

Diversity Snapshot

Overview This report provides a snapshot of the state of diversity across 25 law firms ("BASF Firms") that completed the American Bar Association's Model Diversity Survey ("ABA Survey") for BASF. The snapshot reports a new metric, the "BASF Legal Diversity Factor Score," to assist in tracking your firm's Diversity & Inclusion efforts. Additionally, the snapshot visualizes your firm's diversity metrics in relation to all BASF Firms, focusing on attorneys of color (see Figure 1) and female attorneys (see Figure 2).

BASF Legal Diversity Factor Score The BASF Legal Diversity Factor Score incorporates information about your firm's relationship partner, firmwide leadership, firmwide headcount, and work performed for BASF. The Score ranges between 0 and 100. **Your firm's Legal Diversity Factor Score is 84.**

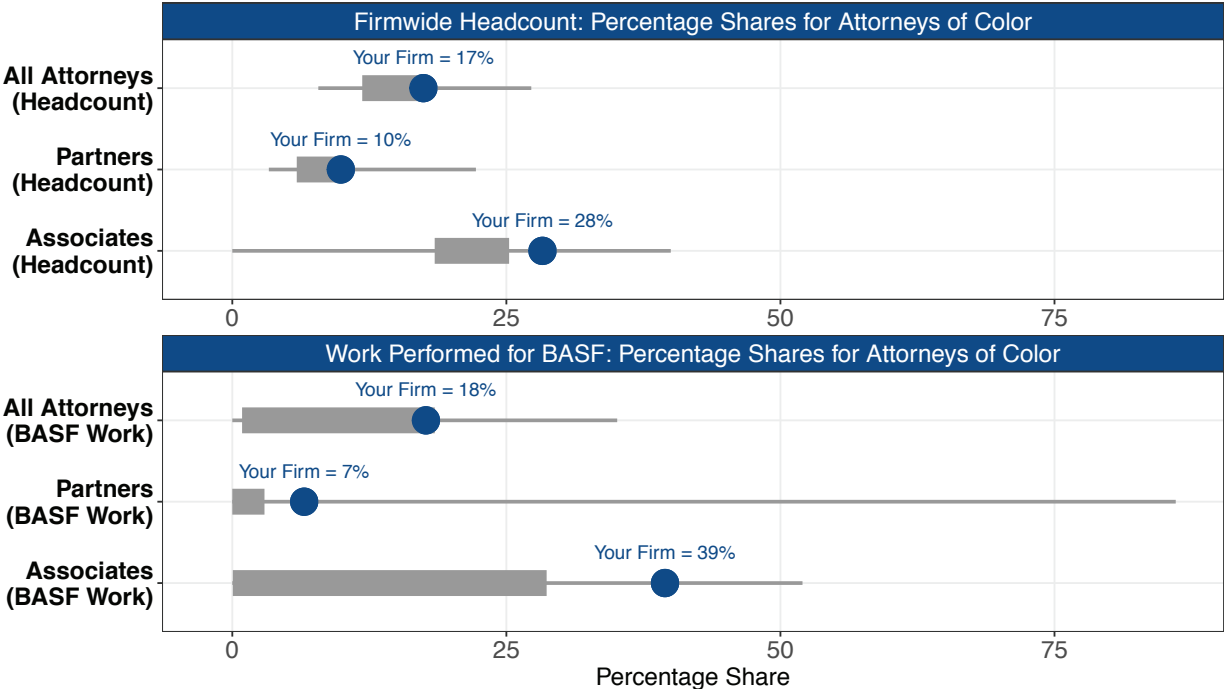
Key Takeaways for Your Firm Compared to all BASF Firms, your firm received the highest ranking on Female: All Attorneys (BASF Work) and Female: Partners (BASF Work), which are at the 100th percentile, and the lowest ranking on Female: Associates (Headcount), which is at the 46th percentile.

Interpreting the Graphics Figure 1 and Figure 2 represent your firm's percentage shares using a **blue dot**. The thin gray horizontal line covers the range of values for all BASF firms (i.e., from the minimum to the maximum). The thick gray horizontal bar covers the **the Middle 50%** of values. Therefore, if your firm's score:

- Is to the left of the thick gray bar, then it is in the Bottom 25% of all BASF Firms;
- Overlaps the thick gray bar, then it is in the Middle 50% of all BASF Firms; and
- Is to the right of the thick gray bar, then it is in the Top 25% of all BASF Firms.

