-American, Hispanic-American, and Native American lawyers (hereinafter collectively called "Minority Lawyers"), practicing in law firms and corporate legal departments in the greater Dallas area has long been small in relation to the total number of lawyers employed by such law firms and corporate legal departments.

2. In a profession which should lead our nation in its continuing struggle for equal opportunity under the law, it is essential that we make further progress in achieving greater representation of Minority Lawyers at all levels in our own firms and corporate legal departments.

3. The increased enrollment of minority students in law schools, which exceeds 15 percent in most schools from which Dallas law firms recruit, affords an opportunity for increasing the representation of Minority Lawyers in firms.

4. As the number of minority attorneys in Dallas law firms increases, corporate legal depart

II. Statement of Goals for Increasing Minority Representation at All Levels of Law Firms and Corporate Legal Departments

EACH SIGNATORY PLEDGES TO PURSUE THE FOLLOWING GOALS:

a Full Participation of Minorities: To achieve meaningful participation of Minority Lawyers at all professional levels in its law firm or corporate legal department.

b Minority Hiring: To achieve the goal of hiring, during the period 1993 through 1998, a substantial number of Minority Lawyers. A desirable goal (not a quota) to be achieved for the initial hiring period in those years would be not less than 10 percent of the total number of all lawyers hired by such firm or corporate legal department of the 10 percent goal at or near the conclusion of the 1993-1998 period to determine whether that goal can be increased for future years.

c. Minority Partners and Shareholders and Senior Corporate Counsel: To promote the admission to partnership or membership in each law firm and to senior counsel status in each corporate legal departments, Minority Lawyers in accordance with the firm or legal department's criteria for such admission. We believe that this goal and the hiring goal set forth in the preceding paragraph are related and mutually dependent, in that in recruitment and retention programs were successful, then overtime, the number of minorities partners and shareholders and senior corporate counsel can correspond more closely to the percentage of Minority Lawyers hired by the firm or corporate legal department. Firms and corporate legal departments that have Minority Lawyers at the senior level are better able to recruit and retain minority law graduates.

III. Steps to be Taken by Firms and Corporate Legal Departments in Recruitment Process

EACH SIGNATORY PLEDGES TO PURSUE THE GOAL OF INCREASING THE NUMBER OF MINORITY LAWYERS HIRED BY TAKING ALL OR SOME OF THE FOLLOWING STEPS:

(a) Using hiring criteria for all lawyers (minority and non-minority) that include not only academic records, but also other factors which indicate potential for success in the law firm or corporate legal department, such as communication skills, leadership, integrity and resourcefulness:

(b) Increasing the pool of minority law student applicants by: (i) augmenting interviewing efforts at law schools with significant number of minority law students; and (ii) identifying minorities students through placements administration, faculty members, former summer associates and minority law student organizations at law schools and by job forums, receptions and other activities for minority law student.

(c) To the extent that a law firm or corporate legal department engages in lateral hiring, increasing the applicant pool by: (i) communicating with the laws school placements administrators, faculty members and Minority bar associations, for referrals to practicing

Minority Lawyers, (ii) requesting professional recruiters, when used to include minority candidates in their searches; (iii) requesting minority partners and shareholders of law firms for referrals.

(d) Involving partners and shareholders and senior corporate counsel in the recruiting of minority applicants.

(e) Communicating to all lawyers the firm's or legal department's commitment to the goals set forth in this statement.

IV. Steps to be Taken by Firm and Corporate Legal Departments for Retention and Promotion of Minority Lawyers to Partnership and Management Positions.

EACH SIGNATORY PLEDGES TO CONTINUE TO PURSUE THE GOAL OF INCREASING RETENTION AND PROMOTION RATES FOR MINORITY LAWYERS BY DOING THE FOLLOWING:

(a) Exercising diligence to ensure that the opportunities for Minority Lawyers are the same as those provided to non-Minority Lawyers with respect to the assignment of work on a consistent basis of the type necessary to develop skills and acquire experience success and advancement:

(b) Enhancing programs aimed at increasing retention rates for all lawyers, including Minority Lawyers, focusing on allocation of interesting work, training and guidance, relationships with partners and shareholders and senior corporate counsel, client contacts, feedback and pro bono commitment.

(c) Exercising diligence further to ensure that the work and social environment is hospitable for Minority Lawyers by providing and encouraging that:

- Minority Lawyers receive the same opportunity to perform significant work assignments for important clients as non-minority Lawyers;
- Minority Lawyers receive the same training, mentoring, guidance, feedback and opportunities to grow and succeed as non-Minority Lawyers;
- Minority Lawyers are included in work-related social activities with other lawyers and clients;

- Programs are adopted for all new lawyers, including Minority Lawyers, that enhance their understanding of business concepts, client relations, and their confidence in dealing with such matters;

- Social activities and business development opportunities (both informal and formal) are free of discrimination on the basis of race, sex, religion, creed or national origin and are responsive to the cultural diversity of the firm or legal department and its clients.

