

Talent Advisory Board Research Update – December 31, 2011  
*Legal Industry Diversity Reports*

### **Most Firms Collect LGBT Lawyer Information, LGBT Representation Steady**

*NALP Bulletin*, December 2011

[http://www.nalp.org/lgbt\\_lawyers\\_dec2011](http://www.nalp.org/lgbt_lawyers_dec2011)

With approximately 88 percent of offices reporting LGBT counts in the 2011 – 2012 *NALP Directory of Legal Employers*, the percentage of LGBT attorneys remained steady at 1.88 percent. The percentage of LGBT associates increased from 2.35 percent in 2010 to 2.43 percent in 2011, but the increase was offset by a decrease at the partner level. The percentage of LGBT attorneys was also highest among large law firms. Sixty percent of the 2,087 LGBT attorneys reported were concentrated in New York City, Washington, DC, Los Angeles and San Francisco. In particular, San Francisco reported the highest percentage of LGBT attorneys at 5 percent.

### **2011 Silicon Valley Board Index**

Spencer Stuart, December 2011

[http://content.spencerstuart.com/sswebsite/pdf/lib/SVBI\\_2011\\_final.pdf](http://content.spencerstuart.com/sswebsite/pdf/lib/SVBI_2011_final.pdf)

The 2011 Silicon Valley Board Index provided a snapshot of evolving trends and issues affecting the boards of the 100 largest public technology companies in the Silicon Valley. Some of the issues discussed included the growing demand for directors with experience in social media and digital technologies as well as the importance of advancing female representation in the boardroom. According to the report, although female representation in the boardroom has reached a new high in 2011, Silicon Valley continued to lag behind the S&P 500. Whereas 91 percent of S&P 500 boards had at least one female director and 16.2 percent of S&P 500 directors were female in 2011, the percentages for Silicon Valley boards in the sample were 57 percent and 9.1 percent respectively.

### **Sustaining Pathways to Diversity: A Comprehensive Examination of Diversity Demographics, Initiatives, and Policies in Corporate Legal Department**

Minority Corporate Counsel Association (MCCA), 2011

[http://www.mcca.com/\\_data/global/images/Research/MCCA\\_CLDD\\_Book.pdf](http://www.mcca.com/_data/global/images/Research/MCCA_CLDD_Book.pdf)

The report summarized the survey results collected from 765 corporate legal departments during the first quarter of 2011. The report examined diversity at the legal departments from the following perspectives: diversity demographics, diversity program structures and administration as well as tracking and measuring diversity efforts of outside counsel. Based on the data collected, twenty percent of the respondents indicated their top legal officer position was held by a minority individual and thirty-six percent of the top legal officers at the responding legal departments were female. According to the report, it was more likely for firms with larger legal departments to have diversity and inclusion programs and special outreach or recruiting efforts to attract diverse attorneys. In terms of relationships with outside counsel, 91 percent of respondents did not track hours billed for specific diversity groups, and 8 percent of the responding legal departments have changed their relationships with outside counsel based on firm diversity metrics or efforts.