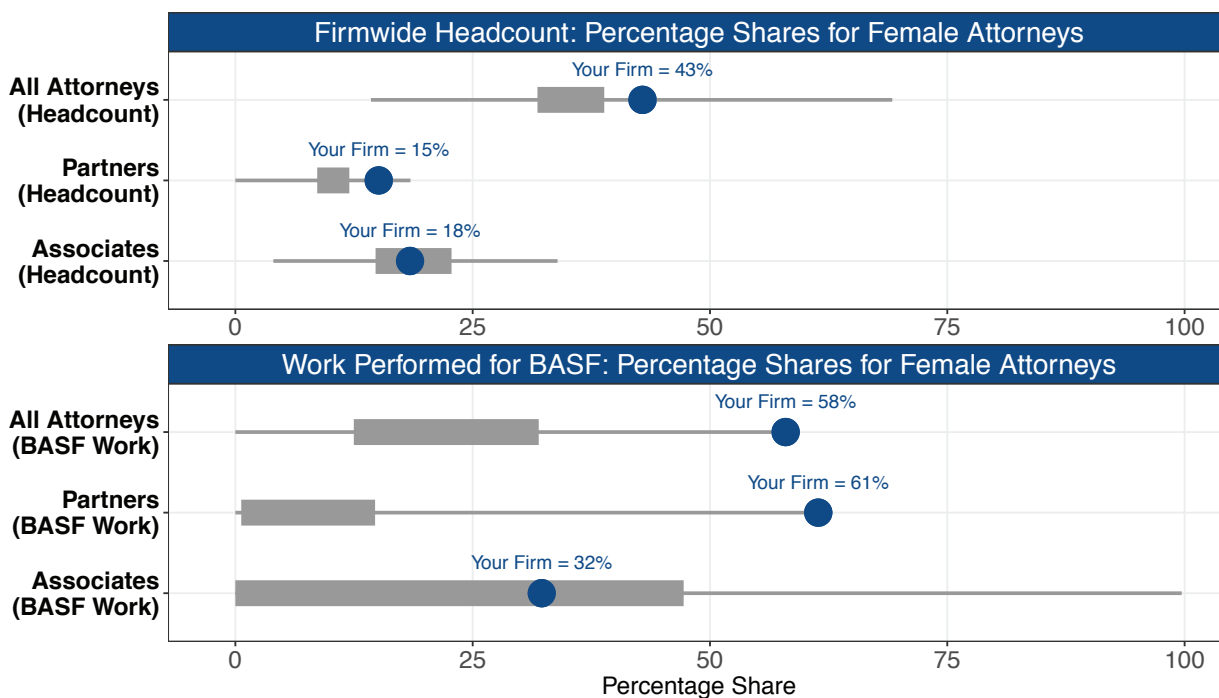
Attorneys of Color Figure 1 compares your firm's percentage shares to those of all BASF Firms. The top panel reflects firmwide headcount results, and the bottom panel reflects diverse attorneys' share of work performed for BASF.

Figure 1. Your Firm's Percentage Shares for Attorneys of Color



Female Attorneys Figure 2 compares your firm’s percentage shares to those of all BASF Firms. The top panel reflects headcount results for females, and the bottom panel reflects female attorneys’ share of work performed for BASF.

Figure 2. Your Firm’s Percentage Shares for Female Attorneys



Calculating the Legal Diversity Factor Score The BASF Legal Diversity Factor Score has a maximum possible value of 100. The Score is calculated as follows:

Relationship Partner(s) (0 to 10 Points): Firms receive 10 points if Relationship Partner(s) is (are) diverse, 0 points otherwise. (Source: ABA Survey, Client Matters Question #2)

Firmwide Leadership (0 to 30 Points): Points awarded for the Governance, Practice Group Leader, and Compensation Committees. Firms receive 3 points per Committee if one member is an attorney of color/female attorney, and 5 points per Committee if two or members are attorneys of color/female attorneys. (Source: ABA Survey, Question #10)

Firmwide Headcount (0 to 30 Points): Points awarded for All Attorney, Partner, and Associate headcounts. Firms with attorneys of color/female attorney percentage shares less than the 25th percentile in the AmLaw 200 receive 1 point; firms with percentage shares greater than the 25th percentile but below the 75th percentile receive 3 points; firms with percentage shares greater than the 75th percentile receive 5 points.¹ (Source: ABA Survey, Question #8)

Work Performed for BASF (0 to 30 Points): Points awarded for All Attorney, Partner, and Associate work performed for BASF. Firms with attorneys of color/female attorney percentage shares less than the 25th percentile of a market benchmark receive 1 point; firms with percentage shares greater than the 25th percentile but below the 75th percentile receive 3 points; firms with percentage shares greater than the 75th percentile receive 5 points.² (Source: ABA Survey, Client Matters Question #4)

¹ Percentiles calculated using the *National Law Journal's* Diversity Scorecard and Female Scorecard data.

² Percentiles calculated using a large proprietary database on client matters.