

## ETHNICITY STATISTICS

NY & WASHINGTON*									
	2017	2016	2015	2014	2013	2012	2011	2010	2009
<b>Partner</b>									
Ethnic Minority	5	4	3	3	3	2	3	3	4
Non-Ethnic Minority	61	57	57	52	55	55	54	49	70
Not Identified	7	8	10	10	12	11	7	7	6
<b>Total</b>	<b>73</b>	<b>69</b>	<b>70</b>	<b>65</b>	<b>70</b>	<b>68</b>	<b>64</b>	<b>59</b>	<b>80</b>
Percentage of identified represented by ethnic minority	7.6%	6.6%	5.0%	5.5%	5.2%	3.5%	4.7%	5.1%	5.0%
<b>Lawyer***</b>									
Ethnic Minority	59	59	50	46	53	51	49	53	67
Non-Ethnic Minority	120	113	111	108	113	114	109	110	149
Not Identified	7	20	52	19	20	18	15	14	19
<b>Total</b>	<b>186</b>	<b>192</b>	<b>213</b>	<b>173</b>	<b>186</b>	<b>183</b>	<b>173</b>	<b>177</b>	<b>235</b>
Percentage of identified represented by ethnic minority	33.0%	34.3%	31.1%	29.9%	32.0%	30.9%	28.3%	30.0%	28.5%
<b>Business Services</b>									
Ethnic Minority	103	100	86	84	88	87	92	90	109
Non-Ethnic Minority	90	100	89	77	91	93	99	106	129
Not Identified	22	47	45	35	26	26	24	26	31
<b>Total</b>	<b>215</b>	<b>247</b>	<b>220</b>	<b>196</b>	<b>205</b>	<b>206</b>	<b>215</b>	<b>222</b>	<b>269</b>
Percentage of identified represented by ethnic minority	53.4%	50.0%	49.1%	52.2%	49.2%	48.3%	42.8%	40.5%	40.5%

Data as of May 2017

\* 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**									
	2017	2016	2015	2014	2013	2012	2011	2010	2009
<b>Partner</b>									
Ethnic Minority	8	8	8	8	9	11	10	5	9
Non-Ethnic Minority	148	145	142	135	137	138	139	147	164
Not Identified	23	25	22	24	29	32	37	39	45
<b>Total</b>	<b>179</b>	<b>178</b>	<b>172</b>	<b>167</b>	<b>175</b>	<b>181</b>	<b>186</b>	<b>191</b>	<b>218</b>
Percentage of identified represented by ethnic minority	5.1%	5.2%	5.3%	5.6%	6.2%	7.4%	6.7%	3.3%	5.2%
<b>Lawyer***</b>									
Ethnic Minority	178	152	149	137	127	106	106	145	158
Non-Ethnic Minority	426	423	419	434	490	430	446	530	573
Not Identified	137	158	139	135	207	276	223	134	143
<b>Total</b>	<b>741</b>	<b>733</b>	<b>707</b>	<b>706</b>	<b>824</b>	<b>812</b>	<b>775</b>	<b>809</b>	<b>874</b>
Percentage of identified represented by ethnic minority	29.5%	26.4%	26.2%	24.0%	20.6%	19.8%	19.2%	21.5%	21.6%
<b>Business Services</b>									
Ethnic Minority	121	122	132	137	109	109	104	104	128
Non-Ethnic Minority	607	643	659	664	639	640	645	671	810
Not Identified	202	191	203	224	139	145	182	194	256
<b>Total</b>	<b>930</b>	<b>956</b>	<b>994</b>	<b>1025</b>	<b>887</b>	<b>894</b>	<b>931</b>	<b>969</b>	<b>1194</b>
Percentage of identified represented by ethnic minority	16.6%	15.9%	16.7%	17.1%	14.6%	14.6%	13.9%	13.4%	13.6%

Data as of May 2017

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

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