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57 LAW FIRMS RECOGNIZED FOR “TIPPING THE SCALES” TOWARDS GENDER PARITY IN NEW PARTNER CLASSES

2022 New Partner Report Shows Decline in Percentage of Women New Partners

Washington, DC (November 4, 2022) – Yesterday, during the [Diversity and Flexibility Alliance’s Annual Conference](#), fifty-seven law firms were recognized for having 50% or more women in their 2022 U.S.-based new partner classes. The firms, recognized as “*Tipping the Scales*,” were identified through the Diversity & Flexibility Alliance’s [New Partner Report](#), a compilation of public data released each year since 2012.

The Report revealed that 40.2 percent of new partners from 206 major U.S. law firms in 2022 were women, which represents a decrease from last year’s figure of 40.9 percent. Further, when looking at a representative sample (only AmLaw 100 & Alliance member firms), 40.3% of new partners were women in 2022, which represents a substantial drop of 2.1% from last year’s figure of 42.4%. More information on the report can be found [here](#).

Other highlights include:

- The average new partner class increased substantially (by 2.4 attorneys), despite the decrease in the share of women.
- The nation’s top grossing firms had significant declines in the share of women in their new partner class. In fact, firms in the AmLaw 50 and AmLaw 51-100 had significant declines in the shares of women of 4.2% and 4.9%, respectively.
- The number of firms with a 50/50 split or greater of women in the new partner class decreased from 67 firms in 2021 to 57 firms in 2022.
- For Diversity & Flexibility Alliance member firms, 42.9% of attorneys promoted to partnership were women, representing a 2.7% higher share of female partners compared to the overall share of women in this year’s new partner class (40.2%).
- The number of firms reporting no women in their new partner class decreased from eight to six, however.

“While the overall dip in women new partners may seem inconsequential, any step backwards in a trend towards gender parity is concerning. Additionally, when looking at the representative sample of larger AmLaw 100 firms, the decline of 2.1% in women partners was more significant,” said Manar Morales, President & CEO of the Diversity & Flexibility Alliance. “The legal industry must be mindful of these trends and renew its commitment to increasing the share of women partners by focusing on the recruitment, retention, and advancement of women,” she added.

To reap the benefits of gender parity, the Diversity & Flexibility Alliance advises that law firm leaders pay close attention to building a pipeline of women and focusing on equity in their work distribution, mentorships, training, pay and evaluation systems. Additionally, firms are encouraged

to develop intentional and inclusive hybrid working initiatives that benefit everyone. It is important to note that many Alliance member firms have made systematic changes and taken intentional steps towards increasing gender diversity and therefore have seen quantifiable results in their promotions of a higher share of female new partners than nonmembers.

The **“Tipping the Scales”** firms recognized for having 50% or more women in their 2022 new partner class included:

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| 1. Akerman | 20. Foley Hoag* | 39. Parker, Hudson, Rainer & Dobbs |
| 2. Arnold & Porter** | 21. Fox Rothschild | 40. Porter Wright |
| 3. Baker Donelson | 22. Fredrikson & Byron | 41. Robinson & Cole |
| 4. Bilzin Sumberg | 23. Haynes & Boone | 42. Rutan & Tucker |
| 5. Boies Schiller Flexner* | 24. Hinckley Allen | 43. Schulte Roth & Zabel |
| 6. Bracewell | 25. Hirschler | 44. Shook, Hardy & Bacon* |
| 7. Brown Rudnick | 26. Hughes Hubbard & Reed | 45. Smith Gambrell |
| 8. Choate Hall | 27. Jenner & Block | 46. Squire Patton Boggs |
| 9. Clark Hill | 28. Jones Day* | 47. Steptoe & Johnson |
| 10. Cole Schotz | 29. Kutak Rock | 48. Stoel Rives |
| 11. Cole Scott | 30. Lane Powell | 49. Thompson Coburn |
| 12. Davis Wright Tremaine** | 31. Lathrop GPM** | 50. Tucker Ellis |
| 13. Day Pitney | 32. Loeb & Loeb | 51. Vorys |
| 14. Debevoise & Plimpton | 33. Marshall Dennehey | 52. Warner Norcross + Judd |
| 15. Dechert | 34. McCarter & English | 53. Wiley Rein* |
| 16. Dickinson Wright | 35. Michael Best | 54. Willkie Farr & Gallagher |
| 17. Epstein Becker & Green* | 36. Miller & Chevalier* | 55. WilmerHale |
| 18. Faegre Drinker Biddle & Reath | 37. Nelson Mullins | 56. Wolf, Greenfield & Sacks |
| 19. Fisher & Phillips | 38. Offit Kurman | 57. Womble Bond Dickinson* |

*Firms that have been recognized as “Tipping the Scales” for at least three years.

** Firms that have been recognized for all four years since we began the “Tipping the Scales” recognition.

Diversity & Flexibility Alliance Member Firms are highlighted in orange

The Alliance has been compiling this data since 2012, when the data revealed that women only made up 33% of new partners. It is important to note that, in 2021 as well as this year, the Alliance expanded the number of law firms included in the report, examining all public data from law firms in the AmLaw 200 (versus only AmLaw100 in previous years), as well as Alliance member law firms. New partner data was collected from 206 law firms this year versus 187 firms in 2021. For purposes of comparing data and trends to previous years, a *Representative Sample* was identified in this and last year’s report, including firms in the AmLaw100 as well as member firms.

The Diversity & Flexibility Alliance’s *New Partner Report* is a yearly compilation of data from the nation’s largest and top-grossing law firms (206 this year) examining the gender breakdown of attorneys promoted to partnership in their U.S. offices. The data is based upon publicly available firm announcements and other self-reported sources on new partner classes with an effective date of promotion between October 1, 2021 and September 30, 2022. Eight firms from the AmLaw 200 were not included because either data was not available or they had no partner promotions.

For ten years, the **Diversity and Flexibility Alliance** has collaborated with organizations to develop non-stigmatized flexible work policies that promote inclusive work cultures and help to advance more women into leadership positions. The Alliance provides practical research-based solutions, training workshops, and strategic advisory services that increase organizational effectiveness through diversity and flexibility.