

ETHNICITY STATISTICS

NY & WASHINGTON*								
	2016	2015	2014	2013	2012	2011	2010	2009
Partner								
Ethnic Minority	4	3	3	3	2	3	3	4
Non-Ethnic Minority	57	57	52	55	55	54	49	70
Not Identified	8	10	10	12	11	7	7	6
Total	69	70	65	70	68	64	59	80
Percentage of identified represented by ethnic minority	6.6%	5.0%	5.5%	5.2%	3.5%	4.7%	5.1%	5.0%
Lawyer***								
Ethnic Minority	59	50	46	53	51	49	53	67
Non-Ethnic Minority	113	111	108	113	114	109	110	149
Not Identified	20	52	19	20	18	15	14	19
Total	192	213	173	186	183	173	177	235
Percentage of identified represented by ethnic minority	34.3%	31.1%	29.9%	32.0%	30.9%	28.3%	30.0%	28.5%
Business Services								
Ethnic Minority	100	86	84	88	87	92	90	109
Non-Ethnic Minority	100	89	77	91	93	99	106	129
Not Identified	47	45	35	26	26	24	26	31
Total	247	220	196	205	206	215	222	269
Percentage of identified represented by ethnic minority	50.0%	49.1%	52.2%	49.2%	48.3%	42.8%	40.5%	40.5%

Data as of May 2016

* 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": all associates, counsel, non-legal fee earners, eg forensic accountants and trainees. Excludes work experience and partners. The figures are based on FTE headcount numbers.

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.

ETHNICITY STATISTICS

LONDON**								
	2016	2015	2014	2013	2012	2011	2010	2009
Partner								
Ethnic Minority	8	8	8	9	11	10	5	9
Non-Ethnic Minority	145	142	135	137	138	139	147	164
Not Identified	25	22	24	29	32	37	39	45
Total	178	172	167	175	181	186	191	218
Percentage of identified represented by ethnic minority	5.2%	5.3%	5.6%	6.2%	7.4%	6.7%	3.3%	5.2%
Lawyer***								
Ethnic Minority	152	149	137	127	106	106	145	158
Non-Ethnic Minority	423	419	434	490	430	446	530	573
Not Identified	158	139	135	207	276	223	134	143
Total	733	707	706	824	812	775	809	874
Percentage of identified represented by ethnic minority	26.4%	26.2%	24.0%	20.6%	19.8%	19.2%	21.5%	21.6%
Business Services								
Ethnic Minority	122	132	137	109	109	104	104	128
Non-Ethnic Minority	643	659	664	639	640	645	671	810
Not Identified	191	203	224	139	145	182	194	256
Total	956	994	1025	887	894	931	969	1194
Percentage of identified represented by ethnic minority	15.9%	16.7%	17.1%	14.6%	14.6%	13.9%	13.4%	13.6%

Data as of May 2016

** 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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