

Looking Out to the Future.*

The PricewaterhouseCoopers 2nd annual Cultural Awareness and Inclusion Survey (CAIS) can provide your firm with comprehensive benchmarking data to evaluate your firm's diversity profile and initiative relative to a group of your peers.

NEW in 2010:

The addition of two 'Spotlight' areas that focus on questions relating to the recruitment and advancement initiatives directed towards self-identified LGBT individuals and persons with a disability

2009 Key Survey Findings

- 100% of the participating firms indicated they devote a significant portion of their recruiting budget to participating in minority bar association events, however less than 20% of the firms indicate they've been successful in recruiting in this area. The most successful recruiting effort for minority attorneys has come from the firm's participation in minority job fairs.
- Female attorneys represented 15.2% of the equity partner ranks and 25.4% of the non-equity partner ranks. The incoming 2008 class of associates included 45.8% women, indicating a relatively strong retention of women attorneys in law firms
- Minority attorneys represented only 5.1% of the equity partner ranks and 7.6% of the non-equity partner ranks. Of the 2008 class of associates, 26.4% were minorities, which suggests less than a 50% partnership promotion retention rate.
- For both the equity and non-equity partner classes, the average billable hours per partner across gender and minority status was relatively equal, indicating a fair representation of workload.
- While it is suggested that corporate counsel is mandating change in the diversity profile of the law firms they hire, none of the participating AmLaw 200 firms indicated they lost revenue in 2008 due to the staffing mix of their client teams.

2010 Cultural Awareness and Inclusion Survey

A sample page from Section 1 :

Staffing Summary (Continued)
Percent of Timekeeper (FTE) Headcount by Racial Classification
For the period 1/1/2009 through 12/31/2009

	African American	Asian	Caucasian	Hispanic	Multi-racial	Native American	Other
Equity Partners							
Your Firm	1.7%	1.3%	96.0%	1.0%			
Total Group	1.7%	1.6%	94.8%	1.6%	0.2%		0.1%
Non-Equity Partners							
Your Firm	2.8%		94.9%	2.3%			
Total Group	2.0%	2.1%	92.8%	2.9%	0.1%	0.1%	
Associates & Sr. Attys							
Your Firm	6.0%	7.1%	81.6%	3.4%	1.7%	0.2%	
Total Group	4.6%	7.3%	82.6%	4.5%	0.5%	0.2%	0.3%
Other Attys¹							
Your Firm	10.8%		89.2%				
Total Group	3.8%	2.8%	89.8%	2.6%	1.0%		
All Attorneys							
Your Firm	4.1%	4.0%	88.5%	2.4%		1.0%	
Total Group	3.2%	4.2%	88.8%	3.2%	0.3%	0.1%	0.2%
Paralegals							
Your Firm	22.2%	9.0%	58.8%	6.7%	3.3%		
Total Group	7.4%	4.1%	80.6%	7.2%	0.6%	0.1%	
Other Non-Legal Timekeepers²							
Your Firm		27.5%	72.5%				
Total Group	6.5%	10.6%	73.4%	8.0%	0.8%	0.3%	0.4%
All Non-Atty Timekeepers							
Your Firm	20.9%	10.1%	59.6%	6.3%	3.1%		
Total Group	7.1%	6.1%	78.4%	7.4%	0.7%	0.2%	0.1%

A sample page from Section 2 :

Leadership
For the period 1/1/2009 through 12/31/2009

	Your Firm	# of Responses	% of Group Resp. - Yes
1. The firm has a formal mission statement regarding diversity	Yes	45	90.9
2. The following topics are covered in the firm's diversity mission statement:		45	80.0
a. Race			80.0
b. Gender			60.0
c. Age			70.0
d. Ethnicity			60.0
e. Religion			70.0
f. Sexual orientation			50.0
g. Country of origin			60.0
h. Disabilities			50.0
i. Other			50.0
3. The firm's mission statement is communicated to the following:		45	
a. Only Partners			0.0
b. All Attorneys			30.0
c. All Staff			20.0
d. Other			50.0
4. The firm's mission statement and diversity initiatives are communicated by the following:		10	
a. In the firm's marketing materials			100.0
b. In the firm's employee manual			70.0
c. Firm newsletter(s)			50.0
d. Through partner participation in diversity training activities			50.0
e. Through attorney participation in diversity training activities			60.0
f. Through staff participation in diversity training activities			40.0
g. Meetings convened by member(s) of the firm's executive mgmt.			70.0
h. Meetings convened by practice group leaders			50.0
i. Email			60.0
j. Intranet Alerts			60.0
k. Other			40.0

Participants in the 2010 CAIS will receive the following *two* key benefits:

- Ability to benchmark the demographic mix (both on a headcount and utilization basis) of their client teams across geographic locations and practice groups to a group of their peers
- Gain insight into the effectiveness of your competitors' diversity initiatives and strategies which will enable you to capitalize on programs designed to improve the diversity efforts at your firm.

Timing of results:

- The due date for receiving completed data forms is June 15, 2010.
- Results will be distributed on or before July 15, 2010.

Sample Reports

To better understand the breadth of information this Survey provides, please contact a Survey Staff member to receive a complimentary comparison group from the 2009 Survey.

Contact the Survey Team for further information at (703) 918-3077 or via email at pwc.law.firm.survey@us.pwc.com

Visit our website for participation materials and to view sample reports at www.pwc.com/lfsurveys