

PEOPLE

ETHNICITY STATISTICS

NY & WASHINGTON*				
REGION	2020	2019	2018	2017
Partner				
Ethnic Minority	7	3	5	5
Non-Ethnic Minority	66	50	61	61
Not Identified	10	22	5	7
Total	83	75	71	73
Percentage of identified represented by ethnic minority	9.6%	5.7%	7%	7.6%
Lawyer**				
Ethnic Minority	76	17	65	59
Non-Ethnic Minority	126	38	120	120
Not Identified	15	154	5	7
Total	217	209	190	186
Percentage of identified represented by ethnic minority	37.6%	30.9%	34%	33.0%
Business Professionals				
Ethnic Minority	113	78	117	103
Non-Ethnic Minority	102	66	102	90
Not Identified	24	213	20	22
Total	239	357	239	215
Percentage of identified represented by ethnic minority	52.6%	54.2%	49%	53.4%

Data as of May 2020

*Ethnic minority means: American Indian/Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian/Pacific Islander, Two or more races, Other [definitions influenced by US-specific legislative diversity definitions].

**"Lawyer": is all associates, counsel and trainees. Excludes work experience and partners. The figures are based on headcount numbers. 2020 and 2019 figures show On and Off headcount data. Excluded are Outsourced, Freelancers, Agency temps, Work Experience, Consultants, Retired Partner Consultants.

*** Our reporting must comply with local legislation (for example, data protection), custom and practice, and accordingly we report only those regions where ethnicity is capable of this compilation and aggregation.

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ETHNICITY STATISTICS

LONDON & NEWCASTLE*				
REGION	2020	2019	2018	2017
Partner				
Ethnic Minority	13	12	13	8
Non-Ethnic Minority	158	150	148	148
Not Identified	13	15	17	23
Total	184	177	178	179
Percentage of identified represented by ethnic minority	7.6%	7.4%	7.3%	5.1%
Lawyer**				
Ethnic Minority	199	161	171	178
Non-Ethnic Minority	452	422	391	426
Not Identified	136	196	136	137
Total	787	779	698	741
Percentage of identified represented by ethnic minority	30.6%	27.6%	24.5%	29.5%
Business Professionals				
Ethnic Minority	179	149	126	121
Non-Ethnic Minority	790	706	646	607
Not Identified	167	683	245	202
Total	1136	1538	1017	930
Percentage of identified represented by ethnic minority	18.5%	17.4%	12.4%	16.6%

Data as of May 2020

*Ethnic minority means: Black or Black British, Asian or British Asian, Chinese, Other ethnic group, Mixed [definitions influenced by UK-specific legislative diversity definitions].

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