

## **2011 Cultural Awareness & Inclusion Scorecard**

Celebrating our differences.

- Ability to manage your workload allocation to ensure women and minorities have equal access to assignments
- The option to participate in one, or both, sections of the Survey

- Reduced participation fee if your firm submits data to both sections of the Survey
- 25% off base participation fee to past participants

The PwC 3rd annual Cultural Awareness and Inclusion Scorecard (CAIS) can provide your firm with comprehensive benchmarking data to evaluate your firm's diversity profile and initiatives relative to a group of your peers.

### ***NEW in 2011***

Graphical report pages have been added that provide an easier-to-read analysis of your firm's position relative to a group of peers.

A complimentary review of your firm's results is offered by a Survey resource that is experienced in identifying areas in which you may improve diversity initiative expansion.

### ***Sample reports***

To better understand the breadth of information this Survey provides, contact a Survey Staff member to receive a free comparison group from last year or review sample report pages from the 2011 CAIS on the back page.

### ***Timing***

The due date for receiving completed data forms is June 15, 2011. Results will be distributed on or before June 30, 2011.



Average Billable Hours (Continued)  
Associate & Sr. Attorney Average Billable Hours  
For the period 1/1/2010 through 12/31/2010

Law School Class Year	Firmwide	Male	Female	Non-Minority	Minority	Female Non-Minority	Female Minority
<b>2010</b>							
Your Firm	1,763	1,823	1,711	1,865	1,401	1,739	1,423
Total Group	1,678	1,726	1,649	1,737	1,578	1,782	1,529
<b>2009</b>							
Your Firm	1,591	1,772	1,433	1,672	1,398	1,500	1,406
Total Group	1,330	1,372	1,248	1,386	1,402	1,249	1,538
<b>2008</b>							
Your Firm	1,779	1,856	1,701	1,835	1,385	1,774	1,460
Total Group	1,680	1,713	1,663	1,753	1,542	1,712	1,543
<b>2007</b>							
Your Firm	1,759	1,807	1,660	1,749	1,859	1,649	1,724
Total Group	1,758	1,801	1,745	1,799	1,672	1,778	1,639
<b>2006</b>							
Your Firm	1,861	1,854	1,872	1,893	1,592	1,986	1,592
Total Group	1,762	1,791	1,756	1,804	1,672	1,786	1,684
<b>2005</b>							
Your Firm	1,775	1,894	1,644	1,777	1,766	1,691	1,314
Total Group	1,729	1,786	1,700	1,783	1,565	1,750	1,486
<b>2004</b>							
Your Firm	1,818	1,929	1,681	1,834	1,747	1,661	1,757
Total Group	1,736	1,795	1,684	1,791	1,674	1,732	1,654
<b>2003</b>							
Your Firm	1,738	1,810	1,604	1,764	1,543	1,608	1,594
Total Group	1,732	1,800	1,644	1,754	1,643	1,656	1,681
<b>2002</b>							
Your Firm	1,906	1,999	1,563	1,979	1,672	1,741	1,104
Total Group	1,784	1,865	1,710	1,839	1,735	1,762	1,635
<b>Prior</b>							
Your Firm	1,435	1,579	1,258	1,445	1,659	1,256	1,514
Total Group	1,583	1,642	1,537	1,621	1,531	1,564	1,496
<b>All Associates &amp; Sr. Attys</b>							
Your Firm	1,709	1,807	1,571	1,735	1,633	1,603	1,512
Total Group	1,678	1,743	1,660	1,741	1,619	1,705	1,582

Diversity Initiatives/Programs  
For the period 1/1/2010 through 12/31/2010

	Your Firm	# of Responses	% of Group Responding - Yes
<b>1. The results or progress of the diversity initiatives/program are reviewed:</b>		47	
a. Never			0.0
b. Weekly			0.0
c. Monthly			58.8
d. Quarterly	X		17.6
e. Semi-annually			11.8
f. Annually			11.8
<b>2. The following individuals review the results or progress of the diversity initiatives/program:</b>		47	
a. Diversity committee			94.1
b. Executive management	X		94.1
c. All partners	X		35.3
d. All attorneys			23.5
e. Partners or practice group/office leaders	X		47.1
f. Diversity Administrator	X		52.9
g. Minorities of the firm			35.3
h. Clients	X		52.9
i. No one			11.8
j. Other			29.4
<b>3. The method(s) of measurement the firm uses to evaluate the effectiveness of the diversity initiatives/program are:</b>		47	
a. Recruitment rate	X		94.1
b. Attrition rate	X		100.0
c. Retention rate			100.0
d. Client-retention rates			11.8
e. Internal staff surveys	X		23.5
f. Client-satisfaction surveys			29.4
g. External recognition (e.g., awards)			88.2
h. Discussions with minorities, women and/or LGBT individuals			88.2
i. Discussions with diversity committee members			100.0
j. Exit interviews	X		88.2
k. Other			11.8

## 2010 Key Survey Findings

- 100% of the largest national Survey participants indicated they devote a significant portion of their recruiting budget to participating in minority and women bar association events, however the percentage of firms indicating they've been successful in recruiting in these areas was very low—11.8% for minority bar associations events and 0% for women bar association events.
- For the second year in a row, firms indicated that the most successful recruiting effort for diversity has come from the firm's participation in minority job fairs.
- Female attorneys represented 13.8% of equity partner and 23.5% of non-equity partner ranks, for a total of 37.3% of the entire partner class in 2009. The incoming 2009 class of associates included 42.5% women, indicating a relatively strong retention rate.
- Minority attorneys represented only 4.5% of equity partner and 7.9% of non-equity partner ranks, for a total of 12.4% of the entire partner class. Of the 2009 associate class, 21.9% were minorities, which suggests a relatively low retention rate.
- 100% of the large national participating firms provide domestic partner benefits. 23.5% of the firms plan to provide transgender inclusive health insurance benefits by 2012.