(d) Providing the same opportunities for Minority Lawyers to achieve and maintain partnership or membership or senior corporate counsel status as non-Minority Lawyers by:

- Using the same criteria in evaluating all lawyers for promotion to partnership, membership or senior corporate counsel status;
- Guiding the development of Minority Lawyers with the same diligence and in the same manner as non-Minority Lawyers;
- Assigning significant responsibility for important client matter and firm management activities to senior Minority Lawyers in the same manner and to the extent that such matters are assigned to senior non-Minority Lawyers.

V. Steps to be Taken by Firms and Corporate Legal Departments to Promote this Statement of Goals

EACH SIGNATORY PLEDGES TO DO THE FOLLOWING AS A MEANS OF PROMOTING THESE GOALS:

(a) Participate in an annual event to be sponsored by the Dallas Bar Association. The annual event will encourage the promotion of these Goals by recognizing signatories which have made significant progress during the year and by providing a forum in which the signatories may discuss other means of promoting these Goals.

(b) Provide the Minority Participation Committee of the Dallas Bar Association with an annual report which will assist the Dallas Bar Association in determining which firms and/or corporate legal departments have made significant

progress during the year. This report may be in the form of the Law Firm Questionnaire, which the signatory provides annually to the National Association for Law Placement, or a narrative or some other form of report.

VI. Scope of this Statement of Goals

This Statement of Goals is an expression of goals and intentions. It is not intended to create any legal obligation of any signatory to the Statement to any other person. It is not intended to imply that a signatory must change its hiring or promotion criteria. However, it is intended that each signatory make reasonable and good faith efforts to implement the steps outlined in this Statement in order to attain the Goals as set forth in this Statement of Goals.

Signatories To The Statement of Goals of Dallas Law Firm and Corporate Legal Departments for Increasing Minority Hiring, Retention and Promotion (as of Feb. 17, 1994)

Andrews & Kurth
Baker & Botts, L.L.P.
Cowles & Thompson, P.C.
Gardere & Wynne
Jones, Day, Reavis & Pogue
Lastelick, Anderson & Arneson
Law Offices of Jim Burnham
Law Offices of Mark A. Perez
Liddell Sapp Zivley Hill & LaBoon, L.L.P.
Locke Purnell Rain Harrell
Melton, Weber, Ehaley, Letteer & Mock, P.C.
Timmons & Kelly
Vial, Hamilton, Koch & Knox
Vinson & Elkins, L.L.P.
Weil, Gotshal & Manges
Winstead, Sechrest & Minick, P.C.

Endorsers

Dallas Bar Association
Dallas Asian American Bar Association
Dallas Association of American Indian Lawyers
Dallas Association of Black Women Attorneys
J. L. Turner Legal Association
Mexican-American Bar Association of Dallas

Exhibit B

Firm Name: _____

2009 Law Firm Information Sheet

The minority categories for this survey are defined as follows. Please note that no person can belong to more than one category. If you have any questions, please email the DDTF at comments@diversitytaskforce.com or call Emmanuel Ubiñas at 214-969-3670.

African American/Black: Persons having origins in any of the black racial groups of Africa.

Asian/Asian American: Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes: China, Japan, Korea, India, Pakistan, Nepal, the Philippine Islands, Samoa, and Polynesia.

Hispanic/Latino: Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Native American: Persons having origins in any of the original peoples of North America who maintain cultural identification through tribal affiliation or community recognition.

Other Race: Persons having non-Anglo, non-European origins and who do not belong to any of the above categories.

Bi- or Multi-Racial: Persons belonging to two or more of the above categories.

I. Attorneys. Please include only attorneys who work primarily in the firm's Dallas County office(s). The attorneys must be licensed and employed by the firm as of May 31, 2009.

ATTORNEYS							
	All Dallas County Attorneys	African American/ Black	Hispanic/ Latino	Asian/ Asian American	Native American	Other Race*	Bi- or Multi- Racial**
Equity Partner(s)							
Non-Equity Partner(s)							
Of Counsel(s)							
Associate(s)							
Staff Attorney(s)							
TOTALS							

* For each Other Race attorney, please indicate the racial/ethnic group with which the attorney identifies: _____.

** For each Bi- or Multi-Racial attorney, please indicate the two or more minority categories to which the attorney belongs: _____.

II. Recent Hires. Please indicate the number of offers for permanent employment in the Dallas County offices that were extended to and accepted by licensed or unlicensed attorneys between June 1, 2008 and May 31, 2009:

OFFERS EXTENDED AND ACCEPTED							
	All Dallas County Attorneys	African American/ Black	Hispanic/ Latino	Asian/ Asian American	Native American	Other Race*	Bi- or Multi-Racial**
Equity Partner(s)							
Non-Equity Partner(s)							
Of Counsel(s)							
Associate(s)							
Staff Attorney(s)							
TOTALS							

* For each Other Race attorney, please indicate the racial/ethnic group with which the attorney identifies: _____.

