

## ETHNICITY STATISTICS

NY & WASHINGTON*				
	2019	2018	2017	2016
<b>Partner</b>				
Ethnic Minority	3	5	5	4
Non-Ethnic Minority	50	61	61	57
Not Identified	22	5	7	8
<b>Total</b>	<b>75</b>	<b>71</b>	<b>73</b>	<b>69</b>
Percentage of identified represented by ethnic minority	5.7%	7%	7.6%	6.6%
<b>Lawyer***</b>				
Ethnic Minority	17	65	59	59
Non-Ethnic Minority	38	120	120	113
Not Identified	154	5	7	20
<b>Total</b>	<b>209</b>	<b>190</b>	<b>186</b>	<b>192</b>
Percentage of identified represented by ethnic minority	30.9%	34%	33.0%	34.3%
<b>Business Professionals</b>				
Ethnic Minority	78	117	103	100
Non-Ethnic Minority	66	102	90	100
Not Identified	213	20	22	47
<b>Total</b>	<b>357</b>	<b>239</b>	<b>215</b>	<b>247</b>
Percentage of identified represented by ethnic minority	54.2%	49%	53.4%	50.0%

Data as of May 2019

\* 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 & NEWCASTLE				
	2019	2018	2017	2016
<b>Partner</b>				
Ethnic Minority	12	13	8	8
Non-Ethnic Minority	150	148	148	145
Not Identified	15	17	23	25
<b>Total</b>	<b>177</b>	<b>178</b>	<b>179</b>	<b>178</b>
Percentage of identified represented by ethnic minority	7.4%	7.3%	5.1%	5.2%
<b>Lawyer***</b>				
Ethnic Minority	161	171	178	152
Non-Ethnic Minority	422	391	426	423
Not Identified	196	136	137	158
<b>Total</b>	<b>779</b>	<b>698</b>	<b>741</b>	<b>733</b>
Percentage of identified represented by ethnic minority	27.6%	24.5%	29.5%	26.4%
<b>Business Professionals</b>				
Ethnic Minority	149	126	121	122
Non-Ethnic Minority	706	646	607	643
Not Identified	683	245	202	191
<b>Total</b>	<b>1538</b>	<b>1017</b>	<b>930</b>	<b>956</b>
Percentage of identified represented by ethnic minority	17.4%	12.4%	16.6%	15.9%

Data as of May 2019

\*\* 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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