

Minority Law Journal

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ALM

DIVERSITY SCORECARD

Knowing the Score

Defining Diversity

METHODOLOGY—We surveyed 255 of the largest and highest-grossing firms in the country. We included the 250 biggest firms as ranked by *The National Law Journal*, as well as five firms that made *The American Lawyer's* Am Law 200, but didn't make the NLJ 250. (*The National Law Journal* and *The American Lawyer* are both ALM publications.) A total of 240 firms reported ethnic data for this year's Scorecard.

Firms are identified by their main or largest office. Partner statistics include both equity and nonequity partners. Nonpartner figures include associates as well as special counsel, of counsel, and other staff attorneys. "Other minorities" includes Native Americans and those attorneys who said they were multiracial. All figures are as of September 30, 2005.

Our view is that ethnic diversity is defined first and

foremost in American terms. When you ask whether a firm is achieving ethnic diversity, you're asking how well it's doing in hiring minority U.S. citizens. That's why, in collecting information for the Scorecard, we ask firms to count only their minority attorneys who are U.S. citizens. Then we divide that number by the number of attorneys at the firm who are U.S. citizens. (Both numbers include U.S. citizen attorneys who are based in non-U.S. offices.) The result gives the percentage of a firm's U.S. citizen attorneys who are members of ethnic minorities. Before 2004 we included attorneys who are non-U.S. citizens in our calculations, so statistics published prior to 2004 are not precisely comparable to figures since then. However, many firms have few or no operations overseas, so their diversity scores were not significantly affected by the alteration of the equation.

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Best Best & Krieger Riverside, California

Diversity Rank	Minority Percentage All U.S. Attorneys	Minority Percentage All U.S. Partners	Total Attorneys U.S./Non-U.S.	African American Partners/Nonpartners	Asian American Partners/Nonpartners	Hispanic American Partners/Nonpartners	Other Minority/Multiracial Partners/Nonpartners
30	15.0%	8.5%	167/—	2/2	2/5	3/8	—/3