** For each Bi- or Multi-Racial attorney, please indicate the two or more minority categories to which the attorney belongs: _____.

I, _____ [print name], certify that the responses to this survey are true and accurate.

Signature

Title

Date

COMPLETED FORMS DUE BY September 18, 2009

Exhibit C

2009 Firm Efforts Checklist

Instructions: Please indicate whether the firm's Dallas County office(s) has (have) undertaken the following efforts between June 1, 2008, and May 31, 2009. In this Checklist, "minority" refers to Asian/Asian Americans, African Americans/Blacks, Hispanics/Latinos, Native Americans, Other Minorities, and Bi- or Multi-Racial Minorities as defined in the Law Firm Information Sheet. "Diverse" refers to diversity of minorities.

General Commitment

- 1 Firm has a written diversity strategy (*e.g.*, a diversity action plan or a firm strategic plan that includes diversity initiatives) that has been communicated to all firm attorneys.
- 2 Firm gives billable credit for work that is directly related to diversity efforts (but is not pro bono work).
- 3 Firm ties a component of partner compensation to diversity efforts.
- 4 Evaluations of higher ranking attorneys (*e.g.*, partners) by lower ranking attorneys (*e.g.*, associates) include diversity competence as a component.
- 5 Firm mandates diversity training for ALL lawyers, staff, and management.
- 6 Diversity was an agenda item at the firm's partners' retreat.

Diversity Committees and Professionals

- 7 Firm has a diversity committee that includes senior partners and that reports to the firm's managing body.
- 8 Firm has a full-time diversity professional who performs mainly diversity-related tasks (*e.g.*, works on recruitment, retention, development, and advancement of minority lawyers).
- 9 Firm has a part-time or hourly diversity professional who performs diversity-related tasks.

Firm Leadership

- 10 At least one minority attorney in the firm's Dallas County office(s) serves on the firm's managing body. If so, please fill in number of minority attorneys:
_____ African American/Black _____ Hispanic/Latino _____ Other Minority
_____ Asian/Asian American _____ Native American _____ Bi- or Multi-Racial
- 11 At least one minority attorney serves as head of a practice group in firm's Dallas County office(s). If so, please fill in number of minority attorneys:
_____ African American/Black _____ Hispanic/Latino _____ Other Minority
_____ Asian/Asian American _____ Native American _____ Bi- or Multi-Racial

Recruiting

- 12 Firm conducts interviews at one or more minority job fairs. If so, please indicate the number of minority job fairs in the current period: _____.
- 13 Firm has hired at least one minority student from a minority job fair. If so, please indicate the number of minority students in the current period: _____.

- 14 Firm conducts on-campus interviews at one or more minority law schools (*e.g.*, law schools of historically black colleges and universities, Hispanic-serving institutions, and other minority academic institutions). If so, please indicate the number of minority law schools in the current period: ____
- 15 Firm has hired at least one minority student from a minority law school. If so, please indicate the number of minority students in the current period: ____
- 16 Firm offers at least one fellowship/scholarship directed toward minority law students. If so, please indicate the number of fellowships/scholarships: ____, and the amount of each fellowship/scholarship in the current period: \$____.
- 17 The fellowship/scholarship of 16 includes a summer clerkship at the firm.
- 18 Firm's hiring committee includes minority attorneys.
- 19 Firm has a diverse recruiting staff.

Retention

- 20 Firm has affinity groups for minority attorneys, and the affinity groups meet at least quarterly.
- 21 Firm has a succession plan that emphasizes greater inclusion of minority attorneys in firm leadership.
- 22 Firm mandates and monitors that minority attorneys have equal access to clients, quality work assignments, committee appointments, marketing efforts, and firm events.
- 23 Firm has a mentoring program for minority attorneys to develop career advancement plans.

Minority Organizations

- 24 Firm pays membership fees for minority bar associations (*i.e.*, bar associations dedicated to minority attorneys). If so, please indicate the amount paid in the current period: ____
- 25 Firm pays expenses related to participation in minority-focused organizations (*i.e.*, organizations dedicated to minority interests (*e.g.*, NAACP), minority bar associations, and legal profession diversity organizations (*e.g.*, MCCA)). If so, please indicate the amount paid in the current period: ____
- 26 Firm has built strong relationships with external minority-focused organizations. If so, please name the organization(s) and describe the relationship(s):

Organization Name(s): _____

Nature of the Relationship(s): _____

Communications

- 27 Firm collects diversity information that includes diversity policies, statistics, and goals.
- 28 Firm provides the diversity information to clients.
- 29 Firm communicates the diversity information to all firm employees.
- 30 Firm's external website displays the diversity information.
- 31 Firm's marketing staff is diverse.