

PEOPLE

ETHNICITY STATISTICS

| NY & WASHINGTON* | | | | |
|---|------------|------------|------------|------------|
| REGION | 2020 | 2019 | 2018 | 2017 |
| Partner | | | | |
| Ethnic Minority | 7 | 3 | 5 | 5 |
| Non-Ethnic Minority | 66 | 50 | 61 | 61 |
| Not Identified | 10 | 22 | 5 | 7 |
| Total | 83 | 75 | 71 | 73 |
| Percentage of identified represented by ethnic minority | 9.6% | 5.7% | 7% | 7.6% |
| Lawyer** | | | | |
| Ethnic Minority | 76 | 17 | 65 | 59 |
| Non-Ethnic Minority | 126 | 38 | 120 | 120 |
| Not Identified | 15 | 154 | 5 | 7 |
| Total | 217 | 209 | 190 | 186 |
| Percentage of identified represented by ethnic minority | 37.6% | 30.9% | 34% | 33.0% |
| Business Professionals | | | | |
| Ethnic Minority | 113 | 78 | 117 | 103 |
| Non-Ethnic Minority | 102 | 66 | 102 | 90 |
| Not Identified | 24 | 213 | 20 | 22 |
| Total | 239 | 357 | 239 | 215 |
| Percentage of identified represented by ethnic minority | 52.6% | 54.2% | 49% | 53.4% |

Data as of May 2020

*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": is all associates, counsel and trainees. Excludes work experience and partners. The figures are based on headcount numbers. 2020 and 2019 figures show On and Off headcount data. Excluded are Outsourced, Freelancers, Agency temps, Work Experience, Consultants, Retired Partner Consultants.

*** 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.

PEOPLE

ETHNICITY STATISTICS

| LONDON & NEWCASTLE* | | | | |
|---|-------------|-------------|-------------|------------|
| REGION | 2020 | 2019 | 2018 | 2017 |
| Partner | | | | |
| Ethnic Minority | 13 | 12 | 13 | 8 |
| Non-Ethnic Minority | 158 | 150 | 148 | 148 |
| Not Identified | 13 | 15 | 17 | 23 |
| Total | 184 | 177 | 178 | 179 |
| Percentage of identified represented by ethnic minority | 7.6% | 7.4% | 7.3% | 5.1% |
| Lawyer** | | | | |
| Ethnic Minority | 199 | 161 | 171 | 178 |
| Non-Ethnic Minority | 452 | 422 | 391 | 426 |
| Not Identified | 136 | 196 | 136 | 137 |
| Total | 787 | 779 | 698 | 741 |
| Percentage of identified represented by ethnic minority | 30.6% | 27.6% | 24.5% | 29.5% |
| Business Professionals | | | | |
| Ethnic Minority | 179 | 149 | 126 | 121 |
| Non-Ethnic Minority | 790 | 706 | 646 | 607 |
| Not Identified | 167 | 683 | 245 | 202 |
| Total | 1136 | 1538 | 1017 | 930 |
| Percentage of identified represented by ethnic minority | 18.5% | 17.4% | 12.4% | 16.6% |

Data as of May 2020

*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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